

SUBJECT:	MONMOUTHSHIRE COUNTY COUNCIL YOUTH SERVICE – EUROPEAN STRUCTURAL FUND (ESF) PROGRAMMES: Inspire2Achieve and Inspire2Work
MEETING:	Cabinet
DATE:	March 2nd 2016
DIVISION/WARDS AFFECTED:	ALL

1. PURPOSE:

1.1 To propose the implementation of Inspire2Achieve and Inspire2Work programmes led by Monmouthshire County Council's Youth Service utilising European Structural Fund (ESF) monies to deliver pre and post 16 support, intervention and employment opportunities. This is subject to final approval from Wales European Funding Office (WEFO) in March 2016. This report has been presented to the Children and Young People Select meeting on 17th September 2015, Members in principle approved the ESF programme

1.2 Newport City Council are the lead local authority for the Competitiveness region including Cardiff; Vale of Glamorgan; Newport and Monmouthshire. Members in Monmouthshire need to receive information regarding this programme.

2. RECOMMENDATIONS:

2.1 For Council to approve the facilitation of the ESF programme in Monmouthshire through the youth service, in order to offer pre and post 16 support, intervention and employment opportunities.

2.2 Members are asked to add the ESF programmes to the Council's work plan for annual monitoring and to ensure a holistic approach to provision for young people in Monmouthshire. Should ESF regulations require more frequent financial monitoring once approval has been confirmed Members will be advised accordingly.

3. KEY ISSUES:

3.1 European Structural Fund (ESF) is new ground for Monmouthshire County Council Youth Service.

3.2 ESF funding will support pre 16 work in 4 Secondary Schools, Moun-ton House Special School and the Pupil Referral Service preventing young people from becoming NEET (not in education, employment or training). The Youth Access Programme (Youth

Workers in School) which is currently funded by the Youth Service, can't be sustained due to financial pressures. However, ongoing discussions with schools have resulted in an offer of bespoke programmes delivered by the youth service.

- 3.3** If the ESF bid is unsuccessful, this will mean that youth work provision in schools will have to be substantially reduced across the authority. This could result in NEET figures rising and Key Stage 4 students not meeting the level 1 threshold as there will be reduced support from the Youth Service.
- 3.4** If the bid is successful the Youth Service will need to commit match-funding of 55% of the project costs for their delivery. The service currently has a limited number of funding sources, for example, Youth Engagement and Progression Grant from Welsh Government; Training and Revenue Grant from Welsh Government and its core budget during this financial year to financially support both projects. The Youth Service has been very realistic in setting the project costs to ensure minimal financial pressures and to ensure affordability.
- 3.5** Members have previously been aware that Welsh Government has implemented the Youth Engagement and Progression Framework 2013, which provides a delivery model centred on the needs of young people identifying 6 key areas for achieving better outcomes for young people. The principles of the framework is embedded in the Inspire2Achieve and Inspire2Work programmes and are designed to secure added value. The delivery model for Monmouthshire for Inspire2Achieve (11-24 years) and Inspire2Work (16 -24 years) will reflect the needs and aspirations of Monmouthshire young people and reflect the Authority's Single Integrated Plan.
- 3.6** The anticipated start date for the Inspire programmes is 1st March 2016. The duration of the project is initially 3 years.

4. REASONS:

- 4.1** Inspire2Achieve will ensure that young people in Key Stage 3, 4 and 5 that are identified as at most risk of becoming NEET have a series of interventions and supportive actions to help to improve their attendance, achievement, behaviour and progression.
- 4.2** Delivery partners for Inspire2Achieve are MCC Youth Service, Mounton House, Pupil Referral Service and Careers Wales within the programme for Key stage 3 and 4. MCC Youth Service will be working with key stage 5 and Coleg Gwent will be working with 16 – 24 years who are at risk of becoming NEET on their courses.
- 4.3** Inspire2Achieve outcomes are; young people at risk of becoming NEET gaining a qualification upon leaving, young people at risk of becoming NEET into education or training upon leaving and young people at risk of becoming NEET at reduced risk of becoming NEET upon leaving.
- 4.4** Inspire2Work will enable NEET 16 -24 years gain a range of skills, qualifications and meaningful work placements to feel confident and motivated to enter into sustainable employment or further learning.

4.5 Delivery partners for Inspire2Work are MCC Youth Service, MCC Enterprise and Melin Homes, in ensuring a good quality provision.

4.6 Inspire2Work outcomes are; NEET young people gaining qualifications upon leaving, NEET young people in education or training upon leaving and NEET young people entering employment upon leaving.

4.7 Positive Progression from Inspire2Work will include work-based learning, Engagement and Traineeship Programmes which are delivered by the Youth Service through Torfaen Training and CMC2 YPrentis Programme.

5. RESOURCE IMPLICATIONS:

5.1 ESF programmes require 55% of total project costs to be match funded.

Inspire2Achieve total project cost over 3 years is £792,900; ESF £356,805 and match funding £436,095 and total project cost over 3 years is £346,137; ESF £155,762 and match funding £190,375. See appendix 5 for breakdown of costs

5.2 For Inspire2Achieve the match funding will be provided by MCC Youth Service, Pupil Referral Service and Mounton House Special School.

