**How the You Could Be… Programme is making a difference in Gloucestershire - a case study from Holmleigh Park High School**

**Programme overview**

Prospect Training Services has been supporting students who are at risk of becoming NEET in Holmleigh Park High School since 2019 through the European Social Funded (ESF) NEET contract. Our ‘You Could Be…’ programme is designed to help students reengage with their curriculum at school and explore what they could become after leaving school.

**Background Information:**

* **How did the participant learn about the project?**

Malcolm (whose name has been changed for confidentially reasons) was referred to Prospect Training Services “You could be…” programme by the Careers Lead at Holmleigh Park High School in 2019 as he was concerned Malcolm was at risk of becoming NEET.

* **What barriers did the participant face prior to starting the project?**

Some of the reasons for being at risk of NEET included: showing attitude of disaffection; failing to meet deadlines; low attendance; poor motivation; and a lack of ambition, aspiration and overall interest in his own future. Malcolm, of his own admission, had been expelled on numerous occasions in the school year prior due to what he felt was “poor relationships” with his teachers. He said his “behaviour could be mixed” as he clashed with several of his teachers.

* **What were the goals of the participant when engaging with the project?**

The aim of the programme was to encourage and motivate Malcolm to re-engage with learning at Holmleigh Park school and explore his career pathways. To do this we agreed on some goals which included: learning about and improving his resilience and grit; developing his social and personal skills; and exploring his career options linked to his personal aspirations.

**What did the individual achieve?**

* **What activities did the participant undertake and how did these help them to achieve their goals?**

Malcolm’s individual learning plan consisted of a mixture of non-regulated Personal Social Development (PSD) sessions to improve his interactions with teachers and employability skills training (EMP) so that he could apply for a post 16 course that would support him in achieving his career goals. He also undertook a Level 1 award in Resilience and Grit qualification, which demonstrated to him that he could achieve when he applied himself and provided a motivational boost at school leading up to his GCSE exams.

* **What skills have they learned to help them personally and in looking for employment or further learning?**

During the programme, Malcolm disclosed that he was interested in becoming an electrician. Working from this start point, the tutor supported him during 1-2-1 sessions to further explore this career pathway. Together they researched what qualifications and experience it would entail, in addition to pay scales, progression opportunities and local options following his GCSEs. The tutor also supported Malcolm to identify local electrician courses and together they applied to a local college. To help Malcolm with his application and prepare him for his interview Malcolm partook in mock interviews and rehearsed generic interview questions that he may be asked in future interview settings while on the programme. Malcolm also learned how to tailor his CV for this application and he learned how his skills and abilities from school were transferable to the workplace i.e. showing up on time and talking to a range of different people.

**Outcomes for the individual**

* **What has the participant achieved since leaving the project?**

Immediately after completing the ‘You could be…’ programme, Malcolm re-engaged in lessons and his attendance and motivation also improved when at Holmleigh Park School.

As a result of the support and guidance from his YCB Tutor while on programme when Malcolm left Holmleigh Park he progressed onto an Electrical Installation course at a local college.

Fourteen months later and Malcolm is still engaged and working towards further qualifications at the college.

* **What did the participant consider the biggest benefit of the support/training?**

When Malcolm was asked how he found the programme he said he found the topics covered relatable and really enjoyed it. He said he felt comfortable talking to his tutor and asking for support and was really proud of himself when he applied to college.

**Feedback from the school**

 “Malcolm came across as confident when working with his peers. However, he recognised he needed further support in terms of his education and understanding and accessing his future career pathways. He took it upon himself to ask for further support from not only his tutor but from school following his participation in the programme. He gained his first qualification and said he appreciated that his motivation and resilience were going to be key factors in his future success”. – Mr Lockett, Careers Lead at Holmleigh Park High School.