

Hatch 2022 – 2023 Frequently Asked Questions

How will expressions of interest be assessed?

In addition to undertaking due diligence checks, UK Youth will assess the expressions of interest against the following criteria:

- Experience of delivering youth work provision within one or more of the target locations
- Demonstrated a clear need within their service and an understanding of the local youth employability landscape
- Evidence of experience recruiting young people who are (or are at risk of becoming) not in education, employment or training (NEET) *and* motivated to engage with a work-readiness programme
- Evidence of experience delivering employability or work-readiness programmes
- Evidence of experience of, or appetite for, creating partnerships with businesses for employability purposes.

What are the logistics of the work experience payments?

Young people will be paid the minimum wage appropriate to their age group for completing their work placements. If young people complete their placement with KFC, this will be paid directly from them. If young people complete their placement elsewhere, UK Youth will fund the delivery partner to pay the young people directly. This funding is separate to youth worker and community link worker time.

Are the local KFC's already on board or do delivery partners have to create these relationships?

Local KFC's are 100% on board with Hatch. Young people can sign up to the KFC placements through UK Youth. We do advise that relationships are created between KFC Restaurant General Managers and Youth Workers in order to fully support young people throughout their Hatch journey.

How do young people sign up to KFC placements?

UK Youth will hold the relationship with KFC to arrange their work placements. There will be a sign up link for each group in which young people can sign up to KFC placements alongside any other placements which may be offered through UK Youth.

How many work experience placements do delivery partners need to find?

It is expected that 80% of the work experience placements will be provided by KFC. The other 20% of work placements will be sourced through relationships created by the delivery partner or through other relationships which UK Youth hold.

Can work experience placements be at the youth organisation?

Absolutely! If the placement meets the young person's interest and needs, the work placement can be at the youth organisation itself.

What is the curriculum, do youth workers create this?

Session plans for all workshops are provided by UK Youth. UK Youth operates on a core / flex model. This means that the core outcomes of the programme must be covered by youth workers. There will be suggested activities on how to meet the outcomes, however there is flexibility to adapt these outcomes to the needs of the young people and the youth organisation.

How many young people are we expected to support throughout the programme?

We will discuss and confirm delivery targets during contracting, with delivery partners asked to support either 30, 60 or 120 young people to complete the programme. Due to the barriers faced by young people within the target group, young person non-completion is expected. Based on our learning during the proof-of-concept year, we estimate that delivery partners will need to recruit 1.5 the number of young people to achieve the target completion rate e.g. those contracted to work with 30 young people will need to recruit approximately 45 young people to allow for non-completion.

How will delivery dates be organised?

Each group will undertake the Hatch programme on separate timelines within 6 potential group slots between March and November 2023 (see young person journey above). Each group will complete the pre-employment workshops together, complete their work experience at similar times and then experience the mock interviews and end of programme celebration together.

At the November training week, UK Youth will share a more in-depth timeline which will detail the timeslots for each element of the programme.

What is the access fund?

An access fund is available through UK Youth for delivery partners to provide support to young people to engage with the Hatch programme. This could be to pay for an interpreter, purchase fidget toys, print curriculum resources in extra-large print, pay for extra staff support, top up a young person's phone credit in order to support youth workers' communication with them, course refreshments, or young person's travel.

How much time is expected for the wrap-around support?

Each young person's wrap around support will be different. One young person may not need significant extra support and therefore will only require an initial 1:1 to sign them up to the programme and agree which work experience placement opportunity best meets their needs and a 3-month follow up phone check-in. Whereas another may also need the youth worker to visit them whilst on work placement and to provide 1:1s after completing the programme. The budget is calculated on the basis of each young person accessing an average of 3 hours of 1:1 support, but the actual support will vary according to the young people's individual needs.

What are the reporting expectations?

It is expected that youth organisations will provide data once each group has completed the programme. This involves demographic information on the young people, the number of young people starting the programme, the number of young people completing the programme and the elements of the programme which were completed. This is supported by the participant information records which are completed through the UK Youth Hub on SharePoint.

Case studies will also be required during the programme and impact data will be captured through young people undertaking Skills Builder assessments at the start and end of their Hatch journey.

What happens if we don't meet the young person target?

UK Youth are here to support you in all aspects of the programme. If it becomes evident that you are running behind on target, we will first of all put a support plan in place to help you increase your young person numbers. If this does not help, we can look at adjusting your target and funding to a more reasonable number.

What happens if we exceed the young person target?

It is possible to increase your target number of young people depending on the budget available and the performance of the programme as a whole. However, if the budget is not available to provide payment for the work experience, the target numbers would have to be capped.

What resources are provided by UK Youth?

UK Youth will provide resources and support to aid the community link worker to build relationships with employers.

UK Youth are developing the Hatch curriculum which delivery partners will receive training on during w/c 20th February 2023. The curriculum comprises 'core' and 'flex' elements. The 'core' elements cover the essential components to be delivered, and the 'flex' elements can be adjusted by the youth organisations in response to the local context and young people's needs. A workbook will also be provided for young people alongside the programme.

Part of phase 1 activity will involve delivery partners taking part in co-design discussions with UK Youth to ensure that the curriculum is refined to best meet the needs of the young people they are working with.

What are the training weeks?

UK Youth training weeks involve mandatory programmatic training sessions for those organisations delivering specific UK Youth programmes as well as voluntary training sessions covering a range of topics.

For Hatch, the November training week (w/c 7th November 2022) will introduce the programme structure and expectations and support partnership building for the work experience element of the programme. The February training week (w/c 20th February 2023) will provide a Hatch curriculum deep dive. Applicants are advised to hold these dates in their diaries.

What is a community link worker?

A community link worker is the staff member within the delivery partner youth organisation responsible for creating relationships with local businesses and employers to create opportunities for young people. This individual may be a youth worker, or a different individual who is well-placed to build these partnerships, e.g. a fundraiser, partnerships officer or business manager.

Can the community link worker and the youth worker be the same person?

Yes. If the youth worker is the best placed individual to build partnerships to create work experience placements, then the two roles can be completed by one person. However, this may not suit all organisations and therefore there is flexibility to staff these roles in the best way you see fit.

We are also taking part in another UK Youth employability programme, Building Connections, can we use the same community link worker?

Yes! This is the perfect opportunity to further develop connections and create opportunities for young people.

What is the purpose of the networking event?

The networking event aims to bring together employers, youth workers, KFC staff and young people. There are multiple purposes to this, as follows:

- Build relationships between KFC Restaurant General Managers and youth workers. This will be essential in supporting young people on work placements.
- Provide an opportunity for young people to speak to employers about opportunities that they have on offer.
- Allow for youth workers and the community link worker to build relationships with other potential work experience providers.
- Depending on how the delivery partner decides to run the networking event, the event may also be used to:
 - Offer training to employers on employing young people and supporting them in the workplace
 - Provide Hatch taster sessions for young people as a way to support recruitment