

HAMPSHIRE COUNTY COUNCIL**Report**

Committee:	Children and Young People Select Committee
Date:	20 March 2014
Title:	Hampshire Youth Investment Programme (Internships & Apprenticeships) – Update
Reference:	5748
Report From:	Director of Children’s Services

Contact name: Phillip Walker, County Manager (Post 14 Learning)

Tel: 07540 930270

Email: Phillip.Walker@hants.gov.uk

1. Purpose of Report

- 1.1. To update the committee on the Hampshire Youth Investment Programme (HYIP), specifically Internships Plus and Apprenticeships programmes
- 1.2. To report progress to date in creating youth employment opportunities within the County Council.

2. Contextual Information

- 2.1. In 2013 the Cabinet approved the HYIP. This contained a commitment to create 1000 youth employment opportunities (16-24) over the five-year period 2013-2018.
- 2.2. The 1000 youth employment opportunities are profiled as 150 Internships for Children in Care/care Leavers and 850 Apprenticeships.
- 2.3. The 150 Internships are delivered via our sector-leading Internship Plus programme. Re-modelled as a Traineeship offer, the programme provides CiC/Care Leavers with paid workplace experience (up to 25 hrs a week) and bespoke training (typically at Level 1 and 2) to support their progression to sustainable employment, preferably in the form of a full Apprenticeship. The 150 is a commitment above the c.50 placements offered between 2010 and 2013.
- 2.4. Hampshire County Council has a long tradition of supporting youth employment, including Apprenticeships. The HYIP commitment to provide 850 Apprenticeships by 2018 is designed to both support a greater volume of young people, as well as the future workforce requirements of the County Council.

2.5. The HYIP is also designed to support the Local Authority's duties in relation to post 16 sufficiency and participation, Inc. Raising of the Participation Age. It aligns to our wider youth employment activities which are being developed through multiple partnerships including work with private sector employers, other public sector employers, the LEPs, and third sector organisations.

3. Progress to date

- 3.1. Formally starting on 1 April 2013, good progress is being made. The initial period was predominantly associated with establishing systems and procedures that supported the ambitions set out in HYIP. This included the 'Apprentice First' policy which introduced a presumption that all Grade A and B post vacancies (of more than 30-hrs a week, 12-months duration) will be advertised as an Apprenticeship). We also established the 'Youth Talent Bank' where young people can register their interest in a placement or job at Hampshire County Council.
- 3.2. To date, we have had 5 **Internship Plus** cohorts. This has generated 53 starts, 21 (40%) are still on programme (9 x cohort 5, 10 x cohort 4, 2 x cohort 3)
- 3.3. Of those that have completed (32), 16 (50%) have progressed positively to employment or further learning (2 to a formal Apprenticeship, 6 to employment with other training, 8 to further learning)
- 3.4. Of those 16 (50%) that have withdrawn early or completed without a positive progression, 3 (9%) left to become FT parents. The others withdrew early for a variety of reasons affecting their ability to maintain their placement. Where relevant, they receive on-going support from YSS.
- 3.5. The County Council has also been awarded an EFA 16-18 revenue contract with which we have developed the community-based 'AWARD Programme'. Design around Prince's Trust qualifications, this offer supports young people - typically those that have been NEET or/and in contact with the criminal justice system - to develop their personal and employability skills. For CiC/Care Leaver, this is providing a 'Pre Internship Plus' offer.
- 3.6. We currently have 66 full **Apprentices** employed by the County Council (including schools), 55 of which have been created since 1 April 2013. In addition, we have supported through HYIP 19 apprenticeships in the Hampshire Alliance of VCOs working with Children & Youth People, match funding grants made available through the Hampshire Community Foundation.
- 3.7. The redesign of Internship Plus into a Traineeship programme is helping to better prepare young people (in care) to successfully progress to a full apprenticeship after 6 months. To facilitate this, HYIP is at the same time creating more Apprenticeship opportunities.
- 3.8. Currently we have a further 10 Apprenticeships vacancies advertised, or soon to be, within the County Council.

3.9. In total, HYIP has created 95 youth employment opportunities (on a full-time or substantive full-time basis) since the start of the financial year, 1 April 2013.

4. Conclusions

- 4.1. The HYIP represents a significant commitment – and investment – from Hampshire County Council to supporting youth employment. This includes a specific commitment to Children in Care/Care Leavers. Good progress is being made.
- 4.2. The Internship Plus programme is having a positive impact on the future employment prospects of children in the care of the Local Authority. It has been flagged by OFSTED as an ‘exemplar programme’. Fifty per cent of those completing the programme have made a positive progression to employment or further learning. This will increase as more Apprenticeship opportunities are created.
- 4.3. County Departments are responding positively and strongly to HYIP, creating more Apprenticeship opportunities and offering more Internship Plus placements. The support of individual departments, teams and managers to support the scheme should be noted.
- 4.4. We are working hard with employers and our partners to extend the model outside the County Council, and to support youth employment across Hampshire. A significant element of this relates to our ever increasing work with the two local LEPs who have both prioritised youth employment and Apprenticeships within their Single Growth Plan proposals to government. This will lever in additional resource to support the agenda, both within the County Council and wider.