

REPORT TO:	Children and Young People Scrutiny Sub-Committee 15 October 2013
AGENDA ITEM:	6
SUBJECT:	Youth employability: the issues
LEAD OFFICER:	Julie Belvir Council Solicitor and Monitoring Officer, Director of Democratic & Legal Services
CABINET MEMBER:	Not applicable

ORIGIN OF ITEM:	This item is contained in the sub-committee's agreed work programme.
BRIEF FOR THE COMMITTEE:	To examine the issues affecting youth employability in the London Borough of Croydon

1 EXECUTIVE SUMMARY

- 1.1 This report gives an overview of issues relating to youth employability in the UK and in the London Borough of Croydon:
- Employment levels in the London Borough of Croydon
 - The mismatch between young people's qualifications and aspirations and the skills needed and vacancies available in today's job market
 - Careers advice provision in the UK and in the London Borough of Croydon
 - The take-up of apprenticeships
- 1.2 The report is based on findings from desk-based research and surveys conducted during this summer with local businesses, head teachers, governors and young people as well as information provided by the Croydon branch of JobCentre Plus.
- 1.3 Two surveys were conducted with local businesses at two separate IKEA business networking events:
- 23 businesses were questioned regarding the employability of school and college leavers at a July event
 - 16 businesses were questioned about the desirability of employing young apprentices
- 1.4 The head teachers of 21 secondary schools and colleges were surveyed regarding their provision of careers advice and support to improve the employability of their pupils. Three responded to the survey.

- 1.5 All secondary school governors in the borough were sent a six question survey on the provision of careers advice in their establishments, and two responses were received.
- 1.4 52 young people responded to a survey regarding their qualifications, work experience, career hopes, and experience of careers advice.

DETAIL

2 Employment levels in the London Borough of Croydon

- 2.1 JobCentre Plus has provided the following statistics on employment levels and numbers of Job Seeker Allowance claimants in the borough:
- The total population of the borough currently stands at 368,000. The working age population is 241,900 (65.6% of the population). The 16-64 age range employment rate was 75.6% in August 2013.
 - The August 2013 JSA count was 8,620. This represented a 16.6% decrease on a year earlier. Only the London Borough of Bromley registered a higher percentage fall of 21.4%, from a lower base (5785 claimants in August 2012 and 4545 in August 2013).
 - The August 2013 JSA count of 18-24 year olds was 1,845 (21.4% of all claimants). This represents a decrease of 870 (32%) on a year earlier.
 - The 18-24 onflow in August 2013 was 630. Compared to a year ago, 18-24 on-flow has fallen by 13.7%. 18.24 off-flow, at 650, is 13.3% lower than a year ago.
 - The top ten sought occupations by all JSA claimants in August 2013 were as follows:
 1. Sales and retail assistants
 2. General office assistants/clerks
 3. Goods handling and storage occupations
 4. Customer care occupations
 5. Cleaners and domestics
 6. Van drivers
 7. Receptionists
 8. Care assistants and home carers
 9. Bar staff
 10. Senior officials in national government

Support provided by JobCentre Plus to help JSA claimants into employment

- 2.2 JobCentre Plus make use of a number of DWP funded programmes such as the New Enterprise Allowance Scheme, Youth Contract, etc. (see Appendix 1) to enable JSA claimants to get back into work. In addition, they use the wage incentive scheme which is a payment to *employers*, to encourage them to employ 18-24 year olds who have been unemployed for 6 months (see appendix 2).
- 2.3 JobCentre Plus also have access to the flexible support fund, which is used to procure provision to meet local needs and to remove an individual's barriers to employment. (This can be used for tools, interview clothing, fares etc.). In Croydon, JobCentre Plus have used the flexible support fund to procure specialist provision for young people in or at risk of gang activity, offenders and disaffected youth. JobCentre Plus are working with local organisations such as Mighty Men of Valour, Lives not Knives and SME consortium on mentoring and employability programmes for this customer group. There are also specialist teams in the jobcentres working with 18-24 year olds and specialist advisers working with young offenders and those in gangs. A lot of this work is outreach based, sited with probation and the Youth Offending service.
- 2.4 Additionally last year JobCentre Plus identified four deprived wards in Croydon: Selhurst, Thornton Heath, Fieldway and Broadgreen and set a target to reduce youth unemployment in the wards by 10%. They achieved a 28.5 decrease in Thornton Heath, 17% in Selhurst, 19% in Fieldway and 9.3% in Broad Green. All young people are allocated a personal adviser and are seen at least on a weekly basis.

