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# Young Person's Guarantee: process evaluation Appendices

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Views expressed in this report are those of the researcher and not necessarily those of the Welsh Government.

For further information please contact:

Name: Dr Lydia Lewis

Division: Skills

Welsh Government

Cathays Park

Cardiff

CF10 3NQ

Tel: 03000 252828

Email: [KASEmployabilityandSkillsResearch@gov.wales](mailto:KASEmployabilityandSkillsResearch@gov.wales)

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## Glossary

ADHD	Attention Deficit Hyperactivity Disorder
ALN	Additional Learning Needs
APS	Annual Population Survey
CFW	Communities for Work
CFW+	Communities for Work Plus
CW	Careers Wales
DWP	Department for Work and Pensions
EEB	Employment and Enterprise Bureau
EET	Education, Employment and Training
EMA	Education Maintenance Allowance
ESA	Employment and Support Allowance
ESF	European Social Fund
EU	European Union
FE	Further Education
GSR	Government Social Research
HE	Higher Education
HESA	Higher Education Statistics Agency
ILO	International Labour Organisation
JCP	Job Centre Plus
JGW+	Jobs Growth Wales Plus
JSA	Job Seekers Allowance
LA	Local Authority
LLWR	Lifelong Learning Wales Record
MI	Management Information
NDC	Neurodevelopmental Conditions
NEET	Not in Education, Employment or Training
ODPM	Office of the Deputy Prime Minister
ONS	Office for National Statistics
OoWS	Out of Work Service
PaCE	Parents Childcare and Employment
PLASC	Pupil Level Annual School Census



SFR	Statistical First Release
SMD	Social Model of Disability
UC	Universal Credit
WBL	Work Based Learning
WW	Working Wales
YEPF	Youth Engagement and Progression Framework
YPG	Young Person's Guarantee

### **Statistical note**

The figures in this report were correct at the time of drafting.

## Appendix A.

### 1. Additional data on young people who are NEET

#### **The numbers of young people not in education, employment or training (NEET)**

1.1. As Section 1 of the report outlines, although the YPG is an offer for all young people, there is a particular focus upon supporting young people who are, or are at risk of becoming, NEET. The three main sources of data on young people not in education, employment or training in Wales are:

- The [Statistical First Release \(SFR\) Participation of young people in education and the labour market](#);
- the [Annual Population Survey \(APS\) Young people not in education, employment or training \(NEET\)](#); and
- the [Careers Wales Annual Pupil Destination Surveys](#).

1.2. Each of these different sources has strengths and weaknesses. The SFR is ‘the definitive statistical source’ for estimates of the number and proportion of young people who are NEET in Wales.<sup>1</sup> The APS<sup>2</sup> provides more detailed and more timely data than the annual SFR series. However, it is not directly comparable with the SFR and because it is based upon survey data, the estimates are considered less robust due to sampling error. Moreover, APS estimates have become increasingly volatile in recent years and there has been increasing divergence between the APS and SFR data. The Careers Wales Annual Pupil Destination Survey<sup>3</sup> is the only source that provides estimates at LA level, and only includes pupils that are included in the Pupil Level Annual School Census (PLASC) data collected in January each year. Pupil destinations are reported by year group, as their known activity on the 31<sup>st</sup> of October after they have left that year group. However, problems with non-response rates, due

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<sup>1</sup> The analysis is based upon the numbers of learners enrolled in school, FE, HE and with WBL providers (drawing data from the Pupil Level School Annual Census (PLASC), the Lifelong Learning Wales Record (LLWR) and Higher Education Statistics Authority (HESA)). The analysis also considers population estimates taken from the Office for National Statistics (ONS) and Welsh Government alongside the annual population survey (APS).

<sup>2</sup> The APS, conducted by the ONS, is a large continuous UK wide household survey that includes questions on education and employment, and also ethnicity, religion and health.

<sup>3</sup> The Careers Wales destination survey aims to identify the status of young people who had been in education or training in the previous academic year.

to data collection challenges, reduce its robustness<sup>4</sup> (Welsh Government 2025c; Welsh Government, 2020a).

- 1.3. At the time of writing the latest SFR which, as noted, is the preferred measure, includes final estimates for 2022 and provisional estimates for 2023. However, for this report we also use the APS data to provide a timelier indication of trends before and after the YPG was introduced in 2021.
- 1.4. The Annual Population Survey (APS) has seen a fall in sample sizes over recent years. Given this and the fact that the survey has not been reweighted to latest population estimates, the Office for Statistics Regulation has agreed that the APS NEET release accreditation should be temporarily suspended and that the estimates should be re-designated as official statistics. It is still appropriate to use these statistics. However, it is important to note the increased uncertainty around estimates derived from the APS. Users should consider the APS trends alongside trends published in SFR.

<sup>4</sup> 'There was a large increase in the number of non-respondents in the 2018 destinations data, due to a number of data collection challenges, which affected comparability with previous years. Some non-response issues remained in the 2019 data. The coronavirus (COVID-19) pandemic also complicated the comparability across years from 2020.' (Welsh Government, 2020a, n. pag.)

*The profile of young people who are NEET*

- 1.5. Tables A.1. and A.2. show the characteristics of young people in Wales who are NEET.

**Table A.1. The profile of young people in Wales who are NEET, SFR data, 2023**

	Young people aged 16 to 18 who are NEET (%)	Young people aged 19 to 24 who are NEET (%)
All [Note 1]	10.1	15.2
Male	13.6	16.4
Female	6.2	13.9

Source: [Estimated 16-24 year olds not in education, training or employment by gender, economic activity and age groups \(StatsWales\), Welsh Government](#)

[Note 1] For comparison, the APS data, which is generally considered less reliable, indicates that for the year ending December 2023, 7.4% of 16 to 18 year olds and 16.3% of 19 to 24 year olds were estimated to be NEET. This illustrates the increasing divergence between APS and SFR data observed in recent years (Welsh Government, 2022g).

**Table A.2. The profile of young people in Wales who are NEET, APS data, three year period ending March 2024 [Note 1]**

	Young people aged 16 to 18 who are NEET (%)	Young people aged 19 to 24 who are NEET (%)
Disabled	19.1	38.7
White [Note 2]		Young people aged 16 to 24 who are NEET (%)
		13.1
Black, Asian and minority ethnic		8.3

Source: [Young people not in education, employment or training \(NEET\): April 2023 to March 2024 \(Statistics, Document\), Welsh Government](#)

[Note 1] Data is available up until December 2024, but this table shows up until the end of March 2024 so it can be considered alongside data from programmes in other tables that report up until the end of March 2024.

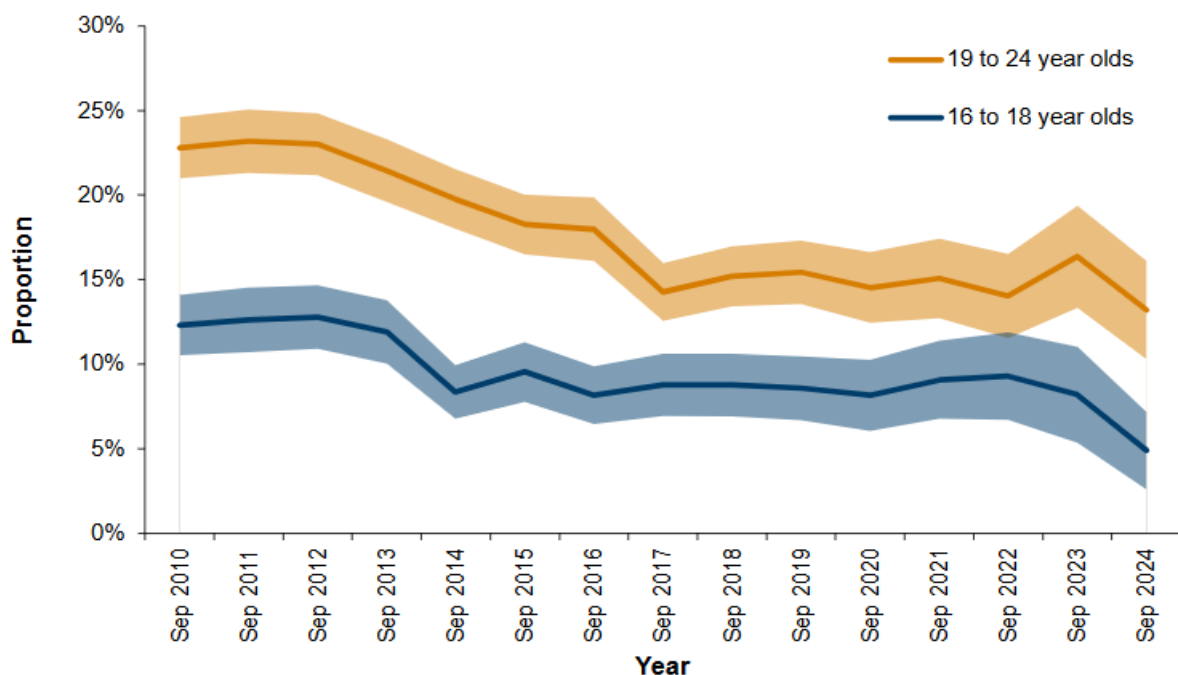
[Note 2] The 'White' ethnic groups are White Welsh/English/ Scottish/Northern Ireland/British and other White backgrounds, including Gypsy and Irish Travellers.

### *Trends in the proportion of young people not in education, employment or training*

APS data suggests that, after rising in the wake of the great recession (2008 to 2010), the numbers of young people aged 16 to 24 not in education, employment or training in Wales has declined over the last decade. Figure A.1. is a line chart showing APS NEET rates for 16 to 18 and 19 to 24 year-olds in Wales with 95% confidence intervals. Both age groups' NEET rates decreased across the decade 2014 to 2024, despite fluctuations in each series during this time period. From 2020, the confidence intervals are wider for both 16 to 18 year-olds and 19 to 24 year-olds following the impact of the coronavirus (COVID-19) pandemic on the survey.

- 1.6. SFR data similarly shows that the proportion of young people aged 19 to 24 in Wales who are NEET has declined over the last decade. It also indicates that, having remained fairly stable between 2010 and 2018, there was subsequently a modest rise in the proportion of young people aged 16 to 18 who were NEET (rising from 10% in 2018 to a peak of 14% in 2021) followed then by a decrease to pre-pandemic levels (Welsh Government, 2020b, 2023e.)

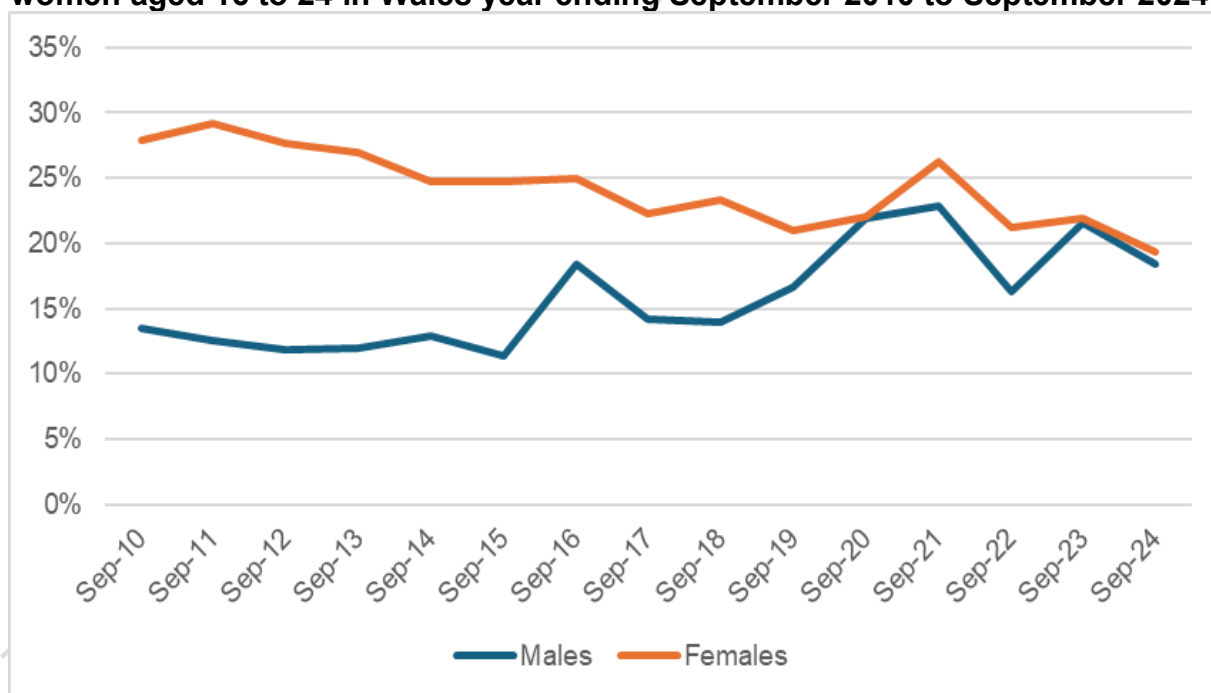
**Figure A.1. Young people not in education, employment or training in Wales, with 95% confidence intervals, year ending September 2010 to September 2024**



Source: [Young people not in education, employment or training \(NEET\): October 2023 to September 2024 \(Statistics, Document\), Welsh Government](#)

- 1.7. Figure A.2 helps illustrate how this overall picture disguises the marked changes in the makeup of young people who are NEET. In particular, it shows that, according to the APS, the proportion of young men who are economically inactive (excluding students) increased over the period year ending September 2010 to year ending September 2024, rising from 14% to 18%. In contrast, the proportion of young women (excluding students) who were economically inactive fell from 28% in the year ending September 2010 to 19% in the year ending September 2024. In addition, government interventions such as the furlough scheme during the COVID pandemic helped reduce the impact of the pandemic (and policy responses such as lockdowns) upon unemployment (see, for example, Murphy, 2022a). As a result, the fears at the start of the pandemic of a spike in youth unemployment did not transpire.

