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UK Youth Employment and Training Schemes

This paper provides a spreadsheet detailing UK Youth Employment and Training Schemes.



Research and Information Service

NIAR 692-2012		Table 1: UK Youth Employment and Training Schemes				1 October 2012	
Country	Programme Name	Launch/Announcement Date	Target Demographic	Key Aspects	Impact (if known)	Further Information/Source	
Northern Ireland	Youth Employment Scheme	July 2012	16-18 and 18-24	The Youth Employment Scheme aims to provide a platform to assist young people who are job ready but lack employability skills. For young people aged 16 to 18 not in employment, education or training (NEETs) it includes: a community based access programme which engages and mentors young people using community and voluntary sector organisations; and a new Community Family Support Programme which will focus on the needs of the most disadvantaged families. For the 18 to 24 age group the scheme includes: 1,000 two to eight week work experience placements, rising to 3,000 placements annually by March 2015, designed to ensure early engagement with the labour market; and 800 employer subsidies of £5,750 a year, rising to 1,200 by 2014/15.	Programme only recently launched - as such there is no information available on its impact.	www.northernireland.gov.uk/news-del-020712-farry-launches-the	
Northern Ireland	ApprenticeshipsNI	2007	16+	ApprenticeshipsNI is a Northern Ireland programme that offers training to 16 year olds and over across a wide range of apprenticeships. Qualifications are available at NVQ Level 2 and 3.	In April 2012, the Minister for Employment and Learning stated there were "currently 11,342 Apprenticeship NI participants." (AQW 11087/11-15) Prior to this the number of all waged Apprentices per year was: 2009 - 7,053; 2010 - 5,767; and 2011 - 6,204. Please note, it is not stated in the AQW whether or not this is a total number or the number of new starts in that year. (AQW 7440/11-15)	www.nidirect.gov.uk/index/information-and-services/education-and-learning/14-19/its-your-choice-options-after-16/apprenticeshipsni/apprentices/apprenticeshipsni-qualifications-explained.htm	
Northern Ireland	Programme Led Apprenticeships	September 2009	16-17, although provision is made up to the age of 24.	PLA gives 16 and 17 year old school leavers (and up to 24 years for those requiring additional support) the opportunity to gain a full apprenticeship qualification in a chosen skill area. Provides a combination of in-house directed training and work-based learning placement opportunities with an industry-appropriate employer. Training is delivered against the existing apprenticeship frameworks. Apprentices participating on the PLA qualify for a 'Non-Means Tested Educational Maintenance Allowance' (EMA). They also qualify for payment of travel, childcare and/or lodging allowance where applicable. EMA Non-Means tested is payable up to age 20 years.	Number of people enrolled: 2009/10 3,397 ; 2010/11 3,519 ; 2011/12 3,550 (AQW 12826/11-15)	www.nidirect.gov.uk/programme-led-apprenticeships	
Northern Ireland	Steps to Work	2008	Lone parents aged 16+, anyone aged 18+ (Please note, Steps to Work is not specifically targeted at young people)	Steps to Work is delivered in a 'three-step' process. Step one offers anyone who is nearly ready for work ongoing one-to-one support and guidance from an adviser. It also offers a range of short courses. Step Two offers a wider range of longer term support. An adviser can put together a package of support to best meet training and work experience needs and the needs of employers. Can last up to 52 weeks. Step Three provides additional support and advice from an adviser for up to six weeks to help participants find a job.	From Sept 2008 to June 2012 - 92,721 individuals started STW, 59,979 left the programme (Sept 2008 - March 2012). It has assisted over 10,000 people into work (AQO441/11-15) Starts on STW aged under 26: 2008/09 - 5,488; 2009/10 - 10,342; and 2010/11 - 12,732. (AQW 7440/11-15)	www.delni.gov.uk/stw-statistical-factsheet-statistics-to-june-2012.pdf	