Findings from the survey with local businesses

- 2.5 Surveys conducted this summer with local businesses and young people provide additional information on the employability of young people in the borough. Of the 23 business representatives interviewed during the 25 July business networking event, 19 said they would consider employing a school or college leaver. Asked to rate school and college leavers skills, businesses gave the following average scores out of 5:
- Speaking: 3.84
 - Maths: 3.73
 - Discipline: 3.53
 - Writing: 3.37
 - Interpersonal skills: 2.89
- 2.6 Business commented particularly on the following issues:
- the need for meaningful work experience
 - the need for more professional standards of language and communication
 - the need for better discipline
 - the need for young people to have realistic expectations
 - the need for young people to improve their management of money matters

Findings from the young people's survey

- 2.7 The 52 respondents to the young people's survey provided information about the qualifications they had obtained and were planning to gain. Of those young people who gave information regarding their GCSE examination choices, 12 stated that

they had taken or were planning to take 9 GCSEs or more, 8 had taken or would take 5 to 8 GCSEs, 16 would take one to 4 GCSEs. 29 were planning to or had taken English and Maths. 4 stated they had no GCSEs at all. 11 were planning to take or had taken A levels. 5 aimed to take a degree and 2 hoped to get postgraduate qualifications.

2.8 44 out of the 52 young people interviewed stated that they had had work experience, and had enjoyed it.

3 Is there a mismatch between the careers young people aspire to and the skills requirements and vacancies in the job market?

3.1 'Hidden Talents: A Skills mismatch analysis', a study on the mismatch of skills between those acquired by young people and those needed by employers (June 2012) was carried out by the Centre for Economic and Social Inclusion for the Local Government Association. It compared Further Education (FE) and skills achievements nationally and across regions in a range of occupations and sectors with the numbers of jobs currently held in those occupations or sectors and estimated new vacancies in those occupations or sectors.

3.2 The study showed that at a national level, there are significantly fewer job and vacancies per skill achievement in the following jobs, which suggests that these sectors may have an over-supply of training:

- the creative industries (artistic and literary occupations, design professionals, media professionals)
- hair and beauty
- hospitality, leisure, travel and tourism

3.3 The study shows that there are significantly more jobs and vacancies per skills achievement in:

- marketing and sales
- supporting teaching and learning in schools
- security industries
- fashion and textiles

3.4 This suggests that these sectors have an under-supply of training.

3.5 There are likely to be a range of factors at play here, but these could include:

- A failure by colleges and learners to identify occupations with relatively high demand by low supply
- Ineffective routeways from sector-specific Level 2/3 training to sector-specific degree level training for those occupations that mostly recruit graduates, leaving them unaware of these career opportunities
- A reliance in some sectors on unaccredited training, in-house training or previous experience
- For those sectors with the fewest jobs or vacancies per skills achievement, too much demand from learners for these skills and/or over-supply from the FE sector.

- 3.6 London has relatively high numbers of vacancies per skills achievement across most occupations and sectors, perhaps reflecting a more dynamic job market.

Findings from the head teachers' survey

- 3.7 Two out of the three head teacher respondents felt that there was a mismatch between pupils' job aspirations and vacancies in the job market. They both felt that the mismatch could be tackled through careers provision at an earlier stage, provision of information on the job market to parents and pupils, and a greater focus on teaching required skills at an early age. The third head teacher did not consider this to be an issue and stated that most of the jobs available locally were in retail and that pupils could not be expected to aspire to this type of work.