**Figure A.2. Youth economic inactivity rates (excluding students) for men and women aged 16 to 24 in Wales year ending September 2010 to September 2024**



Source: [Economic inactivity rates \(excluding students\) by Welsh local area and year \(StatsWales\), Welsh Government](#)

- 1.8. It is difficult to identify all factors contributing, and also the contribution different factors are making, to the changes in economic inactivity shown in Figure A.2. UK studies have identified that the composition of youth worklessness 'has been

transformed' over the last two decades (Murphy, 2022a, p. 5). There have been sharp declines in the proportion of young women who are economically inactive for family care reasons,<sup>5</sup> while rates of economic inactivity among young men almost doubled between 1995 and 2021 (ibid.). However, economic inactivity due to long-term health problems (and in particular mental health issues<sup>6</sup>) has been rising for both young men and young women (offsetting some of the declines in economic inactivity for young women linked to care responsibilities) (ibid).

#### *Economic inactivity and unemployment amongst young men and young women*

- 1.9. Figures A.3 to A.6 illustrate the changing make up of male and female young people who are NEET in Wales, showing the proportion of NEET young people by unemployment or economic inactivity status over time.<sup>7</sup>
- 1.10. Figure A.3. is a bar chart showing the estimated percentage of 16 to 18 year-old males not in education, training or employment, by unemployment and economic inactivity status, 2004 to 2023. It shows an increase in economic inactivity over time, although there was a reduction in the latest period shown.
- 1.11. Figure A.4. is a bar chart showing the estimated percentage of 16 to 18 year-old females not in education, training or employment (NEET), by unemployment and economic inactivity status, 2004 to 2023. It shows an increase in these NEET figures between 2018 and 2020, and again between 2021 and 2022, and then a reduction in 2023. It also shows a large increase in economic inactivity for this group in 2022.
- 1.12. Figure A.5. is a bar chart showing the estimated percentage of 19 to 24 year-old males not in education, training or employment, by unemployment and economic inactivity status, 2004 to 2023. It shows an increase in economic inactivity in 2016 and from 2020 onwards.

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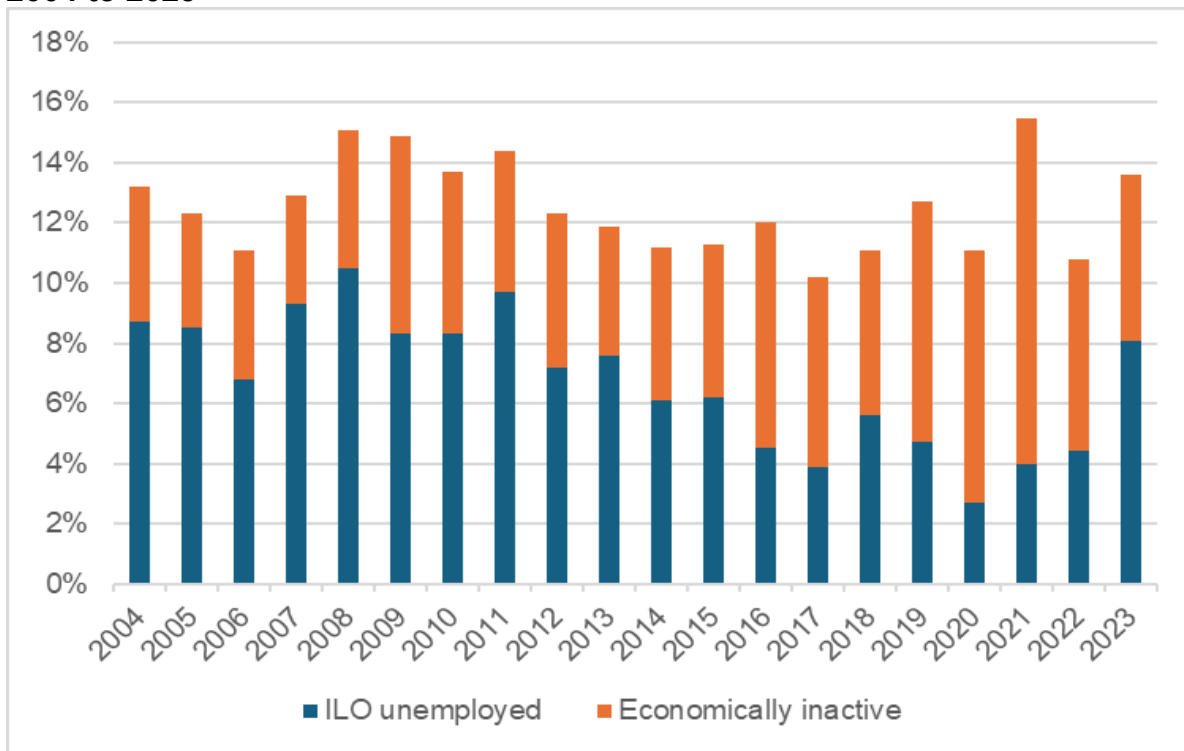
<sup>5</sup> This is because young women are having fewer children, and young mothers are more likely to enter employment, compared to earlier periods (Murphy, 2022a).

<sup>6</sup> For example, analysis of UK data identifies that between 2006 and 2021, 'inactivity due to long-term health problems has been rising for young men and women' and 'the sharpest increase has been in inactivity due to mental health problems' (Murphy, 2022a, p. 6).

<sup>7</sup> International Labour Organisation (ILO) unemployment is a widely used measure of unemployment. To meet the definition a person must have been unemployed in the week when the measurement is made; have been available to take a job within the last two weeks; and to have been actively seeking a job in the last four weeks or having found one starting in less than three months. To be economically inactive, a person must not be employed, not actively looking for work and/or not available to start work within two weeks and aged 16 or over.

1.13. Figure A.6. is a bar chart showing the estimated percentage of 19 to 24 year-old females not in education, training or employment (NEET), by unemployment and economic inactivity status, 2004 to 2023. It shows a peak in these NEET figures in 2011 followed by a decrease until 2018 with fluctuations following this.

**Figure A.3. The estimated percentage of 16 to 18 year-old males in Wales not in education, training or employment, by unemployment and economic inactivity status, 2004 to 2023**



Source: [Estimated 16-24 year olds not in education, training or employment by gender, economic activity and age groups, \(StatsWales\), Welsh Government.](#) Estimates for 2023 are provisional.

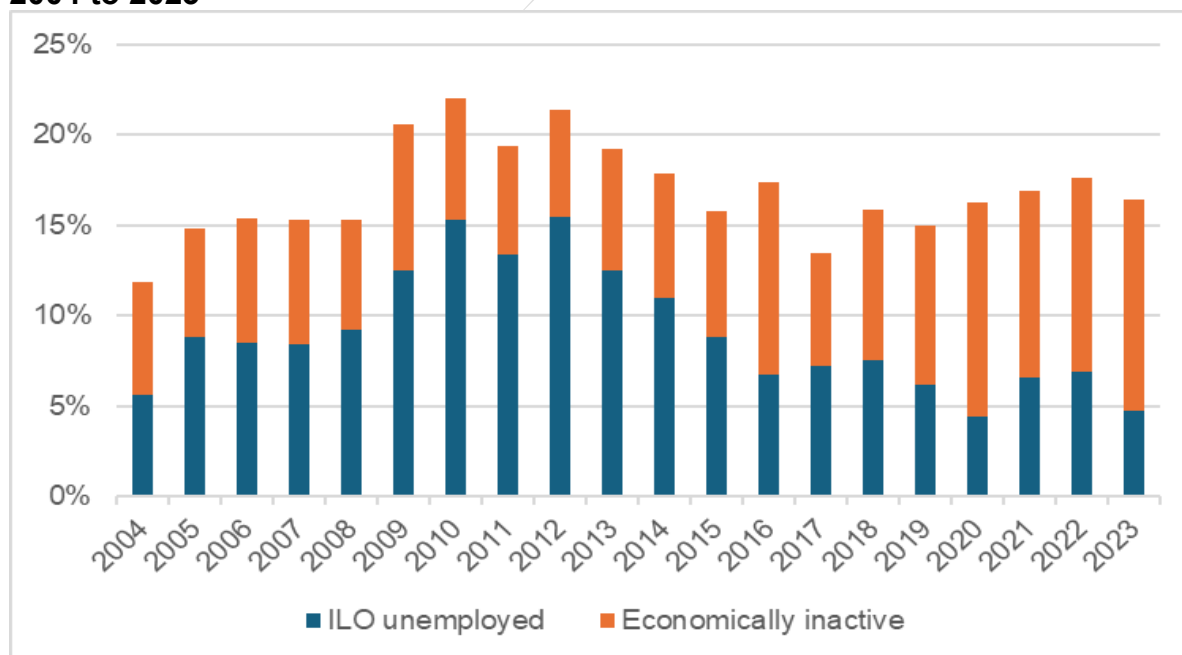


**Figure A.4. The estimated percentage of 16 to 18 year-old females in Wales not in education, training or employment, by unemployment and economic inactivity status, 2004 to 2023**



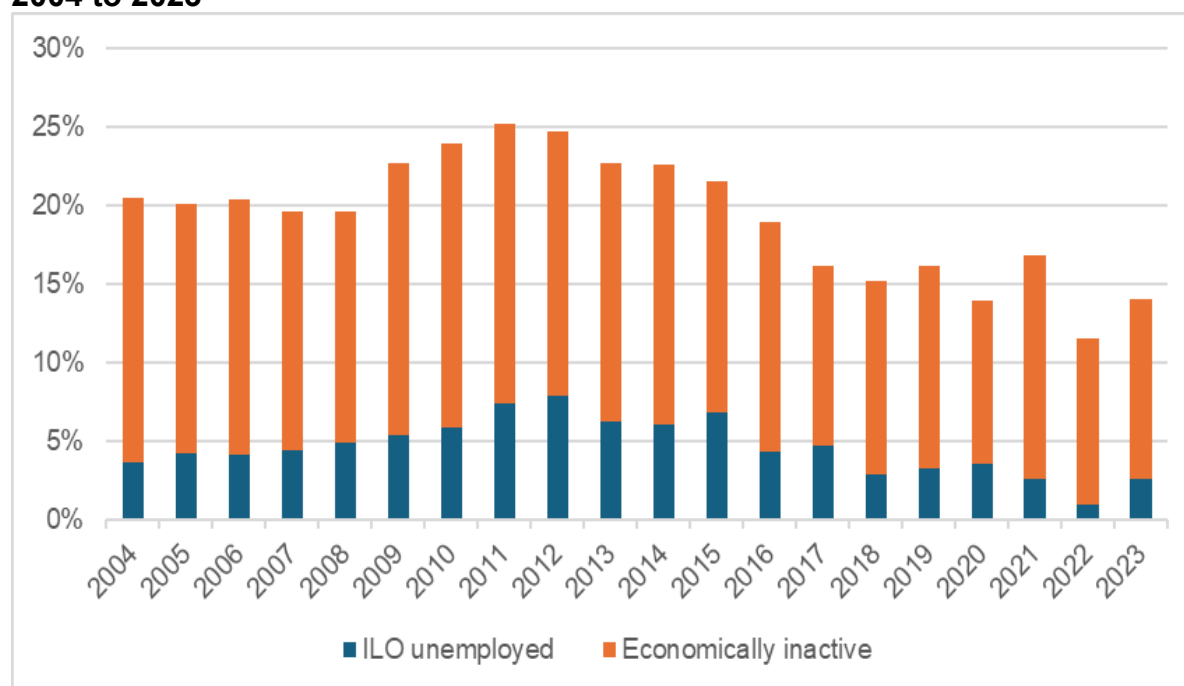
Source: [Estimated 16-24 year olds not in education, training or employment by gender, economic activity and age groups, \(StatsWales\), Welsh Government.](#) Estimates for 2023 are provisional.

