

Evaluation Project Profile

A six month evaluation project for the Jon Egging Trust with the possibility of ongoing consultancy support on an ad-hoc basis.

About the Jon Egging Trust

EVERY YOUNG PERSON CAN...

Each year, thousands of young people are at risk of dropping out of school. JET provides young people who face significant barriers to learning – through no fault of their own – with access to inspirational individuals and opportunities. We are working with schools, military and corporate partners to deliver programmes that develop young people's work and life skills, raise their aspirations and help them to re-engage with education.

At the heart of JET is a belief that every young person can overcome adversity, identify their strengths and reach their full potential. Our programmes provide the crucial support young people need to reach their full potential at a pivotal time in their lives.

Who we help

- Students in a family living below the poverty line
- Students who have experienced trauma (bereavement, abuse, family breakdown)
- Young carers
- Students who are 'looked after' or 'in care'
- Students on the SEND (Special Educational Needs and Disability) register

JET Youth Programmes

JET offers two youth engagement initiatives, which are delivered in conjunction with our corporate and military partners:

- **Blue Skies** is an early intervention programme to prevent young people from dropping out of school. It is offered through two delivery routes: Blue Skies three-year syllabus and Blue Skies Inspire Packages, based on the core values of Teamwork, Leadership and Inspiration.
- **Inspirational Outreach** provides bespoke impact days or a short series of sessions for children and young people from key stage 2 through to school leavers, according to the needs specified by schools, in conjunction with our partners from the worlds of aviation and STEM.

Our Blue Skies programmes typically take place over a four to five month period, generally from January/February to June/July each year. Blue Skies Inspire packages and Inspirational Outreach sessions take place across the academic year.

JET's first youth conference hosted by Microsoft will be held on 28th April in Reading with the aim of providing a forum for our Blue Skies graduates to comment on the impact our three year programmes has had on their lives.

Our Values

- Inspiration – inspiration is at the heart of everything we do and our staff and volunteers are chosen for their ability to act as positive role models.
- Teamwork – with a strong team anything is possible. We promote, teach and value teamwork throughout the charity.
- Leadership – we believe in taking the initiative and constantly challenging ourselves.
- Raising aspirations – we encourage our staff, volunteers and young people to set high expectations for themselves and the charity.
- Overcoming adversity – sometimes life deals us a bad lot. At the trust we believe it is how you deal with the problems life throws at you that matters.

The Remit for this Evaluation Project

Since our establishment in 2012 JET has grown exponentially. We hit our target, set in 2013, of supporting 10,000 young people every year by 2020 two years early.

We are now at the cusp of our 10 year anniversary and want to use this opportunity to better understand our impact, look at how we can improve our offer to young people, and determine what we can look to achieve over the next 10 years.

We are looking to recruit an independent evaluator with significant and proven experience of evaluating youth sector initiatives connected to informal learning, ideally within the charity/not for profit sector. The evaluator will be experienced at working collaboratively and be knowledgeable about creating opportunities for youth-led monitoring and evaluation in order to gather evidence of our impact to date. They will also be required to develop ongoing youth friendly monitoring and evaluation tools that we can use in-house. Story-telling is important, key to this work will be examining our historic data in order to understand what our unique story is and what that story tells us about how we need to shape our work and the data we need to collect in future.

AIMS

To ensure that JET is an effective and efficient an organisation as possible, offering value for money and that we are collecting the right data to evaluate the impact of our work.

To help champion the voice of young people throughout the organisation and ensure it is at the heart of our monitoring and evaluation structure moving forward.

Ultimately to become an example of best practice and excellence within the youth support sector.

The independent evaluation will enable us to understand:

- What impact JET has on the young people we work with.
- What our unique selling point (USP) is.
- Why what we do has the impact it does.
- How we achieve this impact.
- How we measure this impact.
- How we can improve this impact.
- How we communicate this impact.

We are looking for the evaluator to focus on four main areas:

1. Research – how JET fits into the sector,
2. Impact/evidence – for what JET does,
3. Reflective/critical thinking – what JET could do better and how,
4. The development of youth friendly evaluation tools for our ongoing use by the JET team and an in-house evaluation, impact and development role.

It is important that our ongoing evaluation methods fit with the values and ethos of JET and that we are clear about the purpose of collecting impact information, who will use it and for what.

Role purpose

The independent evaluator is to be a 'critical friend' to JET, working with us to:

- Develop our theory of change- what is the significant change we make?
- Understand and evaluate the impact of our work with young people and why our programmes work. This will include bringing current students, as well as programme graduates, into the research process as young leaders.
- Understand the role our programmes play in aiding social mobility.
- Enable us to clearly identify our USP as a charity and ensure that we expand our organisation, reach and programmes in the most efficient and effective ways.
- Suggest informed and measurable improvements to our work, including how to champion the voice of young people in our in-house evaluation.
- Help us clarify what growth means for JET.
- Help us prepare for the changing context ahead. How might the needs of young people change in the future?
- Advise on how to make sure that programme evaluation, development and impact dissemination remains a key focus for JET beyond the evaluation project.