Findings from the young people's survey

- 3.9 16 different career choices were given by the young people. 6 did not know what they wanted to do, 3 were considering a range of very different options, 5 wanted to go into childcare, 3 into youth work, 4 wished to practise law, 2 wanted to go into the media and one into performing arts. In the field of science, 3 hoped to go into information technology and one into the field of medicine. The young people interviewed were very upbeat about their career prospects: 24 felt they were likely to get the job they wanted, only 5 thought this was unlikely, and 20 stated that did not know whether they would secure their chosen job. 23 had spent time considering the earnings they wished to earn in future.

4 Careers advice provision in England and the London Borough of Croydon

The legal background

- 4.1 From September 2012, the Education Act 2011 placed schools under a duty to secure access to independent and impartial careers guidance for their pupils in years 8-11. The Department for Education defines "independent" as external to the school. Schools can retain any in-house arrangements but should supplement them with external sources of careers guidance.
- 4.2 Under the Careers Guidance in Schools Regulations 2013 which came into force in September, the duty has extended to include all registered pupils in year 8 (12-13 year olds) and year 12 and 13 (16-18 year olds). This change aims to allow young people to access information and advice at more key transition points, enabling better informed decisions at ages 13 and 14. It also supports young people subject to the new requirement to participate in education or training until the end of the academic year in which they turn 17 from 2013, and to their 18th birthday from 2015. Schools will also be held to account for the destinations of their leavers through the annual publication of Destination Measures.
- 4.3 Local authorities retain their duty under section 68 of the Education and Skills Act 2008 to encourage, enable and assist the participation of young people in education or training. In addition, the Education and Skills Act 2008 places two new duties on

local authorities from June 2013 in respect of 16-18 year olds in relation to the raising of the participation age:

- to promote the effective participation in education and training of young people covered by the duty to participate
- to have in place arrangements to identify those who are not participating

4.4 Local authorities will continue to track young people's participation and record this on the local Client Caseload Information System (CCIS) in order to identify those who are not participating post 16 or are in need of targeted support.

Issues raised through a survey conducted by Careers England

4.5 Between September and October 2012, Careers England, the national trade association for organisations involved in the provision of careers information and advice in England, conducted a survey of members' experiences of providing careers services to schools in 2011-12 and 2012-13. These were some of their key findings:

- Many schools are not familiar with quality standards for careers provision and are uncertain about careers advice qualifications
- There are examples of schools recruiting unqualified staff to provide careers guidance. There are many known cases of schools adding guidance duties internally to teaching duties
- Many schools are poorly prepared for the change in statutory duties relating to their provision of careers guidance. Some say they are seeking to meet the "minimum requirement" for securing careers guidance under the new Act but are struggling to identify what this comprises
- Many schools are unaware of the statutory tracking requirements which LA's retain nor of their own duties for publishing destination figures
- Careers England members report that there has been a significant (46%) increase in direct contracting via consortia of schools - however, they caution that some consortia are fragile
- Many schools are providing 'enhanced' access to online careers advice sources. However, the survey also reports falls in the number of software licenses purchased by schools

Going in the right direction? The findings of an Ofsted survey on the provision of independent and impartial careers guidance for students in years 9 to 11

4.6 In September 2013, Ofsted published a report on the provision of independent and impartial careers guidance for students in years 9 to 11, based on visits to 60 secondary schools and academies between December 2012 and March 2013. Its key findings were as follows:

