

Fedcap Employment Limited

Request for Proposal (RFP)

Employability Support Wales

Deadline for receipt of the completed Request for Proposal document is **2pm on Thursday
26th March 2026**

Please return completed RFP document to partnerships@fedcap.org.uk

All information provided will be treated in the strictest confidence.

Thank you for your interest in working with us

About Us

Fedcap Employment is a not-for-profit organisation dedicated to transforming lives and strengthening communities. We deliver employability solutions, health services and community projects in partnership with like-minded organisations and stakeholders. We employ a combination of local frontline professional teams alongside a support network of third parties to break down barriers to societal inclusion and financial wellbeing.

Fedcap Employment is part of The Fedcap Group, an international not-for-profit organisation with nearly 90 years' experience of Supported Employment success.

Our Commissioning Approach

Requirement

Fedcap Employment is exploring a bid to deliver the **Welsh Government's Employability Support Programme (ESP)** in partnership with Elite Supported Employment. Elite has over 30 years' experience delivering employability and supported employment services across Wales, and brings locally embedded delivery capability that connects employment support to education pathways and wider economic participation.

We are seeking to engage with organisations who may be interested in working alongside us as part of a collaborative regional delivery partnership.

The ESP programme is expected to initially support young people aged up to 24 who are not currently in education, employment or training, with the potential for additional cohorts, including individuals experiencing short-term and long-term unemployment to be introduced over time. Delivery will be commissioned on a regional basis and is intended to reflect local labour market need, community context and place-based service design.

Fedcap Employment is inviting requests for proposals from organisations able to contribute to a partnership-based delivery approach built on shared planning, transparent governance and a collective focus on participant progression.

We are particularly interested in connecting with organisations who bring local insight, trusted community relationships and delivery expertise within one or more of the proposed Regional Lots.

This RFP is intended to support partner identification and enable early co-design of a collaborative delivery approach.

We will be holding a digital information session, co-hosted with Elite, on Tuesday 24th March at 10am to talk further about this opportunity and welcome all comers to attend. Please email partnerships@fedcap.org.uk if you wish to join us.

The deadline for responses to this RFP is **Thursday 26th March 2026 at 2pm.**

We welcome interest from regional, and local VCSEs, consortia, and user-led organisations who align with our values.

This RFP sets out the information which is required by Fedcap to assess the suitability of potential providers to meet the requirement(s). In addition, once the specification regarding this opportunity is released by the Welsh Government we may request further information as part of the evaluation process.

RFP Instructions

All questions must be completed below. This is the first stage of our partner selection process. Shortlisted organisations may be invited for further due diligence and provider verification.

1. Organisation Information: Please complete the following organisational details for your company.

1.1 Company Name	
1.2 Registered Company Name if different to 1.1 Company Name	
1.3 Registered Company Address	
1.4 Registered Company Number or Registered Charity Number	
1.5 Primary Contact Name, Job Title, Email Address and Phone Number	
1.6 Organisation Website	
1.7 Company type (Public, Private, Charity, Social Enterprise etc.)	
1.8 Date Organisation Established	
1.9 Is your Organisation a Small/Medium Enterprise (SME) (yes or no)	

2. Organisation Overview

2.1 Please provide a brief description of your organisation, (its vision, mission & values) and relevant experience.

(maximum 200 words) Not scored

3. Deliver Experience

3.1 Please provide three examples of previous projects/contracts delivered that demonstrate your organisation's experience of working with young people aged up to 24 who are not in education, employment or training (NEET). For each example, please outline key outcomes achieved.

(maximum 500 words) Scored Weighting x4

4. Service Delivery

4.1 Please describe how your organisation has demonstrated innovation in the design and delivery of services for young people. Your response should include how you have:

- Accounted for local labour market needs
- Integrated community context and lived/living experience
- Applied a place-based approach

(maximum 300 words) Scored Weighting x5

4.2 Please explain how you will ensure equitable access to services including those facing barriers such as disabilities or learning difficulties, language needs, rurality or transport issues, digital poverty or other potential barriers to participation.

(maximum 300 words) Scored Weighting x5

4.3 Please describe how your organisation will adapt delivery to respond to changes in customer cohorts, local needs or service requirements over the lifetime of the contract.

(maximum 250 words) Scored Weighting x5

5. Social Value

5.1 Please set out the added social value your organisation will bring to this service, including how you will contribute to community wellbeing and local priorities, inclusive employment and environmental sustainability.

(maximum 150 words) Scored Weighting x2

6. Mandatory Policies and Compliance Standards

Not scored

Acceptance onto our supply chain will be subject to due diligence checks and confirmation that you have the following policies, processes or procedures in place or would be willing to be subject to ours for the period of the contract. **Signature and submission of this document will be taken as confirmation that you agree to have any necessary checks undertaken and agreement to provide any evidence requested with respect to:**

- Financial Performance and standing (including credit checks)

- Safeguarding and prevent
- Delivery accreditation or professional memberships (where applicable)
- Cyber Security and data protection
- Health and Safety
- Social Value & Environmental Sustainability
- Equality, Diversity and Inclusion
- Modern Slavery
- Fraud Prevention including Corruption and Bribery
- Registration with the Governments' Central Digital Platform (i.e. shared code & supplier information download)

7. Please Indicate below which geographical areas your service can cover

Local Authority Areas	Check areas in scope	If you are only able to provide services in a specific location within these areas, please provide details below
Isle of Anglesey	<input type="checkbox"/>	
Gwynedd	<input type="checkbox"/>	
Conwy	<input type="checkbox"/>	
Denbighshire	<input type="checkbox"/>	
Flintshire	<input type="checkbox"/>	
Wrexham	<input type="checkbox"/>	
Powys	<input type="checkbox"/>	
Ceredigion	<input type="checkbox"/>	
Pembrokeshire	<input type="checkbox"/>	
Carmarthenshire	<input type="checkbox"/>	
Swansea	<input type="checkbox"/>	
Neath Port Talbot	<input type="checkbox"/>	
Bridgend	<input type="checkbox"/>	
Vale of Glamorgan	<input type="checkbox"/>	

Rhondda Cynon Taf	<input type="checkbox"/>	
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Merthyr Tydfil	<input type="checkbox"/>	
Caerphilly	<input type="checkbox"/>	
Blaenau Gwent	<input type="checkbox"/>	
Torfaen	<input type="checkbox"/>	
Monmouthshire	<input type="checkbox"/>	
Newport	<input type="checkbox"/>	
Cardiff	<input type="checkbox"/>	

8. Are you considering bidding as a Prime Provider for this opportunity? If yes, please provide a list of the areas.

<i>Not scored</i>

Evaluation and Scoring

Responses will be scored on a 0–5 basis:

- 0 – No or poor response
- 1 – Weak; lacks evidence
- 2 – Limited; some relevant detail
- 3 – Satisfactory; meets basic expectations
- 4 – Strong; clearly evidenced and relevant
- 5 – Excellent; fully aligned and compelling

Scores will be weighted as per above.

Declaration

I declare that to the best of my knowledge the answers submitted in this document are correct.

FORM COMPLETED BY: -	
Name	
Job Title	
Date	
Telephone Number	
Signature	

For the purposes of this electronically transmitted document, it is sufficient that typed names are permitted rather than signatures. A typed name will be deemed to have been signed by the person stated with the necessary responsibility required within the organisation.

All information you give us is deemed confidential.

Please note – it is up to you to update us if the information you have given changes, or if you do not want us to keep your details on file anymore please contact partnerships@fedcap.org.uk