**Figure A.5. The estimated percentage of 19 to 24 year-old males in Wales not in education, training or employment, by unemployment and economic inactivity status, 2004 to 2023**



Source: [Estimated 16-24 year olds not in education, training or employment by gender, economic activity and age groups, \(StatsWales\), Welsh Government.](#) Estimates for 2023 are provisional.

**Figure A.6. The estimated percentage of 19 to 24 year-old females in Wales not in education, training or employment, by unemployment and economic inactivity status, 2004 to 2023**



Source: [Estimated 16-24 year olds not in education, training or employment by gender, economic activity and age groups, \(StatsWales\), Welsh Government](#). Estimates for 2023 are provisional.

## *The relationship between the pandemic and longer-term trends in youth worklessness*

1.14 The picture we are presented with, is one where (as noted) the pandemic had a smaller impact upon youth unemployment than feared, but the longer-term trend of increasing economic inactivity remains a key concern, and the effects of the pandemic may be exacerbating this trend (ibid). For example, evidence considered by the Rapid Evidence Review: supporting young people who are not in employment, education or training (Welsh Government, 2024t), interviews with those involved in the design, development or delivery of the YPG at national, regional and local levels, and Estyn inspections (see, for example, Estyn, 2024a; Estyn 2023) all identified reports of increasing numbers of young people who have experienced disruption to their education, linked to the pandemic, and who:

- have mental health issues, including increased anxiety;
- have retreated to their bedrooms;<sup>8</sup>
- are struggling with the rising cost of living; and/or
- have additional learning needs (ALN) and/or neurodevelopmental conditions (NDCs) such as autism or attention deficit hyperactivity disorder (ADHD) (neurodivergent young people).<sup>9</sup>

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<sup>8</sup> In some cases, this included school age young people who were struggling, and whose parents or guardians had opted for elective home education, but who could then find it difficult to engage with post-16 EET.

<sup>9</sup> Neurodiversity describes the differences across populations in the way people's brains think or feel and the differences in the way people experience the world. Notwithstanding the differences, some groups of people process information in a similar way and are referred to as having the same neurotype, and are described as 'neurotypical' while others diverge from the majority neurotype and can be described as 'neurodivergent'. Divergence from the norm does not mean neurodivergent young people will necessarily experience difficulties. Nevertheless, it is important to note that overall employment outcomes for groups of neurodivergent people, such as autistic adults, are much worse than for neurotypical adults and also much worse than almost all other groups of disabled adults (UK Government, 2024b). As Section 9 of the report illustrates, this may reflect societal failures to be more inclusive of neurodivergent individuals.

1.15 Evidence suggests that these are not new challenges.<sup>10</sup> For example:

- NHS surveys in England indicate rates of 'probable mental disorder' amongst young people aged 17 to 19 increased sharply between 2017 and 2022, before beginning to decline a little between 2022 and 2023 (NHS Digital, 2023).<sup>11</sup> Although the data on young people's mental health in Wales is limited (Senedd Research, 2022b), it is assumed that patterns in Wales are similar to those in England. This assumption is supported by, for example, evidence from the [School Health Research Network \(SHRN\) Survey Data](#), which identifies that young people's scores on Strengths and Difficulties Questionnaire increased between 2019 to 2023, indicating a worsening of their mental health.
- Sharp increases in the numbers of young people with NDCs were observed before the pandemic and have continued since (Welsh Government, 2022d).<sup>12</sup>
- However, as outlined in Section 5, the picture in relation to ALN is less clear (see for example, Senedd Research, 2022a, 2024).

1.16 These trends are somewhat at odds with the APS data discussed above, which show an overall increase in the number of young people (aged 16 to 24) who were NEET between the years ending September 2020 and September 2023, but a decrease afterwards. It is possible that the total number of young people who are disengaged is falling, but of those who have disengaged, increasing numbers are more deeply disengaged from both EET and EET support services, and are more likely to become economically inactive. This interpretation would be in line with the reports from staff in programmes like JGW+ (discussed in Section 7 of the report) that the severity and/or complexity of young people's needs is increasing. These issues are reported to have contributed to young people's increasing disengagement from EET and, in some cases, EET support services, including cases where young people decline the offer of support (Estyn, 2023b).

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<sup>10</sup> It has been common in the past for providers to report young people facing difficulties such as anxiety, a lack of confidence or low self-esteem, and worklessness. Reviews from almost twenty years ago identify that a minority of young people, estimated to be 5 to 10% of all young adults, had multiple interlocking difficulties and 'complex interlocking needs', which required support and intervention from a range of different services (Office of the Deputy Prime Minister (ODPM), 2005).

<sup>11</sup> In these surveys rates for 17 to 19 year-olds with 'probable mental health disorder' increased from 10.1% in 2017 to a peak of 25.7% in 2022, before declining a little to 23.3% in 2023. In 2023, the rate for young women aged 17 to 19 (31.6%) was double the rate for young men aged 17 to 19 (15.4%) This survey data also indicates that in 2023 22% of 20 to 25-year-olds had a 'probable mental health disorder'. (NHS Digital, 2023).

<sup>12</sup> This is linked to increasing awareness, recognition and possible prevalence of neurodivergence amongst young people (Welsh Government 2022d).

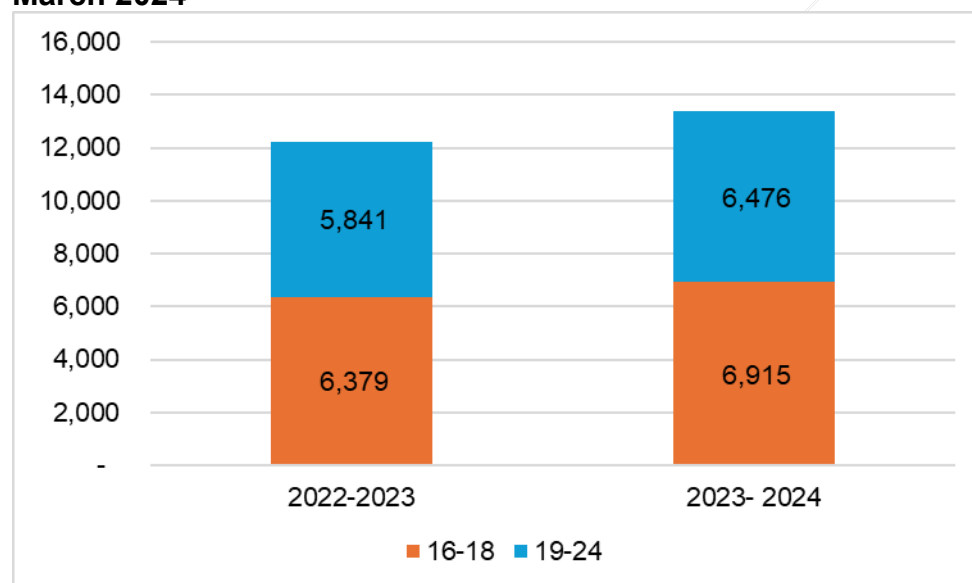
## Appendix B.

### 2. Additional data on selected programmes that make up the YPG

#### Working Wales

2.1 Figure B.1 illustrates the numbers of young people engaged by Working Wales since the YPG was introduced, in 2022 to 2023 and 2023 to 2024. In 2023 engagement of those aged 18 to 24 was expected to remain lower than in previous years due to the decision to enable young people to self-refer to JGW+ from May 2022 (Welsh Government, 2024e).

**Figure B.1. The total number of young people aged 16 to 18 and 19 to 24 engaged by Working Wales in April 2022 to March 2023, and April 2023 to March 2024**



Source: Careers Wales: internal management information

Figure B.1. Is a bar chart showing the total number of young people aged 16 to 18 and 19 to 24 engaged by Working Wales in April 2022 to March 2023, and April 2023 to March 2024. The figures were 6379 16 to 18 year-olds and 5841 19 to 24 year-olds in financial year 2022 to 2023 and 6915 16 to 18 year-olds and 6476 19 to 24 year-olds in 2023 to 2024.

### *Referrals from Working Wales to YPG provision*

- 2.2 Table B.1 below outlines the number of young people supported by Working Wales, where at least one referral was made to support or provision that forms part of the YPG, between September 2021 and March 2024. It shows that the numbers of young people where at least one referral was made increased over this period. It should be noted that the first period (September 2021 to March 2022) is much shorter than the other two periods and caution should be used in any comparisons made. However, even allowing for this, there is an increase between September 2021 to March 2022 and in the following two years, especially for the older age group, whereas the increase in relation to young people aged 16 to 18 is small.

**Table B.1. The total number of young people where at least one referral was made by Working Wales to support or provision that forms part of the YPG in September 2021 to March 2022, April 2022 to March 2023, and April 2023 to March 2024 [Note 1]**

Age range	Sep 21 to Mar 22	Apr 22 to Mar 23	Apr 23 to Mar 24
	[Note 2]		
16 to 18	1,215	2,676	3,216
19 to 24	1,012	4,029	4,746
Total	2,227	6,705	7,962

Source: Careers Wales: internal management information

[Note 1] For example, educational provision such as that offered by colleges, training, through, for example, JGW+ or ReAct+, employability support through for example, CfW+ or JCP+, or self-employment support through Business Wales.

[Note 2] This first period is much shorter than the other two periods. Overall, numbers of referrals peak between September to October with a dip in December and an increase from April to August.

- 2.3 Tables B.2 and B.3 outline the profile of young people aged 16 to 18 and 19 to 24 who are NEET engaging with Working Wales. For reference, Tables A.1 and A.2 provide a breakdown of all young people aged 16 to 18 and 19 to 24 in Wales who are NEET by selected characteristics (gender identity, ethnicity and disability). Although the figures in Tables B.2 and B.3 and A.1 and A.2 are

not directly comparable, they suggest relatively lower proportions of young women and disabled young people who are NEET using the service than might be expected, and the proportion of males and Black, Asian and minority ethnic young people using the service appears higher than might be expected, if there were no systemic differences in the rates at which the programme engaged young people from each of these groups.

**Table B.2. Percentages of young people aged 16 to 18 who are NEET engaged by Working Wales in September 2021 to March 2022, April 2022 to March 2023, and April 2023 to March 2024 by gender identity, disability and ethnicity [Note 1].**

Characteristics of young people	Engaged by Working Wales Sep 21-Mar 22 (%) [Note 2]	Engaged by Working Wales Apr 22-Mar 23 (%)	Engaged by Working Wales Apr 23-Mar 24 (%)
Female	41	38	37
Male	58	60	62
Disabled	7	7	7
Non-disabled	80	86	86
Black, Asian & Minority Ethnic	11	13	11
White [Note 3]	87	85	87

Source: Careers Wales: internal management information.

[Note 1] Careers Wales record self-declared data on young people's characteristics. Some young people choose not to provide this information, and this is recorded as 'preferred not to say'. In a small number of cases, a young person who is supported by Working Wales has not yet been asked, and this is recorded as 'not yet known'. The percentages in the table are based upon the number of all young people reporting a particular characteristic divided by the total number of young people. In addition, in relation to gender identity, Careers Wales use three categories: 'male', 'female' and 'other' (any non-binary gender identity). The percentage of young people identifying as having 'any non-binary gender identity' is very small and therefore is not included in the table. Because the 'preferred not to say' and 'not yet known' responses, and in the case of gender, also 'other' categories, are not included in the

table, the percentages do not add up to 100%. In relation to gender identity and ethnicity, this accounts for between one to two % of the total. However, the percentage in relation to disability is higher. For example, in the period September 2021 to March 2022, it accounts for 13% of the total. Because data for the proportion of young people who are NEET who are male and female in Tables A1 and A2 are based upon sex, rather than gender identity, they are not directly comparable.

[Note 2] This first period is much shorter than the other two periods. Overall, numbers of engagements peak between September to October with a dip in December and an increase from April to August.

[Note 3] The 'White' ethnic groups are White Welsh/English/ Scottish/Northern Ireland/British and other White backgrounds, including Gypsy and Irish Travellers.

**Table B.3. Percentages of young people aged 19 to 24 who are NEET engaged by Working Wales in in September 2021 to March 2022, April 2022 to March 2023, and April 2023 to March 2024 by gender identity, disability and ethnicity [Note 1].**

Characteristics* of young people	Engaged by Working Wales Sep 21-Mar 22 (%) [Note 2]	Engaged by Working Wales Apr 22-Mar 23 (%)	Engaged by Working Wales Apr 23-Mar 24 (%)
Female	35	33	30
Male	65	65	69
Disabled	8	7	9
Non-disabled	80	87	87
Black, Asian & Minority Ethnic	9	14	15
White [Note 3]	87	83	84

Source: Careers Wales: internal management information.