- Only one in five schools were effective in ensuring that all its students in Years 9, 10 and 11 were receiving the level of information, advice and guidance they needed to support decision-making. The highest priority was given to providing careers guidance to Year 11 students and to focusing support for vulnerable students.
- Too few of the schools visited had adequate arrangements to provide an individual careers guidance interview by a qualified external adviser to all the students in Years 9, 10 and 11 that needed one.
- Not enough of the schools visited worked well with local authorities to support their more vulnerable students in making choices, including those who had special educational needs or who were disabled.
- In the weakest provision, teachers were often required to deliver careers guidance in tutorials and assemblies but they had not had sufficient training or briefing on the range of career options available. As a result, students did not have opportunities to explore their ideas thoroughly or have access to enough information.
- A small number of the schools visited demonstrated that it is possible for any type of school to provide very effective careers guidance. In these schools, leaders and governors had made careers guidance a high strategic priority.
- The National Careers Service does not focus sufficiently on supporting young people up to the age of 18. More specifically, its website and the telephone services were not promoted well in the schools visited and were considerably under-used.
- Links between careers guidance and local employment opportunities were weak. Too few schools used partnerships with employers, local enterprise partnerships and other organisations to ensure that the career guidance given to students was in line with the broad range of career pathways available locally and nationally.
- The extent to which schools promoted opportunities available at other providers, including vocational training and apprenticeships, varied considerably. The promotion of other post-16 options was particularly weak in many 11 to 18 schools.
- Only just over a third of the 43 individual careers guidance interviews observed by inspectors were conducted well enough. Weaker interviews focused too much on providing prospectuses for further and higher education and training

courses and directing students to websites.

- About four out of five schools visited did not evaluate the quality of their careers guidance effectively
- Not all the schools visited had accurate and complete data on students' actual destinations and too few of these schools were using destination data well to analyse the range of further and higher education and training opportunities taken up by their students.

4.7 In addition to the above surveys, anecdotal data has been noted that a number of secondary school careers advisors advise pupils to remain at their schools rather than explore the full range of options open to them.

Findings from surveys of young people, head teachers and governors

- 4.8 The three respondents to the secondary school survey stated that they had a strategy or work plan for providing careers information and guidance to their pupils.
- 4.9 All three stated that they provided careers advice in pupils' last year at school/college, before selecting their exam subjects and at any other time, as the need arose. Careers advice is provided by outside providers such as the National Careers Service, CFBT, CALAT, employers, universities, *as well as* internal staff. Pupils at all three schools are given the opportunity to meet local employers to explore future work opportunities.
- 4.10 All three establishments provide careers advice through a variety of different settings, such as individual interviews, job fairs and workshops. They also provide workshops on writing CVs, applying for university places through UCAS, interview skills. They also integrate their advice and guidance into their teaching and pupil support.
- 4.11 The head teachers of two colleges stated that they provided information about maximising employment chances to parents, and a third stated that they did not. This head teacher was concerned that discussing this with parents at too early a stage might direct young people to a safe route to employment but reduce their life chances.
- 4.12 All three establishments had a strong commitment to sending their pupils on work experience to complement their formal studies.
- 4.13 One secondary school governor stated that an independent careers package provided by CFBT had been purchased to meet the requirements of the Education Act 2011 for their school. The school offers careers guidance through interviews, information on careers advice websites, brochures on careers opportunities, information on apprenticeships and university courses. The governor felt that the school's careers advice service was impartial, relevant and benefited from excellent relationships with students. However, it was commented that the school could benefit from the recruitment of a full-time member of staff to deliver careers advice and the provision of a careers room. The respondent added that the school's

governors had had no involvement in developing the school's careers service.

- 4.14 The second governor stated that careers advice was provided from year 9 onwards and that pupils were directed to explore all possible interests and careers. A careers advisor visited the school once a week and appointments could be booked via a named teacher. These sessions are completed by a session on subject choices for parents of year 10 pupils, a 6th form careers fair held at Fairfield Halls, trips to universities by 6th form pupils and work experience in year 10. The governor felt that the school's careers advice service could be improved by inviting companies to the school or publicising careers fairs to parents and pupils, holding careers advice evenings where advisors could meet parents and pupils, and developing a template for pupils' future plans to help them make the right careers and training choices. The respondent also provided feedback on the careers advice event in Fairfield halls, which had been attended by her own children and yielded no useful guidance. She added that she had then worked with her children to secure useful information and discuss them, but was concerned that not all children might receive this support from their own parents. Finally, the respondent stated that she did not know whether the governors in her school had had any involvement in developing the establishment's careers advisory service.
- 4.15 Of the 52 young people questioned regarding their experience of careers advice, 34 stated that they had received careers advice and 29 of these stated that it had been useful. 9 out of the 17 who had *not* received careers advice were aged 16 or less. 18 young people had looked for online careers advice, and 11 had found it useful. Both the young people's survey and governors' responses highlighted the importance of parents' involvement in young people's careers choices. Young people stated that their parents' networks were helping them to find work as well as work experience opportunities, and the governor respondent stated that she had stepped in to help her own children explore employment options when the professional support available had proved wanting.

