# YOUTH EMPLOYMENT PORTFOLIO

## A SHOWCASE OF EMPLOYMENT SUPPORT



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Employment Related Services Association

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## A SHOWCASE OF EMPLOYMENT SUPPORT



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# INTRODUCTION

**In June 2025, ERSA published 'Designing Better Futures: Lessons from Forty Years of Youth Employment Interventions in England'.[1] This report examined 11 youth employment initiatives, spanning four decades of delivery. The ERSA Youth Employment Portfolio follows on from this research, showcasing over 80 youth employment programmes that are currently being delivered or have been delivered in recent years, outlining their approach and the outcomes achieved to date.**

At the time of writing, there are an estimated 981,000 young people aged 16 to 24 years in the UK who are not in education, employment or training (NEET), which equates to approximately 13% of all young people.[2]

In this context, as well as in light of ongoing national conversation around NEET young people (including the Youth Guarantee and the Young People and Work report by Alan Milburn), it is important to recognise what is already working.

The 'Delivering Better Futures' report contained a number of key findings and recommendations, many of which are evidenced in the programmes outlined in this portfolio, including:

- There is no one-size-fits-all approach to supporting young people.
- Contrasting approaches are needed to engage with young people inside and outside the benefits system.
- Consistent, trusting relationships between young people and advisors are key to programme success.
- Not all barriers are related to employment.
- Engaging with employers is essential to delivering effective programmes.
- Integrate youth employability support with local health, housing, and welfare services to effectively support young people facing complex barriers.
- Ensure that youth voice is embedded in designing and delivering youth employment interventions.

1 ERSA (June 2025) 'Designing Better Futures: Lessons from Forty Years of Youth Employment Interventions in England', available online: https://ersa.org.uk/wp-content/uploads/2025/06/designing-better-futures.pdf

2 Office for National Statistics, Labour Market Overview, (August 2026), available online: https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/latest [accessed: 24/09/2026]

Numerous employment support organisations have successfully delivered programmes containing the above elements, such as providing holistic support which recognises that there is no one-size-fits-all approach; establishing consistent, trusting relationships with young people through mentoring; embedding youth voice into programme design and delivery; engaging employers; and offering a wraparound service including focusing on overcoming various barriers to employment.

This portfolio illustrates the breadth of youth employment provision that exists across the country, showcasing a wide variety of types of support and delivery organisations. Provision includes a range of interventions from offering apprenticeships, training and engagement with employers to supporting young people with mental health, transport, housing and more. It includes examples of organisations delivering large national programmes such as the Restart Scheme as well as more localised or specialist provision. It also gives some examples of provision that has been lost, particularly as UKSPF funding came to an end in March 2026.

Overall, many existing approaches have achieved significant success and could be scaled up if provided with sufficient, long-term funding. The examples showcased here should be considered alongside the historic provision examined in the 'Delivering Better Futures' report to demonstrate the role of the employment support sector in supporting young people into employment, education and training and what lessons have already been learned.

This portfolio is not a complete list of all youth employment provision currently being delivered, but represents a snapshot of existing interventions and delivery organisations. All programmes included have been submitted to ERSA by the provider.

The subcategories listed below and used in the report are intended to give clear examples of different types of provision, but this is not exhaustive and some may overlap:

- Holistic, wraparound and long term support
- Supporting participants with multiple barriers, long term NEETs and those furthest from the labour market
- Mentoring and Careers Guidance
- Specialist Support for Specific Cohorts of Young People
- Apprenticeships, Internships and Work Placements
- Partnership Working
- Employer Engagement
- Early Intervention: Careers Support for Under-18s
- UKSPF-Funded Programmes
- Provision Delivered by Local Authorities
- Youth Guarantee
- Restart Scheme
- Scotland
- Wales

## ERSA WOULD LIKE TO THANK THE FOLLOWING ORGANISATIONS FOR THEIR CONTRIBUTIONS:

Adanna Womens Support Group
AKG Employment
Bernicia
Career Connect
CareTrade
Catch22
Clarion Futures
Coach Core Foundation
Cornwall Council
Cumbria Youth Alliance
Durham County Council
EFL in the Community
Elevate Employment Services
Empire Fighting Chance
Everton in the Community
G4S
Genuine Futures CIC
Groundwork North East & Cumbria
IMO Charity
Infinite Skills
Ingeus
INSPIRA
Intuitive Thinking Skills
Itec Training Solutions Ltd
Miss Macaroon
Newground Together
Pathways Community Interest Company
People and Their Brilliance
Peterborough United Foundation
Pluss CIC
Populi Solutions
Positive Steps
Reed in Partnership
Routes to Work Ltd
SCDA
Seetec
Shaw Trust
Smart Works Greater Manchester
Somerset Council
Southampton City Council
Spear
Street League
Surrey Choices
The Inspirational Learning Group
The Matthew Project
The RedEverywhere Group
The Warren Youth Project
Tigers Trust
Transform and Achieve
Triage Central Limited
Unity Works
Weaver Vale Housing Trust
West Cheshire &
North Wales Chamber of Commerce



## SPEAR PROGRAMME

### 2003 – PRESENT



**The Spear programme is a pre-employment work-readiness intervention for NEET young people aged 16-24, who all face at least one significant barrier to work or education. Significant numbers of young people on the programme face multiple barriers, including low socio-economic backgrounds, mental health challenges, learning difficulties, care experienced young people, physical disabilities and experience with the justice system.**

50% of referrals come through JobCentres, with the remaining 50% from other local services. As a result of this localised approach, nearly 1 in 3 of young people enrolled last year was a 'hidden NEET'.

There are currently Spear centres in 18 locations across England and Wales, which will increase to 21 locations by end of 2026.

## APPROACH

The Spear Programme consists of a 4-6 week Foundation phase, covering practical employability skills such as CV writing and interview skills, as well as a deep focus on work-ready mindsets and attitudinal development, delivered in both 1:1 and group settings. There are also opportunities to interact with local employers through panel Q&As, company visits, mock interviews, and interviews for live entry-level job opportunities.

After Spear Foundation, 6-12 months of follow-on support is provided, which continues even when the young person enters work or education.

All programmes are delivered by trained coaches, with a stable team on hand as far as possible for each cohort, to maximise the benefits of trusted adult relationships. The curriculum is codified and quality assured by the national Spear charity, but each centre is ran in partnership with local organisations. This approach balances the strengths of local networks with a national expertise in coach training and quality assurance.

## IMPACT

Over 12,500 participants have been supported on the Spear Programme to date, achieving strong outcomes.

Spear have developed a set of Work-Readiness Indicators (WRIs), that are used to define and measure the development of work-readiness in the participants. Young people's final WRI scores from Spear Foundation are currently predictive of them being in work or education 3 months later. 70-80% of young people who enrol on the programme complete Spear Foundation, and of those who complete, over 50% are in work or education 3 months later, rising to over 70% 12 months later.

For more information, see Spear Impact Report 2025: https://www.spear.org.uk/wp-content/uploads/2026/04/Impact-Report-2025-Digital-1.pdf or website: https://www.spear.org.uk/

Also see Impetus Benchmarking: https://impetus-org.files.svdcdn.com/production/assets/publications/Research-Briefing-7-Benchmarking-Resurgo-FINAL.pdf

and DWP Employment Data Lab: https://www.gov.uk/government/statistics/employment-data-lab-analysis-the-resurgo-spear-programme/employment-data-lab-analysis-the-resurgo-spear-programme

Career Connect

# CAREER CONNECT: MANCHESTER PATHWAYS PROGRAMME

## 2023 – 2026



**Manchester Pathways is part of the Career Connect and Manchester City Council's response to Manchester's high NEET population.**

The 2025/26 cohort included young people with SEND, SEMH needs, youth justice involvement, care experience and unaccompanied asylum-seeking backgrounds.

## APPROACH

Pathways combines work placements with dedicated support from a Career Connect coach. Participants receive careers guidance and planning, Maths and English qualifications, and are paid a weekly bursary of £80 (based on full attendance) as an incentive and to cover costs. This holistic approach removes barriers to participation while building confidence, skills and aspirations.

Built on strong partnership working and continuous participant feedback, Pathways evolves to meet emerging needs. Participants leave with qualifications, references, confidence and routes into employment or apprenticeships. Designed to be hyperlocal and more accessible, Pathways removes travel barriers giving those with few qualifications and little or no previous work experience a realistic route into sustainable employment or further training opportunities.

## IMPACT

From supporting 7 young people in 2023, participation has grown, with 45 young people taking part between April 2025-April 2026. Since 2023, around 80% of participants have progressed into appropriate and sustainable employment, apprenticeships, education or training.

Participants report improved communication, teamwork, punctuality, independence and resilience. Additional outcomes include ensuring that all participants have ID, a bank account and a travel pass.

For more information, see Career Connect Impact Report 2024/25 (page 20): https://careerconnect.org.uk/app/uploads/2025/12/Career-Connect-Impact-Report-2024-25.pdf

or this impact story: https://careerconnect.org.uk/about-us/our-impact/our-impact-stories/wythenshawe-pathways/

CLARION FUTURES

# CLARION FUTURES: EMPOWERING FUTURES

## 2023 – PRESENT

**Clarion Futures' Youth Employment Development Programme, Empowering Futures, is designed to engage young people aged 16–30 in a journey of personal growth, focusing on enhancing their wellbeing and improving their employment prospects.**

## APPROACH

Through a structured three-step framework, young people are supported to overcome barriers, build confidence, develop essential life and employability skills, and progress towards sustainable employment, apprenticeships, education, or training opportunities.

### Step 1: Discover and Plan

Young people begin with a personalised discovery assessment that helps identify their strengths, aspirations, interests and barriers. Working alongside a Youth Employment Support Officer, they develop an individual action plan focused on improving wellbeing, building confidence and setting clear goals for their future.

### Step 2: Build and Grow

Participants access a range of tailored workshops, skills training, career coaching, mentoring, volunteering opportunities and work placements. This stage helps young people develop employability skills, gain real-world experience, strengthen resilience and expand their professional networks.

### Step 3: Achieve and Thrive

As young people progress, development is tracked through youth-led progress measures designed to capture meaningful achievements. Ongoing support helps them transition into employment, apprenticeships, further education or training, while equipping them with skills and confidence to achieve long-term success.

## IMPACT

Through this holistic approach, Empowering Futures empowers young people to discover their potential, build the skills they need for the future, and achieve positive, sustainable outcomes.

131 pathways were created for young people in 2025/26.

For more information, see Clarion Future's webpage on career support: https://www.myclarionhousing.com/help-and-guidance/jobs-skills-and-training/specialist-career-support

# EFL IN THE COMMUNITY – TRAINING GROUND

## APRIL 2024 – PRESENT

**Training Ground is an employability and personal development programme delivered by EFL in the Community and Football Club charities in Central London. It supports NEET young people aged 16 to 24 who live in one of the Central London Forward boroughs.**

## APPROACH

The programme supports young people to develop the skills, confidence and experience needed to move into work, further education or training. Using the positive influence of football clubs and their community reach, the programme engages young people who may face barriers to employment, including those who are disadvantaged, disengaged, or experiencing physical or mental health challenges.

Participants receive a combination of one-to-one mentoring over a 12-week period and group workshops covering employability and life skills. Support includes:

- CV writing and covering letters
- Interview preparation
- Communication and teamwork skills
- Workplace behaviours and attitudes
- Money management
- Work experience and volunteering opportunities
- Health and wellbeing support, including physical activity and mental health programmes
- Signposting to additional local services and ongoing drop-in support for up to eight weeks after completing the programme

## IMPACT

In 2024/25, Training Ground was delivered by 11 Football Club charities. Together they supported 884 participants, 56% of whom were from the top 30% most deprived areas nationally. 33% moved into employment, education or training and 88% felt more confident following support.

In 2025/26, 7 Football Club charities delivered the programme. 258 participants were supported, with 61% from the most deprived 30% of areas nationally. 35% moved into employment, education or training, 92% felt more confident, and 89% of participants showed positive progress in at least one desired outcome.

For more information, see website: https://eflinthecommunity.com/training-ground/

inspire
motivate
overcome
it's my opportunity

# IMO CHARITY – SKILLS START

## JANUARY 2025 – DECEMBER 2027

**Skills Start is a 10-week employability programme designed to support young people aged 16–24, particularly those who are NEET, to develop the confidence, skills and workplace readiness needed to progress towards employment, education or further training.**

## APPROACH

The programme combines interactive workshops, practical activities, employer engagement, workplace visits, task simulations, mentoring and mock interviews. Participants develop key personal and employability skills, including communication, teamwork, problem-solving, emotional regulation, professional behaviour, timekeeping, reliability, networking, job applications and interview techniques.

Participants gain insight into employer expectations and different career pathways through engagement with local employers, as well as opportunities to participate in employer-led activities and a mock interview day.

Throughout the programme, participants receive ongoing support and progress reviews, with a final 1:1 session focused on reflecting on their achievements and identifying clear next steps.

## IMPACT

50 participants have been supported to date with outcomes including increased confidence and preparedness to apply for jobs, apprenticeships and training opportunities. Participants were also offered volunteering opportunities to strengthen their CVs, develop practical skills and gain valuable workplace experience.

For more information, see website:
www.imocharity.org

ingeus

# INGEUS: WEST MIDLANDS YOUTH PILOT

## MAY 2026 – PRESENT

**The West Midlands Youth Pilot targets young people in the West Midlands who are unemployed, economically inactive, NEET, or at risk of becoming disconnected from work and learning. It is particularly relevant for those who need more relational, confidence-building support than a standard employability offer can provide. Participants may include young people with low confidence, limited work experience, health or wellbeing needs, additional learning needs, unstable housing, caring responsibilities, previous negative experiences of education or employment, or limited access to local networks and opportunities.**

## APPROACH

The pilot applies youth work principles to build trusted, voluntary and strengths-based relationships with young people. It recognises that employment support is most effective when shaped around an individual's aspirations, identity, confidence and wider life circumstances.

Participants receive personalised support from youth-focused advisers who combine practical employability activity with coaching, goal setting, confidence building and connections to local opportunities. Support includes action planning, CV and interview preparation, job search, employer engagement, work tasters, referrals to training where appropriate, and help to address barriers.

Rooted in youth work practice, the programme has been designed as a control intervention model to test effectiveness and build understanding of what works best for young people. It starts with each young person's own goals, builds trust through consistent relationships, encourages participation and choice, and supports participants to develop agency, resilience and work-related confidence. Delivery also draws on local partnerships with employers, community organisations, skills providers and specialist support services.

## IMPACT

As the pilot is still in delivery, final outcomes continue to emerge. To date, 225 participants have been supported and 48 outcomes have been achieved.

Anticipated outcomes include job starts, sustained employment, participation in skills or vocational training, improved job-search capability, increased motivation, a better understanding of local labour-market opportunities, and reductions in the barriers that prevent young people from moving into work.

# REDEVERYWHERE WORKS: SUCCESS ACCELERATOR PATHWAYS TO WORK

## JANUARY 2026 – MARCH 2027

**The Success Accelerator is RedEverywhere WORKS' flagship employability programme, currently delivered in Doncaster as part of the Pathways to Work programme. Launched in 2026, the programme supports cohorts of participants aged 16+ who are economically inactive or experiencing barriers to employment.**

For the younger cohorts, the programme is particularly relevant to young people who are NEET or at risk of becoming NEET, have limited employment experience, lack confidence, have experienced disrupted education or training, or require more personalised support to progress towards employment.

## APPROACH

The programme provides an intensive, personalised journey designed to rebuild confidence, develop work-readiness and create meaningful progression towards sustainable employment, apprenticeships, training or further learning.

What makes Success Accelerator distinctive is the combination of personalised human coaching, immersive Virtual Reality, AI and digital learning, employer engagement and real-world work experience.

Participants undertake a structured programme incorporating employability coaching, confidence and resilience development, CV and application support, interview preparation, employer engagement, work experience and work-shadowing opportunities, accredited learning and individual progression planning.

A central innovation is our use of Meta Quest-powered immersive VR, driven through RedEverywhere's developing ImmersiAi approach. Rather than simply talking about employment, participants can experience realistic workplace environments and practise interviews, communication and workplace situations in a safe immersive environment.

This combination of technology and human support is particularly effective for young people with limited employment experience or confidence, helping make the transition into the workplace feel achievable rather than intimidating.

## IMPACT

Success Accelerator has supported 60 participants to date, with cohorts of young people currently engaged in the programme. A further 60 participants are scheduled to be supported during the next quarter, taking planned delivery to at least 120 participants.

Success Accelerator is generating both employment progression and the important intermediate outcomes that enable participants to move successfully towards work. These include progression towards employment, employer interviews and engagement, work experience and work-shadowing, progression towards apprenticeships and further learning, accredited learning, improved CV and interview skills, increased digital and AI confidence, and improvements in confidence, motivation, resilience and workplace understanding.

