Appendix 1 – Youth Employment Gateway - PROGRAMME DELIVERY

The purpose of the Youth Employment Gateway (YEG) funding is to support 18-24 year olds into sustained employment. Beneficiaries will be offered the opportunity to join the programme on a voluntary basis[1] from 8 weeks of unemployment and will remain 'on-programme' until they have found a job or until they join the Work Programme after nine months of unemployment.[2] The precise referral process from Jobcentre Plus advisers still needs to be developed.

As a secondary outcome the YEG programme will also aim to test the comparative effectiveness of two models of delivery: 1) individualised budgets and 2) personalised budgets.

1) Individualised budget

In this model the beneficiary will receive an upfront guidance interview which will introduce the young person to the programme, identify the young person's aspirations and needs and agree a plan of interventions. The plan will include regular 1:1 reviews with the guidance officer and any interventions identified will be funded through a centralised budget held by the guidance team.

2) Personalised budget

In this model the beneficiary will receive an upfront guidance interview which will introduce the young person to the programme and identify the young person's aspirations and needs, with a plan of interventions. The plan will include regular 1:1 reviews with the guidance officer and any interventions identified.

The young person will then be provided with a personalised training and support account with a set value per beneficiary. The account will be accessible through an App through which the young person will be able to book/access relevant support packages. All provision/training purchased through the App will be signed off by the relevant guidance officer as relevant and appropriate.

The App will offer other functionality for the young person, potentially including job search and job alerts.

Should the beneficiary enter employment with unspent monies in their personalised budget then this resource will be available to the young person to purchase relevant training and support during their first six months of employment alongside any planned investment by employers.

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[1] Participants will have to meet JCP requirements for Jobseekers
[2] This element of the model may need to be amended should any significant changes be made to existing mandatory provision for this age group.

Across both services Guidance staff will also continue to provide follow up support to the young person during their first six months in employment including meeting the costs of training where appropriate.

The development of the App and the commissioning of the relevant framework contract are likely to take at least 6-8 months, making the delivery of Personalised Budgets impractical until the start of 2015 at the earliest. In order to allow for any delays and to ensure sufficient time for App testing, the programme will utilise both programme delivery models, and in so doing, will provide a useful test between the two methods of provision.

Delivery of support to each cohort will be managed by a guidance team within each Local Authority (either directly employed or contracted). The size of the team within each area will be dependent upon the size of the local cohort identified for that local authority area.

In addition there is a proposal for activity on the demand-side to boost the take up and delivery of Wage Incentive Subsidies for employers. As this activity will cut across all individuals in the Youth Employment Gateway and those not e.g. Work Programme, it will be a stand-alone strategic piece of work. This activity does not form part of this paper.

Delivery of the Youth Employment Gateway will also be based on a two-staged programme approach.

This two stage approach is reflected in the likely time arrangements outlined below.

Stage 1 – Individualised Budgets	
Size of Cohort: 1,180	All beneficiaries recruited to the programme will access Individualised Budgets. This element of the programme will run until December 2016 in order to provide for any beneficiaries joining in August 2015 who subsequently require 6 months of support and six months of in-work provision.
Starters to commence: September 2014 – August 2015	

Stage 2 – Personalised Budgets	
Size of Cohort: 7,500	All beneficiaries recruited to the programme will access Personalised Budgets. This element of the programme will run until December 2017 in order to provide for any beneficiaries joining in August 2016 who subsequently require 6 months of support and six months of in-work provision.
Starters to commence: September 2015 – August 2016	

Irrespective of whether they join at stage 1 or 2; all Youth Employment Gateway participants will receive an end-to-end support programme with the following key unifying themes:

- Access to the same levels and type of support
- Empowering individuals and employers to play a more active role in combating youth unemployment
- Building the resilience of individuals to take more responsibility for the choices and actions they take
- Bringing labour market support and demand together
- Increasing personalisation of services
- Full access to a host of funded mainstream interventions

The programme as outlined currently focuses on young people who have been unemployed for 8 weeks or more (excluding vulnerable groups). Whilst this still gives up to 7 months to work with a young person, every effort should be made to maximise the time a young person can spend on programme in order to provide early intervention and continuity.

The project has the following outputs and outcomes over a period of up to 3 years. These figures relate to the Youth Contract Underspend investment and potential match funding:

- 8,680 young people accessing support
- 4,368 young people helped and supported directly into work
- 3,071 young people sustained in work for 6 months of more
- A testing of a personalised budget approach accessed through a new mobile phone/web application.