5 The take-up of apprenticeships

- 5.1 An article which appeared in the Independent on 30 May 2013 stated that almost 370,000 people submitted online applications to the National Apprenticeship Service between February and April, an increase of 32% on the same period in 2012. Vacancies also increased by 15% to almost 33,000, but demand far outstripped supply. London recorded the biggest growth in the number of online apprenticeships advertised, with 4,210 vacancies posted by employers, a year on year increase of more than 29%. The capital also had the most competition for each online vacancy, with potential apprentices submitting an average of 17 applications for every job.
- 5.2 There are currently over 250 different types of apprenticeships available in England offering over 14,400 job roles within a variety of industry sectors ranging from accountancy and engineering to veterinary care, nursing and floristry.
- 5.3 There are three levels of apprenticeships available:
- Level 2: Intermediate level apprenticeships (equivalent of 5 GCSEs)
 - Level 3: Advanced level apprenticeships (equivalent of 2 A'levels)

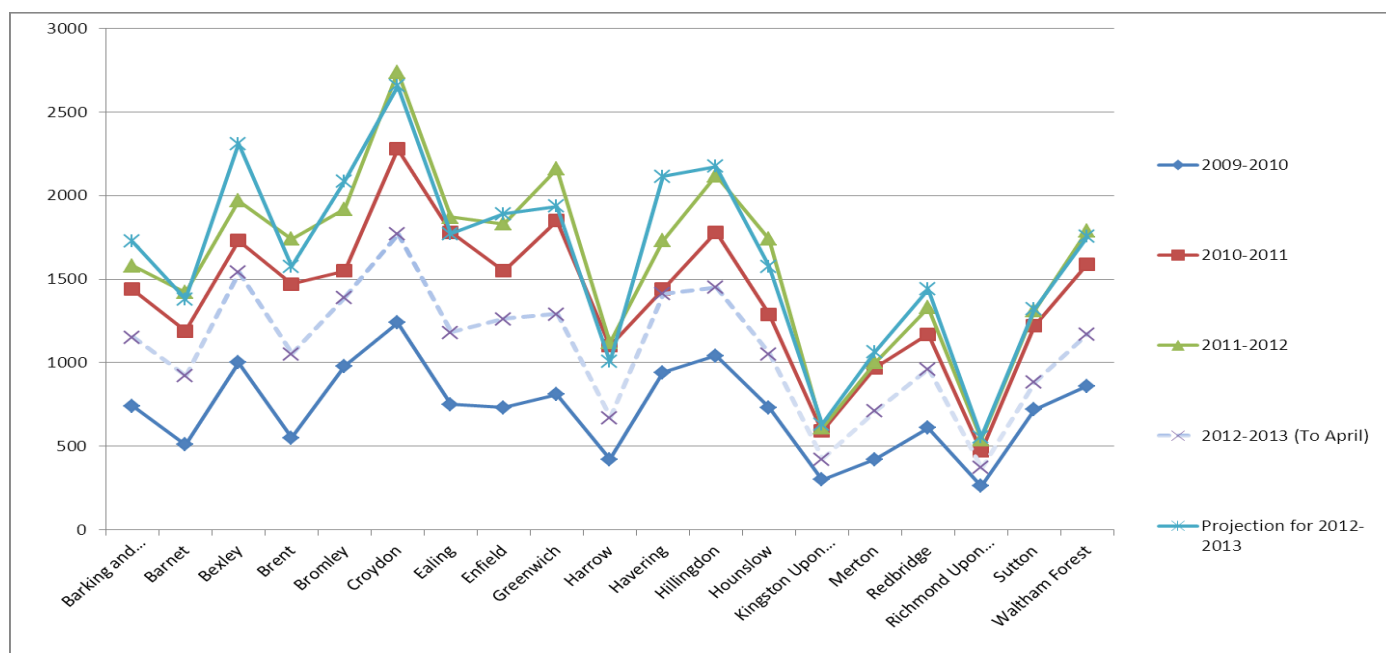
- Level 4: Higher apprenticeships (equivalent of a foundation degree to Masters level in some frameworks)

