

Appendix 3 Project Summary Apprenticeship Scheme

Project Name: Apprenticeship Scheme
Amount Applied for: To be decided

Lead Organisation: Dependent upon options below

Project Summary:

Option 1: Yr 10 Employer mentoring programme leading to apprenticeship opportunity - £10,000 per 10 pupils.

This initiative would seek to identify ten young people who are just starting Yr10, are vulnerable and accessing Targeted Connexions support as they are potential NEET (Not in Education Employment or Training) young people. These young people would be partnered with a number of SME's who will be paid an amount of money per student if they are prepared to work longer term, as a mentor, with a young person and offer them a guaranteed apprenticeship at 16 (subject to the young people meeting certain criteria).

The school would be approached to support this initiative, in terms of working with the young person and employer to facilitate opportunities. The school would receive employment links with a local employer, plus a "solution" for a young person they were having difficulty in motivating, achieving, and likely to be NEET when they left the school.

The anticipated outcomes would be:

- 10 Young People with low aspirations, no incentive to engage at school, likely to be NEET in an apprenticeship by 16.
- 10 Employers with motivated, committed, loyal young people they have helped to shape (which may result in other Apprenticeship offers for more young people).
- Schools with 10 less young people leaving their schools with no positive destination arranged.
- The social and economic benefits to the young people and their communities from having 10 young people in meaningful employment rather than potentially NEET, potentially offending and/or anti-social behaviour, potentially JCP/Housing Services/NHS clients.

Option 2: Stimulate the growth of SMEs in inner taking apprenticeships - £10,000 per ward

This option would seek to stimulate the growth of SME's in inner west, using the capacity across Employment and Skills. There may be the possibility through wellbeing monies to incorporate a bursary package for SMEs in inner west to cater for any financial barriers encountered. In addition to a bursary for young people (16-18) who are not claiming JSA (those still living at home) to encourage and incentivise them and overcome some of the barriers they will face on a relatively low wage, for example pay for clothing for interviews, equipment where needed and metro cards.

There may also be the potential through wellbeing monies to utilise Education Business Partnership (EBP) who have been engaged with a number of schools in the area to undertake both the interactive work place and the Your Hired modules. This would seek to prepare and support young people in their choices.

Option 3: Young people engagement programme - £10,000

A pilot been delivered in the East aimed at those people who are furthest from the labour market, it combines outdoor activities interspersed with employability activities. After the week they are then supported into a work placement in their area of interest. The aim is to follow and track these young people to measure the impact. For a 5 day programme for a group of 15 young people the total cost would be approximately £10,000 of which £2,200 comprises support from EBP.

Option 4: Leeds Apprenticeship Training Agency (ATA) intensive training programme - £12,700

Local High Schools, IGEN Connexion PAs and Children's Service

Partners would identify a cohort of between 40-50 young people, who are almost apprenticeship ready, but may be vulnerable and accessing Targeted Connexions support as they are potential NEET (Not in Education Employment or Training) or NEET, set against a set of criteria associated with the apprenticeship needs of potential employers.

Leeds Apprenticeship Training Agency (ATA) intensive training programme:

The Leeds Apprenticeship Training Agency (ATA) are proposing to deliver some intensive training to this cohort of young people to prepare them for current and future vacancies available through the ATA. The ATA would partner with the Apprenticeship Hub to maximise on opportunities across small, medium and large companies.

With many current vacancies unfilled, the ATA are seeking funding to improve the softer employability skills of young people through some intensive training, to enable them to access current and future apprenticeship vacancies.

Following the intensive training the ATA would offer the young people forward as a short list to potential host businesses with a hope that the host business would invite the shortlisted candidates to interview.

If the young people are selected by the host business for the apprenticeship position the ATA would employ the young people and then place them in an appropriate company to undertake the apprenticeship. This would give the employers the opportunity to experience the benefits of having an apprentice, without the initial long term commitment. Once the employer is comfortable with the apprentice, there is an option for them to employ the young person themselves as their own apprentice. For the young person, should the employer not be able to take the young person on permanently, they are still in employment with the ATA who will place them in another appropriate company.

The potential to incorporate work placements for the young people is being considered. This would serve to offer an incentive to young people by matching them with an employer that takes on apprentices to help raise their aspirations and motivate them in their GCSEs.

We continuously target to convert 40% of our apprenticeships into a full time employment at the end of the apprenticeship framework.

The ATA will work with the flexible starts team at Leeds City College to develop the content for the programme. It will be based on intensive elements as a preparation for apprenticeships. It is proposed that the venue for the programme will be within one of Leeds City Colleges city centre locations. The young people would be asked to attend the programme dressed as though they were attending a job interview.

We would work with the young people on the first day and match them up to live vacancy opportunities. The remainder of the programme would be with a view of preparing the young person for that specific role.

It is proposed to run the programme over 3 days spread across 2 weeks. Each programme could be delivered to 20 young people so we would run 2 separate programmes to capture delivery to the targeted 40 young people.

Outcomes:

- 40-50 young people identified by local High Schools, IGEN Connexion PAs and Children's Service to be part of the programme who are almost apprenticeship ready
- 20 young people with low aspirations, no incentive to engage at school, likely to be NEET in an apprenticeship
- The social and economic benefits to the young people and their communities from having 20 young people in meaningful employment rather than potentially NEET, potentially offending and/or anti-social behaviour, potentially JCP/Housing Services/NHS clients.

Financial breakdown

Cost of Leeds City College provision for delivery including venue for 3 days - £3,150

Cost of ATA involvement and input on the programme at the college venue - £1,350

Cost of marketing materials, programme content, website costs - £1,850

Total cost for 1 programme - £6,350

Total cost to run 2 programmes delivered to a total of 40 young people overall - **£12,700**

Project Delivery

Dependent on option chosen.

Outcomes

Fewer young people go on the NEET register

More apprenticeships offered to young people from Inner West

Ward / Neighbourhood:

Inner West

Project Cost & Financial Breakdown

Members have already committed £7,500 towards a pot of money for 'employability' projects. This could be committed to any of the above projects.