YPG RiW Delivery Requirements

The approach relies on successful providers being able to meet the needs of individuals and employers in the key sectors identified. Training and support activity must demonstrate a maximum degree of flexibility to support individual employability and mobility. The provision should recognise the specific needs of the intended cohort of learners who will be young people aged between 18 and 24 years and who have been unemployed for 6 months.

Employers and individuals will be provided with a clear understanding of the range and scope of education and training services that learners can expect to receive.

The Sector Skills Councils concerned have revised where required the content of the Sector Employability Toolkits in order to ensure that they are fit for purpose, however providers will be required to develop a package of support, including additional skills development activities in order to ensure that young people are prepared for work, and are able to take up the employment opportunities identified before training commences.

The sector offer requires the up-front engagement of an employer with a real or prospective vacancy in existence. The training element of the sector offer is only part of the package to employers and complements an employment subsidy to incentivise a focus on recruitment from this cohort. It is anticipated therefore that the beginning of the demand process will be with the employer, with Jobcentre Plus employer engagement staff playing the primary role in the early stages of engagement. Providers will play an important supplementary role in employer engagement as they will have their own employer base engaged through Train to Gain and Apprenticeship activity however relevant vacancies must be notified and registered through Jobcentre Plus.

In addition to specific content required by the sector and occupational area concerned, successful providers must be able to offer the following range of skills interventions tailored to the needs of the individual. It is recognised that not all of these will be needed in each case:

- Training Needs Analysis and Individual Learning Plan;
- Skills for Life diagnostics (including ICT) and delivery of appropriate training;
- Assessment of generic employability skills needs and the delivery of training to improve job search, job application and in-work skills;
- Embedded IAG and learner support
- Training to update skills needed for a specific employment sector;
- Pre-employment training to provide skills to enter a different occupation or sector;
- Regular progress reviews;
- Exit interviews and customer tracking

The type of education and training provision that can be delivered will not be
restricted to qualification bearing activity however it should be shaped around the content of the relevant Sector Employability Toolkits with the relevant additional support required for the individuals and employers concerned. It will be funded as long as it is organised and delivered according to the individual’s existing skill levels and labour market opportunities in the key sectors indicated, however, activity must be focused on skills development and moving individuals into sustainable work. The provision should aim to equip the individual to continue their training and progress towards a portable and economically valuable qualification in work through Train to Gain or Apprenticeship where appropriate..

A key requirement for providers is that once the individual re-enters employment then the provider should seek to continue skills and qualifications development with the new employer wherever possible.

Key Characteristics of the Offer

- Employer driven and targeted at real vacancies or anticipated demand identified through labour market intelligence or knowledge of inward investment
- Maximum of 8 weeks duration
- Full time delivery supported by Training Allowance, travel and childcare support provided by Jobcentre Plus
- Flexible modes of delivery including flexible start dates to suit employer need and continuous provision throughout the year
- National coverage – the offer should be available across England
- To include employability/soft skills where appropriate but at the behest of the employer rather than as a generic requirement
- To include appropriate careers advice specifically tailored to provide comprehensive support to the learner (taking into account the fact that whilst young, the customer group will have a very wide ranging set of needs and starting points on their own personal development journeys).

Due to the changing economic and political landscape, the LSC and JCP approach and associated processes may change during the life of this contract. In such circumstances successful contractors will be expected to adapt their offer and processes accordingly.

The successful contractor should have the capacity to deliver education and training immediately once the contract starts in October 2009. This should not be delayed in any way by any recruitment processes, availability of premises or other processes that need to be introduced.

The LSC will agree indicative priority activities with providers.

For more information and guidance on Train to Gain funding, go to:

http://www.lsc.gov.uk/providers/ttg/latest/
For more information on LSC funding policy and guidance go to:

http://www.lsc.gov.uk/providers/funding-policy/strategic-overview/

For more information on Sector Employability Toolkits, go to:

http://www.lsc.gov.uk/providers/local-employment-partnerships/