



## Infrastructure grants prospectus

June 2020



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## About Youth Futures Foundation

The Youth Futures Foundation is an independent, not-for-profit organisation set up to help tackle youth unemployment, with a £90m endowment from the [Reclaim Fund](#). Our mission is to invest in bold and imaginative ways to help young people find and retain employment. Prior to the onset of the COVID-19 crisis, there were over 760,000 young people not in education or employment in the UK<sup>1</sup>. There are fears that the economic impact of the pandemic will lead to an additional 640,000 unemployed 18 to 24-year-olds this year alone<sup>2</sup>. More than one in three in this age group is earning less than before the outbreak, around a quarter of them have been furloughed and a further 9% have lost their jobs altogether<sup>3</sup>.

Young people are already twice as likely to be unemployed than older adults in the labour market<sup>4</sup> and some young people from Black, Asian or Minority Ethnic backgrounds have higher rates of unemployment than their white counterparts<sup>5</sup>. Meanwhile, disadvantaged young people are disproportionately likely to be out of work or education<sup>6</sup>.

Youth Futures is looking to partner with charities, local authorities, social enterprises, employers, government and of course young people, to get to the heart of why so many individuals starting out in their careers have insufficient opportunities to thrive and contribute fully to our economy.

### Resilience Funding

The Youth Futures Foundation is launching resilience funding in response to COVID-19. We are taking a two-phased approach to support the whole youth employment ecosystem, beginning with funding for key infrastructure organisations that demonstrate their ability to play a pivotal role in responding to rising youth unemployment. This will be followed rapidly with funding for frontline organisations working to support young people towards and into work.

- Resilience funding for organisations will be distributed by the Youth Futures Foundation and details of how to apply are set out in this prospectus.
- Resilience funding for frontline organisations will be distributed in partnership with Children in Need and details of how to apply will be available on the Youth Futures website soon.

Frontline organisations, partnerships and consortiums can also apply for our development and impact grants [here](#).

### Building strong foundations to tackle youth unemployment

COVID-19 has seen unprecedented levels of public spending to shore up the business sector. Many charities have struggled for survival, unable to fundraise and facing depleted reserves. The Youth Futures Foundation recognises that in order to support frontline services, particularly during this crisis, the youth employment sector requires



high-quality, sustainable infrastructure. However, in times of crisis, infrastructure bodies rarely attract emergency funding or charitable donations, because public support and private philanthropy tend to get directed to the frontline.

Even before the challenges presented by COVID-19, infrastructure organisations were working hard to modernise and continuously improve services. Many have been seeking to lead systems change (including better integration of services); to demonstrate sector leadership and effective policy influencing; collaborate, improve efficiency and generate new sources of income – all with the aim of enhancing frontline services for young people.

As a result of COVID-19, infrastructure organisations have come under acute pressure to step up and do even more to support the youth employment ecosystem. Many are being called on to lead youth voice activity, carry out research and insight work, convene frontline organisations and develop strategy papers to feed into regional and national policy development. At the same time, demand from their membership, movement or network, for hands-on support has increased significantly as frontline organisations struggle to adapt to socially distanced delivery, maintain safeguarding, respond to the changing needs of young people, and generate emergency funding.

## Infrastructure Funding

Youth Futures understands the need to invest in the youth employment ecosystem, supporting young people throughout their employment journey. We have listened to feedback from young people, and those involved in supporting them into work, who have highlighted the need for both frontline AND infrastructure organisations.

**In particular, we have heard about the importance of a) national infrastructure to draw together, champion and respond to the needs of all young people seeking work and b) infrastructure focused specifically on empowering young people from Black, Asian or Minority Ethnic backgrounds, including those of Gypsy, Roma & Traveller heritage.**

As we enter a period of historically high levels of youth unemployment, the health and stability of these organisations will be crucial. Without them, frontline organisations have nowhere to turn to for advice, help and capacity building. Our funding of infrastructure organisations aims to avoid this scenario.

## Our key funding principles:

We have adopted five key principles that underpin our trust-based approach to grant-making. These are:

1. Providing unrestricted multi-year funding
2. Simplifying and minimising the application process
3. Being open, transparent and honest about who we fund and why
4. Listening and acting on your feedback to our approach
5. Providing support alongside funding, with the aim of helping to build leadership and capacity.