For more information, see website: https://redeverywhere.co.uk/works/pathways-to-work/ and case studies: https://redeverywhere.co.uk/case-studies/

## THE WARREN YOUTH PROJECT: ACHIEVE

**The Achieve Project is a bespoke programme that helps young people aged 16–29 in Hull move forwards in their lives.**

### APPROACH

The programme supports those looking for a job, going into education, or those who just need someone to talk to figure out which steps to take to overcome struggles they are facing. Support includes:

- CVs, job applications, and interview skills
- Locating the right courses for you and helping you apply
- Looking at volunteering and work experience to build your skills and confidence
- Finding support around debt, money, mental health, and more
- Accessibility for physical and mental health and neurodiversity
- Linking up with local organisations to get you the best support for a wide range of issues

### IMPACT

1412 participants have been supported by Achieve.

For more information, see website:
https://thewarren.org/Projects/achieve/

YouTube channel:
https://www.youtube.com/channel/UCwC3PS7bGNaZTfuOV16NmFw



# MISS MACAROON – MACAROONS THAT MAKE A DIFFERENCE

## JUNE 2011 – PRESENT

**Macaroons that Make A Difference is Miss Macaroon's flagship employability programme, delivering intensive, trauma-informed, and holistic support to young people aged 18–35 in Birmingham.**

The programme targets unemployed young people with multiple and complex needs who are furthest from the labour market, including those experiencing mental health challenges, addiction, involvement with the justice system, homelessness or housing instability, learning difficulties, and neurodiversity.

## APPROACH

Miss Macaroon is a Community Interest Company and social enterprise. As an employer itself, Miss Macaroon offers participants a genuine employment reference and in some cases direct employment, making it a distinctive model in the youth employment sector. The programme uses employer-as-provider model whereby the training environment is also a functioning business, giving participants real-world employment experience using Miss Macaroon's working bakery. This allows them to gain genuine work experience in food manufacturing and retail alongside a team of paid staff.

The programme has been recognised for its innovative, bakery-based approach to engaging young people furthest from the labour market.

Many participants have experienced significant trauma and have not been well-served by mainstream employment support. The programme uses a trauma-informed model to reach and engage this cohort effectively and takes a whole-person approach, addressing barriers including mental health, housing instability, financial wellbeing, and confidence. Support is tailored to each individual and delivered at a pace that builds lasting change. Participants receive employability coaching, practical skills development, employer engagement, and in-work support to help them start, settle, and sustain employment.

Miss Macaroon has developed strong community referral relationships across Birmingham, enabling them to reach young people that statutory and mainstream provision often misses. The programme is delivered across three sites in Birmingham by a team of 12 staff who are personally invested in every participant's journey.

## IMPACT

320 participants have been supported to date. Outcomes include 45% progression into employment, primarily in the food, hospitality, and retail sectors, as well as improved confidence, wellbeing, and work-readiness. Participants gain nationally recognised BTEC Level 1 work skills qualification and Level 2 Food Hygiene.

For more information, see website: www.missmacaroon.co.uk

# TRANSFORM AND ACHIEVE – TRANSFORM & ACHIEVE PROGRAMME

## RUNNING FOR 10+ YEARS (ONGOING)

**Transform and Achieve targets people with various barriers to employment, including mental health challenges, neurodiversity, ex-offenders, care leavers, people on probation.**

Transform and Achieve have had contracts with DWP Restart, Connect to Work (including Nottinghamshire), MOJ Probation, CFO Activity Hubs (Manchester, Liverpool, Kent), Work & Health Pioneer, Housing Associations, Local Authorities, SWAPs, and 22 different prisons.

## APPROACH

The programme is a course that is non-clinical in design, headed by qualified coaches who support and empower participants to shift their mindsets and negative habitual patterns. The approach is holistic – tackling mind, body, and skills. Participants take part in team-building activities, answer psychology-informed questions, build the personal and interpersonal skills, and vastly improve their confidence.

The programme has been supporting young people for over 10 years ago, working within the housing sector to engage young people in care. Over a relatively short period, participants will learn many skills to combat fixed mindsets and learned helplessness, improving the core reasons they are not in employment in the first place.

## IMPACT

To date, there have been over 630 participants in the youth-specific programme. The programme has an 85% retention rate and 53% of youth attendees successfully secured employment.

For more information, see YouTube video: https://youtu.be/VbNXS80mj28?si=HA6ZgyerWPVCuEbd



THE MATTHEW PROJECT
Finding hope together

# THE MATTHEW PROJECT: ON TRACK

## 2017 – PRESENT

**On Track supports 16–24-year-olds across Norfolk furthest away from the labour market to develop the vital skills and self-confidence needed to sustain employment, education, training, or volunteering. The programme supports vulnerable young people who face multiple and overlapping barriers to employment through a tried and tested model of one-to-one outreach coaching and group enrichment activities.**

## APPROACH

Dedicated On Track workers create trusting and professional relationships with young people and become a consistent presence in their lives. Workers meet clients in their communities for one-to-one support in safe spaces such as libraries, cafes, community centres, schools and homes, developing their inner resilience and an employability toolkit to support sustained education, employment, training, or volunteering.

Young people progress to follow-on enrichment activities in groups of six to eight. These sessions support them to connect with like-minded peers, build life-affirming friendships, reduce feelings of isolation, and strengthen social skills. On Track's group enrichment activities have a strong focus on building vital work skills.

On Track's model of support consistently shifts to answer the feedback and insights of NEET young people. A dedicated youth voice group steer the project and provide input and guidance from their perspective as clients.

On Track is deeply embedded in VSCE, youth, and employability service networks, working closely with these organisations to signpost, support referrals, and coordinate support so young people access a holistic model of support which spans their multiple needs.

## IMPACT

Since 2017, over 60% of participants have gone on to access education, training, employment, or volunteering.

In 2025-2026, On Track supported 217 young people. 91% of those reported improved confidence and self-esteem and 70% gained new knowledge and skills.

For more information, see website:
www.matthewprojectyoungpeople.org/on-track

# TIGERS TRUST – TIGERS PATHWAYS

## APRIL 2021 – PRESENT

**Tigers Pathways is an employability and personal development programme designed to support individuals who are unemployed, economically inactive, socially isolated, or facing multiple barriers.**

The programme supports long-term unemployed NEET young people, as well as individuals with barriers such as mental health challenges, disabilities and health conditions, refugees and asylum seekers, living in areas of high deprivation, low qualifications or limited work experience, experience of homelessness, young people with EHCPs and additional support needs, and people furthest from the labour market.

## APPROACH

Using the power of sport and the Hull City AFC brand, the programme provides tailored one-to-one support, group workshops, accredited training opportunities, wellbeing activities, employer engagement, workplace visits, volunteering opportunities, and progression-focused interventions.

The programme supports participants to improve confidence, motivation, employability skills, health and wellbeing, and social connections while working towards sustainable employment, education, training, and volunteering outcomes. Delivery is highly personalised, enabling participants to overcome barriers.

## IMPACT

Through strong partnerships with employers, training providers, local authorities, DWP, housing providers and community organisations, Tigers Pathways creates positive progression routes that help individuals move closer to the labour market and achieve meaningful long-term outcomes.

400+ have been supported to date, with various positive outcomes including: progression into paid employment, apprenticeships, volunteering, further education and training; achievement of accredited qualifications and vocational certificates; increased confidence, self-esteem and motivation; improved employability skills; reduced social isolation; improved physical and mental wellbeing; sustained employment through in-work support; and development of workplace skills.

For more information, see website:
www.tigerstrust.co.uk

# CUMBRIA YOUTH ALLIANCE: FORGING FUTURES

## MARCH 2023 – APRIL 2026

**Forging Futures, funded by Youth Futures Foundation and working in partnership with the DWP, was a county-wide project working with the most disadvantaged, rurally isolated and longer term unemployed claimants aged 16 – 25. The programme was supported and independently evaluated by Institute of Employment Studies (IES) and IPSOS Morie and supported the implementation and development of regional JCP Youth Hubs.**

## APPROACH

Outreach and person-centred, consistent key worker support were integral elements of the programme, developing trusting and positive working relationships. Participants and key workers co-developed SMART actions to build on strengths alongside strategies to address barriers and negative influences.

This relationship building helps the key worker understand the key time points and milestones to introduce employability-focused actions. Employability support includes attending group activities or courses, supported job search, work experience or tasters and submitting applications.

## IMPACT

264 participants were supported, achieving 197 job starts and 48% sustainment over 6 months.

A core condition of funding was to source, purchase and implement a management information system. Working alongside IPSOS Morie to build a robust measurement evidence structure to capture outcomes linked to a matrix of activities to evidence "What works". This information independently evaluated by IES has fed into papers and insights for Government with areas that align with and support insights within the Milburn report.

**For more information, see website: www.cya.org.uk**

# POSITIVE STEPS: EMPOWER OLDHAM AND ENGAGING ROCHDALE AND YOUNG PERSONS SUPPORT AND GUIDANCE SERVICE (NEET)

## DECEMBER 2023 – MARCH 2027

**'Empower Oldham' and 'Engaging Rochdale' are projects aimed at connecting with NEET young people with complex barriers to progression.**

The programmes work with young people aged 16-19 (or up to age 25 if care experienced or with an EHCP), and young people aged 15+ who are at significant risk of becoming NEET.

## APPROACH

The tailored provision includes mentoring, wellbeing support and practical solutions, to build confidence, resilience and motivation. Support is creative and focuses on removing barriers and learning new skills, helping young people on their journey towards learning and employment.

## IMPACT

1,110 participants have been supported across both projects. Outcomes include:

- Engaged in job searching
- Reduced structural barriers (includes wellbeing outcomes)
- In employment/self-employment
- Development of interpersonal skills
- Enhanced basic skills following support
- Sustained engagement with keyworker support
- Engaged with life skills
- Progressed into additional provision
- Into education

**For more information, see website: https://positive-steps.org.uk/services/young-people-engagement-projects/**

# INFINITE SKILLS: INFINITE FUTURES – YOUTH EMPLOYMENT & PROGRESSION PROGRAMME

## 2024 – PRESENT

**Infinite Futures is Infinite Skills CiC's community-based youth employment and progression programme, supporting young people aged 16–24 to overcome barriers to employment, education and training in Sheffield.**

The programme focusses on young people who are less well served by mainstream employment provision, including young people from ethnic minority and migrant communities, refugees and those with English language needs, young people who are NEET or at risk of becoming NEET, and those experiencing wider social or economic barriers.

## APPROACH

The programme combines one-to-one employability support, mentoring, CV and application support, interview preparation, digital and functional skills, ESOL where required, careers guidance, employer engagement and access to training, work and apprenticeship opportunities.

Alongside individual support, the programme creates opportunities for young people to engage directly with employers, training providers and professionals. This includes employability workshops, careers and networking events, mentoring, workplace opportunities and introductions to employers.

The programme is community-rooted and culturally responsive. The multilingual team and strong relationships with local communities help to engage young people who may not otherwise access conventional employment and careers services, build trust and provide sustained support towards positive progression.

## IMPACT

Over 100 young people aged 16–24 have been supported over two years, with participants making tangible progress towards employment, apprenticeships, further education and training.

Outcomes have included progression into paid employment, apprenticeships and further education or training; improved CVs, applications and interview skills; increased confidence and understanding of career pathways; greater access to employers and professional networks; improved digital and job-search skills; and increased motivation, wellbeing and readiness for employment.

**For more information, see Infinite Skills website:**
www.infinite-skills.co.uk

Triage
helping people succeed

# TRIAGE CENTRAL: STEPS FORWARD

## JANUARY 2025 – OCTOBER 2025

**Steps Forward supported NEET young people with multiple and overlapping barriers to engaging in employment or training, including many who had previously disengaged from provision.**

The pilot was co-designed in partnership with Wakefield Council's Step-Up (Young People) employment team. Triage self-funded the programme to support young people who were disconnected from local employment opportunities, to enhance the offer from the Council's Step-up team and to fill gaps in local provision.

Young people reached by the programme experienced many barriers to engaging in employment, education or training including mental health needs (42% of participants), trauma and adverse life experiences (19%) neurodivergent conditions (38%) and caring responsibilities (36%). Other factors included learning needs, negative educational experiences and limited understanding of local employment opportunities and the employment market, with 84% of the participants having no prior work experience.

## APPROACH

An experienced key worker, with support from Triage's employer engagement team, delivered intensive support including employer engagement and the generation of suitable employment opportunities. As most young people on the programme faced complex social, emotional and economic barriers, the key worker also offered tailored support to address mental health and wellbeing, confidence and life skills.

The programme consisted of one-to-one coaching, group-based employability and health and wellbeing sessions, and employer engagement activities. Referrals into the programme came from Jobcentre Plus, the Council, Connexions, Community organisations and via word-of-mouth/ self-referral.

## IMPACT

28 participants were supported on the pilot from January 2025 to October 2025. 86% of the young people completing the pilot made positive progressions to employment, education or training. This includes 10 young people (36%) moving into paid employment, with 80% sustaining their job for up to 9 months.

Participants also reported an improvement in confidence, comfort in group settings and approaching employers. They also felt that their CVs, employability skills and preparedness for work had improved.

**For more information, see Pilot Evaluation Report: https://triage.net/sites/default/files/2026-02/Steps%20Forward%20Pilot_FINAL.pdf**

# GENUINE FUTURES CIC: BOSS YOUR FUTURE

## SALFORD: JANUARY 2025 – JULY 2025

## BOLTON: JUNE 2025 – JUNE 2026




**Boss Your Future is Genuine Futures CIC's relationship-led youth employment, enterprise and prevention programme, designed for young people who are NEET or at risk of becoming NEET, particularly those facing multiple barriers to education, employment and training.**

The programme has been delivered through funded cohorts in Salford and Bolton, while the wider model continues through Genuine Futures' Young Futures Hub, employer partnerships and youth-led social enterprises.

## APPROACH

The model has evolved through direct delivery and learning since April 2023, beginning with the Unlocking Your Potential programme. This work showed that while some young people progressed into positive destinations, others reached the end of a funded programme without being ready for employment, education or training. Rather than allowing the relationship to end with the funding, throughout 2024 Genuine Futures tested a practical enterprise approach, taking young people to business centres across the North West.

This learning helped shape Boss Your Future which combines mentoring with practical activities, employer engagement, work experience, enterprise, volunteering, Try a Trade opportunities, personal development, outdoor activities, community participation and youth voice.

Boss Your Future deliberately moves away from a one-size-fits-all, classroom-based employability model, recognising that some young people may need a different starting point. The approach connects prevention, engagement and progression, providing young people with continued opportunities to move towards employment, education, training, enterprise and greater participation in their communities.

## IMPACT

Approximately 90 young people have been directly supported and engaged through Genuine Futures' programmes and progression pathways to date.

Boss Your Future has achieved outcomes across employment, further education, enterprise, work experience, volunteering, employability, confidence and sustained engagement. In Salford, 2 young people progressed into full-time employment, 2 developed micro-businesses, 2 progressed into work experience, and 1 progressed into further education. In Bolton, approximately 50 young people engaged with Boss Your Future.

A key outcome across both locations has been sustained engagement. Genuine Futures maintains relationships and creates further opportunities through enterprise, volunteering, work experience, employer connections and community activity.

For more information, see website: https://genuinefutures.co.uk/programmes/boss-your-future and https://genuinefutures.co.uk/news-resources/the-impact-what-our-young-people-have-achieved



## SCDA: LEVEL UP

### MAY 2025 – MAY 2028

**Level Up supports young people furthest from the job market across East Sussex. Young people are supported to explore work, education, training and volunteering opportunities as a step towards getting ready for work.**
SCDA also offers youth services in the Newhaven and Lewes district including supporting the management of the local Youth Forum to capture the voices of local young people to develop locally led support services.

## APPROACH

Level Up offers:

- 3 months of face-to-face employability support from a dedicated advisor
- A focus on reviewing finances through budgeting and ways to maximise income
- Tailored support to develop skills and prepare for employment
- Access to additional sessions, including LinkedIn, AI and Canva workshops
- Support to access training opportunities and alternative employability programmes as a next step

## IMPACT

320 participants have been supported on the programme to date. Most participants have now moved on to Connect To Work to achieve their work, training and education outcomes.

For more information, see website:
https://sussexcommunity.org.uk/our-services/employment-support/level-up/

INTUITIVE THINKING SKILLS (PART OF AKG)

## SOMERSET WORKS NEET SERVICE

### SEPTEMBER 2022 – DECEMBER 2025

**Somerset Works NEET Service provides structured mentoring for young people aged 16-19 to develop skills, and reengage with education, employment or training.**

### IMPACT

113 participants were supported over the contract duration. Between 2022 and 2025, of the 35 young people who sustained engagement with ongoing mentoring, 17% gained employment, 11% entered further education and 11% achieved other sustained outcomes. This project was extended past its original pilot date due to its success in engaging those with complex needs such as trauma, unemployment and substance misuse.