5.3 For Inspire2Work the match funding will be provided by MCC Youth Service and Enterprise

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

6.1 This should improve provision, opportunities and outcomes to those targeted and vulnerable young people including Looked After Children and those eligible for Free School Meals.

7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS

7.1 The report outlines the Youth Service's aims to continue pre and post 16 services in order for them to remain accessible, safe, available and relevant to the young people of Monmouthshire.

8. CONSULTEES:

Youth Engagement and Progression Co-ordinator

Youth Service Manager

Head Teachers

Head of Economy and Enterprise

Head of Achievement and Attainment

Post 16 Steering Group

14 -19 Curriculum Group

Skills, Worklessness and Young People's Group

Competiveness Subgroup

9. BACKGROUND PAPERS:

Future Generations Evaluation	(Appendix 1)
Action Plan Progress Report	(Appendix 2)
Inspire2Achieve Operational Logic Table	(Appendix 3)
Inspire2Work Operational Logic Table	(Appendix 4)
Inspire Project Costs	(Appendix 5)

10. AUTHOR:

Hannah Jones, MCC Youth Engagement and Progression Coordinator

11. CONTACT DETAILS:

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Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Hannah Jones</p> <p>Phone no: 07738 340 418 E-mail: hannahjones@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <ul style="list-style-type: none"> To implement the Inspire2Achieve programme enabling a reduction in the number of young people aged 11 -24 years at risk of becoming NEET (not in education, employment or training). To implement the Inspire2Work programme enabling a reduction in the number of young people aged 16 -24 years who are NEET (not in education, employment or training)
<p>Name of Service</p> <p>Youth Service, Children and Young People Directorate</p>	<p>Date Future Generations Evaluation 29th January 2016</p>

NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc

1. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The aim of the two programmes is to create the conditions for young people most at risk to thrive. It will enable young people to feel confident and	Developing bespoke interventions and support packages to support the learner's needs.




Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	capable to engage in school with peers and others and enjoy the curriculum. It will support young people to make the right choices to move into further education, employment and training. The programmes will equip young people with the appropriate skills to manage and sustain further education, employment and training.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	The programmes will work within the Environmental Sustainability Objectives set by WEFO(Welsh European Funding Office) and deliver to the indicators set for an ESF(European Structural Funding) Youth Employment and Attainment priority. The programmes will address issues such as waste, recycling, minimize energy usage and efficient use of such resources, whilst also raising awareness of environmental issues and healthy lifestyles. They will also provide targeted environmental education training, including potential for accreditation.	Sharing expertise, networks and resources will ensure a good provision for our young people.
A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are understood	The Inspire2Achieve and Inspire2Work team will work with young people, supporting them to overcome health and wellbeing barriers by either delivering health or wellbeing workshops and/or support, linking learners with health care professionals, organisations and networks and other health and wellbeing services. The young	The one to one support from teams will enable us to identify and address individual need. Setting agreed goals and reinforcing recognition and achievements. A reduction in the barriers to participation is a key element of the programmes enabling young people to be engaged,

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	people's health and wellbeing is a crucial element to reducing their overall risk of becoming NEET.	supported and valued. The level of support offered will be high and consistent.
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	<p>The programmes will encourage safe and appropriate use of IT and the internet, developing young peoples' ICT literacy skills, preparing them for further learning, education and training.</p> <p>The programmes will link to the wider community, helping young people be active citizens in their community and have a greater awareness of community safety.</p>	Encourage safer use of the internet and raise awareness of the harmful effects and consequences of inappropriate use of social media
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The programmes are funded by the ESF and the managing authority is WEFO.ESF has undertaken a full Socio Economic Analysis to identify needs, challenges and opportunities across Wales. It will incorporate ESDGC (Education, Sustainable Development and Global Citizenship) elements enable young people to become globally responsible citizens.	Working closely with our Local Authority partners and Careers Wales we will share resources and good practices to ensure young people have the best opportunities to engage in global well –being and how this impact's on their community.
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The programmes will ensure that all marketing, publications and printed literature is available bilingually where appropriate. The programmes will conform to the Welsh Language Legislation Welsh Language Wales Measure 2011 and accompanying welsh language standards. The Eisteddfod will be in Abergavenny in 2016, therefore we will encourage young people on the programme to get involved and support the event.	Encouraging young people to embrace the vibrant welsh culture and language.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The programme will develop effective ways to engage and provide support for those individuals regardless of ethnic origin, gender, disability sexual orientation or religion to ensure all young people actively participate in and benefit from the programme. The programme will follow WEFO's guidance and the LA Equal Opportunity's Policy which stipulates how staff can best promote equality of opportunity and outcomes for young people regardless of age, race, ethnicity and disability.</p>	<p>All of our policies and procedures are guided by the current local and national equal opportunities guidance and legislation.</p>

