

# Hatch 2023 – 2024 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 (*you will still be considered if you only meet some of the criteria*):

- Experience of delivering youth work provision within one or more of the target locations
- Ability to demonstrate 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?

If working at KFC, young people will be paid directly by KFC and their wages may vary depending on their age and the KFC franchise they complete the programme with. If young people complete their placement elsewhere, they will be paid the national living wage and 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. It is essential 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 we get in touch with KFC Restaurant General Managers?

You will receive contact information for each of the restaurants you are working with from UK Youth. It is essential that you get in touch with the restaurants in good time before the programme begins to start to build relationships with them. This will take the form of attending restaurants to experience and 'day in the life' of a KFC staff member, as well as inviting them to your partnership event and giving them an insight into the life of a youth worker.

## 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 delivery partners, this 20% will be distributed to delivery partners based on need locally.

## 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. However, we do encourage you to build relationships with employers outside of your organisation so that those relationships can last beyond the programme.

## 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 between 20 and 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 running Hatch so far, we estimate that delivery partners will need to recruit 1.5x 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 2024 (see programme journey in the programme information document). 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 December Hatch training, 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. This is built into the funding that you will receive, you do not need to apply for this separately.

## 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, a work experience phone call check-in and a 3-month follow up phone check-in. Whereas another may also need the youth worker to visit them in person 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 includes 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.

There is also an expectation to remain in contact with your Project Officer through attending monthly one-to-one calls and monthly regional Hatch Chats.

## 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 development of a community link work approach to build relationships with employers. UK Youth will also provide a full curriculum to be delivered to young people. 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.

You will also have a dedicated Project Officer who will be your first point of contact. They can guide you through the requirements of the programme and the other resources available. They are also there to offer advice, support and help when things are proving challenging or difficult.

## What training is provided?

UK Youth will run initial training in the week commencing 11<sup>th</sup> December to cover programme structure and expectations and support partnership building for the work experience element of the programme. These sessions will be mandatory to attend. The February Hatch training will provide a Hatch curriculum deep dive. Applicants are advised to hold these dates in their diaries.

Youth Workers will also be required to attend a joint training and networking day with Restaurant General Managers to understand their roles in the programme and to build relationships to support the programme going forwards.

## What is the community link work approach?

UK Youth supports the development of a community link work approach across all employability programmes. The approach is about developing partnerships with local businesses and employers to create opportunities for young people. This could be an approach used by a team, or within the remit of an a youth worker, or other staff member who is well-placed to build these partnerships, e.g. a fundraiser, partnerships officer or business manager.

## We are also taking part in another UK Youth employability programme, Building Connections, can we link the work?

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 to build relationships with other potential work experience providers.
- Depending on how you decide 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

## How much staff time should be dedicated to Hatch?

During Phase 1 of the programme (December to February) we recommend that staff work 2 to 3 days a week on Hatch. This time should be spent securing work experience placements for Phase 2, creating referral links, promoting the programme, developing relationships with Restaurant General Managers (RGMs), digesting curriculum materials and creating your own delivery plan.

During Phase 2 of the programme, we do recommend at least 4 days a week to be dedicated to Hatch whilst a group is progressing through the programme. This allows them to run the curriculum, provide adequate wrap around support (including visiting young people on placement where necessary), follow up with RGMs and placement supervisors, recruit and promote the programme for upcoming groups and all the other niggly bits that comes with running a youth programme!

Depending on your target, you may not decide to run the programme in every group. This would give you some breathing space in between where dedicated staff time on Hatch can be reduced.