- 5.4 In 2013, Higher Apprenticeships will become available in subjects including Engineering Environmental Technologies, Fashion and Textiles, Legal Services and Space Engineering, and Apprenticeships at bachelor and master's degree level will become available for the first time.
- 5.5 The National Apprenticeship scheme plans to increase the proportion of the programme that is at an Advanced or Higher level, with at least 40% of the programme being at Advanced Level or Higher by the end of 2013-2014.
- 5.6 Apprenticeships are usually hired on a 12 month training contract they are not guaranteed a job at the end of the contract. Most of the training takes place 'on the job' in the work place. The rest can be provided by a local college or by a specialist learning provider. The learning provider will provide a representative to offer apprentices support and guidance.
- 5.6 Employers are responsible for paying the wage of their apprentice (the current minimum is £2.65 per hour) although many employers prefer to pay more: research shows that the average salary is £170 per week. The National Apprenticeship Service funds 100% of the Apprenticeship training costs if the apprentice is aged 16 to 18 years old. If they are 19 to 24 years old, the business will usually receive up to 50% of the training costs; if they are 25 years old or over there may only be a contribution depending on the sector and area the business operates in.
- 5.7 If a business has fewer than 1000 employees and has not employed an apprentice in the last 12 months, they may be eligible for A.G.E. 16 to 24 (the Apprenticeship Grant for Employers), a grant of £1,500 (per apprentice) intended to enable smaller companies to take on an apprentice aged between 16 and 24. Thanks to this grant 29,100 young people have been able to start an Apprenticeship in SMEs.

Take-up of apprenticeships

- 5.8 Apprenticeships have significantly grown in number in outer London Boroughs over the last four years. Apprenticeship numbers are highest in number in the areas of business, administration and law (6,970 starts from August 2012 to April 2013), health, public services and care (4,710 starts from August 2012 to April 2013), and retail and commercial enterprise (3,660 starts from August 2012 to April 2013).
- 5.9 The graph on the next page shows that businesses in Croydon have embraced apprenticeships enthusiastically, recruiting more apprentices than all other outer London Boroughs (1770 from August 2012 to April 2013).
- 5.10 The survey conducted with young people over this summer shows that they are very aware of the opportunities available through apprenticeships. 34 out of the 52 respondents to the young people's survey are considering applying to join the apprenticeship scheme.
- 5.11 Croydon Council's own scheme has recruited 101 apprentices to-date, with 70% at level 2 and 30% at level 3. Apprentices have predominantly been taken on in the

areas of business administration, health and social care, Customer Services and ICT. At the end of the scheme. 67% of apprentices said that they would like to have a permanent job working for the Council in the same department in which they did their apprenticeship. Under the current redeployment process, when the apprentices reach the end of their contract, if their managers cannot offer them some kind of progression (a permanent role or an advanced apprenticeship), then most request to go on a secondary redeployment register. In February 2012, 21% progressed to a Level 3 apprenticeship, 16% were appointed to a permanent job in the Council, and 63% left the Council.



Appendix Apprenticeship Starts For Outer London Boroughs 2009-2013 (Figures from the FE Data Library)

Benefits of apprenticeship schemes to businesses and managers

- 5.12** Evidence from various sources shows that apprenticeships can bring businesses and managers a number of tangible benefits. These include:
- The fresh outlook of many young apprentices, who can bring new skills and a new dynamic to a team
 - Over 80% of those council managers who have employed apprentices agree they make their workplace more productive
 - Low staff costs
 - Grants and support for small businesses

Benefits to apprentices

- 5.13** For young people, apprenticeships can provide an opportunity to earn money and gain training in a difficult labour market. At level 2, they can offer a “second chance” for some young people who may not have obtained particularly good qualifications at school. To managers, the key requirement is an aptitude for work and a willingness to learn and adapt.