Northern Ireland	Steps to Work - Graduate Acceleration Programme (GAP)	2010	Graduates	The Steps to Work programme has been enhanced to meet the needs of unemployed graduates with the introduction of the Graduate Acceleration programme. This offers graduates an opportunity to kickstart their career through a 6 month work placement and a management qualification from Queens University or the University of Ulster.	193 graduates gained relevant work experience, with 51% of these entering employment since it was introduced. (AQO908/11-15)	www.gapni.com/	

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Northern Ireland	ICT Apprenticeships	August 2012	16+	The ICT apprenticeship programme is a joint initiative between government and local ICT companies. It aims to support the growth and expansion of the sector by recruiting and employing apprentices in various software development and IT infrastructure roles. The apprentices will be employed in one of the participating organisations and receive a wage while also undertaking training in Level 3 ApprenticeshipsNI frameworks for ICT.	The Programme has yet to commence - November 2012	www.nidirect.gov.uk/index/information-and-services/employment/jobseekers/jobseekers-programmes/ictapprenticeships.htm
Northern Ireland	Bridge to Employment	1997	18+ (not specifically targeted at young people).	Bridge to Employment is a pre-employment training programme that helps people aged 18 and over to find a job if they are unemployed, whatever their experience of work.	Number started training: 2009/10 420 ; 2010/11 422 . Number completed training: 2009/10 411 ; 2011/12 401 . Number who obtained employment: 2010/11 402 ; 2011/12 375 (AQW 5003/11-15)	www.delni.gov.uk/index/publications/pubs-bridge-to-employment/bteempguidemay07.pdf See also: www.nidirect.gov.uk/btejobseekers.htm
Northern Ireland	INTRO Graduate Programme	Not found, but successor programme to Premiere.	New Graduates	The INTRO Graduate Programme is an Entry-Into-Management level initiative designed to speed the development of graduate managers, thus helping them become more productive within their organisations. The programme lasts for 24 weeks, comprising: •4 weeks off-the-job classroom training; and •20 weeks on-the-job, carrying out a business improvement project/personal development plan. The Programme also provides participants with the opportunity to complete a professional management diploma.	More than 700 graduates have taken part in the programme with 89% of those who completed the programme gaining employment. (AQO902/11-15)	www.introprogramme.com/ See also: www.delni.gov.uk/index/successthroughskills/madenotborn/direct-support-programmes/madenotborn-intro.htm
Northern Ireland	Training for Success	Pre-Apprenticeships introduced in September 2009	16-18 (up to 24 for those needing additional support)	Training for Success is delivered across three components: • Skills for your Life - Addressing personal and development needs • Skills for Work - Helps gain skills and a vocationally related qualification at Level 1 to be able to gain employment to progress to Pre-Apprenticeship or Apprenticeship provision or to further education. • Pre-Apprenticeship - Please note that this is suspended with effect from 23 June 2009 until further notice and has been replaced with the Programme-Led Apprenticeship.	Total number of participants for all three strands: 2009 - 6,943; 2010 - 7,923; and 2011 - 8,341. (AQW 7440/11-15)	www.nidirect.gov.uk/index/information-and-services/education-and-learning/14-19/its-your-choice-options-after-16/trainingforsuccess/find-out-more-trainingforsuccessni.htm
Wales						
Wales	Jobs Growth Wales	Commenced in April 2012	Unemployed people aged 16-24 - Job ready but who have had difficulty securing employment.	Job opportunity for 6 month period paid at national minimum wage; Minimum of 25 hours per week. Supports young people to enter sustained employment, including, where appropriate, Apprenticeships.	Target - 4,000 jobs a year for three years.	www.wales.gov.uk/topics/educationandskills/skillsandtraining/jobsgrowthwales/?lang=en
Wales	Work - Based Learning: Pathways to Apprenticeships	2009	16-24	Provides young people unable to get an Apprenticeship place a full time intensive training programme to acquire the knowledge and skills needed for an apprenticeship framework. Intensive 1 year course, if participants successfully complete the training they may be able to progress onto a full Apprenticeship with an employer.	Target - 2,000 additional places across 10 industry sectors. In 2010/11 1,915 learners were on the programme.	http://wales.gov.uk/topics/educationandskills/allsectorpolicies/europeansocialfund/projects/pathwaystoapprenticeships/?lang=en
