

Employment Support for Racially Minoritised Groups

Project Specification

The Manchester City Council Work and Skills Team is looking to commission a not for profit/voluntary sector organisation to deliver a short project which will seek to engage with and support unemployed and/or residents not economically active or in low-income employment from Racially Minoritised Groups (RMG), to move them closer to employment.

The project will build on projects delivered in 2023-2025 that supported racially minoritised communities to explore pathways to paid employment.

Data on economic inactivity and employment in Manchester shows that Arab residents have the third-highest levels of economic inactivity due to 'looking after the home or family' by ethnicity (behind Pakistani and Bangladeshi). This group is the second-highest demographic in terms of those economically inactive who fall into the 'other' category, which includes activities not classified under long-term sickness or disability, looking after the home or family, retirement, or student status. Additionally, Arab residents have one of the highest unemployment rates across all ethnicities.

Census data shows Arab residents of Manchester live largely in Cheetham Hill, Longsight, Rusholme, and Moss Side.

This data gives us the basis on which to commission a bespoke programme which would add value to current GM programmes by focusing on the specific employment needs of these communities, enabling participants to build confidence and skills to either move into work or further support provision.

Commissioning a project targeted specifically at Arab communities would allow us to uncover insights into the barriers to employment this group have, and the culturally specific interventions needed to support them to progress. As mentioned previously, Arab is the second-highest ethnicity group in terms of those economically inactive who fall into the 'other' category; this project could provide valuable insight into the reasons for economic inactivity that does not fall into the main categories and the barriers to employment that accompany this.

We are keen to work with an organisation delivering services to Manchester residents who can engage and work with residents from Arab ethnicities with a particular focus on Cheetham Hill, Longsight, Rusholme, Moss Side and Ardwick wards. These communities include people from the Middle East and North Africa. *

**NOTE: People seeking asylum or refugees are not within the scope of this commission as there is currently a specific programme for this demographic being delivered across Manchester.*

Participants are required to have Entry 3 or Level 1 English Language skills before commencing the program.

The project's aim will be to provide confidence and skills to move the group in scope closer to, and into employment.

Engagement is crucial to the delivery, and we will require the provider to explore new and innovative ways of attracting participants to engage in employment support

provision. We will require the provider to specify in their proposal the methods of engagement they will use and provide evidence of any previous experience.

The project should be delivered in a culturally proficient manner, taking into consideration each participant's need and tailoring the approach.

The successful organisation will be required to design and deliver the core content of the programme whilst working closely with the Work & Skills Team who will manage the contract.

Your organisation must:

- be based in the City of Manchester
- be not for profit/voluntary community social enterprise
- currently delivering employability support to Manchester residents
- be constituted and have a bank account in the organisation's name
- have a set of objectives that allows you to undertake the activities you're proposing
- be value-driven, for the social good
- be non-party-political
- provide services or activities that are not religious or political in nature and that do not promote religious or political affiliation (please note that faith groups can apply but not for activities related to worship or the promotion of a particular faith)

Funding Available	The total available for this project is £30,000 The grant payment will be made in one instalment upon receipt of the signed grant funding agreement and in line with MCC financial regulations.
Project Timeframe	January 2026 – June 2026
Focus of activity	<ul style="list-style-type: none"> ● Recruit participants who are not currently engaged in learning or employment using activities that will build confidence & self-esteem ● Deliver pre-employment support ● Provide information about the local employment support offer and improve access to that support ● Empower residents by exploring cultural mobility and aspirations ● Promote routes into employment/self-employment/training/education/volunteering ● Develop links with employers ● Record insights into the specific barriers to employment for participants. ● Develop and share case studies to demonstrate participant journeys

The successful applicant will be expected to meet the following requirements:

- Provide evidence of existing work with these communities.
- Ensure **50 participants** are actively engaged and complete the project.
- Be flexible and able to change delivery according to need.
- Signpost to wider support services, i.e., health initiatives.
- Work with other voluntary sector providers and community groups to facilitate removal of barriers to social inclusion.
- Utilise outcome measurement tools such as STAR, to evidence progress
- Comply with all monitoring requirements.

Anticipated outcomes should include:

- 50 participants engaged.
- 100% of participants report improved confidence, increased self-esteem and reduced isolation leading to an employment pathway.
- 10% of participants move into volunteering.
- 10% of participants move into formal training.
- 85% of participants report an increase in skills that enable them to move closer to the labour market.
- 10% of participants move into employment.
- Provider to engage with a minimum of 5 employers.

Costs that cannot be funded

This programme will not fund:

- Bills or utilities relating to the running of the project
- Room Hire
- Insurance
- ICT Hardware (computers; phones; laptops etc)
- ICT Software (systems costs; monitoring systems)
- Unreasonable project expenses (e.g. staff travel expenses)
- Refreshments/vouchers
- Contingency costs
- Interpreters
- Costs of activities taking place outside Manchester local authority boundaries

Monitoring

Organisations will be required to provide information monthly as detailed below and attend contract management meetings monthly.

Type of Information	Description
Activities	What activities have taken place and the impact of these activities on the local community
Outcomes	Progress towards outcomes
Case Studies	Narrative descriptions of activities, impacts and outcomes for groups or individuals supported.
Finance	Expenditures

Timeline for Application

The anticipated timeline for the application, appraisal and award process is:

- **Stage 1: Launch**
The programme opens for applications from 18th November 2025.
- **Stage 2: Application period**
Application will be available from 18th November 2025 until midnight on 3rd December 2025.
- **Stage 3: Decision-making**
The panel will consider applications and make a provisional offer by 15th December 2025. This provisional offer will then be subject to a due diligence process.
- **Stage 4: Grant award**
Grant Agreement will be issued from 19th December 2025.

Completed application forms should be emailed to
beth.deborde@manchester.gov.uk

Applications received after midnight will not be considered. Confirmation of receipt of applications will be sent by email.