## BURY YOUNG PEOPLE TRAILBLAZER

### JANUARY 2026 – MARCH 2026

**Intuitive Thinking Skills deliver an accredited Critical Thinking programme, commissioned by Bury Council, for young people facing barriers to employment including substance misuse, ADHD, family instability and long-term unemployment.**

### APPROACH

The programme focusses on employability, SMART planning, one-to-one mentoring and groupwork. Aimed at improving opportunities, health and employment for young people aged 18-24, tackling barriers to employment.

### IMPACT

10 participants were supported. All learners from the January 2026 cohort (100% completion rate) engaged in one-to-one mentoring, completed a horticultural course and were provided with employment opportunities at Bury Council.

## WEAVER VALE HOUSING TRUST: RAISING ASPIRATIONS

### 18+ PROGRAMME: JULY 2023 – JUNE 2026

### 16+ PROGRAMME: JULY 2026 – JUNE 2031

**Raising Aspirations provides one-to-one mentoring to people aged 16+ in the Cheshire area. The first round of funding was provided to participants aged 18+ the second round commencing July 2026 supports ages 16+.**

### APPROACH

Bespoke and holistic, the programme helps people to progress in many areas of their life such as employability, health and wellbeing, confidence and motivation, budgeting, training and many more. Alongside mentoring, group workshops are offered focusing on employability, wellbeing and budgeting.

### IMPACT

In the first round of funding, 451 people were supported with training, employment and volunteering. 265 people were supported into work and self-employment, 201 into training or education, and 60 into volunteering.

For more information, see website: www.wvht.co.uk/community-skills-team

shaw trust

# SHAW TRUST: CHANGE PROJECT

## APRIL 2024 – PRESENT

**The Change Project supports unemployed, economically inactive, or NEET young people aged 16 to 24 across North East London and West London. Taking a holistic approach, the programme helps young people overcome barriers to employment, education and training through personalised mentoring and tailored support.**

## APPROACH

Central to the programme is a dedicated Change Maker Mentor, known as a Journey Guide, who works with each participant to assess their needs using a Resilience Compass and develop an Individualised Progress Plan. This helps young people identify goals, build resilience and track progress across personal, social and vocational outcomes.

Support is delivered across five complementary strands:

**Change future:** enrichment activities and/or qualifications to support people's aspirations e.g. money management, functional skills, first aid, manual handling, and food hygiene.

**Change me:** focusing on personal development including mental health, self-esteem and volunteering via personalised mentoring sessions.

**Change lifestyle:** Exploring ways to enhance physical health, including sleep patterns, exercise, healthy eating habits. Support is available face-to-face, or via written guidance.

**Change relationships:** helping young people to make and keep successful relationships through Cognitive Behavioural Mentoring (CBM) sessions

**Enable and succeed:** Job Brokers match young people to work opportunities, working with national and local employers.

## IMPACT

3,335 young people have been supported through the Change Project to date. Between April 2024 - August 2026, 1,085 young people have progressed into employment, education or training.

For more information, see Shaw Trust Impact Report 2024/25: **https://shawtrust.org.uk/wp-content/uploads/sites/2/2026/01/Impact-report-2024-2025.pdf**

social impact report: **https://pure.northampton.ac.uk/en/publications/the-shaw-trust-change-project-in-london-social-impact-2026/**

website: **www.shawtrust.org.uk/change-project/**

## REED IN PARTNERSHIP: CPCA CAREERS GUIDANCE SERVICE

### MAY 2026 TO MARCH 2027

**Reed in Partnership delivers the Careers Guidance Service on behalf of the Cambridgeshire and Peterborough Combined Authority (CPCA). The programme provides personalised careers guidance and employability support for young people aged 18 to 21 (eligibility extended to young people aged up to 25 with an EHCP) who are NEET, helping them build confidence, develop skills and progress into education, training or employment.**

### APPROACH

Participants receive a 12-week programme of support, including an initial assessment, personalised action plan, one-to-one mentoring, employability workshops, careers guidance, and access to apprenticeships, training and employment opportunities. Young people also receive access to Reed in Partnership's Online Careers Centre and can access sustainment support when moving into education, employment or training.

## EMPIRE FIGHTING CHANCE: BOX CAREERS

### ONGOING

Box Careers combines boxing with mentoring to get NEET young people mentally and physically ready for work. Outside of the ring, young people gain opportunities to develop skills and make progress toward employment.

### IMPACT

Outcomes have included helping young people into employment, education or training; supporting young people to gain qualifications; changing attitudes and empowering them to feel positive about the future; building awareness around work for young people; and building resilience and self-efficacy,

For more information, see Impact Report 2025: https://empirefightingchance.org/media/0k4hr4ll/empire-fighting-chance-impact-report-2025.pdf

or website: https://empirefightingchance.org/what-we-do/box-careers/

# RUMBO

## 2026/27 ACADEMIC YEAR

**Rumbo was built to make quality careers guidance more accessible and more scalable, so that every young person can access structured, personalised guidance.**

A pilot was ran targeting students at the London Interdisciplinary School. More widely, it targets young people transitioning from education into work, including NEET young people.

## APPROACH

The problem Rumbo addresses is capacity. There are far more young people who need in-depth careers guidance than there are advisers to deliver it, so it tends to be rationed to those who ask for it, are flagged or turn up. NEET young people, who are often furthest from the labour market and least likely to engage, receive the least. Without a clear direction, many apply widely for roles that don't suit them, or move into the first available job, which makes sustained outcomes harder to achieve.

Each participant completes a structured assessment covering their interests, strengths, transferable skills and personal circumstances. Rumbo combines this with labour market information on which sectors are recruiting and what they pay, and matches the participant to a curated shortlist of live vacancies that fit their profile. It then produces a personalised action plan covering networking, short projects that evidence their skills, and the steps needed to become a credible candidate for those roles.

For delivery organisations, it means personalised careers guidance can reach a whole cohort at once. Advisers can see each participant's progress, identify who has stalled and focus their time where it's needed most, and engagement and progression data can be exported into the organisation's own reporting.

## IMPACT

200+ participants have been supported. After a successful pilot with the London Interdisciplinary School, they are now rolling Rumbo out to their students for the 2026/27 academic year.

For more information, see website:
**www.rumbocareers.com**

# CARETRADE: THE AUTISM PROJECT

## 2010 – PRESENT

**The Autism Project (TAP) is a special post-16 institution which runs independent and employment focused programmes for young adults aged 18-24 with an EHCP. The Autism Project is part of CareTrade, a charity which supports autistic adults.**

## APPROACH

All TAP programmes support young adults to progress towards their EHCP outcomes and increase their independence. TAP also runs employment focused programmes to prepare young adults for work.

## IMPACT

Many learners take their first step into employment and also gain City & Guilds Functional Skills qualifications (Maths & English up to Level 2).

All learners gain work experience and build their portfolio of transferable skills for work. The programme supports learners to build their confidence, independence and resilience.

For more information:

Website:
**www.care-trade.org**

Prospectus:
www.online.fliphtml5.com/CareTrade/izbc/#p=1

Ofsted Report:
www.reports.ofsted.gov.uk/provider/39/143526



ingeus

# INGEUS – CHANGE 100

## RUNNING FOR 13/14 YEARS – PRESENT

**Change 100 supports disabled university students and graduates who may face additional barriers to accessing work experience, internships and early-career employment. The programme focuses on talented young people who would benefit from paid work experience, professional development, mentoring, reasonable adjustments and support from employers committed to inclusive recruitment and workplace accessibility.**

## APPROACH

Change 100 connects talented disabled university students and graduates with inclusive employers through paid internships, professional development, mentoring and workplace support.

The programme helps remove barriers to employment and enables disabled young people to build confidence, skills and experience at the start of their careers. It also supports employers to strengthen their approach to inclusion by improving recruitment practices, developing more accessible workplaces and creating opportunities for diverse early-career talent.

Change 100 works with employers to identify suitable internship opportunities, match candidates to roles and provide practical guidance on inclusive recruitment, workplace adjustments and onboarding. Participants receive support before, during and after their internship, including professional development and access to advice that helps them succeed in the workplace.

## IMPACT

Across the lifetime of the programme, Change 100 has worked with more than 300 companies and supported well over 1,000 candidates into internships.

The programme creates value for participants and employers by strengthening inclusive employment by bringing together talented disabled students and graduates with employers seeking to diversify their workforce and create more accessible recruitment and workplace practices.

For more information, see website:
www.ingeus.co.uk/services/change-100

# SPECIALIST SUPPORT FOR SPECIFIC COHORTS OF YOUNG PEOPLE: DISABILITY AND NEURODIVERSITY

## UNITY WORKS: UNITY FUTURES

### APRIL 2024 – PRESENT

**Unity Futures is Unity Works' wellbeing and employment programme working with young people (16-25) with a learning disability across Central London Boroughs who are not in education, employment or training.**

### APPROACH

The programme provides intense, personalised engagement to achieve progression and outcomes through a programme of one-to-one support from a Health and Wellbeing Coach and Employment Advisor.

### IMPACT

207 were supported up to the end of March 2026. Of those, 47 entered into education, employment or training following support; 164 were familiarised with employers' expectations, including standards of behaviour in the workplace; 150 reported increased employability through the development of interpersonal skills.

For more information, see website:
www.thera.co.uk/about/where-we-work/unity-works-social-enterprises/what-we-do/unity-futures/

## GROUNDWORK NORTH EAST & CUMBRIA – NORTHERN FUTURES

### OCTOBER 2025 – PRESENT

**Northern Futures is a youth employability and progression programme supporting young adults aged 18–24 who are economically inactive and have a physical or mental health condition in the North East and Cumbria. It is part of the Economically Inactive Health Trailblazer.**

### IMPACT

310 participants have been supported to date, with 70 moving into employment, 85 into education or training, and 65 accessing paid work experience.

For more information, see website:
**www.groundwork.org.uk/north-east-and-cumbria/northern-futures**

### APPROACH

The project aims to help participants move closer to employment, education, or training through tailored support and practical opportunities. Through personalised coaching, employability support, life skills training, work experience, and employer engagement, the project helps young people overcome barriers and progress into employment, education, and training across all seven local authority areas.

Work experience is offered in a variety of ways, from employer talks online and face-to-face to tours of sites such as hotels, restaurants, construction sites to interactive interview sessions and paid work experience opportunities.

## CATCH22: CARE LEAVERS INTO CAREERS (CLIC)

LIVERPOOL CITY REGION AND GREATER MANCHESTER:

### SEPTEMBER 2023 – PRESENT

WESTMINSTER:

### APRIL 2026 – PRESENT

**Care Leavers into Careers (CLIC) supports care experienced young people across the Liverpool City Region, Greater Manchester and Westminster.**

### APPROACH

The programme uses a relational, holistic approach that focuses on the individual, their barriers, goals and intentions.

Care experienced young people frequently report that trusted relationships are hard to come by, so Catch22's career mentors provide a point of contact not only for employability support but also for signposting to other services to access things like housing, benefits, and mental health support. This helps the young people to increase their confidence and improve their wellbeing, relationships, and living situations.

### IMPACT

Last year, CLIC helped 49% of young people find employment, often in less than a year. After just 8 weeks of participating in the programme, their confidence that they have sufficient job skills and experience to enter the job market increase from 40% to 61%.

Liverpool and Manchester CLIC has supported 504 participants to date, achieving 152 paid employment starts. Westminster CLIC has supported 34, achieving 3 paid employment starts so far.

## BERNICIA'S CARE LEAVERS OPPORTUNITY PATHWAY

### APRIL 2024 – PRESENT

**Bernicia's Employability Team has created a Care Leavers Opportunity Pathway which is a an employment and skills pathway structured to help care leavers between the ages of 18 and 24 develop the specific skills and confidence needed to secure and sustain employment.**

### APPROACH

Care Leavers are referred into this programme through Northumberland County Councils Virtual School, they are supported on a one-to-one basis building up trust, soft skills and confidence before moving onto suitable training programmes and qualifications. Wellbeing and pastoral support is also provided, with Bernicia becoming a trusted presence offering advice and guidance along the way.

Bernicia offers care leavers the opportunity to carry out 4 weeks work experience within the business, paying £20 per day for travel expenses and lunch as well as support with PPE and suitable clothing. The business has worked to create 'First Steps' employment opportunities in departments where seasonal work and short term contracts can be offered, this moves Care Leavers onto 4-6 month fixed term contracts paying the living wage.

Care Leavers are supported with CV building, applying for jobs and mock interviews. Bernicia also acts as a parent/guardian by physically taking them to interviews, helping them shop for appropriate workwear clothing, supporting them with budgeting, and providing housing advise and support. 'In work' support is also offered.

### IMPACT

34 care leavers have been referred onto the programme. 12 have completed work experience with Bernicia; 6 are currently employed within Bernicia; 2 are employed at John Lewis as a result of a partnership and work experience programme; 4 have successfully completed an employability programme.

# CUMBRIA YOUTH ALLIANCE: BRIGHTER FUTURES

## JUNE 2024 – PRESENT

**Working in partnership with Inspira, Breaking Barriers is a dual phased employment focused programme for young people 16 - 24 who experience of the care system.**

The current area of delivery is the Cumberland Council district including Barrow in Furness, but excluding Carlisle.

## APPROACH

The programme is divided into two phases:

**Firm Foundation:** utilising a person-centred approach, participants are helped to identify and develop strategies to overcome personal barriers and challenges impeding progress towards employment or further education.

**Flourish:** participants receive targeted employability support including employer encounters, work tasters and placements alongside continued one-to-one support and employability workshops.

Cumbria Youth Alliance also work closely with a network of employers to open up opportunities and provide training, as well as providing in-work support for the individual and the employer over the initial 6 months of employment to promote greater job sustainment.

## IMPACT

42 participants have been supported to date.

For more information, see website: www.cya.org.uk





# INGEUS: POSITIVE PATHWAYS

## 2024

**Positive Pathways is a preventative, trauma-informed youth mentoring and personal development programme funded by the Youth Endowment Fund. It supports young people aged 15 to 17 in the East and West Midlands who are at risk of becoming involved in crime, or who have already had some contact with low-level offending or justice-related services.**

## APPROACH

The programme combines one-to-one mentoring, information, advice and guidance, activity taster days, residential personal development experiences, graduation celebrations and post-programme reflection. Trusted mentors help young people build confidence, resilience, communication skills and positive relationships, while developing practical strategies to make safer choices and progress towards education, employment or training.

Residential experiences and activity days enable young people to step outside their usual environments, take on new challenges, build social confidence and form positive peer relationships. The model moves beyond short-term engagement by helping participants reflect on their achievements, recognise their strengths and apply that learning to future choices.

## IMPACT

In its first year, Positive Pathways delivered 277 hours of mentoring and worked with 49 referral partners, including schools, youth justice teams and community organisations. 880 young people were referred to and undertook the intervention aspect of the programme.

The programme achieved outcomes related to employability, wellbeing and personal development, education, behavioural, and engagement.

## CATCH 22: CODE4000

### MARCH 2024 – PRESENT

**Funded by PA Foundation, Code4000 is a free 12-week online coding and digital skills programme for women affected by the criminal justice system.**

### APPROACH

Designed for beginners, the programme gives women a practical introduction to coding, AI, and problem solving through weekly online learning.

Learners are supported throughout the programme by a qualified computing tutor and flexible online delivery. Over 12 weeks, they build practical skills in Python, AI, debugging and problem solving, and project work.

There is support after the programme towards work or further learning.

### IMPACT

70 participants have been supported to date. 6 women have been supported into paid employment so far and all participants felt that they were more confident in progressing into a Coding Role after completing the 12-week course.

For more information, see website: www.catch-22.org.uk/find-services/code4000/ and Social Impact Review 2026 https://d1mdc3nx9zxju4.cloudfront.net/prod/uploads/2026/03/Social-Impact-Review-2026-FInal-7-2.pdf

## ADANNA WOMENS SUPPORT GROUP – YOUTH TAILORED CURRICULUM

### 2022 – 2025

**Adanna Women's Support Group's Youth Tailored Curriculum targets young people aged 15-21, particularly those who are NEET or struggling with mainstream education, such as excluded or at risk of exclusion. It also provides mentoring for BAME girls.**

### APPROACH

The Youth Tailored Curriculum offers young people who are having problems at mainstream schools and those who aren't currently in education, employment or training a practical route into work, apprenticeships or entrepreneurship through different activities and work planning programmes.

**Support includes:**

Twice-monthly creative workshops , covering health and wellbeing, leader-ship, mental health, financial literacy, and career planning, using tools like pod-casting, storytelling, creative writing, art therapy, and cooking.

Weekly dance fitness sessions to support mental and physical wellbeing.

One-to-one mentoring for BAME girls, offering individualised career and personal support.

### IMPACT

160 participants have been supported, achieving a 95% increase in confidence and self-esteem among participants; a 90% improvement in career awareness and goal-setting skills; 80% improvement in mentor-mentee relationships and local social capital; a 90% increase in engagement with education or training.