Wales	Traineeships for 16-18 year olds	2011	16-18	Traineeship's designed to help individuals get the skills they need to get a job or to move on to further learning at a higher level, such as an Apprenticeship or Further Education. It has three levels: Engagement; Level 1; and Bridge to Employment.	No information on impact found, although this may be a result of the programme operating for a short period of time.	www.careerswales.com/16to19/server.php?show=nav.4627#traineeship
Wales	Steps to Employment - Work Focused Learning	August 2011	Unemployed, 18+	Prepares individuals for employment or further learning through training and work experience. Designed to help individuals overcome problems with learning and identify areas where they would like to work. Courses run in a range of indoor and outdoor settings using a range of different methods. This includes work placements, community projects, voluntary work or training on the premises of their chosen provider. Within Steps to Employment the learner can obtain qualifications which test occupational competencies up to and including level 2 and test knowledge at level 3 (but not occupational competence).	No information on impact found, although this may be a result of the programme operating for a short period of time.	www.careerswales.com/prof/upload/pdf/Steps_Factsheet_English.pdf

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Wales	Steps to Employment - Routeways to Work	August 2011	Unemployed, 18+	Prepares individuals for employment or further learning through training and work experience. Custom-made 8 week programme of learning that meets the needs of a particular business, businesses or economic sector. Runs for up to 8 weeks. Links participant, when job ready, with a particular employer, group of employers or sector in Wales. If an employer has been selected participants will be offered a job interview on satisfactory completion of the training programme. Within Steps to Employment the learner can obtain qualifications which test occupational competencies up to and including level 2 and test knowledge at level 3 (but not occupational competence).	No information on impact found, although this may be a result of the programme operating for a short period of time.	www.careerswales.com/prof/upload/pdf/Steps_Factsheet_English.pdf
Wales	Work Based Learning - Skill Build	In operation since at least 2005	16-18; and 18+	Aims to provide learners with key personal and employability skills, and qualifications to enable them to enter the labour market and retain sustainable employment. Involves the identification of learning barriers; identification and addressing of Basic Skills needs; Learning opportunities with the skills to participate in the workforce; and occupational learning at vocational levels 1,2 or 3.	2010/11: 15,085 participants	www.assemblywales.org/tb-07-021.pdf
Wales	Work Based Learning - Apprenticeships	In operation since at least 2005	16+	Three levels of Apprenticeships - Foundation Apprenticeships: work towards work-based learning qualifications such as NVQ level 2, Key Skills and a relevant knowledge-based qualification; Apprenticeships: Work towards WBL qualifications such as NVQ Level 3, key skills and a relevant knowledge based certificate; Higher Apprenticeship: Work towards WBL qualifications such as NVQ Level 4 and, in some cases, a knowledge-based qualification such as a Foundation Degree.	Foundation Apprenticeships: 19,520 participants, 9,115 aged 16-24. Modern Apprenticeships: 16,010 participants, 7,265 aged 16-24.	www.assemblywales.org/tb-07-021.pdf
Scotland						
Scotland	16+ Learning Choices	2008 - full rollout by 2010	16+	Designed to give every young person moving into the Senior Phase of the Curriculum for Excellence the guarantee of an offer of post-16 learning. 16+ Learning Choices is an offer by local authorities and their partners to all young people. Contains a focus on advice and guidance.	No information on impact found.	SPICE Briefing, Youth Unemployment: Briefing; www.scotland.gov.uk/Publications/2010/03/30180354/4