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The long term plan for the future is that young people that have engaged in Inspire2Achieve and/or Inspire2Work will remain in education, employment or training and their risk of becoming NEET is reduced. This will reduce the likelihood of future or continuing poverty amongst young people. It will also deliver improved health and well-being for young people, whilst also instilling a work ethic for young people and seeing aspiration levels rise.</p>	<p>With the financial investment from the Local Authority into this 3 year programme, the aim is to develop resilience in the 'most at risk' NEET young people, so that as their confidence and skills develops, they will be able to progress, either achieving specified softer outcomes or progressing into further employment.</p> <p>We therefore anticipate that over the life of the programmes the number most at risk of NEET and who are NEET will reduce due to the success of the programmes.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The Inspire2Achieve programme is a regional programme. Newport City Council is the lead beneficiary, working with the following joint beneficiaries; City of Cardiff County Council, Monmouthshire County Council, The Vale of Glamorgan Council, Coleg Gwent, Cardiff and Vale College, Careers Wales.</p> <p>The Inspire2Work is a regional programme. Newport City Council is the lead beneficiary, working with the following joint beneficiaries; City of Cardiff County Council, Monmouthshire County Council, The Vale of Glamorgan Council, Melin Homes, Llamau</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="120 437 280 464">Involvement</p> <p data-bbox="331 217 504 400">Involving those with an interest and seeking their views</p>	<p data-bbox="533 217 1328 464">The programmes will involve learners in the design, delivery, evaluation and redesign of the learning experiences. As part of the learning journey, the team understands the necessity for bespoke learning opportunities involving the learner and fostering shared responsibility and autonomy of the learner as well as constant progress.</p>	<p data-bbox="1355 217 2119 416">The programme will discuss at point of referral the learners' needs, vocational pathways and training route options. It will provide formative reviews of the learner experience, carry out Learner Voice questionnaires, have informal discussions and feedback during the programme and end of programme evaluations.</p>
 <p data-bbox="120 780 280 807">Prevention</p> <p data-bbox="331 544 504 807">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 480 1328 679">The Inspire2Achieve and Inspire2Work programmes are both preventative initiative to enable the reduction in the risk of young people becoming NEET and reduction in the number of young people who are NEET.</p> <p data-bbox="533 719 1328 871">It is anticipated that the long term impact of the programmes will challenge behaviours, actions and attitudes, subsequently establishing firm foundations on which to support in the future and provide generic skills.</p>	<p data-bbox="1355 480 2119 616">The programmes will be monitored and reviewed on a quarterly basis to ensure targets are on track and then young people feel the programmes are meeting their needs and expectations.</p>
 <p data-bbox="120 1182 280 1209">Integration</p> <p data-bbox="331 946 504 1209">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 914 1328 1241">The programmes will work with young people, supporting them to overcome health and wellbeing barriers by either delivering health and wellbeing programmes and/or support, linking young people with health care professionals, organisations and networks and other health and wellbeing services. The young peoples' health and wellbeing is a crucial element to reducing their overall risk of becoming NEET.</p>	<p data-bbox="1355 914 2119 1082">The programmes will be monitored and reviewed through amount of referrals to specialist support for emotional wellbeing; progress of each young person during the programme and through termly discussions with other professionals within the school community.</p>

3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link:<http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or alanburkitt@monmouthshire.gov.uk

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	We aim to engage with young people 11-24years most at risk of becoming NEET (not in education, employment or training) or who are NEET.	None identified	N/A
Disability	We aim to engage and support young people to meet with individual needs without discrimination.	None identified	N/A
Gender reassignment	We aim to provide a provision which is inclusive for transgender people and groups We will address any issues in regards to work placements, employment and training opportunities.	None identified	N/A
Marriage or civil partnership	Not applicable	None identified	N/A
Pregnancy or maternity	Risk assessment will be in place for pregnant young people ensures all health and safety measures have been addressed and the well-being of the young person is paramount.	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Race	Young people referred onto the Inspire2Achieve and/or Inspire2Work programmes will be given the same opportunities regardless of race. The relevant support will be provided to meet individual needs	None identified	N/A
Religion or Belief	We aim to offer bespoke packages of support that will take into account young peoples' religion and religious beliefs.	None identified	N/A
Sex	We aim to offer opportunities that will take into account individual needs regardless of sex.	None identified	N/A
Sexual Orientation	We aim to offer opportunities that will take into account individual needs regardless of sexual orientation.	None identified	N/A
Welsh Language	We will adhere to the Welsh Government Welsh Language Policy. We will aim to provide bilingual learning opportunities if there is a need.	None identified	N/A

4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	Safeguarding is a priority, young people on the programmes will have a multiple barriers and are vulnerable individuals. All staff and volunteers have completed the Safeguarding level 1. The programme will link with the TAF system and monthly multi-agency meetings in schools.	None identified	N/A
Corporate Parenting	Inspire2Achieve and/or Inspire2Work programmes are targeting young people who are looked after children (LAC). We aim to provide a tailor package which is flexible to their needs and circumstances.	None identified	N/A

5. What evidence and data has informed the development of your proposal?

<p>The following data has identified and informed the need to develop the Inspire2Achieve programme;</p> <ul style="list-style-type: none"> • The Local Authority Early Identification process identifying young people most at risk in key stage 3 and 4. • The Careers Wales 5 Tier model data, identifying young people 16 -18 years in tier 4 who are in education, employment or training yet are at risk due to circumstances. • Young people 19 -24 years who are vulnerable and are still in education. <p>The following data has identified and informed the need to develop the Inspire2Work programme;</p> <ul style="list-style-type: none"> • The Careers Wales 5 Tier model data young people in tier 1 and 2 of the system who are NEET • NOMIS figures identifying the number of 19 -24 year olds that claim job seeker allowance • 16 -24 vulnerable groups identified through local partnership forums.