For more information, see website: www.adannawomensupportgroup.com

# SMART WORKS GREATER MANCHESTER: HER FUTURE, HER WAY

## 2026 – 2028

**The Smart Works Her Future, Her Way programme aims to engage young women aged 16–25 in Stockport with creative careers through a youth-focused programme that combines inspiration, employer engagement and practical employability support.**

Smart Works is holding a Youth Fair on 8th October 2026 and is further supporting NEET young women via workshops which will run 6 times a year during the period May 2026 to May 2028.

## APPROACH

The Youth Fair emphasises creating a fun, welcoming event that introduces participants to career opportunities they may not have previously considered, while providing follow-on support to help them take the next steps.

On the day will be creative workshops, engaging employer stalls with activities, a DJ, access to coaching support and further employment support by Smart Works Greater Manchester. Following the event, 2-hour group workshops will be hosted for attendees - providing them with a group coaching session and interactive styling challenge activity to support with their process of looking and applying for work and considering dressing for interviews.

Her Future, Her Way workshops are supportive and inspiring sessions designed to help young women build confidence, recognise their strengths, and take positive steps towards employment. These workshops are a great opportunity for young women who may benefit from a little extra encouragement, motivation, and practical support as they begin thinking about their future.

Each 2-hour workshop entails: An introduction to Smart Works Greater Manchester's free employment support for unemployed women, tailored employability advice and guidance via a group coaching session, an interactive styling challenge led by one of our stylists, and a free goodie bag for attendees to enjoy. Plus, attendees will leave with the information about the further 1-1 support offered by Smart Works, that they can access at a later date.

## IMPACT

The Youth Fair project is designed to raise aspirations and confidence, increase awareness of local opportunities within the creative sector and build confidence through direct interaction with employers, creatives and relatable role models.

Workshop attendees so far have reported that the sessions were helpful in giving them next steps for gaining employment and increased their confidence around their job search.

# PATHWAYS COMMUNITY INTEREST COMPANY – YOUNG PERSONS HEALTH PARTNERSHIP

## NOVEMBER 2009 – MARCH 2011

**The Pathways Young Persons Health Partnership was a significant strand of Pathways CIC's delivery under the national Future Jobs Fund (FJF) programme. It worked with long term unemployed young people aged 18–24 who faced significant barriers to entering mainstream employment, creating work placements with genuine community and public-health value.**

## APPROACH

The posts were designed as six-month paid transitional employment opportunities. Young employees worked as community researchers/champions, engaging with other young people and local communities to understand health needs, behaviours and barriers to accessing services. Their work covered issues including sexual health, alcohol, smoking, mental health and wellbeing, alongside locally identified health priorities.

The model combined employment development with public-health engagement. Employees developed and administered questionnaires, ran focus groups in schools and communities, analysed data, produced reports and presentations, undertook community outreach, and built links with schools, colleges and local organisations. They also received health-related training and learned about confidentiality and handling research information appropriately.

Participants were not simply beneficiaries of a programme but became representatives of the Young Persons Health Partnership, attending external meetings including Local Involvement Network (LINk), Improving Access to Psychological Therapies and Primary Care Trust (PCT) meetings and giving presentations to organisations including Connexions and to PCT Board members.

The approach deliberately linked health, wellbeing and employability. Pathways recognised that many participants faced barriers including care experience, offending histories, caring responsibilities, mental-health difficulties, low confidence and prolonged unemployment. Employees therefore received support to manage those barriers while gaining experience in a genuine workplace.

## IMPACT

750 young people were supported on the programme, with 55% moving into mainstream employment and 9% moving into further education/training.

Contemporary focus groups show participants reporting development in areas such as leadership, teamwork, communication, public speaking, research, questionnaire design, data analysis, report writing, IT, organisation, time management, project coordination and job-search skills. Pathways also supported young people with CVs, covering letters, interview preparation and understanding employers' expectations.

COACH CORE FOUNDATION

# COACH CORE FOUNDATION: COACH CORE

## 2012 – PRESENT

**Coach Core Foundation creates pathways into employment through sport-based apprenticeships for young people aged 16-24 who are at risk of being left behind.**

Programmes now run in Bristol, Nottingham and Derby, Birmingham and Coventry, Manchester, Leicester, Northumberland, Tyne and Wear, Tees Valley, Cheshire and Lancashire, London, Essex, Surrey, Sussex, West Yorkshire and Liverpool.

Coach Core works in areas of deprivation and focusses on young people facing disadvantage, including care experienced young people and those with experience of the criminal justice system. On average, 24% of learners are from an ethnically diverse community; 25% have a disclosed disability or learning support need; 47% live in the top 30% areas of deprivation; 16% have no prior English and Maths qualifications; 30% were previously unemployed, or in unstable work; 27% of learners were eligible for Free School Meals.

## APPROACH

Each programme runs for 12-15 months, with apprentices employed by local sport and community organisations. Alongside the apprenticeship, they take part in a structured wraparound programme that includes one-to-one coaching, peer networks, employability development and life skills training.

Regional Workforce, Skills & Apprenticeship Leads (WSALs) build local networks of community-focused employers, referral partners and specialist organisations to create accessible opportunities for young people.

## IMPACT

1176 participants have been part of the programme since 2012. In the last 3 years, 57.1% moved into full time work with their apprenticeship employer; 9.5% moved into full time employment with another employer; 4.8% moved into part time or casual employment with their employer; 4.8% moved into further education.

For more information, see website: www.coachcore.org.uk and impact report: www.coachcore.org.uk/about-us/annual-reports-and-accounts/annual-impact-report/

shaw trust

## SHAW TRUST: SUPPORTED INTERNSHIPS

### 2019 – PRESENT

**Shaw Trust's Supported Internship programme helps young people aged 16 to 24 with an Education, Health and Care Plan (EHCP) prepare for and secure paid employment. Designed for young people who are ready to work but may need additional support, it provides a structured bridge between education and the workplace.**

### APPROACH

Typically lasting up to a year, the programme combines classroom learning, employability training and up to three work placements. Interns gain hands-on experience in real workplaces while receiving tailored support from qualified job coaches. Opportunities span a range of sectors, including customer service, administration, retail, catering, maintenance and childcare.

Alongside work experience, interns develop employability skills, work towards relevant qualifications and receive support with job searching and applications, helping them progress towards sustainable employment.

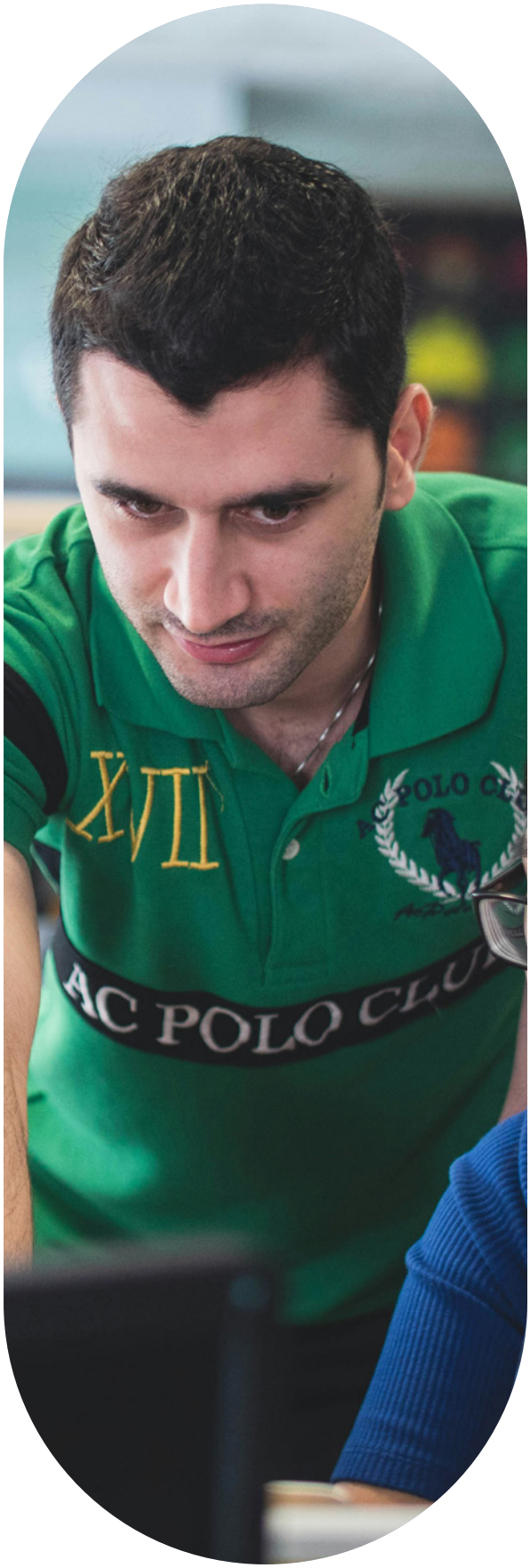
Delivered in partnership with employers across England, supported internships create opportunities for young people with additional needs to demonstrate their abilities in the workplace while helping employers build more inclusive workforces.

### IMPACT

Over the last 4 years, 674 interns have accessed the programme with the following paid work outcomes: 45% in 2023, 53% in 2024, 55% in 2025, 55% in 2025, and 61% in 2026.

Other achievements include 90% of interns achieving an accredited qualification and 96% of interns rate their experience as very good or good.

For more information, see website: www.shawtrust.org.uk/supported-internships/ and impact report: https://shawtrust.org.uk/wp-content/uploads/sites/2/2026/01/Impact-report-2024-2025.pdf




## CATCH22: DIGITAL EDGE

### FEBRUARY 2020 – PRESENT

**Co-designed by Catch22 and Microsoft, Digital Edge finds and recruit candidates aged 18 and above with a range of challenges – from gender and ethnicity barriers, homelessness, mental health issues, school exclusion and disability – who are looking to enter into IT and Digital jobs or apprenticeships**

### APPROACH

The programme supports participants to access a digital apprenticeship and entry level IT job with a local employer within Microsoft's network of customers and partners.

Digital Edge aims to understand what can help broaden the opportunity of an apprenticeship and entry level IT job to those who currently face barriers to access the programme, and what support employers looking to diversify their workforce might need.

### IMPACT

1948 participants have taken part, achieving 490 paid employment starts so far. In 2025, 43% of those in Digital Edge found employment or training as a result.

For more information, please see website: www.catch-22.org.uk/find-services/digital-edge/ or YouTube video: https://www.youtube.com/watch?v=FlCVrT7D8LI and here https://www.youtube.com/watch?v=OwwLi3nAXTQ

# SURREY CHOICES: SUPPORTED INTERNSHIP PILOT FOR YP WITH SEND WITHOUT AN EHCP

## ACADEMIC YEARS 2024 – 2027

**The Supported Internship Pilot was developed to address a gap in provision for young people with SEND, autism, learning difficulties, mental health challenges and other barriers to employment who did not have an Education, Health and Care Plan (EHCP) and were therefore unable to access traditional Supported Internship programmes.**

## APPROACH

Delivered in partnership with local colleges, employers and support services, and funded by the Department for Education, the programme combined employability training, vocational learning, work experience and supported employment techniques to help young people progress towards employment, further learning and greater independence.

Participants received personalised one-to-one support from employment specialists, workplace mentoring, employer engagement opportunities, careers guidance and practical support to overcome barriers to work and learning. Where appropriate, the programme also supported the development of English, maths, digital, communication and social skills to help participants build confidence, increase independence and prepare for the expectations of the workplace.

The programme was designed to prevent young people from becoming long-term NEET and provide a structured pathway into employment, training or further education. By combining real work experience with individualised support, participants were able to develop the skills, resilience and confidence needed to move towards sustainable employment and positive adult lives.

## IMPACT

45 young people have participated to date. During 2025/26, 30 young people with additional needs who were NEET and without an EHCP received specialist support, including access to English and Maths qualifications where appropriate. Of those undertaking qualifications, 89% achieved their English qualification and 45% achieved their Maths qualification.

Despite many participants having experienced long periods of disengagement, poor mental health, social isolation and low confidence, 100% either remained engaged throughout the programme or achieved a positive outcome. 44% secured paid employment and a further 27% progressed into further or higher education.

For more information, see website:
www.surreychoices.com

# INGEUS: FUTUREYOU: GREATER MANCHESTER NEET SERVICE

## JANUARY 2022 TO SEPTEMBER 2023

**FutureYou was Ingeus' delivery model for the Greater Manchester Combined Authority (GMCA) NEET and Youth Employment Programme. It supported young people aged 18 to 24 who were not in education, employment or training across Greater Manchester. It also sought to engage young people furthest from mainstream provision through locally embedded charities and community organisations.**

Delivery was supported by a partnership of 12 local charities and community organisations, providing trusted routes into communities, specialist support and interventions tailored to local needs.

## APPROACH

The programme combined employability, wellbeing and personal development support, helping young people progress towards employment, education, training and other positive destinations. Support included one-to-one mentoring, personalised action planning, employability skills development, CV and application support, skills and training workshops, work experience, access to vacancies and employer opportunities, and health and wellbeing advice and guidance.

FutureYou used a locally embedded partnership model, with Ingeus acting as lead provider and integrator. Ingeus managed delivery, provided mentoring and employability support, coordinated partnerships and participant journeys, and helped build the capacity of smaller community organisations.

The programme embedded continuous improvement and youth participation. Local intelligence and participant feedback informed service design; specialist support was integrated as barriers emerged; and effective practice was shared across the partnership. Finance and Debt Advisers were introduced in Greater Manchester in response to practical post-pandemic barriers affecting participation and progression.

## IMPACT

FutureYou supported 2,174 young people to overcome barriers, build confidence, develop skills and move towards sustainable employment, education, training and wider positive outcomes. Of these, 1,679 young people completed the programme and 728 achieved a positive outcome.

# REED IN PARTNERSHIP – CENTRAL LONDON CAREERS HUB

## DATE

**The Central London Careers Hub is part of The Careers & Enterprise Company's national Careers Hub network, bringing together schools, colleges, employers, local authorities and strategic partners to improve young people's transitions from education into employment, apprenticeships, training and further study.**

The Hub supports young people aged 11-18 in secondary schools and colleges and young people aged up to 25 with SEND.

## APPROACH

The Hub plays a convening and systems leadership role across Central London, working to strengthen the relationships, infrastructure and partnerships that support young people's progression into the labour market. By connecting education providers with employers, skills providers, local authorities and regional stakeholders, the Hub helps create a more joined-up careers ecosystem that aligns education with labour market needs.

A core focus of the programme is partnership working. Through employer networks, business volunteers, Sector Engagement Networks, local authority partnerships and collaboration across London's Careers Hub network, the Hub brings organisations together around a shared ambition to improve outcomes for young people. This collective approach enables the development of sustainable careers infrastructure, increases meaningful employer engagement and supports system-wide improvements in careers education.

Particular focus is placed on supporting young people who face additional barriers to progression, including those from disadvantaged backgrounds, learners with SEND, young people in alternative provision and those at risk of becoming NEET. Through targeted interventions, modern work experience and strengthened employer partnerships, the Hub seeks to ensure that every young person can develop the confidence, knowledge, networks and experiences needed to make successful transitions into learning and work.

## IMPACT

By improving careers education, expanding access to work experience, increasing awareness of apprenticeship and technical pathways and strengthening collaboration across the education, employment and skills system, the Careers Hub contributes to long-term improvements in youth employment outcomes and social mobility.

During 2025/26, the Hub supported more than 250 education institutions, engaged 66 employers, and reached 7,582 young people through employer-led careers and work experience activity. Over 12,000 learner responses were gathered to inform targeted support and improve career readiness.

The Hub has delivered 557 hours of employer engagement activity, exceeding planned targets by over 40%. Programmes such as Hospitality Connect, Green Careers Showcase and sector-specific employer experiences have helped young people develop employability skills, increase career confidence and gain insight into future opportunities, with some participants progressing into part-time employment.

Alongside education support, the Hub has strengthened the wider system by building employer capacity, upskilling educators and fostering collaboration across education, skills and employment partners.

The Hub has prioritised inclusion, delivering targeted activity for disadvantaged learners and young people with SEND, ensuring more young people can access high-quality careers education, employer engagement and progression opportunities.

**For more information, see website:**
**https://londoncareerscentral.co.uk/**

# WEST CHESHIRE & NORTH WALES CHAMBER OF COMMERCE – YOUNG CHAMBER

## 2017 – PRESENT

**Young Chamber is a youth engagement and employability programme that raises aspirations, builds confidence and improves employability for participants who may otherwise face challenges in entering the labour market.**

The British Chambers of Commerce has recognised Young Chamber as an example of how employer-led engagement can strengthen careers education, address local skills needs and create a stronger pipeline of future talent.

## APPROACH

The programme supports young people to develop the skills, confidence and networks needed to progress into education, employment and training.

