

## **Employment Opportunities within Hampshire County Council: Hampshire's Youth Investment Programme**

The following three 'case studies' are *for illustration only*. They describe the kind of experiences people may have through participation in Hampshire's Youth Investment Programme.

### **1. 'John', a 16-yr old school leaver**

John will leave school next summer. He is expected to gain 4 or 5 good GCSEs, including Maths but not English. He has had to work hard, with support from his school, to achieve in his core academic subjects. John's father has had a chequered employment history, usually in lower skilled jobs. His mother works part time. He has been eligible for free school meals.

He has enjoyed school, particularly the more practical subjects. He does not see himself following a full-time course. He is looking for an apprenticeship that would allow him to earn a salary whilst acquiring a higher level qualification. His ambition is to work in the motor engineering sector.

John's school has contracted with the Hampshire Careers & Employability Service to provide careers guidance. They have provided information on Apprenticeships and directed him to the on-line National Apprenticeship Vacancy Matching Service. John has applied for a number of Apprenticeships via this system, including one with Hampshire County Council's Transport Management Team for a 1-year Level 2 Apprenticeship in Vehicle Maintenance.

John is provided with interview technique advice by his Hampshire's Careers & Employability Advisor and, following a successful interview, is offered an Apprenticeship by Hampshire County Council starting in September on Hampshire Apprentice Grade A salary. He will follow a full Apprenticeship framework programme, including GCSE English, which he will need to attain in order to pass the framework. His programme is delivered by Eastleigh College, who have been sub-contracted by the County Council. He attends college for 5 days every 6 weeks and he is also assessed in the workplace.

After 12 months, John completes his Apprenticeship, including GCSE English at grade B. He receives his certificate at the County's annual Apprenticeship Awards Ceremony. His manager and tutor are so impressed with John that he is supported to take part in the annual Work Skills Event in Birmingham.

John will progress to the Level 3 Apprenticeship next year and is seen as a future team manager, with the prospect of further progression.

## **2. 'Melanie', a 18 year old care leaver**

Melanie has recently completed a 12-month Internship Plus placement at Hampshire County Council, working as an Administrative Support Officer for the Early Years Team in Children's Service. Prior to undertaking the placement, Melanie was not in education, employment or training and was attending a NEET support service commissioned by Hampshire's Youth Support Service. Having only achieved 1 GCSE at grade D, Melanie was referred to the Youth Contract programme and provided with support to write a CV and undertake Job Search.

Melanie did not have any real career ambition, and her work experience to date was limited. During her 12 months she undertook a range of administrative support duties, including work on the commissioning of Children's Centres. She particularly enjoyed this exercise, exposing her to both partnership working and legal work. As part of her placement, she also accessed a range of learning and development courses, including health and safety and ICT.

Before the end of her successful placement, Melanie was encouraged by the attached Pastoral Support Officer to apply for an Apprenticeship vacancy in Corporate Procurement. She was successful and now has a permanent job. She is following a Level 2 Business Administration Apprenticeship, including literacy and numeracy and is on an apprentice salary (Grade A). The role has sparked her interest in working in the legal profession and, with guidance from her mentor, she is developing her contract law knowledge. She is currently directly supporting the sub-contracting of the County's adult and community learning programme for 2013-14.

## **3. 'Andrew', an 18 year old undergraduate**

Andrew and his family live on a social housing estate in Hampshire. His parents have always worked, but neither has qualifications above Level 2 – GCSE equivalent. His family are supporting him to continue his education and, having achieved good GCSEs, he has recently completed 3 A-levels at a local sixth form college. He is keen to go to university to study engineering. His parents are also encouraging him to go to university – the first in the family – but will not be in a position to offer any financial support. Before embarking on an undergraduate course and incurring any associated debts, he is keen to ensure that his employment prospects are good. He researches careers websites and local job pages and finds information on Hampshire County Council's undergraduate scholarship scheme. This is offering 3 years' financial support, work experience within the County Council and, subject to performance, a job upon graduation. The County Council is particularly interested in supporting people who want to do engineering.

Andrew applies for an undergraduate scholarship to undertake an Engineering degree at his first choice university, Southampton. After an interview with the Environment Department, Andrew is awarded a 3 year scholarship and commences his course.

He undertakes 8 weeks' work experience each year within the county's highways department. He gains valuable work skills alongside his university studies. The work also supports his dissertation topic that assesses the case for a bridge to be built between the mainland and the Isle of Wight.

Having achieved a 2.1 BEng degree, won an Institute of Engineers prize for his dissertation and successfully completed the 24 weeks work experience over the three years with the County Council, Andrew is offered a permanent job within the county's Highways Team at salary grade C.