Wherever possible we will simplify requirements and use available public records (such as published annual accounts) to understand your purpose, leadership, and financial standing. We will also commit to using other sources of information related to the delivery of your strategic objectives – an existing business or programme plan, proposals and reports written for other funders – in lieu of completing application forms. If your application is successful, we will touch base regularly, to reflect and review how delivery is progressing. This is so that everyone is clear on mutual expectations and to help build long-standing relationships based on trust.

## Our Objectives

We are seeking to fund, support and evaluate promising infrastructure organisations that support the needs of frontline organisations across England delivering effective solutions to youth unemployment.

We recognise the importance of national learning and local context, as well as promoting strong coordination and partnership across government, funders, delivery organisations and employers.

### **We will support activities which:**

- Understand, respect and involve young people, and the workers and volunteers working directly with them
- Seek to learn and share what works (and what doesn't)
- Meet membership, movement and/or network needs now and, in the future
- Demonstrate good value for money
- Align with our mission and target groups of young people.

## 1. About our infrastructure funding

### **We will support:**

1. National infrastructure bodies that strengthen the youth and/or employment sector across England for all young people.
2. National or regional infrastructure bodies that strengthen the youth and/or employment sector specifically for young people from Black, Asian or Minority Ethnic backgrounds, including those of Gypsy, Roma & Traveller heritage.

### **Deadlines:**

**For a decision by the end of July apply before midnight on Thursday 18 June 2020.**

**For a decision by the end of September apply before midnight on Friday 31 July 2020.**





## Who can apply?

Infrastructure organisations that indirectly supports young people who face discrimination or disadvantages in moving towards or into employment. You will be working with direct delivery youth and/or employment organisations.

**For regional applications, we are only accepting applications which are either led by or reach Black, Asian or Minority Ethnic young people, particularly those most at risk of facing disparities in the labour market, including those of Gypsy, Roma & Traveller heritage, which operate within England.**

We will accept applications from registered charities or other not-for-profit, voluntary or community-sector organisations.

Applications will also need to meet the following **eligibility criteria**:

- Be delivering at least two of the following:
  - Maintaining a membership, network or movement of organisations
  - Convening and managing youth voice and advocacy activities at a level beyond individual organisational delivery
  - Providing training, information, advice and guidance to organisations (face to face or online)
  - Helping organisations thrive through funding core activities or programmes
  - Providing digital support and online forums for young people, members or the wider network
  - Helping to convene and advocate on behalf of membership or wider-network organisations to influence policy, improve practice and unlock funding
- Funding is used to support organisations whose aim is to improve the life chances and career prospects of young people
- Organisations in all or part of your network, membership or movement are working with young people aged 14 to 24 in at least one of the following groups:
  - Black, Asian or Minority Ethnic background
  - Not in employment, training or education
  - Face greater disadvantages in the labour market as a result of their ethnicity
  - Have experience of the care system
  - Young parent, or have a caring responsibility
  - Have special educational needs or disabilities
  - Have experience of offending
  - Have experience of exclusion or alternative provision
  - Have experience of homelessness



- Have a mental health or long-term health condition
- Have experience of substance abuse
  
- Have more than 20 organisations in your network, membership or movement
- Have been operating for at least three years
- Have had their finances impacted as a result of COVID-19

**Applicants must be able to supply:**

- ✓ Contact details for at least two organisations from your membership, movement or network who are prepared to act as your referees
- ✓ A copy of a bank statement in the name of the organisation listing all transactions for the month ended April 2020 and, where possible, May 2020
- ✓ A copy of the organisation's annual accounts for the last financial year
- ✓ Link to your website
- ✓ A list of your membership criteria and a full list of your members
- ✓ Short biographies of your senior leadership, management team and board members (these can be copy and pasted from your website or individual LinkedIn profiles).

**Applicants should where applicable supply:**

- ✓ A copy of the organisation's latest set of management accounts and cash-flow projection for the next 3 months
- ✓ A sample of non-financial support offered (e.g. training programme manual or newsletter) a summary of financial support available (e.g. summary table of total financial support, or one specific example of financial support) links to any online support offered (e.g. a link to the relevant area of your website or a dedicated member portal)

**We will not fund:**

- Activities that generate profits for private gain
- Organisations unable to show plans for how they might support future activities in a sustainable way

What funding is available?	Infrastructure Grants
Expected number of grant awards in 2020	Approximately 15 to 20 infrastructure grants supporting a range of communities and needs.
Level of financial support	As required to meet your shortfall, but no more than 30% of your annual income.
Funding type	We are offering unrestricted funding for organisations that meet the criteria set out within this prospectus.
Duration	The initial commitment will be for 12 months to address emergency need in response to COVID-19 and support your future planning and delivery. We will build a close, honest relationship in reviewing your plans. It is anticipated that in some cases this may lead to ongoing, multiyear support where there is a clear benefit for young people progressing towards and into work.

