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Good Growth Hub – Workshop and Training Facilitators (23/24)

About the Good Growth Hub

Since Spring 2021, A New Direction has been the lead delivery partner and operator of the [Good Growth Hub](#), an employment and skills training programme with a physical space located at Hackney Bridge. The Good Growth Hub (GGH) connects local employers in the creative, cultural and digital sectors, with **local residents, aged 18-30 from the neighbouring boroughs of Hackney, Newham, Tower Hamlets and Waltham Forest.**

Offering a range of activities that are co-designed with local residents, local employers, borough partners, community partners and other key stakeholders. Examples of these activities include employability and technical skills training, London Living wage paid traineeships, bespoke careers advice and guidance and support for freelancers and small businesses. Through this work, the Good Growth Hub also helps employers to develop inclusive working cultures and recruit talent that better reflects the local community.

A key priority for GGH programmes and services therefore is to increase the diversity of the creative and digital workforce, opening up the exciting and varied careers that the sector offers to those that have been traditionally under-represented within it, namely those with low socio-economic backgrounds, women and non-binary, D/deaf and disabled people and those of a Black, Asian and/or minority ethnic background. The GGH programme aims to achieve and contribute towards the following objectives:

1. **A beacon of best practice for Good Growth**

The programmes based at the Good Growth Hub are designed by, used by, and accessible to, young East Londoners who are underrepresented in the creative, cultural and digital sectors.

2. **Representative workforce**

East London's creative, cultural and digital sectors - at all levels, including leadership - will be representative of the communities in which they are based.

3. **Representative target markets**

East London's creative, cultural and digital sectors will produce output that engages - and meets the needs of - the communities in which they are based.

4. **A Reflective sector**

East London's creative, cultural and digital organisations are actively committed - at all levels, including leadership - to acknowledge, monitor and address the barriers to entry and progression in the sector.

5. **Financially viable jobs**

Working in East London's creative, cultural and digital sectors will be a financially viable option for all, with all roles paid at London Living Wage or above.

6. Inclusive workplaces

Working in East London's creative, cultural and digital sectors will be an accessible option for all, through recruitment, development and progression.

7. Visible pathways

Young people in East London will be aware of the range of roles and careers available to them in the creative, cultural and digital sectors, and can visualise themselves in these roles.

8. Access to high-quality development

Young people in East London will have meaningful access to high-quality information, advice, guidance and training in relation to a career in the creative, cultural and / or digital sector.

9. Meaningful employment, education and training

Through the GGH's programmes, Young East Londoners' will have access to meaningful employment, education and/or training opportunities in the creative, cultural and digital sectors.



Opportunity

As part of the Good Growth Hub offer, we are pleased to invite Expressions of Interest (EOI) from practitioners who are interested in partnering with the Good Growth Hub team between April 2023 to March 2024 to deliver planned activities, as well as collaborating to realise new opportunities, where relevant.

As the Hub continues to grow its reach and impact, the ambition and intention is to increase partnerships with creative practitioners and facilitators to ensure GGH communities and participants are accessing relevant, interesting, and high-quality training options through the activities, resources and delivery partners we work with through the Hub.

We are particularly interested to hear from individuals who have ties to East London (this could be having grown up in east London, currently living in east London or some other personal or other investment in the area). We are keen to receive expressions of interest from individuals who can bring their experience and expertise as Workshop and Training Facilitators. We are looking for 10-12 x Workshop and Training Facilitators.

As part of GGH pool of practitioners, appointed individuals will bring diverse perspectives, professional and lived experiences to contribute towards the stated objectives, ultimately supporting individuals towards personal and professional development that supports their career progression and agency – alongside the advancement of inclusive practices in local creative and cultural organisations.