- 5.14 Apprenticeships also offer an opportunity to gain formal qualifications in English and Maths (foundation skills) if these have not yet been obtained at school: From 1 October 2012 functional skills qualifications have constituted a mandatory component of all Apprenticeship frameworks, as stipulated in the Specification for Apprenticeship Standards in England (SASE).
- 5.15 Higher Apprenticeships can compare favourably with university courses costing high fees and offer ambitious apprentices and employees as well as A-Level school leavers, a different route to traditional university study. Their objective is to respond to employers' higher level skill needs, meet individual career aspirations and enhance opportunities for social mobility.

Challenges presented by apprentices

- 5.16 Through the Council's apprenticeship scheme, it has been acknowledged that apprentices will in many cases require more support than other staff. Managers have stated that these can be tackled effectively through setting and reinforcing clear boundaries and standards. During the evaluation of the Council's scheme, 70% of managers said that apprentices needed more support than other members of staff, and some managers cited 'not having enough time to dedicate to the apprentice' as the main reason for not wishing to use the scheme.
- 5.17 These issues are of particular concern to small businesses, as reflected in the findings of the networking event held on 11 September. SMEs interviewed echoed the fact that getting apprentices up to speed would take up precious time, and felt that any recruit to their firms needed to "hit the ground running". While most of the business representatives interviewed were positive about apprenticeships in principle, they felt they would only be able to do so when the business had grown and developed the flexibility to dedicate more time to the shaping of the apprentice and resolution of any teething problems such as behavioural issues.

Challenges presented by managers

- 5.18 Apprentices' satisfaction levels with their employers has been generally good: in the Council scheme, 95% said the support received from their manager was good or excellent. However, inspections of English apprenticeship schemes by Ofsted (Ensuring quality in apprenticeships, October 2012) have revealed that too many apprentices did not have real and sustained employment during and after their apprenticeship. This applied to a quarter of the apprentices in the subcontracted providers visited and just over a third of those who responded to Ofsted's online survey. There were examples of apprentices, particularly younger ones, being used as inexpensive labour during their training and then being discarded as employees to be replaced by new apprentices.

Challenges presented by the quality of training and monitoring

- 5.19 The literature on apprenticeships suggests that training agencies may be the weak link in some apprenticeship schemes.
- 5.20 The Council's own scheme had encountered some issues with their first training

provider in the 2012 evaluation, and have diversified the range of training contractors they now work with.

- 5.21 The risks of encountering poor training and monitoring of apprentices may have risen since the Skills Funding Agency introduced minimum apprenticeship training contract levels of £500,000 for 2011-2012. As a result, several hundred smaller providers have had to join consortia or find a lead contractor to secure funding for their training.
- 5.22 An Ofsted inspection of subcontracted provision in October 2011 showed that 'although some lead contractors legitimately regarded subcontracting as a way of meeting the needs of employers or expanding their training offer, others clearly saw it as a way of generating income for doing little work'. In several cases, lead contractors themselves had had a history of barely satisfactory performance in delivering apprenticeships. Too much of lead contractors' monitoring of subcontracted provision was insufficiently rigorous and those carrying out assessments were not suitably experienced to make relevant judgements. Moreover, In many cases, neither the employers nor the apprentices interviewed by Ofsted had a clear understanding of the role of lead contractors and their responsibility for ensuring the quality of the learning programme

Appendices:

