



**What is the Square One Project?**

It is a work experience; training and mentoring project focusing on youth aged 16 to 25 in the most deprived neighbourhoods in the city.

**Work Placement agreement:**

The young person will:

- Work 6 months in a real work setting
- Work one to one and with the work placement team
- Work a maximum of 37 hrs
- Attend skills specific training courses provided and arranged by Building Futures East
- Undertake regular reviews with Square One Co-ordinator
- Follow the learning plan constructed

**The Placement will support in the trainee in areas of:**

- Motivation
- Leadership
- Communication skills
- Improving Teambuilding Qualities
- Improving Confidence
- A vocational skill

**Funding:**

The young person receives a £92 per week training allowance  
Sourced from:

- £55 Square One funding
- £1 per hour contribution from work placement (£37 per week)

building futures east

### **How Square One works:**

For the trainees

- It looks, feels, and pays like a job – not a scheme or college course.

### **For the Employers:**

- A hassle free recruitment process
- No paperwork mountain
- Trainee for maximum of 6 months
- Personal protective equipment provided
- Induction to match placement

### **The Employers Part:**

- Contribute a minimum of £1 per hour to the trainee to be invoiced monthly
- Hold Valid Employers' Liability Insurance
- Supervise all the Trainees activities – through a single mentor agreed as part of the placement
- Compliance with appropriate standards of health and safety policy and practice

### **Key elements of project**

- Square One was set up in April 2008 by Building Futures East
- Square one is primarily aimed at placing young people who are NEET or at risk of being NEET with a 6 month work experience placement. The young person is paid £92 per week and for all intents and purposes, the young person feels that they have a job. The work experience provider contributes a minimum of £1 an hour towards the costs of 'employing' the young person.
- The Square One coordinator recruits employers through their own local networks. She completes all the paperwork for the trainee placement, making the scheme simple minimising form filling and bureaucracy for the employer.
- Young people are recruited through referrals from partner agencies, parents and self-referrals. Young people complete an application form and are interviewed, during which it is identified what type of employment placement might suit their interests and personality, what would be achievable for them within a placement and whether they are ready to progress onto Square One or need further support.
- The coordinator then provides informal support to the young person and employer, through regular weekly site visits and regular reviews. The aim is to support and encourage the employer to keep the trainee on at the end of the training placement and secure the trainee a full time job.

## **Outcomes**

### *Hard outcomes for young people*

- move into full-time employment with their work placement, further education or a formal apprenticeship

### *Soft outcomes for young people*

Increased employability, as defined by:

- improved timekeeping
- improved reliability (attendance)
- improved behaviour (acceptable conduct)
- improved motivation and attitudes towards work
- increased awareness of and adherence to health and safety issues
- improved communication skills
- adopt appropriate personal appearance
- increased problem solving
- increased acceptance of authority (following instructions)
- increased co-operation
- develop and demonstrate own initiative