The work of the 14 -19 Curriculum Group, Multi-Agency Meetings, Post 16 Steering Group and the Keeping in Touch have identified the need for further intervention for those most vulnerable to participate and engage in the curriculum and sustain future education, employment and training.

6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

It is anticipated that the Inspire2Achieve and Inspire2Work programmes will have a positive impact on the young peoples' social, emotional, health and wellbeing, education and skills. This will develop their resilience and improve their life chances. This proposal does acknowledge that due to personal, social and educational barriers, not every young person will progress into full time education, training or employment.

7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress
Implementation of the Inspire2Achieve programme	March 2016	Hannah Jones	
Implementation of the Inspire2Work programme	April 2016	Hannah Jones	

8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	March 2017
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9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
	Departmental Management Team (DMT)	18 th August 2015	.Approved by DMT no further amendments
	Children and Young Peoples Select Committee	17 th September 2015	Costings to be broken down per year for ESF funding and match funding for future reports

Confirmation from WEFO
 Final number of participants and final costings agreed from WEFO for the Inspire projects
 Start date confirmation required

KS5 Data Cut
 Process being developed in partnership with schools to identify those most at risk of disengagement and becoming NEET in KS5

Service Level Agreement
 A Service Level Agreement is required for both projects. Draft out for consideration.

Confirm Delivery Team
 Draft job descriptions approved by Personnel, awaiting ESF approval.

Detailed Delivery Proposal for I2W / Recruitment for I2W
 Detailed course structure containing accreditation and workshop breakdown produced for the 3 I2W projects
 Firm up recruitment process for I2W

Inspire2Work Lead Beneficiaries / Partners
 Confirmation received from joint beneficiaries for the Inspire2Work (I2W)

Inspire2Achieve Lead Beneficiary / Joint Beneficiaries
 Confirmation received and buy in from school partners. Careers Wales now a joint beneficiary

Inspire Team Meetings
 Regular Inspire provision team meetings, and review meetings with schools, in preparation for official start date.

Immediate Attention

Behind Target

On Target

APPENDIX 3: OPERATION LOGIC TABLE Inspire2Achieve

Operation Title:	Inspire 2 Achieve East Wales
Operation Synopsis (max 50 words)	To provide individual support and intervention to young people who are at risk of becoming NEET. By addressing the barriers to engagement and participation enabling young people to attain better qualifications pre 16 and post 16 and sustain the transition into further education, employment and training.
Programme/Priority/Theme (multiple if appropriate):	ESF Priority Axis 3 – Youth Employment Theme 3 B – Youth Attainment and Engagement
Geographical area within proposed activity would take place:	Cardiff, Monmouthshire, Newport and the Vale of Glamorgan

Which Specific Objectives(s) within the programmes would the proposed operation deliver against	What change will the proposed operation seek to achieve?	How will the proposed operation achieve the changes sought?	Programme output indicators and targets
<i>List the Specific Objectives(s) relevant to the proposed operation.</i>	<i>Against each Specific Objective Listed under the previous column, please concisely describe the final outcome(s) that the proposed operation seeks to achieve, including how it will contribute to the result target(s) for that Specific Objective.</i>	<i>For each specified final outcome identified in the previous column please describe, through a series of concise bullet point descriptions of activity, how will this be achieved.</i>	<i>Please identify which Programme output indicators will be used to capture the activities described under the previous column. If possible, please identify a provisional contribution towards the relevant output target.</i>
SO2: To reduce the number of those at risk of becoming NEET, amongst 11-24 year olds.	To reduce the number of those at risk of becoming NEET (amongst 11-24 year olds) through a range of targeted interventions that will reduce and prevent early school leaving and provide formal and informal pathways for reintegrating into education and training.	<p>Please note that the list below is not a descriptive journey for every participant but will be a series of interventions that participants will have access to depending on their level of need identified. It is equally not yet an exhaustive list of interventions.</p> <p>ACTIVITY 1 – Referral Process Pre 16 -The Local Authorities vulnerability Assessment profile and early identification system will identify the young people who at risk of becoming NEET. This will then be RAG (Red Amber Green) in terms of priority of intervention Key Stage 3 and 4.</p> <p>Working with Schools, 14-19 provision, Youth Service provision, Education Welfare Service, Counselling Service, Families First Packages and Young Carers to establish what current support is in place for these young people. If support not in place this will be sourced and in both incidences workers will be allocated to those young people identified as Red. Support will then be provided on a 1-1 and small group basis. To progress into Amber and Green</p>	<p>Participants at risk of becoming NEET (11-24) gaining qualifications upon leaving</p> <p>Participants at risk of becoming NEET (11-24) into education or training upon leaving</p> <p>Participants at risk of becoming NEET (11-24) at reduced risk of becoming NEET upon leaving (no target)</p>

Post 16 -Through relevant Local Authorities Multi-agency forums with Careers Wales and JCP. Those with the highest risk of NEET will be identified and case worker allocated.