Appendix 1: DWP funded programmes used by JobCentre Plus

Appendix 2: Frequently Asked Questions regarding the Wage Incentive Scheme

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BACKGROUND DOCUMENTS: None

Appendix 1

DWP Funded Employment Programmes

Programme	Main Activities	Eligible Customer Groups	Geographical Scope	Funding	End date (if applicable)
Work Programme	Work Programme providers are free to design support based on individual and local need	The Work Programme is for those people who are at risk of long-term unemployment	National	£736m up to the end of 2012/13 FY	March 15
Youth Contract	The Youth Contract builds on existing support to provide young people with more intensive adviser support and work experience, as well as providing employers with wage incentives and apprenticeship grants to encourage them to recruit young people.	16 – 24 year olds	National	£1bn over three years 2012/13 2013/14 2014/15	March 15
Work Experience	Work experience offers eligible 18 to 24 year-old unemployed people between two and eight weeks work experience, with an optional extension to up to 12 weeks work experience from 24 October 2011 if the host business decides they would like to offer the participant an apprenticeship and that offer is accepted.	Work experience is targeted at 18 to 24 year-old unemployed people who are harder to help, particularly those who want to work but find their lack of experience a barrier to employment, for example, people seeking a job for the first time.	National	Part of the overall youth contract of £1bn	March 15
Mandatory Work Activity	Mandatory Work Activity is a short work placement of up to 30 hours a week for four weeks that must be of community benefit. Some claimants have agreed with their Jobcentre Plus adviser that they are only seeking work	Claimants participating in Mandatory Work Activity receive JSA.	National	£13m for 2013/14	March 15

	for a small number of hours. These claimants are referred to Mandatory Work Activity that, with time to look for work, is equivalent to the same number of hours.				
New Enterprise Allowance Scheme (NEA)	The NEA helps unemployed people who want to start their own business. It provides access to business mentoring and offers financial support.	It is available to people aged 18 and over who are claiming Jobseeker's Allowance (JSA), lone parents on Income Support and ESA claimants who are in the work related activity group but haven't yet been mandated to the Work Programme.	National		March 15
Enterprise Clubs	Enterprise Clubs empower local communities, they encourage people to work together to offer additional support to unemployed people who are interested in becoming self-employed. They also help local communities to become more prosperous by encouraging private sector growth.	Unemployed people interested in becoming self employed and local communities	National and local		March 15
Innovation Fund	The Innovation Fund is generating new and innovative ideas and solutions that will support the reversal of the rising trend of youth unemployment. Each social investment partnership has considerable freedom to determine what activities each young person will undertake in order to help them into education and training and ultimately employment, without prescription from central government.	The Innovation Fund pilots focus on the most disadvantaged young people and those at risk of disadvantage	National	£30m over 3 years from 2012	March 2015
Work Choice	Launched in October 2010, Work Choice is a specialist disability employment programme that provides tailored support to help disabled people who face the most complex barriers to employment, find and stay in work and ultimately help them progress into unsupported employment, where it is appropriate for the individual. Work Choice is voluntary and available	disabled people who face the most complex barriers to employment	National		October 2015

	regardless of any benefits being claimed.				
Sector Based Work Academies	<p>Sector-based work academy placements last up to six weeks and consist of three elements:</p> <p>pre-employment training;</p> <p>a work-experience placement with an employer in that sector; and</p> <p>a guaranteed interview for a job (including an Apprenticeship) or other support to help participants through the employer's application process.</p>	<p>Sector-based work academies are designed to support claimants of Jobseeker's Allowance or Employment and Support Allowance (work-related activity group), aged 18 years and over, whom are relatively job-ready. The training and work experience is tailored to employers' needs to help fill vacancies more efficiently, whilst helping participants into employment in a demand sector.</p>	<p>Sector-based work academies are available in England and Scotland.</p>	<p>£15m over three years</p>	<p>March 15</p>
Job Centre Plus Support Contract (JCPSC)	<p>The key objective of the JCPSC is to help move jobless people into work by:</p> <p>Helping participants acquire/update their Job Search skills in order for them to find and keep a job</p> <p>Helping people gain the 'soft' skills for example, time keeping in order for them to find and keep a job</p> <p>Providing resources and support to help them apply for vacancies.</p>	<p>The JCPSC delivers provision for all Jobcentre Plus claimant groups including JSA, Lone Parents, Carers, Partners, PET, ESA and those under notice of redundancy.</p>	<p>National</p>		<p>December 14</p>