Scotland	Opportunities for All	Announced September 2011, became operational on 1 April 2012	16-19 year olds	Intended to provide existing national and local policy/strategy with a single focus to improve young people's participation in post 16 learning or training. Builds on 16+ Learning Choices with a focus on on-going engagement in education and training for those 16-19 year olds at greatest risk of becoming long term unemployed.	Aimed at the estimated 35,000 NEETs in Scotland aged 16-19. Actions include: Offering 45,000 training places (including 25,000 Modern Apprenticeships) in each of the next 5 years. Government to provide £4million to support local authorities in national roll out of Activity Agreements; and Maintain the Education Maintenance Allowance to provide financial support to those young people who need it most.	SPICE Briefing, Youth Unemployment: Briefing; www.scotland.gov.uk/Publications/2010/03/30180354/4
Scotland	Modern Apprenticeships	No launch date found	16-19	A Modern Apprenticeship provides individuals with vocational training that's relevant to their current employment. A Modern Apprenticeship provides specific training for a job, and range of 'soft skills', including sound communication, teamwork and problem solving skills, and improved numerical and IT skills. In addition, Employers receive up to £2,000. In most cases, apprentices work towards SCQF 5 (SVQ Level 2) or above to gain the qualification. This will normally take up to four years.	2011/12: 26,427 starts, 24,356 leavers, 18,212 achievements	www.skillsdevelopmentscotland.co.uk/media/1018982/mag%20quarter%204%202011-12%20all%20ages.pdf
Scotland	Training for Work	No launch date found	18+	Gives access to vocational training to anyone over the age of 18 who has been continuously unemployed for 13 weeks (there are exceptions to this - some can enter the programme immediately). Aims to give learners skills that answer an industry's specific needs. Programme can tailor training to meet the exact needs of potential employers in a learners local area.	2009/10: 5,886 individuals started, with 2,691 leavers entering employment. Of these 2,115 were still employed after 13 weeks.	www.skillsdevelopmentscotland.co.uk/our-services/services-for-individuals/national-training-programmes/training-for-work.aspx
Scotland	Get Ready for Work	No launch date found	16-19	Helps improve vocational and core skills, fill any knowledge gaps and boost overall employability. Support provided by Get Ready for Work team for up to 6 months with a temporary work experience placement with a business relevant to individuals interests and skills.	April 2009 - March 2010: 10,383 individuals started the programme, with 3,726 people achieving a positive outcome. Of these 2,283 went on to employment.	www.skillsdevelopmentscotland.co.uk/our-services/services-for-individuals/national-training-programmes/get-ready-for-work.aspx
Scotland	Inspiring Scotland Fund	2008	14-19	Fund that invests in ventures (20 in April 2012) which work to significantly reduce the number of young people who are not able to make a successful transition from school.	In 2011, 5,424 young people were actively engaged in venture services, with 2,617 supported into employment, education or training.	www.inspiringscotland.org.uk/Home/Our-Funds/1419-Fund

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Scotland	Community Jobs Scotland	Pilot - 2011/12 Project extended in 2012/13	Aimed primarily at 18-24 year olds, although there was provision for 16-17 year olds and 25+. Eligibility based on being unemployed for over 6 months.	Pilot programme designed to support young people into sustainable employment through providing meaningful paid work experience in the third sector. All opportunities must offer a minimum of 25 hours paid work each week, at least the National Minimum Wage. Opportunities must last a minimum of 26 weeks, or 39 weeks for 16-17 year olds.	Community Jobs Scotland created 1,861 job starts with 448 employers. Target - 2012/13 programme aims to deliver an extra 1,000 jobs for young people aged 16-19.	www.scotland.gov.uk/Publications/2012/07/1258
England						