[Note 1] Careers Wales record self-declared data on young people's characteristics. Some young people choose not to provide this information, and this is recorded as 'preferred not to say'. In a small number of cases, a young person who is supported by Working Wales has not yet been asked, and this is recorded as 'not yet known'. The percentages in the table are based upon the number of all young people reporting a particular characteristic divided by the total number of young people. In addition, in relation to gender identity, Careers Wales use three categories: 'male',



female' and 'other' (any non-binary gender identity). The percentage of young people identifying as having 'any non-binary gender identity' is very small and therefore is not included in the table. Because the 'preferred not to say' and 'not yet known' responses, and in the case of gender, also 'other' categories, are not included in the table, the percentages do not add up to 100%. In relation to gender identity and ethnicity, this accounts for between one to two % of the total. However, the percentage in relation to disability is higher. For example, in the period September 2021 to March 2022, it accounts for 12% of the total. Because data for the proportion of young people who are NEET who are male and female in Tables A1 and A2 are based upon sex, rather than gender identity, they are not directly comparable [Note 2] This first period is much shorter than the other two periods. Overall, numbers of engagements peak between September to October with a dip in December and an increase from April to August.

[Note 3] The 'White' ethnic groups are White Welsh/English/ Scottish/Northern Ireland/British and other White backgrounds, including Gypsy and Irish Travellers.

2.4 Table B.4 outlines the percentage of young people supported by Working Wales in each group that is entering education or training or employment. It shows that (as might be expected) the proportion of young people aged 16 to 18 entering training or education is much higher than the proportion entering employment. However, this is reversed for those aged 19 to 24. It also suggests that the proportion of disabled young people supported by Working Wales entering training or education is a little higher than that for non-disabled young people. However, the proportion of disabled young people entering employment is lower than that for non-disabled young people.

**Table B.4. The percentage of young people aged 16 to 18 and 19 to 24 supported by Working Wales with a training / education or employment outcome by gender identity [Note 1], disability and ethnicity September 2021 to March 2023 [Note 1].**

Characteristics of young people	Training/ Education (aged 16 to 18) (%)	Training/ Education (aged 19 to 24) (%)	Employment (aged 16 to 18) (%)	Employment (aged 19 to 24) (%)
Female	48	8	26	40
Male	40	5	28	40
Disabled	51	8	20	35
Non-disabled	43	6	28	41
Black, Asian & Minority Ethnic	46	11	25	37
White [Note 2]	44	5	28	41

Source: Careers Wales: internal management information.

[Note 1] Careers Wales record gender identity as self-declared by the young person, using the categories 'male', 'female', 'other' (for 'any non-binary gender identity'). Here the 'other', and also the 'not yet known' (where a young person has not yet been asked) and 'prefer not to say' categories are not included, given the very small numbers in these three categories.

[Note 2] Based on tracking young people at either the 3 or 9 month period following first engagement in terms of their 'first positive outcome'. For example, a positive outcome would be recorded at the 3 months period if achieved at that point; for young people who had not achieved a positive outcome within 3 months it would be recorded if achieved by the 9 month period. Note data was not collected from approximately a third of YPG-eligible customers during this period.

[Note 3] The 'White' ethnic groups are White Welsh/English/ Scottish/Northern Ireland/British and other White backgrounds, including Gypsy and Irish Travellers.

2.5 Tables B.5 and B.6 outline how young people were referred to or accessed Working Wales. They show the importance of self-referrals, and for those aged 16 to 18, the Careers Wales Education team, the Job Centre and colleges, and for those aged 19 to 24 the importance of the Job Centre.

**Table B.5. The average number of 16 to 18 year olds referred to Working Wales annually by referral sources, based on data from two financial years: April 2022 to March 2023 and April 2023 to March 2024.**

Referral source	No.
Self-Referral	2659.5
Careers Wales Education team	1382.5
Job Centre Plus	760.0
College	654.5
Training Provider	189.0
Youth Service	184.0
Support Agency	116.5
YOS	108.5
School	102.5
JCP Youth Journey	99.5
Other [Note 1]	83.0
Communities for Work+	70.5
Event	62.5
Social Services	59.5
Local Authority Provision	40.5
Prison	21.0
Employer	13.5
Probation Service	11.5
ESF Project	8.0
Employability Coaching	5.0
GP/Health Service	3.5
Housing Support	3.0
Voluntary Organisation	2.5
<b>Total</b>	<b>6,641</b>

Source: Careers Wales: internal management information.

[Note 1] For example, these included a range of organisations such as the Ministry of Defence, a Football Foundation and Media Academy Cymru.

**Table B.6. The average number of 16 to 18 year-olds referred to Working Wales annually by referral sources, based on data from two financial years: April 2022 to March 2023 and April 2023 to March 2024**

Referral source	No.
Self-Referral	2733.5
Job Centre Plus	2232.0
JCP Youth Journey	265.5
Prison	172.0
College	156.0
Event	144.0
Communities for Work+	138.5
Support Agency	84.5
Careers Wales Education team	66.5
Probation Service	59.5
Other [Note 1]	46.0
Training Provider	38.0
Youth Service	30.5
Local Authority Provision	21.0
Employer	18.0
Social Services	13.0
Housing Support	6.5
University	6.0
Employability Coaching	4.0
School	4.0
ESF Project	3.5
GP/Health Service	2.5
PaCE	2.0
Voluntary Organisation	1.0
Citizens Advice	1.0
Business Wales	1.0
<b>Total</b>	<b>6,250</b>

Source: Careers Wales: internal management information.

[Note 1] For example, these included a range of organisations such as the Ministry of Defence, a Football Foundation and Media Academy Cymru.

## **JGW+**

- 2.6 Table B.7 outlines some of the characteristics of the young people engaged by JGW+. For reference, Tables A.1 and A.2 provide a breakdown of all young people aged 16 to 18 and 19 to 24 in Wales who are NEET by selected characteristics (gender, ethnicity and disability). As outlined in Section 6 of the report, the engagement of disabled young people on JGW+ is regarded as a key strength of the programme.

**Table B.7. Number of young people (aged 16 to 19) engaged by the JGW+ programme with breakdown by gender, disability and ethnicity, April 2022 to March 2023 and April 2023 to March 2024**

	Engaged by JGW+ in 2022-23	Engaged by JGW+ in 2023-24
All (young people, new starts) (no.)	5,345	5,120
Characteristics* of young people		
Female (%)	47	46
Male (%)	52	53
Other (%)	1	1
Learners without a disability and/or without a learning difficulty (%) [Note 1]	76	76
Learners with a disability and/or learning difficulty (%) [Note 1]	24	24
Black, Asian & Minority Ethnic (%)	6	6
White (%) [Note 2]	92	93

Source: [Jobs Growth Wales+ statistics: April 2023 to March 2024 \(Statistics, Document\), Welsh Government](#)

[Note 1] This language does not reflect the social model of disability which the Welsh Government observes.

[Note 2] The 'White' ethnic groups are White Welsh/English/ Scottish/Northern Ireland/British and other White backgrounds, including Gypsy and Irish Travellers

2.7 As Table B.8 shows, at around 60%, the proportion of young people achieving a positive outcome from JGW+ participation is high,<sup>13</sup> and there is little

<sup>13</sup> A positive outcome is either progression to learning at a higher level, progression into employment (full-time, part-time or self-employment) or progression to an apprenticeship. For disabled learners and/or those with a learning disability and/or learning difficulty, employment of less than 16 hours per week is also classed as a positive outcome.

difference in the proportion of young people with different characteristics achieving a positive outcome.

**Table B.8. The percentage of JGW+ young people (aged 16 to 19) who achieved this positive outcome, by gender, disability and ethnicity, March 2023 to April 2024**

Year	Female (%)	Male (%)	Learners with a disability and/or learning difficulty (%) [Note 1]	Learners without a disability and/or learning difficulty (%) [Note 1]	Black, Asian & Minority Ethnic (%) [Note 2]	White <sup>14</sup> (%)
2022/23	58	60	54	61	42-62	59
2023/24	61	60	58	61	51-69	60

Source: [Jobs Growth Wales+ statistics: April 2023 to March 2024 \(Statistics, Document\), Welsh Government](#)

[Note 1] This language does not reflect the social model of disability which the Welsh Government observes.

[Note 2] Unlike the other programmes discussed in this section, JGW+ data is based on different groups of Black, Asian and minority ethnic young people. However, only the percentage, rather than number of young people from different groups, achieving positive outcomes is published. Therefore, it is not possible to use the published data to calculate the total numbers of young people from different groups achieving positive outcomes. Given this limitation, Table B.6 shows the range within these groups, to enable a comparison to be made with the White group of young people.<sup>15</sup>

<sup>14</sup> The 'White' ethnic groups are White Welsh/English/ Scottish/Northern Ireland/British and other White backgrounds, including Gypsy and Irish Travellers.

<sup>15</sup> In 2022/23 the Black, Asian and minority ethnic group with the lowest percentage of positive outcomes was young people from 'other ethnic groups' and the group with the highest percentage of positive outcomes was the Black / African / Caribbean / Black British / Black Welsh group of young people. In 2023/24 the group with the lowest percentage of positive outcomes was again 'other ethnic group'. However, the group with the highest percentage of positive outcomes was the was 'mixed / multiple ethnic groups'.

## **CfW+**

2.8 Table B.9 outlines the profile of young people engaged by CfW+. As noted, for reference, Tables A.1 and A.2 provide a breakdown of all young people aged 16 to 18 and 19 to 24 in Wales who are NEET by selected characteristics (gender, ethnicity and disability). Although the figures in Tables B.9 and A.1 and A.2 are not directly comparable, they suggest that:

- the proportion of male and of Black, Asian and Minority Ethnic young people engaged by CfW+ is much higher than would be expected, if there were no systemic difference in the rate at which the programme engaged Black, Asian and Minority Ethnic young people who were NEET and White young people<sup>16</sup> who were NEET.
- The proportion of participants who are disabled engaged by CfW+ is lower than would be expected if there were no systemic difference in the rate at which the programme engaged disabled young people who were NEET and young people who were not disabled and who were NEET.
- There is under representation of young women on the programme.

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<sup>16</sup> The 'White' ethnic groups are White Welsh/English/ Scottish/Northern Ireland/British and other White backgrounds, including Gypsy and Irish Travellers.

**Table B.9. Young people aged 16 to 24 engaged by CfW+ in March 2023 to April 2024, with breakdown percentage estimates of these by sex, disability and ethnicity.**

CfW+ participants aged 16 to 24 2023-24	
Total number of young people engaged (no.)	4,870
Characteristics of young people	
Female (%)	30
Male (%)	70
Non-disabled (%)	90
Disabled (%)	9
Black, Asian & minority ethnic (%)	16
White (%)	83

Source: CFW+: internal management information

2.9 As Table B.10 illustrates, in 2023 to 24, 39% of young people supported by CfW+ entered employment. However, the proportion of disabled young people and Black, Asian and minority ethnic young people engaged by the programme entering employment was lower than that for non-disabled young people and White young people<sup>17</sup> respectively.

**Table B.10. The total number of young people aged 16 to 24 on the CfW+ programme entering work and the percentage of young people who achieved job entry by sex, disability and ethnicity, March 2023 to April 2024.**

Total number of job entries (no.)	Female (%)	Male (%)	Non- disabled (%)	Disabled (%)	White (%)	Black, Asian & Minority Ethnic (%)
1,908	39	39	41	28	40	34

Source: CFW+: internal management information

<sup>17</sup> The 'White' ethnic groups are White Welsh/English/ Scottish/Northern Ireland/British and other White backgrounds, including Gypsy and Irish Travellers.



## ReAct+

2.10 Between June 2022 and September 2024, the ReAct+ programme supported 4,846 customers, 14.8% (713) of whom were aged 18 to 24. Additional detail on (a) awards of vocational training grants to young people; and (b) young people supported by the wage subsidy are provided in tables B.11 and B.12. Data for the two periods of time presented are not directly comparable, as they cover different lengths of time, and changes were made to the programme in April 2024.<sup>18</sup>

**Table B.11. ReAct+ vocational training grants awarded to young people, June 2022 to March 2024 and April 2024 to September 2024**

Period	June 2022 to March 2024	April 2024 to September 2024,
Age of young people	18 to 24	20 to 24
Number of vocational training grants awarded	493	64

Source: ReAct+: internal management information

**Table B.12. The number of young people supported by the ReAct+ wage subsidy, June 2022 to March 2024 and April 2024 to September 2024**

Period	June 2022 to March 2024	April 2024 to September 2024
Age of young people	18 to 24	20 to 24
Number of young people supported by the wage subsidy	153	3
Young people supported as a % of all participants	22	10

Source: ReAct+: internal management information

<sup>18</sup> Welsh Government redundancy support programmes have historically included a wage subsidy for employers to employ an eligible new recruit and in June 2022, an 'uplift' to the ReAct+ wage subsidy was made available to employers who recruited a young person aged 18 to 24. In April 2024, the age at which young people were eligible for ReAct+ support was raised to 20. In addition, from April 2024, the wage subsidy was removed except for employers who recruited a disabled person. Further details on the support and eligibility criteria is available at [ReAct Plus](#).