Scope of work

The topics for exploration are subject to agreement but will broadly cover working with JET to achieve our aims as identified above.

We anticipate the work will be undertaken in two phases:

PHASE ONE –what do we do and why does it make an impact?

- Understand what we currently do – how effective is it?
 - What is our impact and why?
 - How does our work fit into the sector – what is our USP?
- Work with JET team and key stakeholders (including young people) to facilitate the refinement of our theory of change.
 - Conduct a review of our positioning within the sector and USP as a youth engagement charity. This will require spending time with the JET team, young people and schools, understanding what we do and how we do it.
 - Opportunity to put together an additional event to capture young people’s feedback and recruit young leaders early in the evaluation process.
 - Investigate the impact we have on the schools and other organisations that we work with.
 - Analyse existing student data and collect additional sample information (qualitative and quantitative data) where necessary (for example from parents, schools, partner organisations and funders) to analyse the impact of our Blue Skies and Inspirational Outreach programmes.
 - Involve JET young people’s perceptions of what is most important in terms of JET’s impact – how do young people track their journey and how can this be improved in the future. There is the potential to upskill JET young people as young leaders in order to conduct peer-led research on behalf of JET.
 - Review usefulness of data collected and advise on how future data (for both Blue Skies and Inspirational Outreach) could be collected to meet the objectives of the charity and measure impact in the best way possible. With a focus on how we can measure and present soft as well as hard skills.
 - Consider the full range of the difference JET makes. Is our work having a longer term and wider impact than we had anticipated?

PHASE TWO –How can we improve?

- How can we develop our niche?
 - Can we be more efficient and effective with our programmes cost and impact?
 - How do we build evaluation into our day to day work?
 - How do we ensure we are youth-led?
 - What might the challenges be for young people in the future and the skills needed to overcome those challenges?
 - Who might we connect with across the sector to strengthen our offer to young people?
- Work with the JET team to look at improvements that can be made to our practice and procedures to improve the outputs, impact and youth led aspects of what we do.
 - To advise on long-term tracking methods for young people to understand our impact over time
 - To work with the JET team to develop ongoing measures of success to be embedded into our everyday practice.

- Help JET develop the blue print for ongoing evaluation, impact development and dissemination (which we would look to apply for additional funding to support).
- Advise the JET team to ensure our volunteering offer and work promoting the voice of young people is of a high quality.
- To look into the feasibility of developing a business model for our programmes which may include charging schools for some elements of our work to help support JET's sustainability.
- To provide advice on how JET can work within the current national curriculum as well as adapt to the fast changing educational landscape and skills shortage, to best fit the needs of both schools and young people. What are the opportunities/risks?

Suggested Final Deliverables

- Monthly feedback calls with the Senior Leadership Team
- Interim written report
- Final written report
- Interim workshop to SLT and to present and interrogate findings
- Interim workshop to JET team to present and interrogate findings
- Final presentation to SLT
- Final presentation to JET team

The evaluator will be expected to give regular monthly updates (written and via conference calls) and their main points of contact within JET is the SLT: CEO, Area Directors and Director of Income Generation and Comms.

The Application Process

In your application to apply for this research project please include:

- Experience and knowledge of the person/people to be involved in managing the project
- Detailed breakdown of research costs including overheads and suggested time allocation
- Details of research approach
- Method for analysing data
- Approach to collecting new data
- Information about how you would work collaboratively and bring young people into the process
- Information about how you would use the impact assessment element of the evaluation to inform the development of ongoing in-house evaluation tools
- Detailed breakdown of costs including suggested time allocation
- Details of people managing project – if additional staff involved
- At least two examples of previous similar research experience
- Timetable using April 2020 as a starting point
- Names of at least two referees for similar, recent research projects
- Total cost including VAT and travel costs

The successful applicant will be required to pass JET's Safer Recruitment procedures.

Please email applications to Dr Emma Egging – Emma@joneggingtrust.org.uk.

Timeframe

To begin ASAP. Anticipated duration 6 months, with the possibility of ongoing consultancy support on an ad-hoc basis.

Deadline

16 March

Interview

Week beginning 23/30 March

Contact

Our CEO Emma Egging is happy to discuss any questions about the evaluation before the application is submitted and can be contacted at Emma@joneggingtrust.org.uk

Appendix

Example of how our work is currently evaluated to be supplied on request.