England (and Scotland)	Youth Contract: Sector-based work academies	April 2012	18-24 year olds, employers	Work based academies are designed to help meet a businesses immediate and future recruitment needs as well as to recruit a workforce with the right skills to sustain and grow said business. The Work Academy can last up to six weeks and has three key components: Pre-employment training- relevant to the needs of an employers business and sector; A work experience placement; and a guaranteed job interview. Participants will remain on benefits throughout the period of the sector-based work academy and Jobcentre Plus will pay any travel and childcare costs whilst they are on the work experience placement.	Only recently introduced with no figures found on impact.	www.dwp.gov.uk/youth-contract/
England	Youth Contract: Apprenticeship based wage initiatives (AGE 16-24)	2011	16-24, employers	The AGE 16 to 24 is aimed at helping eligible employers to offer young people employment through the Apprenticeship programme, by providing wage grants to assist employers in recruiting a young apprentice.	Targets - 40,000 Apprenticeship grants (of £1,500) to employers with up to 1,000 employees.	www.apprenticeships.org.uk/Employers/Steps-to-make-it-happen/Incentive.aspx
England	Youth Contract: Apprenticeships	No launch date found	16+	Apprenticeship scheme for England	2010/11: 457,200 starts, 275,100 aged 16-24. 200,300 achievements, 160,300 aged 16-24.	www.apprenticeships.org.uk/
England	Youth Contract: Support for disengaged 16-17 year olds	November 2011	16-17 year olds Not in Education, Employment or Training	The Government will invest £126 million over the next three years to support young people aged 16 to 17 who are not in education, employment or training in England. The Young People's Learning Agency (YPLA) are running an open competition for organisations from all sectors to lead this programme on a regional or sub-regional basis. Organisations will be given complete freedom to design and tailor a programme of support to help them move into full-time education, an Apprenticeship or a job with training.	Targets - 55,000 NEETs. Successful Bidders only announced in August 2012 so it is too early for results on how the programme has impacted.	www.dwp.gov.uk/supplying-dwp/what-we-buy/welfare-to-work-services/youth-contract/
Great Britain						
Great Britain	Youth Contract: Wage incentives	April 2012	Employers, long term unemployed 18-24 year olds on the Work Programme or Jobcentre Plus	160,000 Wage incentives of up to £2,275, for employers who recruit an 18-24 year old Work Programme participant for a job lasting at least 26 weeks. A Wage Incentive scheme is available to employers who recruit a young disabled person from Work Choice in England, Scotland and Wales – a specialist disability employment programme that provides tailored support to help disabled people who have the most complex support needs.	No information on impact found, although this may be a result of the programme operating for a short period of time.	www.dwp.gov.uk/youth-contract/key-initiatives/wage-incentives/
Great Britain	Youth Contract: Work Experience scheme	April 2012	Unemployed 16-24 year olds	Unpaid work experience placements of 2 to 8 weeks available for three years. Young people who have spent up to 8 weeks in a work experience opportunity can have their placement extended by up to 4 weeks where an employer makes an offer to take them on to an apprenticeship. Benefits will continue to be paid and the costs of childcare and travel are also covered.	No information on impact found, although this may be a result of the programme operating for a short period of time.	www.dwp.gov.uk/youth-contract/key-initiatives/
Great Britain	Work Programme	June 2011	18-24 (9 months into JobSeekers Allowance Claim), 25+, Employment and Support Allowance recipients and Income Support and Incapacity Benefits recipients.	Replaces previous welfare-to-work programmes such as the New Deals, Employment Zones and Flexible New Deal. It provides personalised work-focused support for people who are long-term unemployed or who are at risk of becoming so. It is delivered through 40 contracts held by 18 Private, Public and Voluntary and Community Sector organisations.	Between the 1 June 2011 to the 30 April 2012 738,000 people were referred to the Work Programme. 693,000 of those referred were attached to the programme. Please note, statistics on job outcomes are expected in Autumn 2012. These have yet to be published.	www.dwp.gov.uk/policy/welfare-reform/the-work-programme/ Statistical release dates: http://statistics.dwp.gov.uk/asd/asd1/work_programme/release_strategy.pdf