Through employer engagement, mentoring, employer-led skills workshops and real-world business experiences, participants build essential workplace competencies, gain insight into local career opportunities and strengthen their readiness for work. The programme connects young people with employers, helping them raise aspirations, develop essential business skills and make informed decisions about their future careers.

## IMPACT

Young Chamber helped young people improve their employability skills, confidence and career aspirations through meaningful engagement with employers and business professionals. Participants developed key workplace skills including communication, teamwork, problem-solving, networking and professional conduct.

The programme increased young people's awareness of local labour market opportunities and career pathways, helping them make more informed decisions about their future education, training and employment options. In addition, participants reported increased confidence, motivation and readiness to engage in further learning, volunteering, work experience and employment opportunities.

The programme has supported over 10,000 young people to date. In the 2025/26 academic year, the programme engaged more than 2,390 students, delivered 40 employer-led events, and generated 472 hours of business engagement.

**For more information, see website: www.wcnwchamber.org.uk/young-chamber/ and British Chamber Impact Report: https://www.britishchambers.org.uk/wp-content/uploads/2026/04/Delivering-Growth-Four-Years-of-LSIPs-Impact-v2-1.pdf**

# MISS MACAROON – THE FAIRER FUTURES PROGRAMME

## MAY 2023 – PRESENT

**The Fairer Futures Programme is an All Rise Partnership between Miss Macaroon and OurCoop, supporting 18–30 year olds in Walsall.**

All Rise Partnerships are Miss Macaroon's model for co-creating bespoke social impact programmes with corporate partners, combining the employer's reach and resource with Miss Macaroon's specialist expertise in employability support for young people with complex needs.

## APPROACH

The programme runs from OurCoop's Walsall town centre store, building their skills, confidence, and readiness for work, with the OurCoop store itself providing a real retail and community environment for participants to develop practical experience. The partnership is designed to be bespoke, shaped by the needs of Walsall's communities and the specific opportunities that OurCoop can provide as an employer and community anchor.

The Fairer Futures Programme demonstrates how social enterprises and corporate partners can co-design bespoke, community-rooted employment support, with employers as genuine partners in the design and delivery of youth employment support. The partnership with OurCoop places the programme inside a real employer setting, creating direct employment pathways for participants and a replicable model for other areas. Miss Macaroon is developing further All Rise Partnerships using this approach.

## IMPACT

98 participants have been supported so far. Outcomes include progression into paid employment, mainly in the hospitality and retail sectors, as well as improved confidence, wellbeing, and readiness for work. 73% progressed into employment, education and training; 62% improved mental health and wellbeing; 82% increased confidence and work readiness; 52% sustained employment at 26 weeks. Participants also gain nationally recognised BTEC Level 1 Work skills qualifications and Level 2 Food Hygiene qualifications.

**For more information, see website:**
**www.missmacaroon.co.uk/pages/all-rise-partnerships**

PEOPLE AND THEIR BRILLIANCE



# PEOPLE AND THEIR BRILLIANCE – RADICAL EMPLOYABILITY

## ONGOING

**Radical Employability is an experiential leadership programme designed for young people who are NEET or at risk of becoming NEET, including those facing barriers to confidence and self-belief around entering the workplace.**

People and Their Brilliance has also launched an Employer Partnership, inviting businesses to sponsor cohorts, host delivery days, or bring Radical Employability in-house. As part of this, People and Their Brilliance has made a public commitment to dedicate 20% of its next £100,000 of revenue directly to youth NEET work, ensuring that employer engagement directly funds a place for a young person who needs one.

## APPROACH

The programme is built on honest, human conversation, creating a space for young people to discover what they are truly capable of. Delivered as a full day, it moves through the three pillars of Values, Brilliance, and Purpose in sequence, using circle work, small group exchange, and whole-group discussion.

Sessions are facilitated by Darius Norell, a Master Facilitator with the NeuroLeadership Institute, with 25 years' experience delivering leadership and personal development work across 30 countries. Darius opens each session with an introduction before handing the space over almost entirely to the young people themselves, with the day closing on a concrete, personal commitment that participants carry forward. Sessions are grounded in real conversation rather than delivery of content, giving young people the room to connect with who they are, what matters to them, and the strengths they already carry.

## IMPACT

Over 5,000 participants have taken part. Evaluation data shows a 94% increase in participant confidence and a 93% increase in employer understanding of young people following delivery. Outcomes focus on wellbeing, self-belief, and workplace-readiness rather than purely job entry, reflecting the programme's values-led design.

**For more information, see website: https://thebrilliance.co.uk/ and details on employer partnerships: https://thebrilliance.co.uk/employer-partnership**

## CATCH22: ENERGISE

### SEPTEMBER 2023 – PRESENT

**The Energise programme is delivered by Catch22 in partnership with Shell UK, who aim to support 15,000 people into jobs, with a focus on the energy transition sector by 2035. The programme connects people aged 18+ who face barriers to work with entry-level energy transition jobs and apprenticeships, opening up pathways to long-standing careers in the energy transition sector for those who are NEET.**

### APPROACH

Building on a successful pilot, the Energise programme aims to support more than 3,000 people across the UK to find purpose-driven, long-term employment with a focus on the energy transition sector. The programme focusses on areas of high demand to fuel a growing workforce which supports the government's aims of achieving clean power by 2030.

By taking a participant-led approach, Energise career coaches focus on breaking down barriers to employment, building confidence and skills, and providing extended career coaching beyond the initial training programme.

### IMPACT

4660 participants have taken part to date, with 1202 paid job starts so far. From the start to midway in the programme, there was a 116% increase in participants who said they were confident they have the skills and experience to enter the job market and a 210% increase in confidence that they would be successful in a job interview. Overall, 94% of participants feel motivated to enter the job market and 86% can identify appropriate jobs and effectively apply for them.

**For more information, please see website:**
**www.catch-22.org.uk/find-services/energise/**

## CATCH22: GOTEACH

### MARCH 2026 – PRESENT

**GoTeach is a 4 week engagement programme**

**funded by DHL UK Foundation, supporting 16-25 year olds to take their first steps in the logistics industry.**

### APPROACH

The programme is made up of interactive workshops, a site visit and support from career coaches to practice the real life experience of applying for a job role from start to finish.

Each monthly cohort supports up to 10 young people and has been co-designed with the DHL UK Foundation to ensure meaningful employer engagement throughout. Participants have the opportunity to take part in an online insights session delivered by DHL employees, an online CV and cover letter workshop with DHL volunteers and a visit to a DHL site for a behind-the-scenes tour, mock interview practice, and interactive activities.

The aim is for each person completing the programme to feel more confident to enter the world of work.

### IMPACT

67 participants have taken part in the programme to date, 94% of which were from underserved communities. 6 paid employment starts have been achieved so far, with 3 securing employment directly with DHL UK. Participants report a 92% increase in confident that they would be successful in a job interview.

The GoTeach programme showcases how a corporate funded programme fosters valuable volunteering from corporate employers and the community.

**For more information, see website:**
**www.catch-22.org.uk/find-services/connect/**

# CUMBRIA YOUTH ALLIANCE – BRIDGING HORIZONS

## SEPTEMBER 2024 – AUGUST 2029

**Bridging Horizons is a groundbreaking Civil Engineering and personal development project about to start its third year. The project works with students in year 9-13 at risk of being NEET from local schools to help train the skills, mental resilience and knowledge base needed for a career in engineering.**

The programme is a 5 year pilot to track young people's progression from year 9 to 13 and the transition into the world of work to understand how greater sector awareness can inform career aspirations and choices.

## APPROACH

In year 9, students attend an assembly about careers in Civil Engineering. Those who express an interest attend 6 2.5-hour sessions in school, where they are taught engineering and personal development skills via hands on activities and reflective conversation. Cumbria Youth Alliances' own recording system, Me Tool, tracks progress and development. At the end of this year, the group go on an excursion to see the structures they have learned about and take part in a celebration day where they play in an interschool challenge with our own CYA developed 'InFUNstructure' team building and resource management game.

In year 10, groups attend 6 full day sessions focused on training industry standard skills, with local companies engaging in the learning. Experience and training is provided in AutoCAD design software, drone flying, communication, and health and safety qualifications (IOSH). At the celebration day, they take a 45-minute driving lesson, have one-to-one mentoring and do a week's work experience in the industry.

In year 11, students again attend 6 sessions where they learn within the workplace about different kinds of natural engineering, take part in trips to windfarms and a celebration evening where they get to show what they have learned and how it has changed them.

In year 12 and 13, the students will keep access to a one-to-one support mentor to help them break down further barriers they face, from year 10 onwards this includes bursaries to break down barriers, such as digital poverty, rural transport and equipment.

## IMPACT

The project has developed connections with 45 engineering employers who have given direction on what they want to see in the engineering and infrastructure employees of the future.

It provides an increased understanding of career opportunities and pathways in Civil Engineering and supports participants to progress into further education and gained employment.

**For more information, see website:**
**www.cya.org.uk**



## INGEUS: NCS

### 2009 – MARCH 2025

**Ingeus delivered National Citizen Service experiences for young people aged 16-17 years old across England.**

### APPROACH

The programme combined personal development, life skills, social action and employability learning to help young people gain independence, confidence and practical experience.

### IMPACT

More than 176,000 young people participated in NCS programmes.

By developing confidence and independence, young people were better equipped to achieve their personal and professional goals. NCS supported the development of key employability skills while also helping young people build essential life skills that contribute to everyday success. Through opportunities to take part in social action and community-based activities, young people strengthened their connections with others, increased their community engagement, and played a more active role in society.

NCS was one of the largest youth programmes delivered within the Ingeus/APM portfolio and helped shape the organisation's youth services approach.

**For more information, see: https://ingeus.co.uk/INGEUS/media/Documents/NCS-National-Citizen-Service-2014-2025.pdf**



# THE INSPIRATIONAL LEARNING GROUP LTD: THE NATIONAL CAREERS CHALLENGE

## DATE

**Each year, in collaboration with UK Employers, The National Careers Challenge sets an enterprising challenge for students in years 7–10.**

## APPROACH

Students work in teams on a real-world business problem or brief created with a sponsoring employer, giving them insight into an industry and the sorts of problems businesses face. They develop an idea or solution, typically using teamwork, creativity, communication, research, problem-solving and presentation skills.

The challenge is delivered as a full-day enterprise/careers experience in school, although virtual delivery is also available. Schools select their strongest teams, which can then progress towards the national Grand Final.

The programme is also designed around the Gatsby Benchmarks for Good Careers Guidance, and schools use it as part of their wider careers and enterprise provision. The Inspirational Learning Group also provide an online platform called Lightbulb Online, which includes an Enterprise and a Careers Curriculum that is fully resourced and video led, available for purchase to support schools and teachers with their careers delivery.

## IMPACT

The main educational value is the development of employability skills alongside careers awareness. It gives students an encounter with employers and industries while practising skills that are difficult to develop through conventional classroom work alone.

75,000+ students have taken part, developing a range of employability, enterprise and personal skills, including teamwork and collaboration, communication, problem-solving, creativity and innovation, critical thinking, presentation skills, leadership, enterprise and business awareness, and confidence and resilience.

**For more information, see websites: https://tilg.co.uk/ and https://www.lightbulbonline.co.uk/**

# CUMBRIA YOUTH ALLIANCE: BREAKING BARRIERS

## SEPTEMBER 2023 – AUGUST 2028

**The 'Breaking Barriers' project is a comprehensive outreach programme targeting 15 to 18-year-olds in Copeland and Allerdale with a goal to engage and support young people who are NEET or at risk of becoming NEET.**

## APPROACH

The project offers a variety of activities, training, and skills development opportunities, including a community-oriented social action initiative supported by mentors from local businesses. The project encourages small groups to identify and address community needs through a social action programme, with mentors guiding the groups in project development, presentation, and implementation. Vocational and accredited training is also delivered by expert partners.

**Key features include:**

- Weekly contact with experienced youth workers over six to nine months.
- Tailored support to boost confidence, develop emotional resilience, and explore individual worth.
- Fun and engaging activities aligned with participants' hobbies and interests.
- Online learning modules to prepare for future career goals.
- Early intervention for those at risk of disengagement post-education.
- Development of employability skills such as conflict resolution, communication, and critical pathway analysis.
- Fostering positive relationships, personal and social development, raising aspirations, and building resilience through mentorship.

## IMPACT

674 have taken part to date, supporting them to re-engage or sustain in secondary education, improve mental health and wellbeing, gain work-readiness, progress into Further Education, and gain employment.

**For more information, see website:**
**www.cya.org.uk**

# CAREER CONNECT, SEFTON COUNCIL AND HUGH BAIRD COLLEGE: TURNAROUND PROGRAMME

## APRIL 2024 – PRESENT

**The Turnaround Programme is a 12-week employability and progression programme designed for NEET 16-18-year-olds who face significant barriers to engagement and progression. Developed and delivered in partnership between Career Connect, Hugh Baird College and Sefton Council, the programme provides a supportive bridge back into education, employment and training for young people who may not access or sustain mainstream provision.**

Turnaround was created after Career Connect identified a significant gap in provision for young people who were long-term NEET and unable to access mainstream education or employment support. The programme was co-designed with young people and built around their feedback, recognising that traditional approaches were often not meeting their needs.

## APPROACH

The programme combines personalised careers guidance, employability skills development, confidence building, work tasters, employer engagement, individual learning plans and intensive transition support. Delivery is intentionally flexible and relationship-based, recognising that many participants have experienced disrupted education, poor mental health, social anxiety, SEND, caring responsibilities, homelessness, poverty, youth justice involvement or other complex challenges.

The programme focuses on building confidence, motivation, routine, self-belief and employability skills while helping participants identify realistic career goals and progress into sustained education, employment or training.

Employer partners have included organisations from construction, property, retail and manufacturing sectors. Young people are also supported to access personal development opportunities.

## IMPACT

The Turnaround Programme has supported 91 young people across nine cohorts. The programme has consistently achieved strong retention, progression and positive destination outcomes for young people facing significant barriers to engagement.

During the 2025-26 period, 80% completed the programme. 85% of those that complete the programme progress into education, employment and training.

Young people consistently report increased confidence, improved communication and employability skills, stronger social connections and greater readiness for their next step.

**For more information, see the partners' websites:**

**Career Connect – www.careerconnect.org.uk**

**Hugh Baird College – www.hughbaird.ac.uk**

**Sefton Council – www.sefton.gov.uk.**

ELEVATE
EMPLOYMENT SERVICES




# ELEVATE EMPLOYMENT SERVICES LIMITED: STUDY PROGRAMME

## AUGUST 2024 TO JULY 2028

**Elevate Employment Services delivers a Study Programme for young people aged 16 to 18 across Dorset in partnership with Skills & Learning Adult Community Education. The programme is aimed primarily at NEET young people or those who have struggled to engage with traditional education settings.**

## APPROACH

The programme provides an alternative learning environment that helps young people:

- Rebuild confidence and self-esteem.
- Develop employability and workplace skills.
- Gain qualifications.
- Undertake real work experience placements with local employers.
- Progress into further education, apprenticeships, training or employment.

Participants benefit from:

- Small group learning, allowing for greater individual attention.
- Personalised learning plans tailored to each learner's needs.
- Pastoral support and mentoring, particularly for those facing additional barriers.
- Work experience placements matched to learners' interests and career aspirations.
- Functional Skills training in Maths and English.
- City & Guilds employability qualifications to strengthen progression opportunities.

## IMPACT

There have been 70 Contract starts to date. Of those, 9 have gone onto further education or training; 24 have gone onto full time employment;17 have gone into part time employment; 3 have taken on voluntary work; 3 have gone onto higher education. 84% of participants have achieved a Level 1-3 qualification in English, Maths, or Employability Skills and Foundations for learning and Life.

**For more information, see website:**
**www.whiteheadross.co.uk/programme/study-programme/**

inspire
motivate
overcome
it's my opportunity

# IMO CHARITY: YOUTHRIVE IN LIFE (YTIL)

## FEBRUARY 2025 – PRESENT

**YouThrive In Life (YTIL) is a preventative youth employment programme supporting South Asian young people to develop the skills, confidence, knowledge and experience they need to progress successfully into education, training and employment.**

## APPROACH

The programme takes a holistic approach to mentoring, recognising that a young person's progression is influenced by more than academic attainment. YTIL is built around three key pillars: one-to-one mentoring, family engagement and practical experience. Through these pillars, young people receive consistent, personalised support, while their families are actively engaged in their development and future progression.

Mentoring focuses on social and emotional learning, personal development, career exploration and employability. Young people are supported to understand their strengths, build confidence, set meaningful goals and develop the skills needed to navigate education and the workplace. Family engagement is central, helping parents and carers understand and support their young person's aspirations, choices and progression.

The programme also provides opportunities for young people to engage directly with employers and the world of work, helping them explore different careers, develop their understanding of the labour market, gain insight into employer expectations and build their career readiness.