## The OoWS

2.11 Internal management data identifies that between October 2022 when the new OoWS started and June 2024, 1,701 young people aged 16 to 24 who were NEET had enrolled with the service (see Table B.13). As outlined in Figure B.2. the evaluation of the OoWS, before its new start in October 2023, identified that performance in relation to outcome targets for young people aged 16 to 24 was mixed, linked in part to a high dropout rate (Welsh Government, 2023c).

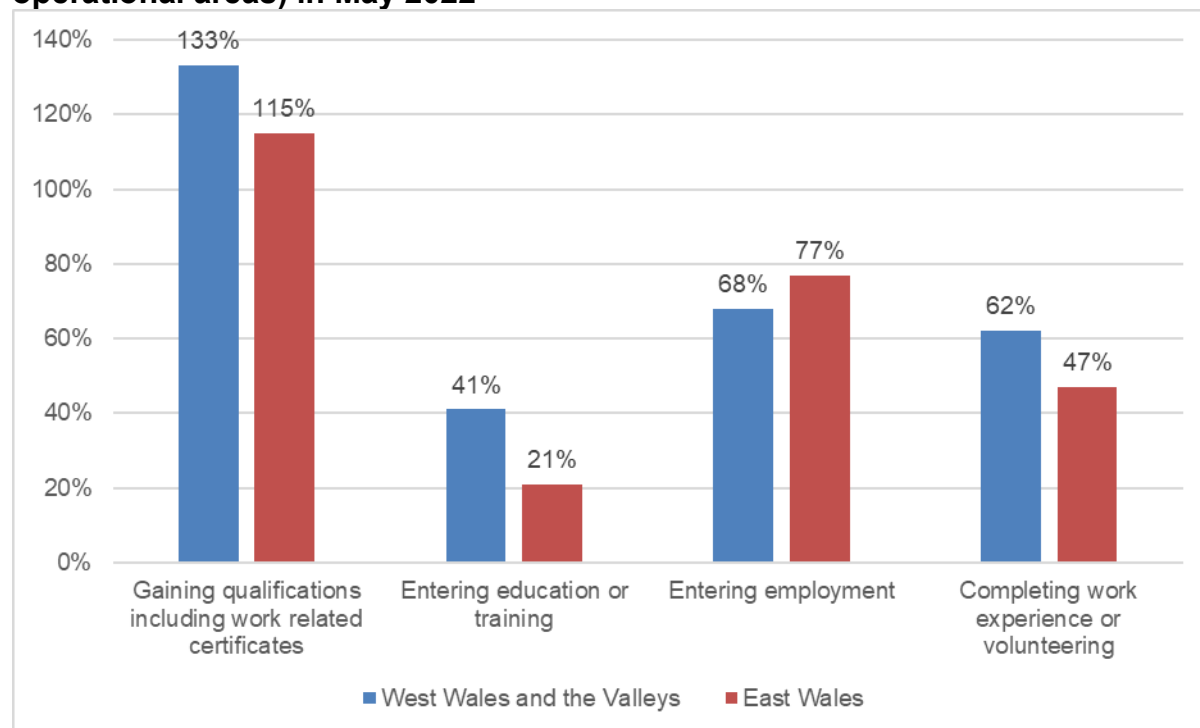
**Table B.13. Outcomes for young people aged 16 to 24 accessing the OoWS, October 2022 to June 2024**

	Participants	Entered further learning [Note 1]	Gained a qualification or work-related certificate	Completed a work experience placement or volunteering	Entered employment
Number	1,701	100	403	216	134
Percentage	100	6	24	13	8

Source: OoWS: internal management information

[Note 1] Including apprenticeships

**Figure B.2. Percentage of targets for young people (aged 16 to 24) achieved by the OoWS in East Wales and West Wales and the Valleys (the two ESF operational areas) in May 2022**



Source: [Welsh Government, 2023c](#)

Figure B.2. Is a bar chart showing the percentage of targets for young people (aged 16 to 24) achieved by the OoWS in East Wales and West Wales and the Valleys (the two ESF operational areas) in May 2022. Figures for 'gaining qualifications' are high at 133% and 115% respectively for West Wales and the Valleys and East Wales. Figures for the other categories, 'entering education and training', 'entering employment' and 'completing work experience or volunteering' are lower, especially for the first of these three categories.

## Apprenticeships

2.12 As Figure B.3 illustrates, data on the gender of learners on different types of apprenticeship aged 16 to 24 suggest disproportionate numbers of male and female apprentices on courses in some sectors. For example, in academic year 2023 to 2024 120 females started an engineering course compared to 1,635 male learners. Other measures from the same source also suggest under- or over-representation of some groups; for example:

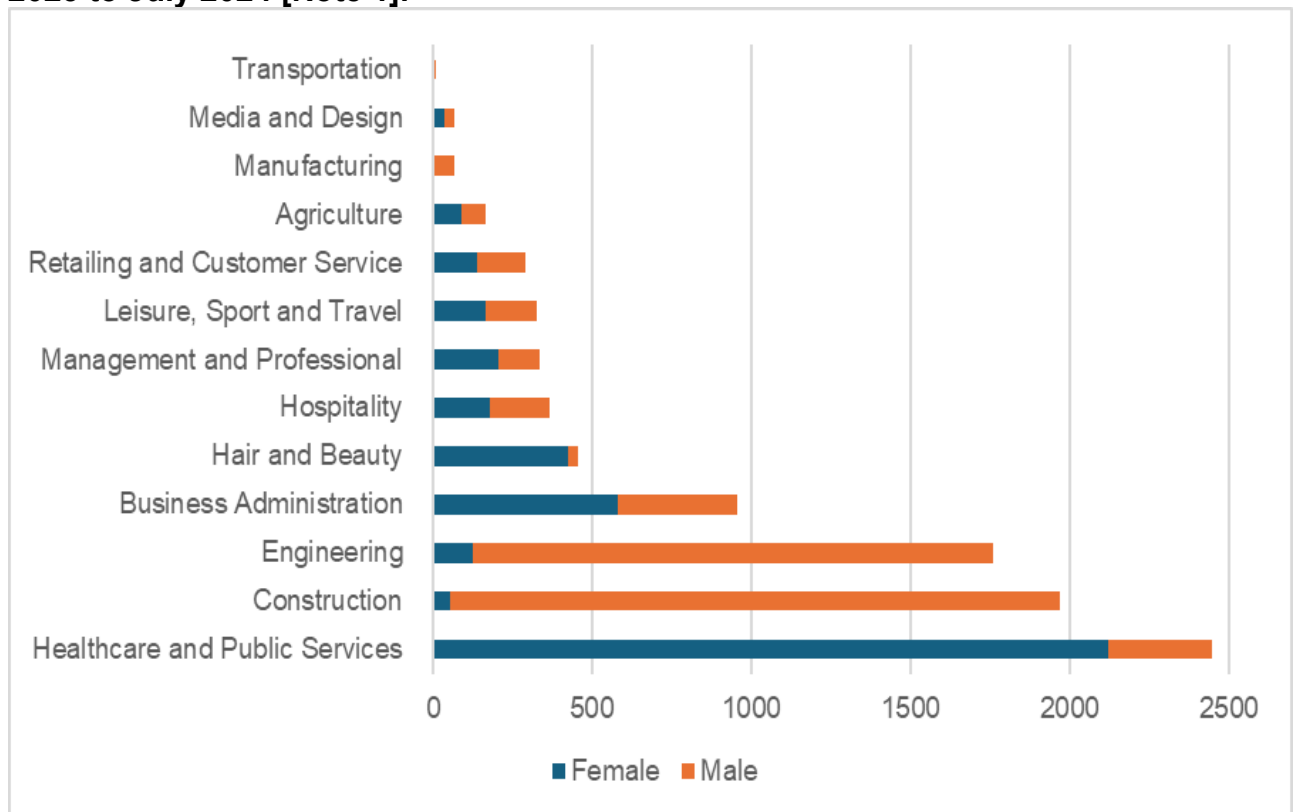
- 13% of learners aged 16 to 24 starting apprenticeships self-identified as having a disability or learning disability<sup>19</sup> in 2023/24. This can be compared to Census 2021 figures which show that 17.9% of females aged 20 to 24 were disabled, and 13.5% of males aged 20 to 24 were disabled (Office for National Statistics, 2023).
- The proportion of learners from Black, Asian and Minority Ethnic groups aged 16 to 24 starting apprenticeship learning programmes in the academic year has steadily increased in recent years from 2% in 2018/19 to 4% in 2023/24. However, this rate is considerably lower than the estimated proportion of Black, Asian and Minority Ethnic people in the resident population<sup>20</sup> (9%) (Welsh Government, 2022h).

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<sup>19</sup> This language does not reflect the social model of disability which the Welsh Government observes. It should be noted that self-identification here may mean under-reporting.

<sup>20</sup> Although it should be noted that this is based upon figures for the whole population, not just those aged 16 to 24.

**Figure B.3. Bar chart showing apprenticeships learning programmes started in Wales by young people aged 16 to 24, gender and programme type, August 2023 to July 2024 [Note 1].**

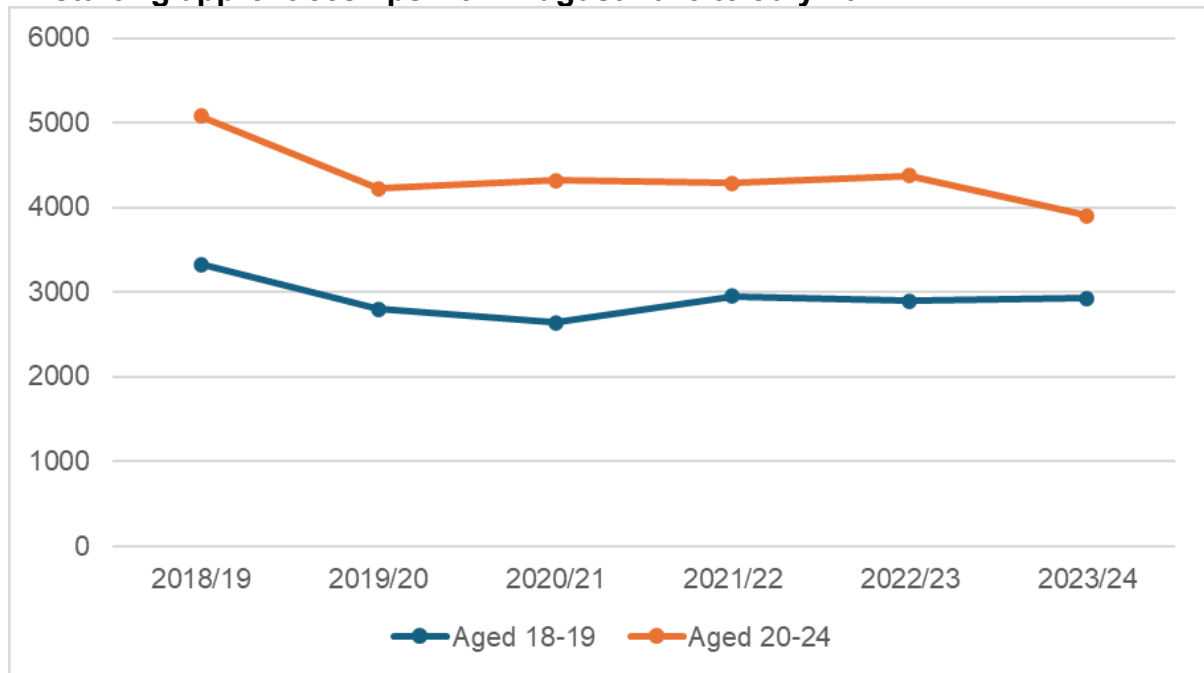


Source: [Learning programme starts in work-based learning provision \(StatsWales\).](#)  
[Welsh Government](#)

[Note 1] A small number of learners are not identified as male or female.

2.13 As Figure B.4. illustrates, the number of young people aged 20 to 24 starting apprenticeships declined quite sharply in 2019/20, and declined again in 2023/24. The numbers of young people aged 18 to 19 starting an apprenticeship declined in 2019/20 and 2020/21, and recovered somewhat from 2021/22 onwards.