ACTIVITY 2 - Specialist/crisis Support

Worker to refer young people (red) at crisis to relevant agencies and or utilise the team around the family (TAF) to support and tackle their issues that are identified as a priority, for example, mental health, teenage pregnancy, self-harm, substance and alcohol misuse, etc., thereby ensuring that young people have the right intervention and support helping to sustain engagement and attainment.

ACTIVITY 3 - Menu of accreditation opportunities

Case Worker will work with young people delivering elements of provision such as literacy, numeracy and digital literacy, confidence building, mentoring. A range of bespoke curriculum will be on offer to meet the varied needs of the participants, including a range of qualifications and awards to enhance mainstream curriculum .This work will also support pre 16 learners in meeting their level 1 threshold. Case Worker will support young people in accessing accredited programmes such as D Of E, Families First Provision and Youth Service Provision

ACTIVITY 4 - Transition from pre to post 16 provision.

Case Worker accompanying young people to taster sessions at further education colleges and sixth forms. Case Worker supporting young people to make their choices for post 16 provision through the Youth Guarantee – Common Application Process To support transition from pre to post 16 education, employment and training To regular engage with participants to ensure post 18 through effective links with FE colleges, sixth forms and work based learning providers.

ACTIVITY 5 – Tracking and monitoring

In addition to the tracking under Youth Engagement and Progression Framework, a universal tracking system for all 4 local authorities will be in placed to ensure consistency in monitoring progression against the programme outputs and indicators, allowing Case Workers to monitor and review progression to ensure

		young people progress from Red to green. The tracking system will ensure robust mechanisms of monitoring and evaluation are in place for pre and post 16.	
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Group(s) targeted	Identifying the barriers	Overcoming the barriers	How does the proposed operation fit within the wider investment context as set out in the Economic Prioritisation Framework (EPF)?
<p><i>Please identify the specific target group (s) (participants and/or SMEs/sectors) that the proposed operation would seek to support.</i></p> <p>Participants most at risk of becoming NEET (11-24).</p> <p>11-16 year olds: Identify young people through Local Authority Early Identification processes as part of the Youth Engagement and Progression Framework. These tools identify those young people most at risk of becoming NEET.</p> <p>16-18 year olds: Identify young people through the Welsh Government 5 tier model who are at risk of becoming NEET and are in Tier 1 (unknowns) and 4.</p> <p>19-24 Vulnerable groups (BME, ESOL, ALN, young carers, young parents, homeless, pregnant, care leavers, and young offenders) identified through partnership forums in Local authorities including statutory, voluntary and third sector.</p>	<p><i>For each target group identified under the previous column, please describe the specific barriers faced that form the need for the proposed operation.</i></p> <p>The barriers below apply to each target group to differing degrees, dependent on individual circumstances:</p> <p><u>Personal and Emotional Barriers</u></p> <p>Lack of confidence No self-motivation Low aspirations Social exclusion Low self esteem Expectations Unwillingness to participate/engage</p> <p><u>Health and Social Barriers</u></p> <p>Lack of family values Limited/no family and peer support Inadequate housing Health and wellbeing – anxiety, depression, self – harm, suicidal tendencies No community involvement Carer responsibilities Low school attendance Behavioural concerns</p> <p><u>Education Barriers</u></p> <p>Low Literacy levels Low Numeracy Levels Lack of Digital Literacy</p>	<p><i>For each barrier identified under the previous column, please describe how the operation will provide effective support for the target group (s).</i></p> <p>Participants will have access to any/all of the activities that will support them; continual assessment and review will therefore be crucial to ensure participation in the most appropriate activities for each individual.</p> <p><u>Personal and Emotional Support:</u></p> <p>Young people will have bespoke package of support to help them overcome and address their personal and emotional concerns blocks progression into education, employment or training. This will include one to one support, group work, access to appropriate specialist agencies and training.</p> <p><u>Health and Social Support:</u></p> <p>This is about changing perception of an individual's place in society and matching needs with opportunities. Young people and their families will be supported to access services to avoid reaching crisis point, including Families First.</p> <p>Young people will be supported to remain in school or training and/or to address their concerns. Enabling barriers to be overcome.</p> <p><u>Education Support</u></p> <p>Removing barriers to learning, helping create independence, and providing bespoke learning packages and pastoral support to young people, to meet their needs.</p>	<p><i>Of the 'economic opportunities' identified within the EPF (thematic and/or regional, please list those that the proposed operation would deliver against.</i></p> <p>Align with growth activity and ensure that young people are engaged in appropriate education and training utilising LMI to meet employment growth and employer demand. LMI is being gathered through the newly formed Regional Learning Partnership (LSKIP).</p> <p>Local authorities Business Employment and Skills Partnerships to determine employment needs.</p> <p>In seeking to secure work experience placements the programme will take into account the thematic economic opportunities;</p> <ul style="list-style-type: none"> • Food and Farming- Growth targeted by Welsh Government in the Food and Farming sector across Wales, including East Wales. • Tourism, recreation and Leisure- Opportunities for further growth in tourism in the Brecon Beacons National Park, Glamorgan Heritage coast and Wye Valley Area of Outstanding Natural Beauty and the cities of Cardiff and Newport.