Workshop & Training Facilitators

We are seeking to work with **experienced facilitators and workshop/training practitioners** to design and deliver workshops and training across various programmes at GGH for local residents (aged 18-30) and/or employers. The Good Growth Hub offers a mixture of interactive training workshops covering topics and theme

We look forward to hearing from engaging and passionate workshop and training facilitators who have **experience training in two or more of the following topics:**

Audience	Topics/themes
Employers	<ul style="list-style-type: none">○ Inclusive workplace cultures○ Anti-Racism practices○ Effective mentorship○ Inclusive recruitment practices○ Accessibility (inclusion and neurodiversity, disability confidence, mental health first aid and more)
Local residents / Young people	<ul style="list-style-type: none">○ Personal Finance / Financial wellbeing○ Communication & public speaking (inc. body language)○ Personal Branding○ Stress management

	<ul style="list-style-type: none"> ○ Confidence & Imposter Syndrome ○ Leadership ○ Networking ○ Project Management training ○ Time management training ○ Collaboration & team working ○ Microsoft Office training (Excel, Word, PowerPoint) ○ CV & application writing ○ LinkedIn profiles ○ Interview skills ○ Building a portfolio ○ Deck Building & Pitching for work ○ Growth mindsets ○ Critical thinking ○ Adobe Suite ○ Editing Adobe Audition – Audio ○ Lightroom – Photography ○ Editing Premier Pro – for moving image ○ Coding ○ UX design ○ Social Media Marketing ○ Funding for Film ○ Funding for creative projects ○ Ideation
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Please note that this list is not exhaustive, so we welcome suggestions for additional themes or subject matters for training that will be beneficial to the GGH community.

Scope of work

The appointed individuals (training facilitators) shall be responsible for:

- Develop session outline and co-design content with GGH team where relevant
- Facilitate engaging workshops and training sessions based on subject expertise
- Engage in group reflections/learnings on delivery with wider GGH team – sharing key observations, learnings, challenges and opportunities to inform future delivery
- Contribution to evaluative report writing and administrating relevant monitoring information

Criteria

To support the delivery of the GGH programme, we welcome expressions of interests from individuals who are able to bring expertise against the following criteria:

- Insight and experience of working with young people aged 18-30 years



- And/or Insight and experience of working with employers (this will include representation of line managers, HR personnel, senior leadership, and others)
- Expertise of the creative, cultural and digital work landscape
- Proven knowledge and experience in referenced subject manager
- Knowledge of the local geographical area (Hackney, Newham, Tower Hamlets, Waltham Forest)
- Facilitation delivered with an approach that is inclusive and accessible

Key Information

EOI Process

The Expression of Interest form can be found [here](#). To apply, please submit the form available online. The application deadline is Friday 30th June. Selection will be based on a review of submitted forms against the set criteria (guidance found in section [Scoring Criteria](#)**Error! Reference source not found.**), followed by short interviews with members of the Good Growth Hub team for shortlisted individuals. Final acceptance to the pool will be contingent on DBS checks and successful alignment of availability with programme activity. The application deadline is Monday 24th July, 12pm.

Milestones	Date
Call out for EOI goes live	7 th June
Consultation / information evening	W/C 12 th June
EOI submissions deadline	24 th July, 12pm
Response and follow up conversations	25 th July – 1 st Aug
Successful partners appointed	By 4 th Aug
Contract signing and onboarding	7 th – 25 th Aug
Group Induction meeting	Aug/Sept 2023 TBC
Expected delivery to take place between Aug/Sept 2023 and March 2024 (as agreed with each individual)	

**It is really important to us that there are no barriers to anyone applying for opportunities at the Good Growth Hub. Please let us know if you have any access requirements and/or would like to submit your application in a different format by contacting goodgrowthhub@anewdirection.org.uk*

If there is any additional support, we could offer to enable you to participate in either the selection process or potentially working with the Good Growth Hub, please include this in your application. Find out more about accessibility requirements and provisions [here](#).

Time commitment

Please share with us as much detail possible on what your availability is likely to be for working with the Hub over the next 8 months. Please note, we are looking for individuals with regular weekly availability for a minimum of 2 days a month. The final contracted number of days will be dependent availability of practitioners and GGH' programme needs.