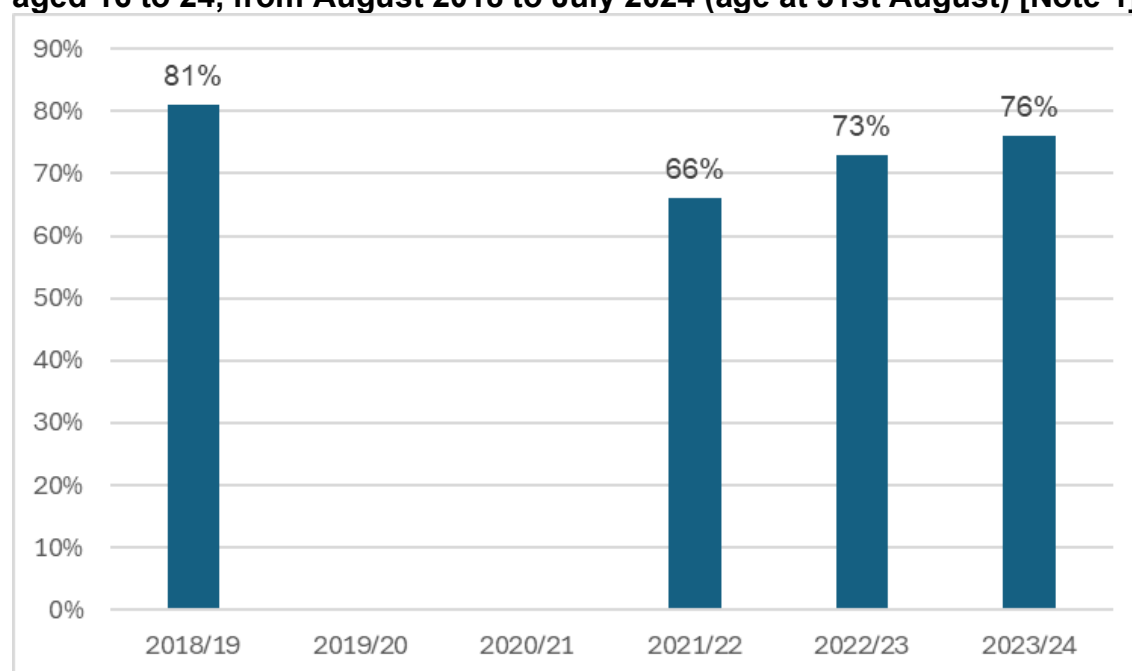
**Figure B.4. Line chart showing the number of young people aged 18-19 and 20-24 starting apprenticeships from August 2018 to July 2024.**



Source: [Apprenticeship learning programmes started by quarter, sector and programme type \(StatsWales\), Welsh Government](#)

2.14 As Figure B.5. illustrates, following a decline in apprenticeship success rates in 2021/2022, there has been a steady increase in the success rate in 2022/23 and 2023/24, although it remains below pre-pandemic levels.

**Figure B.5. Bar chart showing apprenticeship success rate for apprentices aged 16 to 24, from August 2018 to July 2024 (age at 31st August) [Note 1].**



Source: [Success in apprenticeships, by academic year and age group \(StatsWales\), Welsh Government](#)

[Note 1] The apprenticeship outcomes measures were suspended in 2019/20 and 2020/21 due to the disruption of the pandemic.

### **Business Wales' Big Ideas Wales service**

2.15 Data from February 2025 identified that 2,212 expressions of interest in the Young Persons Start Up Grant had been made, with 621 approved applications. Table B.14 provides further details on the characteristics of young people who applied for Start Up grants. The table illustrates the relatively small scale of the programme. In addition, as noted above, for reference, Tables A.1 and A.2 provide a breakdown of all young people aged 16 to 18 and 19 to 24 in Wales who are NEET by selected characteristics (gender identity, ethnicity and disability). Although Tables B.14 and A.1 and A.2 are not directly comparable, the figures suggest that the proportion of disabled young people accessing the programme is lower than would be expected, if there were no systemic differences in the rate at which disabled and non-disabled young people were applying for Start Up grants.

**Table B.14. Young people aged 16 to 24 making applications for Business Wales Start-up Grants 2021 to 2025 with breakdown by gender identity, disability and ethnicity.**

Young Persons Start Up Grant applications	
Total (number of young people supported) [Note 1]	621
Characteristics of young people supported (%)	
Female [Note 2]	52
Male [Note 2]	41
Non-binary	1
Non-disabled	90
Disabled	10
Black, Asian & minority ethnic	8
White	92

Source: Welsh Government: internal Business Wales management Information.

[Note 1] These figures are based upon the total number of young people whose applications were judged eligible and sent to panel. 99% of these were then approved by the panel. We use this as a proxy measure for engagement with the grant scheme. Data on the characteristics of young people is based upon these applications.

[Note 2] 6% of applicants appear not to have given a response to the question on their gender identity. Data for the proportion of young people who are NEET who are male and female in Tables A1 and A2 are based upon sex, rather than gender identity, and therefore are not directly comparable.



## The DWP

2.16 As outlined in Table B.15, estimates included in the [Rapid Evidence Review: supporting young people who are not in employment, education, or training](#) (Welsh Government, 2024t) were that only around half of young people aged 18 to 24 who are NEET and eligible for employment-related benefits receive these.

**Table B.15. The number of young people aged 18 to 24 claiming or not claiming selected benefits annually and the estimated percentages of young people in Wales who are NEET either claiming or not claiming selected benefits [Note 1]**

Young people	Number of young people aged 18-24	The estimated percentage of young people aged 18-24 who are NEET who are either claiming or not claiming each benefit [Note 2]
Claiming JSA	3,486	8
Claiming ESA	11,064	25
Claiming JSA + UC	10,205	23
Claiming UC (not including JSA)	6,719	15
Not claiming ESA or JSA	29,550	67
Not claiming ESA, JSA or UC	22,831	51

Source: [Welsh Government, 2024t](#)

[Note 1] The claimant count (the number of young people claiming each type of benefit) is based upon a three-year average covering the numbers of young people claiming each type of benefit in the calendar years 2016, 2017 and 2018.

[Note 2] See [Welsh Government, 2024t](#), Annex C, pp. 112 – 115 for a description of the methodology.

## Appendix C.

### 3 Factors shaping young people's capabilities, motivations and access to opportunities.

- 3.1 The interviews with young people, discussed in Section 9 of the report, were used to identify a wide range of factors shaping young people's capabilities, motivations and access to opportunities. Further detail on these factors and also the relationship between these factors, and young people's capabilities, motivations and access to opportunities, is presented in Figures C.1, C.2 and C.3.
- 3.2 As outlined in the key below, the impact of each factor young people identified is colour and line coded to show if the impact is generally positive, generally negative or can be positive or negative. In addition, more distal factors are placed on the edge of each figure and more proximate factors are placed closer to the centre of each figure.