By bringing together the young person, their family and meaningful experiences of work, YTIL aims to identify barriers early, raise aspirations and equip young people with the confidence, knowledge and skills to make informed decisions about their future.

## IMPACT

47 young people have been supported on the programme. YTIL has supported young people to make meaningful progress towards their education and employment goals. Current Year 11 mentees receive individual support with researching and applying for post-16 options, including guidance with their college applications, and all current Year 11 mentees have now secured a place for September.

The programme has also contributed to improved career readiness, increased awareness and understanding of the labour market, and greater knowledge of different education, training and career pathways. Young people have developed a stronger understanding of the recruitment process, including how to search and apply for jobs, and increased confidence in presenting themselves to potential employers.

Through mentoring and practical experiences, young people have strengthened key employability and social and emotional skills, including communication, resilience, decision-making, goal setting and self-awareness. Employer engagement and workplace experiences have further supported young people to understand workplace expectations and make more informed decisions about their future.

**For more information, see Impact Report 2025 (page 13): https://impetus-org.files.svdcdn.com/production/assets/publications/FINAL-Impact-Report-digital-version.pdf?dm=1765470473**

# FEDCAP:
## BIG PICTURE LEARNING (BPL) AND THE NEW SCHOOL (TNS) – SUPPORTING YOUNG PEOPLE TO TRANSITION INTO POSITIVE DESTINATIONS

## ONGOING

**Fedcap's work through Big Picture Learning (BPL) in Doncaster and The New School (TNS) in London demonstrates the importance of intervening early to prevent young people from becoming disengaged from education and subsequently falling out of the labour market.**

The provision is designed for young people who may not thrive within traditional education settings and who can be at greater risk of disengagement and becoming NEET. Many learners face additional barriers to participation and progression. For example, 43 students (38%) have identified special educational needs and disabilities (SEND) and almost a quarter (23%) of students are eligible for free school meals, demonstrating that the school supports a significant proportion of young people experiencing socioeconomic disadvantage.

## APPROACH

Both approaches are designed around the individual young person rather than a one-size fits-all model. They recognise that some young people do not thrive within traditional education and may require a more personalised approach to help them understand their strengths, interests and aspirations and develop a pathway towards their next stage.

A central feature of the approach is preparing young people for successful transitions. This means looking beyond academic attainment alone and considering whether a young person has the confidence, relationships, skills, aspirations and practical experience they need to progress into further education, training, employment or another positive destination.

Through personalised learning, strong relationships with trusted adults and exposure to the world beyond the classroom, young people are supported to understand what they are good at, what interests them and what opportunities are available. This includes developing practical skills, gaining experience and building the confidence needed to take the next step.

The model is deliberately preventative. Rather than waiting until a young person has left education and become NEET, the aim is to identify disengagement and barriers earlier and provide the right support while the young person is still connected to education. This reflects a wider lesson from Fedcap's youth employment work: the most effective employment support can begin well before a young person enters an employment programme. Keeping young people engaged, helping them develop aspirations and giving them a clear pathway towards their next milestone can reduce the risk of them becoming NEET in the first place.

# EARLY INTERVENTION: CAREERS SUPPORT FOR UNDER-18S



## IMPACT

Big Picture Learning in Doncaster has supported more than 400 young people through Fedcap's alternative education provision, with 90% making academic progress.

The New School in London) has supported more than 100 young people through personalised education provision for children and young people aged 4-16. The current student cohort comprises 112 learners.

The programmes have focused on outcomes that support young people to make successful transitions into their next stage, including: improved engagement with education and learning, development of confidence, independence and aspirations, personalised pathways based on individual interests and strengths, development of employability and life skills. The programmes have successfully engaged young people who had previously disengaged from mainstream education or entered elective home education.

Fedcap's experience through Big Picture Learning and The New School demonstrates why youth employment policy needs to place greater emphasis on prevention and transition, rather than focusing solely on interventions once a young person has already become NEET.

**For more information, please see websites:**
**https://bigpicturedoncaster.org/ and**
**https://www.thenewschool.org.uk/**

# INSPIRA: LAUNCHPAD

## JANUARY 2021 – JANUARY 2026

**Launchpad targeted young people (ages 16-24) who are NEET, especially those from marginalised backgrounds or who face complex barriers. Typical risk factors for participants included: exclusion from school; in the youth justice system; challenging family circumstances; learning difficulties and disabilities; and risk-taking behaviour. Many of the participants experienced common mental and emotional health issues.**

The programme began in January 2021 with ESF funding (DWP co-financed) and, from 2023 was continued using UKSPF funding via Cumberland and Westmorland & Furness Councils.

## APPROACH

The project offered NEET young people a range of personalised support, tailored development opportunities, encounters with employers to help them progress into mainstream labour market opportunities.

**Delivery elements included:**

Sustained individual support with a trusted advisor.

Resilience and mental health support through workshop activities and individual guided reflection.

Social activity giving opportunities to socialise and build friendships.

Visits to workplaces and colleges, meetings with employers, demonstrations and work tasters, skills certifications, careers advice, application support and help to prepare for progression.

Practical life skills for everyday adult life such as money management, personal safety, avoiding scams, independent living and transport.

## IMPACT

Approximately 1200 participants were supported over 5 years, with an average of 58% progression into EET.

Other outcomes include engaging young NEETs; helping them to identify their personal goals, needs and barriers; and supporting them to re-enter education, employment or training. This helped them to achieve the medium and long-term benefits of sustained integration into the labour market.

# ELEVATE EMPLOYMENT SERVICES LIMITED: YOUTH ENGAGEMENT PROGRAMME

## JANUARY 2024 TO MARCH 2025

**The Youth Engagement Programme in Cornwall and Isle of Scilly provided young people with support for employability and skills, as well as Cognitive Behavioural Therapy (CBT).**

The project worked with a wide range of local partners to identify and provide targeted, specialist support for young people aged 16-24, including care leavers, NEETs, or those at risk of being NEET.

## APPROACH

Elevate delivered targeted interventions to help young people build confidence, resilience, essential skills and positive progression pathways into education, training, apprenticeships and employment. The project aligned strongly with the People and Skills investment priority by engaging young people furthest from the labour market and providing personalised, tailored support to meet individual needs.

Demand for youth engagement support remained high across Cornwall, with referrals received from schools, local authorities and partner organisations. Elevate adopted a flexible, person-centred approach, working with each young person to address barriers, improve engagement and develop aspirations for the future.

**Project activity included:**

Accredited Employability Skills, workplace literacy, numeracy, and digital skills.

Matrix-accredited Information, Advice and Guidance.

Workshops and out-of-centre activities to develop resilience.

Work experience and work tasters. Working with the Education Business Partnership to broker innovative employer led opportunities.

Pre-engagement activities.

Support to develop soft skills.

CBT by BACP accredited Wellbeing Counsellors.

Job coaching and wrap around support including one-to-one and small group provision.

Weekly outreach in JCP premises.

## IMPACT

Through established partnerships with employers, training providers and community organisations, participants were able to access meaningful work-related opportunities and clear progression routes. The programme made a valuable contribution to improving participation, skills development and long-term outcomes for young people across Cornwall.

195 participants were supported on the programme. 177 reported increased employability through development of interpersonal skills funded by UKSPF; 165 engaged in job-searching following support; 21 entered employment, including self-employment, following support; 113 gained basic skills following support.

**For more information, please see website: https://ciosgoodgrowth.com/project/youth-engagement/**

## TRIAGE CENTRAL LIMITED: BRIGHT FUTURES

### APRIL 2024 – MARCH 2025

**Bright Futures supported young people aged 18-24 in Northallerton, North Yorkshire, particularly those who are economically inactive (65% of the participants) and young people who were struggling with poor mental health.**

### APPROACH

The programme engaged and motivated young people to build confidence, have positive mindsets and overcome mental health issues or other barriers to sustainable employment.

By providing employability skills training, helping them understand employers' expectations, teaching effective job search techniques, and facilitating access to work experience and job starts, the project empowered young individuals to transition into the workforce. As a result, many have gained the confidence and skills necessary to secure employment, contributing positively to their personal development and the local economy.

Employer engagement sessions also created a legacy of employer relationships in the local area. Advice on training and recruitment was given to several local organisations, including guidance and funding options for taking on employees with English as a second language, and located fully funded training for staff upskilling.

### IMPACT

30 participants were supported and over 50% of participants moved into work, education or work experience. Some young people achieved multiple outcomes such as accessing training and starting work.

Surveys also highlighted the positive impact of the programme on young people. 100% of young people felt their confidence had improved while on the programme and 95% of young people felt that their Key Worker was effective in helping them achieve their goals.

## GROUNDWORK NORTH EAST & CUMBRIA: NORTHERN DIRECTIONS

### APRIL 2024 – MARCH 2026

**Funded through UKSPF and North East Mayoral Strategic Authority, Northern Directions supported 16-24 year olds who were economically inactive and/or socially excluded.**

### APPROACH

The programmed offered an end-to-end voluntary employability and personal development package tailored to the unique and complex needs of each young person. This included:

Dismantling barriers to engagement, progression and sustainment through one-to-one coaching, mentoring and Information, Advice and Guidance (IAG) with a Youth Employment Coach.

Job matching, application support and interview preparation with an Employer Liaison Officer.

Accredited and non-accredited training including basic skills and health & safety level 1 with a Tutor.

The training was focused mainly on 16-18 year olds who were unable to access funded opportunities to achieve these qualifications. In the first year of delivery, the programme also offered paid work experience placements to support young people to gain vital skills, qualifications, experiences and references.

### IMPACT

431 participants were supported by the programme, with key achievements including 157 moving into employment or education, 71 achieving basic skills and 42 securing paid work experience placements.

**For more information, see website:**
**www.groundwork.org.uk/north-east-and-cumbria/our-projects/youth/**

# PLUSS CIC: YOUTH ENGAGEMENT PROJECT (YEP)

## JANUARY 2024 TO AUGUST 2026

**The Youth Engagement Programme is a project that has supported hundreds of young people in Cornwall. As a partner on the Youth Engagement Project, Pluss CIC supported NEET young people with additional needs and facing challenges**

## APPROACH

The project provided help, support and opportunities for young people aged 16-24 who were not working, in education, or training and living in Cornwall. The project helped young people overcome challenges and achieve their goals, whilst building resilience, confidence and developing skills.

## IMPACT

Between January 2024 and August 2026, Pluss CIC supported 131 young people through the YEP programme. Of these, 16 gained employment, 41 went back into education, and 17 gained a qualification.

**For more information, see YEP Interim Evaluation Report: https://ore.exeter.ac.uk/articles/report/Evaluation_of_YEP_Interim_Report_Report_to_CSW_Group_by_the_Centre_for_Social_Mobility_University_of_Exeter/29814320?file=57282506**



# STREET LEAGUE: STREET LEAGUE ACADEMY (GREATER MANCHESTER AND BIRMINGHAM)

## GREATER MANCHESTER: APRIL 2025 – JANUARY 2026
## BIRMINGHAM: MAY 2025 – MARCH 2026

**Street League Academy in Greater Manchester was funded through the Greater Manchester Combined Authority (GMCA) UKSPF and WEA Community Grants (Adults Within Reach). The programme supported economically inactive and unemployed Greater Manchester residents aged 16-30.**

In Birmingham, it  was funded through the Birmingham City Council's UKSPF and supported unemployed and economically inactive young people aged 16-29 across Birmingham.

## APPROACH

The programme supported economically inactive and unemployed young people to develop their employability skills, confidence, wellbeing and readiness for employment, education or training.

In Greater Manchester, the programme consisted of two delivery models:

Skills Hub: for young people closer to the labour market who required lighter-touch support.

Academy Programme: for young people facing more significant barriers to progression and requiring more intensive support through an eight-week programme delivered four days per week.

Delivery included employability training, careers guidance, health and wellbeing activities, confidence-building, teamwork development, money management and job search support.

In Birmingham, the programme was delivered through Street League's Academy model, combining accredited employability training with careers guidance, one-to-one support, sport and fitness activities, wellbeing sessions, and employer engagement opportunities.

## IMPACT

The Greater Manchester programme supported 56 participants. Of these, 27 participants entered employment, including self-employment; 10 achieved an education outcome; and 46 were supported to engage in job searching. All participants who completed the programme were supported to improve life skills and demonstrated increased employability and interpersonal skills.

The Birmingham programme supported 30 young people. 13 progressed into education or training; 19 were supported to gain a qualification with Street League; 5 entered employment; 13 reported increased employability through the development of interpersonal skills; and 4 accessed basic skills provision.

# DURHAM COUNTY COUNCIL: DURHAMWORKS

## YEI AND ESF

### APRIL 2016 TO DECEMBER 2023

**DurhamWorks was a partnership programme led by Durham County Council that aimed to remove barriers to employment and improve young people's work readiness, skills and confidence. Funded through the European Social Fund (ESF) and Youth Employment Initiative (YEI), the programme supported 16 to 24-year-olds in County Durham who were not in education, employment or training (NEET).**

## APPROACH

The programme comprised three strands of activity, with each participant receiving tailored support according to their individual needs:

**Strand 1:**
**Transition, Peer Mentor and Employment Support**
Participants worked with DurhamWorks advisers to identify their aspirations, assess support needs and access the most appropriate opportunities available through the programme.

**Strand 2:**
**Engagement and Progression**
This strand provided a wide range of flexible and innovative activities, including accredited and non-accredited training, designed to support participants' personal development and progression.

**Strand 3:**
**New Employment Zone**
This strand focused on helping young people develop work-related skills and behaviours that would move them closer to employment. Employer engagement activity helped create apprenticeship, work experience and volunteering opportunities. Micro, small and medium-sized enterprises could also access employment grants to help meet the initial costs of recruiting a DurhamWorks participant.

Participants were also able to access financial assistance for clothing, equipment and transport to support their progression into employment, education or training.

## IMPACT

11,359 young people were supported by DurhamWorks ESF and YEI provision. Of those, 7,558 progressed into a positive employment, education or training destination – a rate of 66.5%.

**For more information, please see DWP Employment Data Lab: https://www.gov.uk/government/statistics/employment-data-lab-analysis-durham-county-council-durhamworks-programme**

# PROVISION DELIVERED BY LOCAL AUTHORITIES

## UKSPF

### JANUARY 2024 TO MARCH 2026

**DurhamWorks was a funded through the UK Shared Prosperity Fund from January 2024 to March 2026, supporting young people aged 16-24 in County Durham who were economically inactive, in employment without accredited training, or in unstable employment. A significant proportion of participants had vulnerable characteristics, including SEND, mental health, and/or neurodiversity.**

### APPROACH

DurhamWorks advisers provided tailored, one-to-one support. This included assessing participants' needs using tools such as Outcomes Star, building confidence and motivation, referring young people to specialist services, and providing careers information, advice and guidance. Advisers also supported participants with CV development, job searching, job applications and interview preparation.

As many participants were some distance from the labour market, advisers invested significant effort in community-based engagement. Support was delivered through local community venues and home visits.

Employer engagement was a key feature, helping to create opportunities for participants, including work experience placements, job trials and sustained employment linked to training. Delivery partners and subcontractors provided short courses and sector-specific qualifications to support participants' progression.

### IMPACT

1,681 young people were supported by this DurhamWorks programme. Of those, 648 (38.5%) gained a qualification and 719 (42.8%) progressed into a positive employment or education/training destination.

## DURHAMWORKS FUTURES

### 2022 TO 2024

**DurhamWorks Futures was a personalised employability programme, funded by the Youth Futures Foundation, for vulnerable and disadvantaged young people aged 16 to 24 in County Durham. The programme supported NEET young people who met one or more of the following criteria: SEN support plan, attended alternative provision, history of exclusion from school, involvement with children's social care.**

### APPROACH

Through one-to-one coaching, practical employability support, paid work placements and ongoing mentoring, it aimed to help young people overcome barriers, improve confidence and wellbeing, and progress into sustained education, employment or training.

### IMPACT

As part of the research project, 411 young people were supported on DurhamWorks Futures.

The evaluation, undertaken by Kings College London, found that participants were 19.1 percentage points more likely to move out of NEET status and 14.8 percentage points more likely to gain employment than comparable non-participants. The programme was estimated to have supported an additional 27 young people to leave NEET and 21 young people to enter employment. Engagement with the programme was also associated with improved wellbeing, self-esteem, confidence, social skills and job-searching capability.

**For more information, see pilot evaluation: https://youthfuturesfoundation.org/publication/pilot-evaluation-report-evaluation-of-the-durham-works-futures-programme/**

# SOMERSET COUNCIL: SEET PROGRAMME

## SEPTEMBER 2024 – SEPTEMBER 2026

**The Somerset SEET project (Seeking Education, Employment or Training) aims to support economically inactive people to overcome barriers by providing cohesive, locally tailored support including access to basic skills.**

It targets young people who have recently fallen through the net of support and have not been able to access the support they need to engage.