Length of tenure

Contracts will be reviewed in March 2024. With a view to extend contracts into next financial year depending on learnings from reviews.

Location



Delivery of the GGH programme takes places at the Good Growth Hub, Hackney Bridge – however on occasion delivery may take place online (via zoom) or in partner locations.

Remuneration

These roles will offer a day rate remuneration for delivery, the range for the rate will be £270 – £500 per day, dependent on experience and expertise.

Safeguarding

We are committed to implementing safeguarding through safer recruitment. All roles require the successful candidate to complete a Disclosure and Barring Check and be eligible to work in the UK.

Attendance at induction and quarterly review days

Prior to beginning to work with us, successful individuals will be asked to attend a Good Growth Hub Partners induction in August / September 2023. Here you will be introduced to the wider Good Growth Hub team and all contracted delivery partners, to learn more about the proposed activities at the Hub over the next 8 months. We will also have quarterly check-ins to reflect on work and share learnings to help inform future delivery as a group.



Scoring Criteria

We would welcome expressions of interests from partners who can demonstrate the strength of their track record and proposals for delivering the services as follows:

EOI question	Requirement	Evaluation criteria	Guidance for bidders	Score (Out of a possible 100)
Why are interested in working with the Good Growth Hub?	Demonstratable and relevant commitment to GGH objectives and values	<ul style="list-style-type: none">- Explain how they will work in partnership with A New Direction and wider stakeholders to maximise the reach and added value of the programme-	<ul style="list-style-type: none">- Demonstrate experience of working with creative, tech and digital sector employers to progress young people through training and into employment in these sectors	25



<p>Provide 3 examples of related work demonstrating the expertise, knowledge and relevant experience?</p>	<p>Demonstratable and relevant experience</p>	<p>In their response, the bidder should:</p> <ul style="list-style-type: none"> - Highlight a relevant track record and, with specific reference to this commission, approach to engage individuals aged 18-30 from underrepresented groups and supporting them into (sustained) employment - Set out their insight and experience of working with young people aged 18-30 years - Set out a relevant track record of supporting young people to progress into readiness for paid work - Set out relevant track record of providing tools, information, guidance and advice to support career aspirations in the creative and cultural sector - Highlight experience of career coaching work and programmes, specifically for the creative, cultural and digital sector - Set out their experience of working in partnership to deliver similar initiatives 	<p>The proposal should:</p> <ul style="list-style-type: none"> - Demonstrate a comprehensive understanding of the barriers and challenges these specific groups face and detail how these challenges will be overcome. - Demonstrate experience of working in partnership with key organisations, employers or wider stakeholders on developing and delivering relevant projects - Demonstrate experience of providing a successful in-person and remote career coaching and guidance - Demonstrate a track record of delivering relevant, effective and successful initiatives to audiences of individuals aged 18-30. - Demonstrate a track record and approach to effectively reach and engage individuals aged 18-30. 	<p>30</p>
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		<ul style="list-style-type: none">- Highlight relevant expertise of working in the creative, tech and digital sectors		
Describe your approach to engaging with diverse audiences (specifically	Understanding of target audience	<p>In their response, the bidder should:</p> <ul style="list-style-type: none">- Set out their insight and experience of working with young people aged 18-30 years	<p>The evidence should:</p> <ul style="list-style-type: none">- Include specific and targeted learning and development activities which provide opportunities for potential	45



young adults or employers)			<p>applicants to receive careers advice and guidance, employability support and key sectoral knowledge through the training programme.</p> <ul style="list-style-type: none">- Outline effective systems and processes which would provide an accessible and on-demand service to local residents seeking careers coaching and IAG.- Include robust proposals for ensuring that candidates are supported into work- Present effective model of delivery of career coaching sessions, both in-person and remotely- Demonstrate a comprehensive understanding of how to navigate jobs market and identify suitable opportunities in response to a young person's needs and interest- Detail internal safeguarding processes and procedures to	
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			ensure safety of all young people interacting with the programme	
	Commercial (proposed allocation of project expenditure)			100