**Figure C.1. Factors shaping young people's capability to access and thrive in employment, education or training**

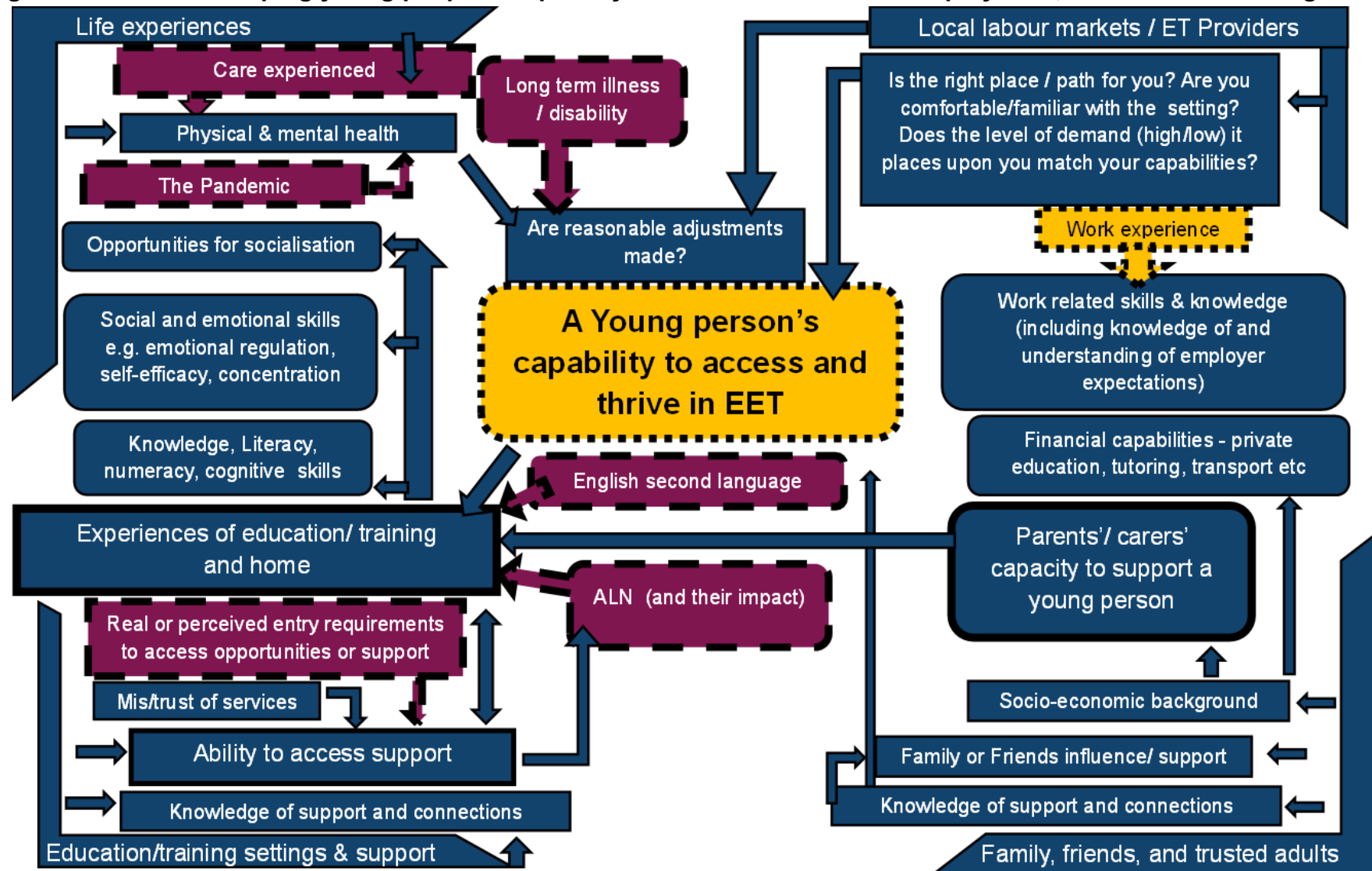


Figure C.2. Factors shaping young people's access to employment opportunities

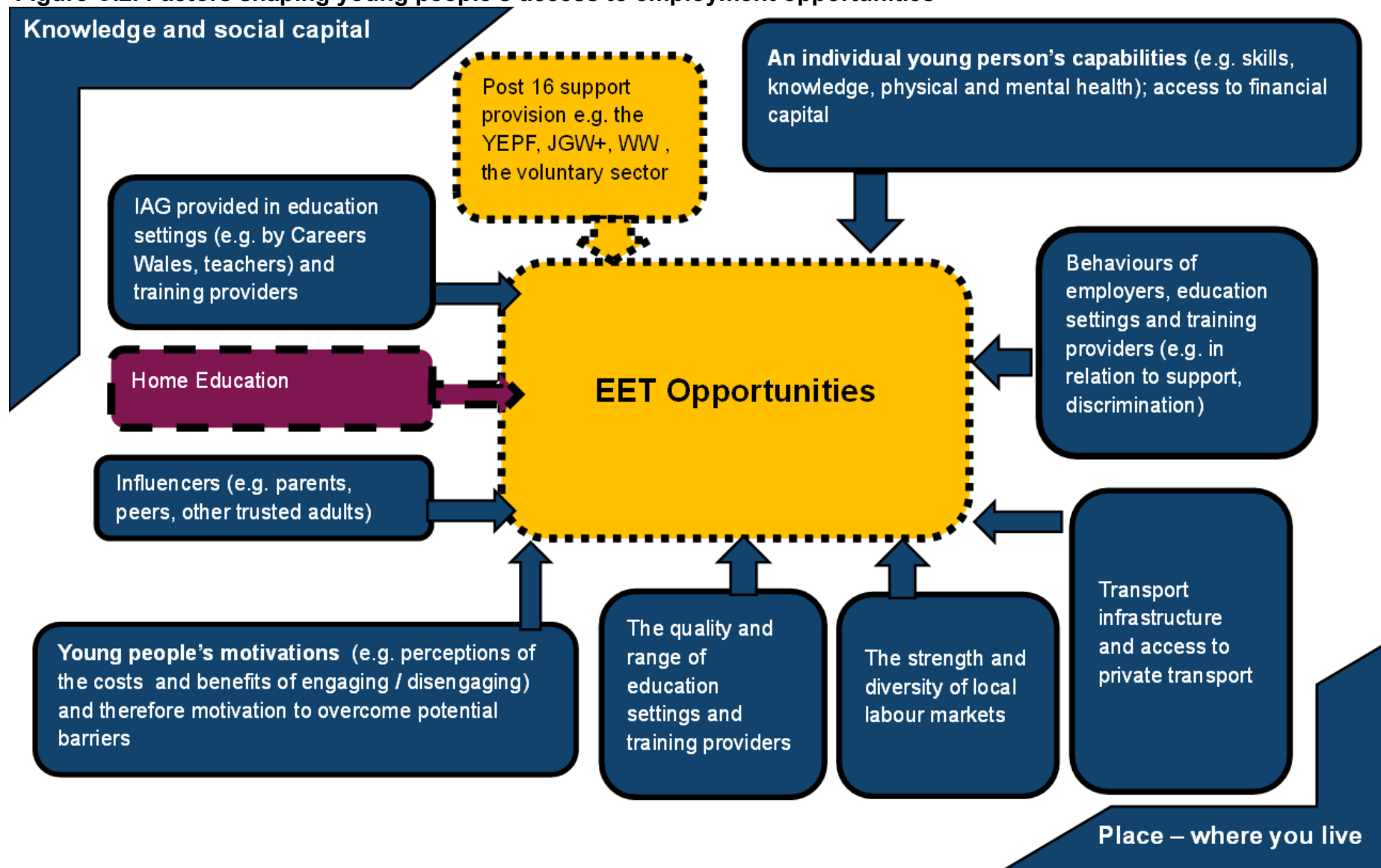
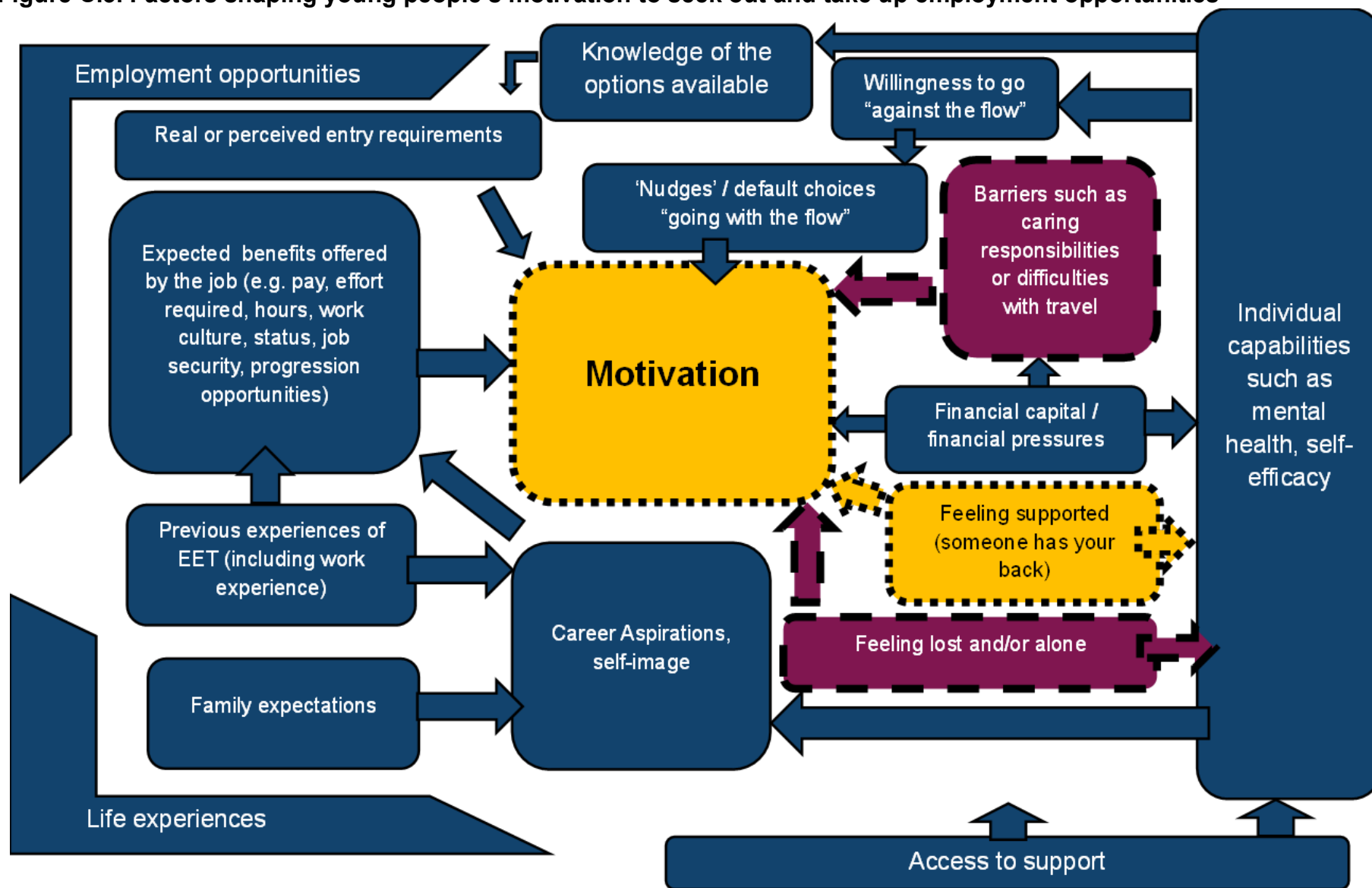


Figure C.3. Factors shaping young people's motivation to seek out and take up employment opportunities



## **Appendix D. YPG timeline<sup>21</sup>**

### **Pre YPG (for example)**

Following Welsh Government dedicated redundancy support commencing in 1999, there were several iterations of ReAct support.

Traineeships launched 2015

Jobs Growth Wales (JGW) launched 2015

Communities for Work (CfW) launched 2015

Communities for Work + (CfW+) launched 2018

Out of Work Service (OoWS) launched August 2016

Working Wales (including Support Finder) launched May 2019

### **June 2021**

[YPG plans announced June 2021](#) to 'help ensure there is no lost generation' following the pandemic'. [Working Wales](#) will be 'the gateway into the Guarantee'<sup>22</sup>; 'the dialogue and collaboration between the Welsh Government, education, the training sector, employers and public authorities will be strengthened through the expansion of our Regional Skills Partnerships.' 'National and regional employment and skills providers across Wales will be invited to connect with Working Wales so projects can form part of the offer.' (Welsh Government, 2021, n. pag.).

### **Sept. 2021**

[Report](#) published on the consultation on the Youth Engagement and Progression Framework

### **Oct. 2021**

Feed Your Positivity campaign launched 'to raise awareness of the Young Person's Guarantee and to encourage young people to be confident and motivated about their future' (Welsh Government, 2021, n. pag.)

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<sup>21</sup> Funding information refers to some published figures and does not include all funding allocations.

<sup>22</sup> Although as outlined in Sections 6, 7 and 11 of the report, this was how Working Wales was presented, Working Wales was never intended to be the only gateway into the Guarantee.

## Nov. 2021

Phase 1 of the YPG Launched (Nov 21), with a focus upon ‘enhancing employability and skills provision’ (Welsh Government, 2021b, para 280). It is described as a ‘comprehensive package [that] brings together programmes designed to provide the right support at the right time, for the diverse needs of young people across Wales’.

The initial offer includes:

- access to the YPG via Working Wales;
- access to existing Working Wales employability support;<sup>23</sup>
- ‘training and wage incentives through the ReAct programme’;<sup>24</sup>
- places on community employability programmes (such as CfW);
- self-employment advice and support through Big Ideas Wales;
- ‘traineeships that provide work experience and training’;<sup>25</sup>
- ‘help to find an apprenticeship’; and
- a referral to partners’ (for example DWP / LA provision) (ibid.).

RSPs commence engagement events and design activity to shape YPG provision within their areas.

YPG Budgeting Pilot launched ‘in recognition of the complex barriers some people may face in accessing support, and will help the Welsh Government better target funding and mitigate against unintended impacts.’ (Welsh Government, 2022a, n. pag)

## Dec 2021

YPG Stakeholders Advisory Group established.

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<sup>23</sup> This includes: professional, impartial careers information, advice and guidance; help with writing C.V.s and covering letters, interview techniques and finding jobs; advice on searching for a first job, getting back into work, or changing career direction; support with searching and applying for apprenticeships in Wales; referrals to the most appropriate wider provision and support, including Welsh Government programmes such as ReAct+, Jobs Growth Wales+ and Personal Learning Accounts; help to upskill, access training and apply for funding; a job bulletin providing access to live vacancies and delivery of regular, personalised vacancies to an individual’s inbox; and support to those in the justice system and to those seeking sanctuary.

<sup>24</sup> The ministerial statement also announces that ReAct will soon be replaced by ReAct+.

<sup>25</sup> Traineeships were superseded (along with the original Jobs Growth Wales programme) by Jobs Growth Wales+ in April 2022.

**Jan. 2022**

We're in Your Corner campaign used to raise awareness of Welsh Government support for businesses and support employer engagement with the YPG, building upon the initial programmes launched in March 2021 (Welsh Government, 2021d).

**March 2022**

Funding to support the mental health and well-being of learners in apprenticeships and Traineeships is announced (Welsh Government, 2022b).

**April 2022**

Additional Funding for CfW+ (building upon the existing uplift to help the programme respond to the pandemic).

JGW+ launched 'to deliver individualised training, development and employability support to 16 to 18-year-olds' who were NEET (replacing Traineeships and Jobs Growth Wales 2). The new programme specification for JGW+ 'includes stipulations that Contractors must take positive action to tackle barriers young people face arising from difficulties experienced by under-represented groups and are monitored regularly' (Welsh Government 2023c, p. 10).

**May 2022**

YPG is a central part of [Stronger, Fairer, Greener Wales: A Plan for Employability and Skills](#) (Welsh Government, 2022c) intended to help 'young people realise their potential' (ibid., p. 14).

**June 2022**

Phase 1 of the National Conversation: Focus groups and survey work commenced (Welsh Government, 2023d).

ReAct+ launched to offer tailored support to those aged 18 and over trying to re-enter the labour market by removing barriers and providing grant support for vocational training, travel and accommodation costs and care (including childcare)



related to training. Introduction of an 'uplift' to the wage incentive (subsidy) for employers who recruited a young person.

### **July 2022**

Young Person Start Up Grant (£2,000) launched 'to enable young people not in education, employment or training to start their own business, create a social enterprise, become self-employed, a freelancer or social entrepreneur in Wales' as part of Big Ideas Wales (Business Wales, 2024, n. pag).

### **August 2022**

Investment in Employment and Enterprise Bureaux (EEB) to further enhance and promote the role of the Employment Bureau (including embedding entrepreneurship within the Bureaux). The EEB aim 'to work in collaboration with key partners and to provide a package of opportunities for learners (...) to help build essential employability and enterprise skills, provide advice and guidance to support a positive employment or self-employment outcome' (Welsh Government, 2022d, p. 1, 2022e).

### **Sept. 2022**

[Refreshed YEPF Guidance](#) launched (Welsh Government, 2022f)

### **Oct. 2022**

A new Out of Work Service starts, succeeding the European funded service which ended in August 2022.

### **Oct.-Dec 2022**

Further discussions with young people as part of Phase 1 of the National Conversation (Welsh Government, 2023d).

### **Jan. 2023**

Phase 2 of the Get Into Housing project launched. The project aims to expand training and employment opportunities in the housing sector, particularly for young people from diverse backgrounds who face long-term unemployment (CCHA, 2022).

Phase 2 and 3 of the National Conversation launched (running to July 2023) (Welsh Government, 2024c).

### **Mar-April 2023**

Additional funding provided:

- for FE colleges to reduce the risk of learners becoming NEET. This provides support for early interventions and gives staff more time to support at risk learners.
- to support the health and wellbeing of apprenticeship learners, staff and organisations.
- to support year 10/11 transitions (Welsh Government, 2024a).

CfW programme ends; additional funding for CfW+ announced (Welsh Government, 2022g).

### **April 2023**

YPG Young Person Advisory Board established to 'advise on and help design emerging policies and address and unforeseen issues' (Welsh Government 2024a, p. 12).

Additional Cost of Living support (for example EMA Raised to £40/week; increase in FE Financial Contingency (Welsh Government, 2024); In Work service launched (Welsh Government, 2024; Business Wales, 2023).

An additional investment in apprenticeships to 'maintain' the 'focus on technical skill priorities, the needs of the foundational economy and high demand sectors such as Health & Social Care and Childcare and to contribute towards' Wales' 'net zero ambitions' is announced (Welsh Government, 2023c, p. 8).

New Business Wales services to support employer engagement and young people's self-employment (for example via the Big Ideas Wales programme) are announced (Welsh Government, 2022h).