Applicants will first need to complete our online eligibility quiz, confirming that they meet our criteria and supplying, on request, various supporting documents. This only requires the completion of one application form.

If you need help, please see if our frequently asked questions on our website can help you. Please contact us if you require further information by calling us on 020 7553 4539 or emailing [grants@youthfuturesfoundation.org](mailto:grants@youthfuturesfoundation.org).

We welcome enquiries and our conversations with you will not prejudice your application in anyway, so please feel free to seek our help and advice. Our priority is to ensure funding is fair and accessible to everyone.

## 2. Monitoring and evaluation

Youth Futures Foundation is an affiliate What Works Centre, and a core part of our mission is to help the youth employment sector – at every level – show what works and improve practice. We recognise that infrastructure bodies have often struggled to demonstrate the additional impact they have on the young people they indirectly support. We hope to address this gap through monitoring and evaluation.

All organisations funded through this grant programme will be part of an independent, externally commissioned evaluation. It will be developed in consultation with funded organisations, but will aim to:







- Map the infrastructure sector and develop areas in which they operate based on themes
- Look thematically across funded organisations for the aims, strategic operation and delivery practice of infrastructure bodies
- Understand the mechanisms by which infrastructure bodies effect change at national, regional and local levels
- Understand how infrastructure bodies network and develop partnerships within defined areas to share good practice
- Develop a qualitative and quantitative data framework that can show the operation, delivery and value of an infrastructure body, to include cost benefit where possible
- Collect data on the impact infrastructure bodies have on young people and the organisations they support
- Provide overall lessons of what works, for whom and why
- Develop case studies that demonstrate individual impacts at national, regional and local levels.

Please note, there is no need for your team to have prior experience of evaluations as we will appoint an independent body to carry out this work. We will fund this evaluation separately and in addition to the grants we award to infrastructure bodies, so you do not need to include the cost of the evaluation in your grant application.

### 3. Applying for funding

#### How to apply

To apply for our funding, please go to [www.youthfuturesfoundation.org](http://www.youthfuturesfoundation.org).

We recognise that applying for funding can mean that you spend an inordinate amount of time on paperwork, instead of on delivering your mission. We have an eligibility quiz to ensure that only applicants meeting our criteria can proceed to the one-stage application form. This is to prevent a large number of organisations from wasting time on a full application form. We have also tried to give you options around how you supply information you might already have prepared.

We'd love your feedback on our approach and if you aren't sure why we are asking certain questions or asking for documents, please do ask us. Please give us your feedback [here](#) or contact us with any feedback or questions.

There are two stages to the assessment of your application, detailed below:

- **Stage 1: Eligibility quiz.** If you do not meet the eligibility criteria, you will not be able to continue the application process.



- **Stage 2: Application.** You will be required to submit details of your organisation and your members, including reach and size. We will review this against criteria and assess your organisation, service provision and membership to reach our decision.

### When can I apply?

We will close to new applications at midnight on **Thursday, 18 June 2020** for a decision by the end of July.

However, you can apply until midnight on **Friday 31 July** for a decision before the end of September.

**If your organisation is in urgent need of funding due to Covid19, we urge you to apply by Thursday 18 June in order to access support more quickly.**

The Youth Futures Foundation will continue to offer funding and support through a variety of different funds during 2020 and beyond. If you decide not to apply for this fund, please sign up to our newsletter to ensure that you receive updates about future funding.

### How will decisions be made?

- **Stage 1: Eligibility quiz.** Once you have completed the eligibility quiz, you will be immediately notified on whether your organisation can proceed to the next stage of the application process.
- **Stage 2: Application.** Your online application and supporting documents will be assessed and decisions will be communicated by email at the end of July, if you apply before 18 June and by the end of September if you apply before the closing date of midnight on Friday 31 July 2020.

## 4. Further information

### Management of our grants

Youth Futures has appointed Rocket Science [www.rocketsciencelab.co.uk](http://www.rocketsciencelab.co.uk) to oversee the administration of grants and to support the assessment of applications and the monitoring of the grants awarded.

If you have any questions about the application process, please call us on 020 7553 4539 or by email at: [grants@youthfuturesfoundation.org](mailto:grants@youthfuturesfoundation.org).