	<p>Limited/ no qualifications Social Exclusion Lack of knowledge and understanding</p> <p><u>Skills/Training Barriers</u></p> <p>Lack of commitment (work ethic) No work experience Low Literacy skills Low Numeracy skills No ICT skills Limited/no Qualifications Limited Expectations/aspirations Lack of affordable/accessible transport Lack of affordable/accessible child care Lack of independent living skills</p>	<p><u>Skills/Training support</u></p> <p>Young people will be provided with the right skills to enter training, for example managing your day to day finances, understanding/knowledge of local labour market and employers' expectation.</p> <p>Training that will address their individual needs and offer valuable work experience, reducing the risk of them becoming NEET.</p> <p>Support will include:</p> <ul style="list-style-type: none"> • Childcare and support for young carers • Transport support - reimbursing costs or providing transport to specialist provision. • Travel training – work with young people to overcome barriers (perceived and real) to increase their ability to travel out of area for training. • Independent living training – work with young people offering tenancy support/managing your own budget/ running a home/ life skills 	<ul style="list-style-type: none"> • Advanced Manufacturing – Growth planned at St Athan/Cardiff Airport advanced manufacturing/aerospace Enterprise Zone. • Information, Communication and Technology; - Growth of sector and digital economy supported by the roll out of fast fibre broadband. • Financial and Professional Services: Expected growth in Central Cardiff Financial and Professional Services Enterprise Zone and in Newport. • Construction; Development of South Wales Metro project, Great Western mainline electrification, M4 relief road and improvements to M4 corridor, development of business sites in Newport and Cardiff, 21st Century schools programme. <p>Align to the Welsh Government's Youth Engagement and Progression Framework .This programme will sit within Local Authorities YEPF action plan and contribute to the outcomes.</p> <p>Align to Local Authorities' Single Integrated Plans. This will be monitored by Local Service Boards (LSBs) and sit within the LSB priorities.</p> <p>LSB includes key partners from the voluntary, statutory and third sector. All relevant partners will be engaged through local partnership structures which sit within the YEPF.</p> <p>Acknowledge that there are other operations working to address this objective and will work towards</p>
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			establishing clear processes for referral and support.
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APPENDIX 4 OPERATION LOGIC TABLE (FOR ERDF & ESF)

Operation Title:	Inspire 2 Work East Wales
Operation Synopsis (max.50 words)	To provide pre-employability and employability programmes to enable young people who are NEET to gain the skills, knowledge and experience needed to access suitable and sustainable employment (including self –employment). In doing so removing the barriers to learning, aiding independence and offering individual tailored support.
Programme/Priority/Theme (multiple if appropriate):	ESF Priority 3 Youth Employment Theme 3B Youth Employment
Geographical area within proposed activity would take place:	Cardiff, Monmouthshire, Newport and the Vale of Glamorgan

Which Specific Objectives within the programme would the proposed operation deliver against?	What change will the proposed operation seek to achieve?	How will the proposed operation achieve the changes sought?	Programme output indicators and targets
<i>List the Specific Objective(s) relevant to the proposed operation.</i>	<i>Against each Specific Objective listed under the previous column, please concisely describe the final outcome(s) that the proposed operation seeks to achieve, including how it will contribute to the result target(s) for that Specific Objective</i>	<i>For each specified final outcome identified in the previous column please describe, through a series of concise bullet point descriptions of activity, how will be achieved.</i>	<i>Please identify which Programme output indicators will be used to capture the activities described under the previous column. If possible, please identify a provisional contribution towards the relevant output target.</i>
SO1: To reduce the number of 16-24 year olds who are Not in Employment Education or Training (NEET)	To bring about the sustainable integration into the labour market of young people (aged 16-24) who are Not in Employment Education or Training, particularly those who are at risk of social exclusion and young people from marginalised communities.	<p>Please note that the list below is not a descriptive journey for every participant but will be a series of interventions that participants will have access to depending on their level of need identified. It is equally not yet an exhaustive list of interventions. Although interventions will be based on the needs of the individual, it is recognised that the needs of 16 -18 year olds are sometimes different. For example, this age group may need support to adjust from a ‘school term’ mind-set to that of a normal working day. Interventions will aim to address those needs.</p> <p>Activity 1 - Referral Process Participants are referred onto the project through Careers, Job Centre Plus, Schools Youth Service, and Transition Worker. Initial assessment (Literacy and numeracy, social emotional well –</p>	<p>NEET Participants (16-24 years of age) gaining qualifications upon leaving.</p> <p>NEET Participants (16 -24 years of age) in education/training upon leaving.</p> <p>NEET Participants (16 -24 years of age) entering employment upon leaving.</p>