## APPROACH

The SEET project built on the strengths and successes of Somerset Council's established model of Advocacy/Mentoring, linking this with established Supported Employment and Job Coaching models to help young people to overcome long-term traumas, EBSA (Emotionally Based School Avoidance), as well as those with diagnosed and undiagnosed SEND needs.

It provides intensive support as they move into work, including work experience, work shadowing, and support from advocates and job coaches. It builds employability skills, numeracy and literacy skills and mental fitness.

## IMPACT

95 young people were supported with 70 accessing basic skills course, 75 accessing mental and physical health support, 70 receiving support to gain employment and 69 receiving support to sustain employment.

# SOMERSET COUNCIL: PRE SUPPORTED INTERNSHIP PROGRAMME

## SEPTEMBER 2025 – PRESENT

**Somerset's Pre-Supported Internship Programme is a flexible programme for young people aged 16+ who are NEET or are at risk of becoming NEET. It caters for young people who are not yet ready for further education or employment with extremely narrow progression options who need more time and personalised support to identify and prepare for their next steps.**

## APPROACH

The programme gives each young person the extra help they need to address or remove barriers to progression and learning, focusing on achieving engagement in their next steps, whether that be education or work. It helps them feel ready by building trust in the programme staff who help them build confidence, learn new skills and access new places.

Following personalised contact with the young person and family, the team develop a personalised support plan which builds on the young person's strengths and connects them back into the community. They identify the support necessary to remove barriers to engagement. This progresses at the young person's pace to eventually include bespoke, purposeful practical activities, workplace experiences and support to develop work and life skills shaped by their personalised plan.

## IMPACT

The programme has supported 50 young people, offering an accessible post-16 progression pathway for learners not yet ready to progress to further education, training or work. Success factors included flexibility, a holistic model, consistency, building connections, increasing belonging and resilience, and personalisation.

# CORNWALL COUNCIL: YEP

## JANUARY 2024 – DECEMBER 2027

**Cornwall Council's YEP provision provides a randomised control trial of different interventions to NEET 16-24-year-olds, measuring the most successful intervention in supporting NEET young people progress into EET outcomes. It focuses on NEET young people with SEND/SEMH and those that are care experienced.**

Initially funded via UKSPF funding, the provision is now funded through a combination of internal Cornwall Council funding and external funding from the Youth Futures Foundation.

## APPROACH

The trial randomly assigns young people into one of two groups (control or treatment) with two different sets of interventions provided to support individuals to progress into EET outcomes. By doing this, Cornwall Council can shape future policy and have a strong evidence base of the most successful interventions.

This provision is essential for Cornwall Council in continuing to reduce the NEET population locally. Government funded provisions are targeted to NEET unemployed individuals but the YEP provision allows support and interventions to be offered to economically inactive NEETs.

## IMPACT

1800 participants have taken part to date, with a target of a further 1004 between September 2026 and December 2027. 30% of those engaged moved into education, training or employment, 37% gained a qualification or completed a course, and 23% were supported to engage and achieve functional skills.

**For more information, see website: https://www.cornwall-opportunities.co.uk/yep/ and https://www.cornwall.gov.uk/schools-and-education/supporting-young-people-into-education-employment-and-training/youth-engagement-project/**




## SOUTHAMPTON CITY COUNCIL EMPLOYMENT SUPPORT TEAM: YOUNG ADULTS EMPLOYMENT HUB

### AUGUST 2021 – NOVEMBER 2026
(current funding end date)

**Southampton City Council's Young Adults Employment Hub is a DWP-funded Youth Hub supporting 18-24 year old Universal Credit claimants in and around Southampton.**

### APPROACH

The Youth Hub provides tailored, person-centred support and brings employment support and other services together under one roof.

### IMPACT

The Youth Hub has supported 2,066 participants to date, achieving 1,064 job starts and 1,124 training outcomes, as well as wellbeing, finance, health, mental health, housing and overcoming barriers outcomes.

**For more information, see website:**
**www.southampton.gov.uk/youthhub**

## CAREERS WORCESTERSHIRE

### 2022 – PRESENT

**Careers Worcestershire is a county-wide programme supporting young people aged 16-24 who are NEET, or who face significant barriers to progression. Established in 2022, the programme provides a single front door to careers, employability and wellbeing support across Worcestershire.**

### APPROACH

Delivered through four co-located Youth Hubs in Worcester, Redditch, Bromsgrove and Kidderminster, young people receive personalised one-to-one careers guidance, wellbeing support, employability workshops, employer engagement opportunities, job fairs, apprenticeship support and referrals to wider services such as housing, financial advice and mental health support.

The programme uses a person-centred approach, helping young people overcome complex barriers and progress into sustainable employment, education and training. The partnership brings services together in accessible local settings, making it easier for young people to find the right support and pathway for them.

### IMPACT

Since 2022, Careers Worcestershire has delivered significant outcomes, including 3,014 young people engaged; 1,122 into employment; 121 progressed into education or training; 108 young people with SEND/disabilities moved into employment.

In addition, 78% of participants reported increased work readiness, 80% reported increased confidence applying for jobs or training, and 86% reported increased awareness of local employers and opportunities.



# SEETEC: CAREERS WORCESTERSHIRE BROMSGROVE

## APRIL 2024 – APRIL 2028

**One example of a Careers Worcestershire careers hub is delivered by Seetec in Bromsgrove. The hub targets NEETs or young people at risk of becoming NEET such as school leavers that don't have a destination, as well as young people in the care system.**

## APPROACH

Through a network of local careers hubs, young people can access one-to-one advice and workshops alongside support with career choices, CVs and applications, interview preparation, apprenticeships, training and work experience, as well as wider issues such as confidence, resilience and wellbeing.

The partnership brings services together in accessible local settings, making it easier for young people to find the right support and pathway for them.

## IMPACT

230 people supported by Seetec in Bromsgrove, achieving education, employment and wellbeing outcomes.

**For more information, see website:**
**https://www.careersworcs.co.uk/**

# NEWGROUND TOGETHER
# THE CALDERDALE YOUTH EMPLOYMENT HUB (CYEH)

## JUNE 2025 – MAY 2027

**The Calderdale Youth Employment Hub (CYEH) was established in June 2025 with funding from the Department for Work and Pensions (DWP) Flexible Support Fund, supported by match funding from Newground Together. Bringing together a range of partner organisations, the programme is designed to support young people aged 16–24 who are furthest from the labour market and in receipt of Universal Credit, helping them overcome barriers, build skills and confidence, and progress towards sustainable employment, education and training.**

## APPROACH

The CYEH operates from two community venues: The Hub at Bull Green in Halifax and Elland Community Hub. Participants are offered six months of personalised support through a strengths-based approach that focuses on individual aspirations and goals.

Each young person receives intensive employability support, enabling them to progress at their pace. Recognising that employability cannot be separated from wellbeing, the programme adopts a holistic model that addresses barriers to progression. Participants are supported to improve their confidence, resilience and overall wellbeing, helping them achieve positive and sustainable outcomes.

**The CYEH offers a comprehensive package of support, including:**

- One-to-one mentoring and employability coaching
- Careers IAG
- Accredited Level 2 training opportunities
- Employer engagement activities, reverse job fairs and work experience
- Opportunities to become more active
- Wellbeing sessions, mental hygiene and resilience
- Fraud awareness and money management sessions
- Cost-of-living support workshops
- Youth voice

Delivery is led by a multi-agency team consisting of two Newground Together Youth Employment Mentors, a Careers Adviser from C+K Careers and two DWP Work Coaches. This integrated approach provides participants with access to specialist support across careers guidance, employability, skills development and welfare.

The programme has been further strengthened through additional investment from Active Calderdale, enabling the recruitment of another Youth Mentor. This has provided opportunity to embed physical activity and healthy lifestyles within the support offer.

Strong partnerships have also been developed with local employers, creating opportunities for young people to gain insight into different career pathways, understand employer expectations, build professional networks, access work experience, and employment opportunities.

## IMPACT

268 participants have been supported to date. Of these, 59 young people have progressed into employment, self-employment or an apprenticeship; 59 have progressed into further education, training, voluntary work, or DWP training; 118 have completed a minimum of 2 mock interviews; 102 engaged in at least one confidence session; 41 engaged in at least one session around mental health; and 13 employer events have taken place.

Alongside this, 38% of participants reported an improvement in their mental health, demonstrating the positive impact of holistic support.

**For more information, see website:**
**www.newgroundtogether.co.uk/projects/youth-employment-programme/**

# PETERBOROUGH UNITED FOUNDATION: PETERBOROUGH YOUTH HUB

## NOVEMBER 2025 – PRESENT

**Peterborough Youth Hub is a multi-agency model for employment, education, and wellbeing support. Delivered by Peterborough United Foundation, it is an accessible, community-based support centre for young people aged 16–25. The Hub is open to young people aged 16–25 across Peterborough, focussing on those who face barriers to education, employment or training.**

Uniquely based within the Peterborough United stadium with inspiring views overlooking the pitch, it brings employment, training, wellbeing, financial, and practical guidance together into one welcoming, non-clinical setting. It provides a single, integrated front door through which young people can access mental health support, talk to a DWP work coach, or link with a training provider during the same visit.

## APPROACH

Rather than requiring young people to navigate fragmented referral systems alone, the Hub hosts an extensive network of specialist local partners under one roof:

Department for Work and Pensions (DWP): Based on-site four days a week to provide accessible benefit advice, employment support, and direct routes into work.

CPSL Mind: Delivers targeted mental-health coaching.

Training Providers & Colleges: Connect visitors with local learning opportunities, vocational qualifications, and practical skills development.

Cross Keys Homes: Provides dedicated career mentoring and money-management support.

The Salvation Army: Delivers specialist employment assistance for individuals navigating complex barriers.

Peterborough City Council: Engages young people who have slipped through the net of traditional statutory education and employment pathways.

Probation & Community Police: Utilise the space as a safe, neutral setting for early intervention, safeguarding, and trusted engagement.

Peterborough United Foundation: Drives the overall model, providing one-to-one mentoring, careers advice, employability workshops, and cross-agency referrals.

Support is tailored to the individual's immediate circumstances, personal strengths, and career aspirations. This can include: careers and employability support such as tailored CV writing, interview preparation, digital workplace skills, job searches, and apprenticeship navigation; wellbeing and resilience support such as integrated mental-health coaching, confidence-building workshops, and personal growth sessions; practical solutions including budgeting guidance, career mentoring, and help overcoming transport, digital, or housing barriers; integrated pathways through introductions to specialist partners with sustained follow-up to ensure long-term retention in work or learning.

## IMPACT

687 individual young people have accessed support to date, generating a total of 1,355 visits to the Hub. This reflects both the Hub's reach and the ongoing nature of support, with many young people returning for mentoring, employability help, wellbeing coaching, training advice and other partner-led services.

Since opening, 144 young people have received intensive, tailored one-to-one mentoring; 65 are currently receiving ongoing one-to-one mentoring; 170 have moved into employment; 35 have progressed into education, training or further learning; 40 have received dedicated mental-health and wellbeing support; 51 employers and partner organisations have actively engaged with and supported Hub delivery.

**For more information, see website: https://theposhfoundation.com/youth-employment-hub/**

# EVERTON IN THE COMMUNITY: YOUTH HUB

## JUNE 2026 – PRESENT

**Everton in the Community's Youth Hub is a new DWP Youth Hub set up in June 2026, with the official launch taking place in September 2026. The Youth Hub aims to work with 150 18-24 year olds who are registered with DWP and NEET. It will see young people in the local community access the full range of support programmes on offer at Everton Football Club's premier league charity.**

## APPROACH

Support offered includes:

Mental health support.

Physical wellbeing programmes, ranging from yoga, gym sessions, and football sessions.

Digital Support: Everton in the Community aim for all participants to be fully digitally included and can provide access to devices, data, upskilling and the distribution of SIM cards.

Food Pantry : there is a weekly food pantry, where young people in food poverty can access a food shop for a £5 subscription.

Employment Support: one-to-one support is available through EitC Work Coaches who can connect young people to jobs at the stadium as well as many other employers across a broad range of sectors.



Reed in Partnership

# REED IN PARTNERSHIP: CPCA YOUTH GUARANTEE TRAILBLAZER

## JUNE 2025 TO MARCH 2026

**Reed in Partnership delivered a programme for Cambridgeshire and Peterborough's Youth Guarantee Trailblazer, supporting NEET young people aged 18 to 21 to identify their next steps and build the confidence, skills and connections needed to progress towards sustainable education, training or employment opportunities.**

## APPROACH

Participants received 8 weeks of structured support delivered by specialist local teams. This included dedicated one-to-one mentoring to help young people build confidence, increase motivation and explore available options. The programme also provided direct access to apprenticeships, quality training provision and local employment opportunities, alongside practical support with job searching, CV development, applications and interview preparation.

In addition, participants were given access to Reed in Partnership's online careers centre, providing resources and tools to support their ongoing career development. As part of the wider Youth Guarantee programme, the Trailblazer aimed to empower young people to make informed decisions about their future while generating insights to help shape future youth employment policy and support services.

## IMPACT

The programme supported 102 young people, exceeding the contract target, and achieved 24 positive progressions, representing 115% of the target achieved.

Other positive outcomes for participants included improvements in confidence, employability and readiness to progress into education, employment or training. Participants reported greater clarity about their options, increased motivation to achieve their goals and stronger awareness of the opportunities available to them.

In addition, Reed in Partnership contributed delivery insight, participant feedback and operational learning to the Learning and Work Institute's evaluation of the Youth Guarantee Trailblazer, helping to inform future youth employment policy and service design.

**For more information, please see website:**
**https://reedinpartnership.co.uk/news/supporting-young-people-in-cambridgeshire-and-peterborough/**

Reed in Partnership

# REED IN PARTNERSHIP: JOBS GUARANTEE PHASE ONE

## MAY 2026 – APRIL 2027

**The Jobs Guarantee targets young people aged 18 to 21 who have been claiming Universal Credit and actively seeking work for 18 months. As one of six delivery partners appointed by the Department for Work and Pensions for Phase One, Reed in Partnership is responsible for delivering the Jobs Guarantee programme in Hertfordshire and Essex, working closely with local employers to create meaningful employment opportunities that reflect genuine labour market demand.**

## APPROACH

The Jobs Guarantee is a key element of the Government's Youth Guarantee, designed to tackle long-term youth unemployment by providing eligible young people with a fully funded, six-month paid job. The programme combines subsidised employment with wraparound support and training to help participants gain experience, build confidence and progress into sustained employment.

**For more information, please see website: https://reedinpartnership.co.uk/news/reed-in-partnership-selected-to-deliver-jobs-guarantee/ and GOV.UK: https://www.gov.uk/government/publications/jobs**



ingeus

# INGEUS: YOUTH JOBS GUARANTEE

## 2026 (ONGOING)

**Ingeus delivers the Youth Jobs Guarantee in the East Midlands, supporting young people aged 18 to 21 who are not in education, employment or training to move into paid work, build confidence and strengthen their longer-term employment prospects.**

## APPROACH

The programme provides a structured journey from referral to job start and in-work support. Young people receive an initial assessment, strengths-based goal setting, employability training, tailored wraparound support and job matching into meaningful paid employment. Roles are fully subsidised for 25 hours a week at the relevant minimum wage for six months, with employers also receiving support to make placements successful.

The model combines youth-informed employability support, practical barrier removal and employer engagement. Support includes face-to-face training, one-to-one adviser contact, access to Ingeus' EmployableMe digital platform, workplace preparation, travel planning, confidence building, wellbeing support and regular check-ins once employment begins. Employer Engagement Advisers work with local employers to source suitable roles, ensure placements meet scheme requirements and support both the employer and young person throughout the placement.

The programme offers young people real work, personalised support and a credible route into sustained employment, education or training beyond the funded placement.

## IMPACT

The programme is in its early delivery phase. It has achieved 57 job starts within its first four months, with a further 14 potential job starts identified.

Alongside job starts, the programme supports personal development, wellbeing and work readiness, as well as strengthening longer-term employment prospects by helping young people develop practical workplace skills and access role-specific preparation.

# AKG EMPLOYMENT: RESTART SCHEME EAST CENTRAL

## 2021 – PRESENT

**As part of the Restart Scheme, AKG Employment deliver employment guidance to long-term unemployed participants across the East Central Contract Package Area.**

## APPROACH

AKG Employment Coaches provide support in overcoming complex barriers through SMART planning and employment focused support including job searching, interview preparation and CV-building. With health and wellbeing identified as a significant barrier to employment within this cohort, participants are referred to integrated specialist health interventions, ensuring wraparound tailored support.

## IMPACT

AKG Employment's delivery of Restart in East Central has consistently met or exceeded targets since 2021, with 52% of 18-24-year-olds achieving job starts.