A rolling list of regularly updated Frequently Asked Questions and other relevant information can be found at [www.youthfuturesfoundation.org](http://www.youthfuturesfoundation.org).

## 5. Glossary

### Glossary Term

### Meaning

#### Cashflow Projection

Also called cashflow forecast, this is a breakdown of the money that is expected to come in and out of your business. This includes calculating your income and all your expenses, which will give your organisation a clear idea of how much cash you'll be left with over a period of time.

#### CBI

Confederation of British Industry.

#### Eligibility quiz

Online questions that determine whether an organisation meets criteria for funding.

#### Evaluation

Determines the effectiveness of any activities which claim to make a difference to measurable outcomes. The evaluator conducts key aspects of the evaluation, including the collection of any data used in the impact analysis (e.g. outcome measures), an assessment of delivery, and reporting on study findings. This individual or organisation does not have a current affiliation with the organisation being evaluated.

#### Full cost recovery

Ensuring you recover all costs associated with delivering on objectives. This will include administration, light and heat, proportion of governance costs, etc. Recognised guidance on calculating the Full Cost Recovery amount that applies to you is available from organisations such as the Association of Chief Executives of Voluntary Organisations (ACEVO) at [www.acevo.org.uk](http://www.acevo.org.uk)

#### Furloughed

Generally means a temporary leave of absence from work. The government has used this to support employers hit by the coronavirus, by temporarily helping to pay the wages of people who can't do their jobs. It allows employees to stay on the payroll, even though they aren't working.

#### GDPR

The General Data Protection Regulation (GDPR) is Europe's new framework for data protection laws, replacing the previous 1995 data protection directive. Previous UK law was based upon this directive. The EU's GDPR website says the legislation is designed to "harmonise" data privacy laws across Europe, as well as give greater protection and rights to individuals. The Information Commissioner's Office (ICO) is the UK's independent authority set up to uphold information





rights in the public interest, promoting openness by public bodies and data privacy for individuals. Further detail can be found at: [www.ico.org.uk](http://www.ico.org.uk)

<b>Grant management</b>	The process and methods organisations use to oversee their grants. This includes promoting, supporting and monitoring grants and, eventually, assessing their success.
<b>Management accounts</b>	A set of summarised accounting data (balance sheet, cash flow, and income and expenditure) prepared and presented at regular intervals, specifically for the management of an organisation. This provides timely and key financial and statistical information required to make day-to-day and short-term decisions.
<b>Meaningful employment</b>	Employment which provides an employee with sufficient hours and/or income to sustain a decent standard of living for that individual or family, is stable (sustained for at least 6 months, ideally 12), is commensurate with an individual's skills and talents, and has good terms and conditions.
<b>NEET</b>	An acronym that stands for "Not in Education, Employment, or Training". It refers to a person who is unemployed, not in school or vocational training.
<b>ONS</b>	Office for National Statistics
<b>Promising practice</b>	Programmes and strategies that have some quantitative or qualitative data showing positive outcomes over a period, but which do not have enough research or replication to support generalised outcomes. A promising practice has an evaluation design in place that demonstrates effectiveness; however, it does not yet have evaluation data available to demonstrate positive outcomes. These practices have support from communities or providers.
<b>Retrospective costs</b>	Expenses that have already been incurred prior to any support/grant award.



## 6. References

1. There are 763,000 young people aged 16-24 out of work and learning. The data is from the February 2020 ONS release "Young people not in education, employment or training (NEET)" which can be accessed here: <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/february2020>
2. Resolution Foundation : [Class of 2020: Education leavers in the current crisis](#), warns that unemployment among 18 to 24-year-olds could rise by an additional 640,000 this year, bringing total youth unemployment to just over a million.
3. The Resolution Foundation including the "Class of 2020: Education leavers in the current crisis" report [www.personneltoday.com/hr/coronavirus-could-push-youth-unemployment-over-1-million](http://www.personneltoday.com/hr/coronavirus-could-push-youth-unemployment-over-1-million)
4. The data is from the same February 2020 ONS release "Young people not in education, employment or training"
5. The data is from the October 2019 ONS release "Percentage of the economically active population who were unemployed, by ethnicity and age" which can be accessed here: <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest#by-ethnicity-and-age-white-and-other-than-white>
6. The data is from the April 2019 Impetus Research Briefing "Establishing the Employment Gap" which can be accessed here: <https://impetus.org.uk/assets/publications/Report/Youth-Jobs-Gap-Establishing-the-Employment-Gap-report.pdf>

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