JGW+ programme specification confirms that those young people eligible for the Basic Income Pilot are also eligible for JGW+ (Welsh Government, 2023e).

### **June 2023**

Additional funding for Careers Wales for 500 work placements for learners in years 10 and 11 is provided (Welsh Government, 2023a).

### **Nov. 2023**

[YEPF early identification guidance](#) published (Welsh Government 2024d).

### **Dec 2023**

Official end of the ESF programme in Wales.

### **Feb 2024**

Additional funding for JGW+ is announced (Welsh Government, 2024b).

### **April 2024**

End of additional YPG CfW+ Funding.

The age at which young people become eligible for ReAct+ and CfW+ is raised to 20. ReAct+ wage incentive (subsidy) eligibility is changed to disabled people only.

### **August 2024**

Medr becomes responsible for funding and regulating tertiary education, apprenticeships and research.

**Sources for the timeline:**

Business Wales (2023) [In-Work Support Service | Business Wales Skills Gateway \(gov.wales\)](#)

Business Wales (2024) [Young Person's Start Up Grant | Business Wales - Big Ideas \(gov.wales\)](#)

CCHA (2022) [Opportunities for Young People - Cardiff Community Housing Association \(ccha.org.uk\)](#)

Welsh Government (2021a) ["Young Person's Guarantee will help ensure there's no lost generation in Wales", Vaughan Gething](#)

Welsh Government (2021b) [Statement by the Minister for Economy on the young person's guarantee.](#)

Welsh Government (2021c) [Welsh Government launches 'Feed Your Positivity' campaign to raise awareness of Young Person's Guarantee | GOV.WALES](#)

Welsh Government (2021d) [Welsh Government backs business in new campaign | GOV.WALES](#)

Welsh Government (2022a) [Evolving approach to gender budgeting in Wales | GOV.WALES](#)

Welsh Government (2022b) [New funding to support mental well-being of apprentices, trainees and further education learners and staff | GOV.WALES](#)

Welsh Government (2022c) [Stronger, Fairer Greener Wales](#)

Welsh Government (2022d). [Addendum to the Integrated Impact Assessment for the Young Person's Guarantee August 2022](#)

Welsh Government (2022e) [employment-enterprise-bureau-addendum-to-young-persons-guarantee-integrated-impact-assessment.pdf \(gov.wales\)](#)

Welsh Government (2022f) [Youth Engagement and Progression Framework: Overview | GOV.WALES](#)

Welsh Government (2022g) [Welsh Government steps in to replace EU-funded programmes to support people with complex barriers to find work | GOV.WALES](#)

Welsh Government (2022h) [Business Wales future provision: impact assessment \[HTML\] | GOV.WALES](#)

Welsh Government (2023a) [New work experience scheme to support young people to achieve their full potential | Welsh Government News](#)

Welsh Government (2023b) [Youth engagement and progression framework: early identification | GOV.WALES](#)

Welsh Government (2023c) [Young Person's Guarantee generation Z series annual report: 2022 to 2023 \(gov.wales\)](#)

Welsh Government (2023d). [YPG National Conversation Report \(gov.wales\)](#)

Welsh Government (2023e) [jobs-growth-wales-plus-programme-specification-version-1-3.pdf \(gov.wales\)](#)

Welsh Government (2024a) [Young Person's Guarantee generation Z series: annual report 2023 \[HTML\] | GOV.WALES](#)

Welsh Government (2024b) [Extra £2.5 million to support more young people into work or further training | GOV.WALES](#)

[Welsh Government \(2024c\) National Conversation Report](#)

Welsh Government (2024d) [Youth engagement and progression framework: early identification, Welsh Government Website](#)

## Appendix E. Sample interview schedule for young people

The Welsh Government have commissioned People and Work to undertake an Evaluation of the Young Person's Guarantee (YPG). As part of the evaluation, we are very keen to hear from young people like yourself about your experiences of support to help you to get a place in education or training, find a job or become self-employed.

We will use the interview to help us write reports for the Welsh Government, which are expected to be published. The reports will not identify you by name. If there is anything particularly sensitive that you want us to treat as 'off the record' which informs our understanding, but which will not be included in reports, please let me know.

Can I please check that you have received the information sheet and Privacy Notice? Do you have any questions?

Are you happy to take part in the evaluation? (Ask them to sign the consent form)

Are you happy for me to record the interview?

**[Ensure that they understand that participation is voluntary, that they can ask questions and they consent to take part]**

### **Notes for the Interviewer**

The purpose of the interview is to encourage and enable the interviewee to tell their story of their transition from school to employment, education or training. Consider the use of a timeline to help establish the rough chronology.

The first part of the interview should focus upon encouraging the interviewee to tell their story in their own words. Once they have told their story, the second part of the interview should be used to first clarify any parts of the story that are unclear

and then secondly, to ask follow-up questions that encourage the interviewee to firstly describe:

- their experiences of the pathways from school to, and their experiences of, different types of education, training (for example school, college, apprenticeships, community-based adult learning) and employment (including self-employment) and;
- their experiences of support from different programmes / education settings / health services etc, at different stages of their life (suggested focus is upon experiences of support post 14) as they attempted to navigate different post-school pathways.

Then reflect upon these experiences, and what or who, for example. encouraged them to set off along, stop, or change, post-school pathways (that is to say motivations) and what or who helped or hindered them (for example their capabilities and/or external constraints). That is to say to use/apply the COM-B framework.

In considering their progress along pathways, consider if there were key turning points, “critical moments” or life events/experiences that led to / contributed to changes of directions, pauses, reversal etc, and/or key interventions from services or organisations/individuals.

You may want to encourage reflection through open questions (for example “can you please tell me more about...?”) and also by testing and refining your interpretation or sense of what they have told you (for example “would it be fair to say that...?”).

Ensure (if needed) you have their contact details so you can send them the £20 voucher to say thank you. Please keep their name and address separate from the interview note and destroy it once you have confirmed that they have received the voucher.

1. Can you please start by briefly telling me about yourself, what are you doing now?
2. Thank you. I would really like you to tell me, in your own words, about how **you think you** [insert description of their current position/status here – that is to say, how they got to this place in their lives]. **I'm particularly interested in what you did and what happened to you in your last couple of years at school and what happened after you left school? But it's your story and you can choose where to start, what you think is important and what you want to tell me.**

Prompts to aid the telling of their story and to help clarify their story of their transitions

- What happened after you left school?
- Where and when?
- What happened then?



Prompts to encourage reflection upon the story and their transition(s).

- How did it make you feel? For example, did you enjoy it? How confident did you feel?
- What was good about it? What was not so good about it?
- What, if anything, made it difficult or held you back? [Note these could be 'internal' factors – capabilities – or external factors / constraints/ barriers]
- Why did you do this? What motivated you? Who or what encouraged you to do this? (Explore the role played by family, friends and peers, support services; consider both seeking support and decisions to engage with EET.)
- Who helped you? Who held you back?
- What difference did it make to you? What did you gain? Was it worth it? Why? What do you think would have happened or been different if you had not done...[x]?
- Why did you stop then? Why did you start then? (Explore turning points and events that might trigger engagement and disengagement from learning.)
- Was there any support you wanted or felt you needed that you couldn't get?
- How did....[x]....compare with...[y]? What was good about it? What was not so good about it?
- How did support from ....[x]....feel compared with support from...[y]? (Does the system of support feel coherent?)
- Would it be fair to say that.....?
- What next – do you plan to carry on learning? Why?

Prompts to encourage reflection on the role of support services

- You mentioned [insert name of service/programme]. Can you please tell me more about that. For example, was it helpful? Why?
- You didn't mention [insert name of service/programme for example CW etc]. Did you ever talk to [insert name of role for example Careers Advisor]<sup>26</sup>

**3. Thank you. To finish up, I would really like you to tell me, in your own words, about where you want to go next?**

- How confident are you this will happen? What do you think will help you? what might stop you?

**4. Thank you very much. Can I please check, is there anything else about your experiences of your last couple of years at school and your experiences after school, that we have not talked about, that you think is important?**

**5. It's not always easy for people to talk about their experiences. Do you think we could have done this interview in a different way, that would have made it easier for you to tell me about your experiences / your story?**

**6. Do you have any questions you wanted to ask me?**

**Thank you again for your time and for sharing your experiences.**

**Please given them the code and link to online questionnaire.**

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<sup>26</sup> Traineeships were superseded (along with the original Jobs Growth Wales programme) by Jobs Growth Wales+ in April 2022.

## **4 Appendix F. Sample participant background information questionnaire**

Thank you very much for taking part in the evaluation of the Young Person's Guarantee.

To help us better understand your experiences please could you answer the following questions. The information you provide will be used to draw up a profile of participants in the study for the report, and to help us interpret the findings from the interviews. Some details may be used to describe individual interviewees in the report, but not in a way which could identify you.

While we really want to know more about you, it's your choice about whether you want to answer the questions or not. You can choose 'prefer not to say' for any of the questions if you wish.

The questionnaire is anonymous and should take 5-10 minutes to complete.

If you have any questions please contact [name and contact details omitted]

1. I have read the above information and agree to take part in this evaluation by completing this questionnaire.
  - Yes
2. Please write the code we gave you here:

3. How old are you?

- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- Prefer not to say

4. What is your sex? Please use the sex recorded on your birth certificate or Gender Recognition Certificate.

- Male
- Female
- Prefer not to say

5. Which of the following best describes how you think of yourself?

- Male
- Female
- Non-binary
- Prefer not to say
- Other (please specify):

6. What is your ethnic group?

- Prefer not to say

White

- Welsh, English, Scottish, Northern Irish, or British
- Irish
- Gypsy or Irish Traveller
- Any other White background

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background

Mixed

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed background

Black or Black British

- Caribbean
- African
- Any other Black, Black British, or Caribbean background

Other ethnic group

- Arab
- Any other ethnic group (please specify):

7. What is your main language

- English
- Welsh
- Other, including British Sign Language (please write it in the box below)
- Prefer not to say

If your main language is not English or Welsh, what is your main language?

8. What best describes the place you live?

- City
- Town
- Other (e.g. village)
- Prefer not to say

9. What local Authority do you live in?

- Blaenau Gwent
- Bridgend
- Cardiff
- Carmarthenshire
- Caerphilly
- Ceredigion
- Conwy
- Denbighshire
- Flintshire
- Gwynedd
- Isle of Anglesey
- Merthyr Tydfil
- Monmouthshire
- Neath Port Talbot
- Newport
- Pembrokeshire
- Powys
- Rhondda Cynon Taff
- Swansea
- Torfaen
- Vale of Glamorgan
- Wrexham
- I do not live in Wales

10. Do you have a health condition or other impairment which affects your day-to-day activities? Issues relating to mental health can be included in your response.

- Yes, it impairs my day-to-day activities a lot
- Yes, it impairs my day-to-day activities a little
- No,
- Prefer not to say

If yes, please provide details if you would like to:

11. Have you had this health condition or impairment for more than twelve months OR Do you expect this health condition or impairment to last for more than twelve months?

- Yes
- No
- Prefer not to say

12. Do you have an additional learning need? An additional learning need means you have a significantly greater difficulty in learning than the majority of other young people of the same age or a disability, and this means you need additional educational provision. Additional learning needs used to be called 'special educational needs'.

- Yes
- No
- Not sure
- Prefer not to say

13. Do you have any educational qualifications for which you received a certificate?

- Yes
- No
- Not sure
- Prefer not to say

14. Please write the name of the highest level qualification you have. If you know the level or grade, please can you include this. For example: GCSE, grade C / Essential Skills / A-Level / Higher Level Apprenticeship:

15. When you were aged about 14 was the highest income earner in your household:

- An employee (working for someone else or a company)
- Self-employed (for example, running their own business)
- Not working
- Not sure
- Prefer not to say

16. What did they do? or what was their job?

17. Have you spent any period of time in care? Being in care means you have spent time living with foster carers under local authority care, in residential care (e.g. a children's home), looked after at home under a supervision order, or in kinship care with relatives or friends, either officially (e.g. a special guardianship order) or informally (without local authority support).

- Yes
- No
- Prefer not to say

18. Do you have responsibility for caring for a child or children (under the age of 18)?

- Yes - the person who provides the majority of care and who the child or children usually spends most time with (sometimes described as the 'primary carer')
- Yes - a person who also helps care for the child or children, but who the child or children does not / do not normally spend most time with (sometimes described as a 'secondary carer')
- No
- Prefer not to say



19. How old is / are the child or children you care for?

20. Do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?

- Yes
- No
- Prefer not to say

21. Are there any other personal characteristics or circumstances that you think are relevant to your experiences of education, training, work, looking for work or using support services in these areas? If so, please can you describe them in the box below.

You have completed this survey!  
Thank you for taking the time to answer this survey.

**References** for these appendices are contained within the main report, available at <https://www.gov.wales/young-persons-guarantee-process-evaluation>

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