# INTUITIVE THINKING SKILLS (PART OF AKG):

### SPECIALIST BEHAVIOUR CHANGE MENTORING AND GROUP PROGRAMMES

## MARCH 2022 – PRESENT

**Beginning in March 2022, Intuitive Thinking Skills (part of AKG) deliver specialist behaviour change mentoring and group programmes to Restart Scheme prime organisations.**

## APPROACH

The focus is on addressing challenges with health and wellbeing and personal resilience, preparing for learning, employment, career progression. Intuitive Thinking Skills provide structured mentoring services and educational programmes in attitude and behaviour change ('Skills-Tu Employment' and 'Skills-Tu Life') supporting specialist cohorts, including those aged 18–24-who are long-term unemployed. The courses provide solid, practical skills to help participants step out of their comfort zones, improve their presentation and engage meaningfully with the Restart scheme and job searching.

## IMPACT

962 participants aged under 25 have taken part (26.8% of completing learners are under 25 years old). 67.5% of referred participants commenced the courses, with 90.6% of these completing the course, gaining NOCN-accredited qualifications and 35% gaining employment.

**For more information, see website:** https://www.intuitivethinkingskills.co.uk/our-programmes/

## G4S: RESTART SCHEME – NORTH WEST

### JULY 2021 – PRESENT

**G4S delivers the Restart Scheme in the North West of England as a prime contractor to DWP.**

### APPROACH

Referred by DWP, all participants are assisted towards work by supply chain partners.

Young people are engaged in a way they can most easily connect with providers. Where organisations run Youth Hubs, they are able to engage with young people in an environment where 18 to 24 year olds feel comfortable, rather than in a traditional office environment. Once engagement is established, trust in the system can be gained by participants and this leads to a more effective relationship with advisers.

### IMPACT

13,817 young people from 18 to 24 have started on the Restart Scheme in the North West of England. Over time, the percentage of young people being referred has increased. In August 2021, just 2.7% of participants were aged 18 to 24. In May 2026 the share of young people starting on programme has increased to 37%.

People aged 18 to 24 have a higher rate of job starts than other participants, with 52% of young people starting work, compared to 44% for the entire cohort.

## POPULI SOLUTIONS: RE-CHARGE

### SEPTEMBER 2026

**RE-CHARGE targets young people aged 18-24 in Restart, providing an interactive session to improve their sleep hygiene.**

### APPROACH

RE-CHARGE is a 4 hour, interactive session for small groups, which focuses on the importance of positive sleep hygiene, looking at what a healthy sleep pattern look like, whyhy rest matters, and how to create habit loops that support a good night's sleep. For young people, one of the top 4 factors effecting mental health is poor sleep.

This workshop combines accessible learning, with practical techniques, empowering coping strategies and self-identification. It includes a coursebook, and a sleep support pack for each participant.

### IMPACT

A pilot cohort of 5 participants have taken part. Qualitative feedback from clients and their advisors suggests wellbeing benefits, and participation from previously disengaged clients.

**For more information, see website:**
**www.populisolutions.org/solutions/recharge/**




# INGEUS: RISE (READY, INSPIRED, SKILLED & EMPLOYED)

## SEPTEMBER 2025 – PRESENT

**RISE is an intensive residential employability offer delivered as part of the Restart Scheme for eligible participants aged 18–24 designed to enhance the support already available through Restart. It is delivered in both London and Greater Manchester, beginning as pilots in September 2025 and continuing to operate.**

## APPROACH

RISE London is an intensive youth employability programme designed to help young people build confidence, develop practical work-readiness skills and take positive next steps into employment, education or training. The programme combines structured employability workshops with experiential learning, team challenges and personal development activities. This gives participants the opportunity to step outside their usual environment, focus on their future and develop skills they can apply in the workplace.

Young people take part in activities focused on motivation, resilience, communication, teamwork, workplace behaviours, interview preparation, self-reflection and goal setting. The model is designed to create a turning point by helping participants recognise their strengths, broaden their aspirations and leave with a clearer plan for progressing towards sustained employment, education or training outcomes.

RISE Manchester was designed for unemployed young people aged 18 to 25 who needed a more age-appropriate, confidence-building intervention than standard employability support. The programme combined a five-day residential experience with structured employability learning, personal development and adviser follow-up.

The residential model used outdoor learning, team challenges and specialist workshops to build resilience, wellbeing and the four Cs: communication, collaboration, creativity and critical thinking. Activities included high ropes, climbing, BMX, archery and other challenge-based sessions, alongside CV preparation, interview practice, public speaking, budgeting, career planning and employability coaching.

The programme was co-designed with young people and supported by specialist partners including Participation People, Speakers Trust and Money Ready. It enabled participants to step away from day-to-day pressures, build confidence and practical work-readiness skills, and return to adviser support with a clearer action plan and stronger belief in their ability to move into employment.

## IMPACT

80 young people have attended the RISE London programme, with 83% progression into employment, education or training.

A total of 91 young people took part in the RISE Manchester residential programme, with 90 completing matched pre-and post-programme evaluation responses. A linked one-day workshop supported a further 51 young people. 81% of participants progressed into employment, education or training.

RISE demonstrates how youth employment support can be redesigned around the needs, motivations and lived experiences of young people. Rather than relying solely on standard job-search activity, the programme created a safe and memorable environment in which participants could build confidence, test themselves, develop practical skills and reconnect with their ambitions.

The model also demonstrates the value of combining experiential learning with structured employability support. Young people returned from the residential with stronger peer relationships, clearer personal goals and practical next steps that advisers could incorporate into ongoing Restart Scheme support.

**For more information, please see website:**
**https://ingeus.co.uk/resources/news/rise-to-the-challenge**

# FEDCAP: YOUTH EMPLOYMENT MODEL

## SUPPORTING NEET AGE YOUNG PEOPLE INTO SUSTAINABLE EMPLOYMENT

## ONGOING

**Fedcap has developed a dedicated Youth Employment Model to support people aged 18–24 who are outside of education and employment to move towards, enter and sustain employment. The model has been developed and tested through Fedcap's delivery of the Restart Scheme, and is designed to be embedded within wider employment programmes, rather than operate as a standalone programme requiring a separate referral route.**

## APPROACH

The model responds to the distinct barriers faced by young people who are already NEET. These can include lower educational attainment, limited work experience, low confidence, unclear career aspirations, difficulty navigating the transition from education into employment and wider personal or socioeconomic barriers.

A central component is Fedcap's Youth Mentoring Service, which provides more intensive and age-appropriate support around confidence, aspirations, employability and progression. Young people are supported to understand their strengths, identify realistic career pathways, develop workplace skills and build the confidence required to enter and remain in employment.

Importantly, the model recognises that job entry is not the same as successful transition into employment. Fedcap's experience shows that young people can face significant challenges after entering work. Around 20% of young people who enter employment subsequently leave voluntarily. The model therefore places greater emphasis on retention, job quality, earnings, skills and progression, alongside employment entry. This includes helping young people understand the expectations of the workplace, identify suitable employment and develop the capabilities needed to sustain and progress in work.

## IMPACT

Fedcap's approach offers a tested and transferable model of specialist youth provision that can be embedded within different employment programmes, providing specialist youth expertise without creating another fragmented programme or referral pathway. The Restart Scheme provides a significant real-world test of the model, but the underlying approach is designed to be applied more broadly wherever employment providers are supporting young people who are NEET or at risk of becoming NEET.

The model has supported young people to develop confidence, skills and experience, enter employment and build the foundations for sustained participation in the labour market.

Evidence from its application within Restart highlights several important findings: approximately 20% of young people who enter employment leave voluntarily and a further 18% are terminated by their employer, demonstrating the importance of post-entry support and preparation for workplace expectations; young people work, on average, three fewer hours per week than other cohorts; young people earn approximately 24% less per hour, with average hourly earnings of £11.62 compared with £14.84.

These findings demonstrate the relationship between education, employment quality and sustained labour market outcomes. Lower educational attainment can restrict access to higher-quality employment, which can contribute to lower wages, fewer hours and greater job instability. These factors can then make it harder for young people to sustain employment and progress.

**For more information, see website: https://fedcap.org.uk/employment/services/restart-scheme/**

# FEDCAP: HEALTHY MINDS, INSPIRING PEOPLE (HMIP)

## NOVEMBER 2022 TO MARCH 2024

**Healthy Minds, Inspiring People (HMIP) was delivered by Fedcap Employment Scotland and funded through the Falkirk Health and Social Care Partnership's Health Inequalities and Wellbeing Fund.**

## APPROACH

The programme provided personalised, one-to-one support to young people experiencing mental health challenges, learning disabilities and/or neurodiversity. Participants received up to eight tailored interventions designed around their individual needs, goals and aspirations.

The programme took a preventative and person-centred approach, recognising that mental health and wellbeing can be significant barriers to young people engaging in education, training, volunteering and employment. Support focused on helping young people build confidence, improve their wellbeing, access appropriate health and community services, and take practical steps towards their individual goals.

The programme also worked closely with schools and other referral partners. Delivering support within school settings and strengthening transition support helped engage young people who may otherwise have struggled to access mainstream employment or wellbeing services.

## IMPACT

42 young people were supported through the programme, with 33 participants completing the full eight appointments. HMIP achieved strong outcomes across employment progression, mental health and wellbeing:

94% of participants who completed all eight appointments achieved the SMARTER goal they set at the beginning of their support. Goals included accessing health services, employment, training, education and volunteering.

81% of participants reported an improvement in their mental health symptoms, measured using PHQ-9 scoring.

85% reported improvements in their general wellbeing and level of functional impairment, measured through the Work and Social Adjustment Scale (WSAS).

100% of participants agreed that the sessions helped them move towards their personal goals.

90% agreed that the sessions helped them manage their health and wellbeing.

HMIP demonstrated the value of providing early, personalised and preventative support to young people experiencing mental health, learning disability and neurodiversity-related barriers. A key learning from the programme was the importance of delivering support through trusted institutions and settings. Co-location within schools increased engagement and created a more accessible environment for young people who may have been reluctant to engage with traditional employment or health services. The programme also highlighted the importance of supporting young people at key transition points.

**For further information, see: https://falkirkhscp.org/health-inequalities-fund-feb-2023/**

# STREET LEAGUE: STREET LEAGUE ACADEMY (GLASGOW AND DUNDEE)

## GLASGOW: APRIL 2023 – PRESENT
## DUNDEE: APRIL 2023 – MARCH 2026

**Street League Academy, running in both Glasgow and Dundee, works in partnership with Enable Works to support unemployed and economically inactive young people aged 16-29. It targets economically inactive and unemployed young people, including those claiming work-related benefits; young people facing various barriers to employment, education or training; and young people requiring additional support to improve confidence and wellbeing.**

In Glasgow, the programme is funded through Glasgow City Council's 'Training for Work' fund and in Dundee, it is funded through Dundee City Council's Challenge Fund.

## APPROACH

Young people in Glasgow City are supported to develop the skills, confidence and experience needed to progress into employment, education or training. Delivered through Street League's Academy model, the programme combines accredited qualifications with careers guidance, one-to-one support, sport and fitness activities, wellbeing sessions, and employer engagement opportunities.

Street League delivers the Dundee programme through three complementary models designed to meet young people wherever they are on their employability journey: the 10-week Academy provides structured support for participants seeking to build their skills and move closer to work; the Job Club offers short, targeted interventions for individuals who are labour market ready and require focused support to secure employment; the Street Sports model engages young people through sport and physical activity, providing an accessible route into employability support while promoting positive health and wellbeing outcomes.

Across the delivery models, participants benefit from a holistic programme combining accredited qualifications, careers information, advice and guidance, one-to-one mentoring, sport and fitness activities, wellbeing support, and employer engagement opportunities. Together, these interventions help young people overcome barriers, increase their confidence and skills, and achieve sustained positive outcomes in employment, education and training.

## IMPACT

243 young people have been supported in Glasgow to date. Participants have achieved 173 qualifications and completed 195 work experience placements. The programme has also supported 115 positive outcomes, including progression into employment, education and training.

The programme in Dundee supported 427 young people. 165 qualifications were gained and participants were supported to progress into positive destinations, including 123 employment outcomes, as well as 57 education, further education, higher education and training outcomes against a target.

# ROUTES TO WORK: YOUTH EMPLOYABILITY SERVICES

## 2025 – 2026

**Routes to Work offers a comprehensive youth employability service combining career advice, skills development, mentoring, school-based interventions, targeted programmes for school leavers, and practical job-finding support to help North Lanarkshire young people achieve and sustain positive destinations.**

## APPROACH

The youth offer includes one-to-one employability support, confidence building and personal development, support to overcome barriers and improve wellbeing, skills training and qualifications, and in-work support to help young people sustain employment. Support is tailored to each individual's needs and circumstances.

The Pathways Programme supports early school leavers through employability training, qualifications, individual and group support and progression into work, education or training. Community Learning and Employability Hubs provide young people aged 16-24 with CV and application support, interview preparation, work skills training and wellbeing sessions. Additional support is available for young people facing additional barriers, including mental health challenges and disabilities, ensuring support is personalised and accessible.

It also provides school-based support to prepare young people for work through employability workshops, career planning, life skills development, support for pupils at risk of leaving education, and vocational programmes in some additional support needs schools.

## IMPACT

In 2025/26, 587 participants registered for youth employability services. Of these, 243 achieved job outcomes, 184 gained qualifications, and 50 had college outcomes.

Up to July 2026, there have been 199 registrations in the 2026/27 period. 69 achieved job outcomes, and184 gained qualifications.

**For more information, see Routes to Work Annual Report 2024/25:**
**https://www.routestowork.co.uk/annualreport2425**
**or website:**
**https://www.routestowork.co.uk**



## INTUITIVE THINKING SKILLS (PART OF AKG): TRAC PROJECT

### 2017 – 2022

**Working with local authorities across North Wales, the TRAC Project supported young people aged 11-24 at risk of becoming NEET.**

### APPROACH

The programme was delivered in 26 schools, including special educational needs (SEN) and Pupil Referral Units (PRU), delivering critical thinking, county lines education, digital safety, substance misuse, employability, wellbeing and emotional self-management.

Training was delivered in partnership with Careers Wales Services, with local employers providing work experience.

### IMPACT

With a completion rate of 84%, over 240 participants completed the programme and achieved nationally recognised qualifications.

## INTUITIVE THINKING SKILLS (PART OF AKG): ADDITIONAL LEARNING NEEDS INCLUSION FOR YOUNG PEOPLE

### 2023 - 2026

**Intuitive Thinking Skills' Additional Learning Needs Inclusion for Young People provides support to under-25s with Additional Learning Needs (ALN) who are at risk of exclusion in North Wales, commissioned by Gwynedd Council.**

### APPROACH

The programme uses tailored mentoring and critical thinking skills to tackle the social factors that contribute to a young person becoming NEET.

### IMPACT

79 participants were supported with an 88% completion rate. Participants gained the nationally recognised NOCN Level 1 Award in Developing Critical Thinking Skills to Enhance Personal Decision-Making.

SKILLS AND EMPLOYMENT
SGILIAU A CHYFLOGAETH

# JOBS GROWTH WALES +

## APRIL 2022 – MARCH 2027

**Jobs Growth Wales+ (JGW+) Youth Programme is a Welsh Government-funded employability and skills programme designed to support NEET 16 to 19-year-olds. The programme launched on 1 April 2022, replacing and building upon previous youth employability provision in Wales. It aims to help young people develop the skills, confidence and experience needed to progress into employment, apprenticeships or further learning.**

## APPROACH

**JGW+ is designed to:**

Reduce youth unemployment and economic inactivity.

Support young people furthest from the labour market.

Develop employability, vocational and life skills.

Provide work experience and employer engagement opportunities.

Enable progression into sustainable employment, apprenticeships or education.

Programme Structure (three main strands):

Engagement: For young people requiring significant support before moving into work or learning. Focuses on confidence-building, personal development and work readiness.

Advancement: For those closer to employment or further learning. Provides vocational training, qualifications and enhanced employability support.

Employment: Supports participants directly into paid employment opportunities while continuing to receive training and support.

## EXAMPLES OF IMPACT

### Itec Training Solutions

Itec Training Solutions is one provider of JGW +. 7,000 young people have been supported from 2022 to 2026 with 75% achieving a positive outcome into employment, apprenticeship or further education.

### Elevate Employment Services

Elevate Employment Services is a subcontractor to Itec Training Solutions delivering JGW +. 223 participants have started on their programme to date, achieving 178 total progressions. Of those, 51 have progressed into employment, 75 into education, 5 into volunteering, and 47 into other.

For more information, see Welsh Government's Programme Specification: **https://www.gov.wales/sites/default/files/publications/2024-08/jobs-growth-wales-plus-programme-specification-version-1-4.pdf.pdf or Formative Evaluation: https://www.gov.wales/formative-evaluation-jobs-growth-wales-plus-final-report.**

See also Itec Training Solutions website: **https://itecskills.ac.uk/jobs-growth-wales/ and Elevate Employment Services: https://www.whiteheadross.co.uk/programme/jobs-growth-wales-jgw/**




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