		<p>being) is carried out to determine participants individual needs and programme of engagement.</p> <p>Participants already engaged in Specific Objective 2(Young people at risk of becoming NEET) may progress/transfer into this programme if they fit the eligibility criteria for example, feel confident to work within a small group of learners, wish to set up their own business. There by ensuring interaction of the two projects.</p> <p>The project will identify those young people 18+ that are not in receipt of JSA or ESA through outreach work linking with community groups, organisations and key members of the community, as well as through the use of social media.</p> <p>Activity 2 -Pre – employability Programme Whole Person Assessment - All individuals will undertake a whole person assessment which not only looks at their NEET status and related topics but will cover their whole wellbeing. Upon assessment a worker will be allocated to work with individuals on a one-to-one mentoring basis, offering support, advice and guidance.</p> <p>Personal Social Development - For those identified as having a personal or social development need (i.e. confidence, communication, lack of maturity, inappropriate behaviour) a programme of support will be put in place, delivering elements of provision such as literacy and numeracy, digital literacy, confidence building, This will be delivered through the operation and procured within the funding allocation.</p> <p>Provide work focused support for 16-24 year olds to enable them to overcome the barriers which prevent them from entering and sustaining long term employment and to challenge traditional assumptions and stereotypes and to raise participation levels in occupations and sectors</p>	
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		<p>where a particular gender or recognised equality groups are under-represented.</p> <p>Activity 3 –Employability & Entrepreneurship Programme</p> <p>The programme is for those that have been identified, offering a minimum of 2 weeks of 30 hours centre based provision and a minimum of two weeks work experience. The programme will offer a suite of interventions including CV writing and job search support, interview techniques, work specific qualifications, i.e. CSCS, manual handling, first aid etc. and job brokerage – supporting young people to access and sustain employment.</p> <p>It will engage with employers, local employment partnerships to gather LMI to ensure that the employability course is a demand led programme. This will ensure that the course is flexible and responsive to labour market fluctuations and will support employers to employ more disadvantaged young people.</p> <p>Additionally, the programme will seek to collaborate with the voluntary and private sector in deliver an enterprise programme offering young people the skills to set up their own business and becoming self-employed. The programme will access Business Wales for business, start up support e.g., writing a business plan, business finance and running a business.</p> <p>Activity 4 - Skills and Qualification Support For participants with low skills or qualifications, a curriculum of learning will be put in place to meet their need allowing progression and support,</p>	
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		<p>including a range of qualifications and awards to supplement and enhance mainstream curriculum</p> <p>Participants progressing into further learning will be offered course advice and guidance, taster sessions in appropriate subject areas and ongoing mentoring until they have settled into their destination, whether this is FE, HE or Work Based Learning.</p> <p>Activity 5 -Tracking and Monitoring</p> <p>There will be continuous assessment of progress against the individual's plan. Half way through the project and before leaving the project an assessment will be carried out to measure distance travelled.</p> <p>NB. Evidence from all 4 competitiveness areas has identified that the 16 -18 years differ from 18 -24 years in terms of expectations and aspirations. The specific barriers that inform the need for the operation remain the same for 16 – 18 years and 18 -24 years, it's the style of delivery that will vary, but content will remain the same. On occasions the two groups will merge, however provision for the age groups will remain separate.</p>	
Group(s) targeted	Identifying the barriers	Overcoming the barriers	How does the proposed operation fit within the wider investment context as set out in the Economic Prioritisation Framework (EPF)?
<p><i>Please identify the specific target group(s) that the proposed operation would seek to support.</i></p> <p>NEET Participants (16 - 24 years of age)</p> <p>16-18 year olds: Identify young people through the Welsh Government 5 tier model, particularly those who Tier 1</p>	<p><i>For each target group identified under the previous column, please describe the specific barriers faced that form the need for the proposed operation.</i></p> <p>The barriers below apply to each target group to differing degrees, dependent on individual circumstances:</p> <p><u>Personal and Emotional Barriers</u></p> <p>Confidence</p>	<p><i>For each barrier identified under the previous column, please describe how the operation will provide effective support for the target group(s).</i></p> <p>Participants will have access to any/all of the activities that will support them; continual assessment and review will therefore be crucial to ensure participation in the most appropriate activities for each individual.</p> <p><u>Personal and Emotional Support:</u></p> <p>Young people will have individually tailored support to overcome and address their personal and emotional barriers. This could include one to one support, group</p>	<p><i>Of the 'economic opportunities' identified within the EPF (thematic and/or regional, please list those that the proposed operation would deliver against.</i></p> <p>Align with growth activity and ensure that young people are engaged in appropriate education and training utilising LMI to meet employment growth and employer demand. LMI is being gathered through the newly formed Regional Learning Partnership (LSKIP).</p> <p>Local authorities Business Employment and Skills Partnerships to determine employment needs.</p>

<p>(unknowns) or 2 (unable or have complex barriers).</p> <p>19-24 (YA+E) JSA Claimants (non work programme/ work programme returners)</p> <p>16-24 Vulnerable groups (BME, ESOL, young carers, young parents, homeless, pregnant, care leavers, young offenders) furthest from the labour market</p>	<p>Motivation Vision/Aspirations Socialisation / Social Isolation Expectations Participation</p> <p><u>Health and Social Barriers</u></p> <p>Family values Family support Housing Health and wellbeing Community Carer responsibilities</p> <p><u>Economic Barriers</u> Benefits and lack of disposable income Local Economy Lack of opportunities (perceived or real) Transport Childcare</p> <p><u>Employment Skills needed</u></p> <p>Commitment (work ethic) Work experience Literacy Numeracy ICT Qualifications</p>	<p>work, access to appropriate specialist agencies and training.</p> <p><u>Health and Social support:</u> This is about changing perception of an individual's place in society and matching needs with opportunities. Young people and their families will be supported to overcome traditional assumptions and supported to access services to avoid reaching crisis point.</p> <p><u>Economic Support</u> Young people will be supported to understand their economic barriers. Support will include training and skill development for budget management. Other support could include: Childcare and support for young carers Transport support - reimbursing costs or providing transport to specialist provision. Travel training – work with young people to overcome barriers (perceived and real) to increase their ability to travel out of area for jobs or training.</p> <p><u>Employment Skills</u> Removing barriers to learning, helping create independence, and providing individual mentoring and advocacy advice to young people. Meet employers needs Increase chances to gain employment Promotes sustained employment This is about providing the right skills – relevant, in demand, sufficient level etc. and the right experience to meet the needs of employers now and in the future</p>	<p>In seeking to secure work experience placements the programme will take into account the thematic economic opportunities;</p> <ul style="list-style-type: none"> • Food and Farming- Growth targeted by Welsh Government in the Food and Farming sector across Wales, including East Wales. • Tourism, recreation and Leisure- Opportunities for further growth in tourism in the Brecon Beacons National Park, Glamorgan Heritage coast and Wye Valley Area of Outstanding Natural Beauty and the cities of Cardiff and Newport. • Advanced Manufacturing – Growth planned at St Athan/Cardiff Airport advanced manufacturing/aerospace Enterprise Zone. • Information, Communication and Technology; - Growth of sector and digital economy supported by the roll out of fast fibre broadband. • Financial and Professional Services: Expected growth in Central Cardiff Financial and Professional Services Enterprise Zone and in Newport. • Construction; Development of South Wales Metro project, Great Western mainline electrification, M4 relief road and improvements to M4 corridor, development of business sites in Newport and Cardiff, 21st Century schools programme. <p>Align to the Welsh Government's Youth Engagement and Progression Framework .This programme will sit within Local Authorities YEPF action plan and contribute to the outcomes.</p> <p>Align to Local Authorities' Single Integrated Plans. This will be monitored by Local Service Boards (LSBs) and sit within the LSB priorities.</p> <p>LSB includes key partners from the voluntary, statutory and third sector. All relevant partners will be engaged</p>
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			<p>through local partnership structures which sit within the YEPF.</p> <p>Integrate with actions on youth attainment and engagement (SO2) to support progression through transition points.</p> <p>Acknowledge that there are other operations working to address this objective and will work towards establishing clear processes for referral and support. Align with growth activity and ensure that young people are engaged in appropriate education and training utilising LMI to meet employment growth and employer demand.</p>
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Appendix 5 – Inspire Project Costs

ESF = European Structural Funding MF = Match Funding

INSPIRE 2 ACHIEVE		Y1		Y2		Y3		Total	
	Staff	£	171,083	£	171,083	£	171,083		
	Other	£	23,550	£	22,250	£	21,450		
MYS	Total	£	194,633	£	193,333	£	192,533	£	580,500
	ESF (45%)	£	87,585	£	87,000	£	86,640	£	261,225
	MF (55%)	£	107,048	£	106,333	£	105,893	£	319,275
	Staff	£	32,900	£	32,900	£	32,900		
	Other	£	5,000	£	5,000	£	5,000		
MH	Total	£	37,900	£	37,900	£	37,900	£	113,700
	ESF (45%)	£	17,055	£	17,055	£	17,055	£	51,165
	MF (55%)	£	20,845	£	20,845	£	20,845	£	62,535
	Staff	£	32,900	£	32,900	£	32,900		
	Other	£	-	£	-	£	-		
PRS	Total	£	32,900	£	32,900	£	32,900	£	98,700
	ESF (45%)	£	14,805	£	14,805	£	14,805	£	44,415
	MF (55%)	£	18,095	£	18,095	£	18,095	£	54,285
	ESF (45%)	£	119,445	£	118,860	£	118,500	£	356,805
TOTAL	MF (55%)	£	145,988	£	145,273	£	144,833	£	436,095
	Total	£	265,433	£	264,133	£	263,333	£	792,900
Participants Per Year			176		176		176		528
Cost Per Participant								£	1,501.70

INSPIRE 2 WORK		Y1		Y2		Y3		Total	
	Staff	£	83,732	£	83,732	£	62,799		
	Other	£	27,150	£	25,900	£	18,825		
MYS	Total	£	110,882	£	109,632	£	81,624	£	302,139
	ESF (45%)	£	49,897	£	49,335	£	36,731	£	135,962
	MF (55%)	£	60,985	£	60,298	£	44,893	£	166,176
	Staff	£	15,999	£	15,999	£	12,000		
	Other	£	-	£	-	£	-		
ENTERPRISE	Total	£	15,999	£	15,999	£	12,000	£	43,998
	ESF (45%)	£	7,200	£	7,200	£	5,400	£	19,799
	MF (55%)	£	8,800	£	8,800	£	6,600	£	24,199
	ESF (45%)	£	57,097	£	56,534	£	42,131	£	155,762
TOTAL	MF (55%)	£	69,785	£	69,097	£	51,493	£	190,375
	Total	£	126,882	£	125,632	£	93,624	£	346,137
Participants Per Year			53		53		51		157
Cost Per Participant								£	2,204.69