

Education Children & Young People Scrutiny 2024

Culture, Leisure & Regulatory Services Directorate.

1. What you are currently doing with regard to work experience opportunities and other related opportunities for young people / young adults;
2. How many placements have been offered over the last two years and in what type of roles; and
3. What you perceive to be the barriers and opportunities of having a young person / young adult in your directorate doing work experience or other related opportunities.

Question 1

What are we currently doing with regard to work experience opportunities and other related opportunities for young people?

'A vibrant cultural ecosystem creates jobs, supports health and wellbeing, enhances learning and opens up opportunities for young people' - Local Government Association, Cornerstones of Culture, Commission on Culture & Local Government, 2022.

If we are able to encourage young people's participation in culture and leisure activities, this in turn builds the accumulation of cultural and social capital, where activity participation builds social support and confidence. Cultural institutions such as museums, galleries and libraries in particular are well placed to facilitate participation by young people, by leveraging memory, belonging and identity.

Supporting Care Experienced Young People

CLRS have offered aspirational taster sessions and work experience opportunities for CEYP in Regulatory Services, Library & Archives Service and Museums service. We have also linked in with our Leisure provision partner, BH Live, who are also keen to support this initiative and are working directly with the project lead, Lauren Bumstead.

Museums

Partnership working with Artswork [Our Work With Young People | Artswork](#) enabled 15 young people in care to achieve their bronze arts awards via access to exhibitions and collections. The Museum Service are an ArtsMark partner which means local schools are aware of what we can provide to help young people.

In recent years the Museum Service has also delivered the Whatever Floats Your Boat project which connected the Landing Craft Tank ship and its past life as a nightclub to LGBTQ+ youth and club culture. The museum worked with the 4U Youth Group [LGBTQ+ young people and their families](#) which supports young people 13-19 who identify as LGBTQ+. This involved creating mini LCTs that were decorated by the young people and suspended from LCT 7074.

As part of National Carers Week in 2021, the D Day Story commissioned an artist and film-maker to work with Portsmouth Young Carers on *Push The Boat Out*. This opportunity enabled the young carers to engage in the project to restore and install the Landing Craft Tank 7074. The Young Carers group also worked with the Museum writer in residence (National Lottery funded) to produce a children's story book about Gustav the RAF messenger pigeon.

External project funding also enabled for a Youth Engagement Officer to be recruited for a fixed term in 2023 to work with young people, as part of the I Will Movement [Youth Action: UK Youth Charity Empowering 10-25 Year Olds \(iwill.org.uk\)](#). More details about this project are found here: [Update on Youth Engagement project from The D-Day Story.pdf \(portsmouth.gov.uk\)](#).

We have recruited a number of young adults as volunteers for our Engagement Team and Natural History team.

Libraries

Each year the Libraries Service organises and provides the Summer Reading Challenge to address the reading 'dip' over the school holidays. The service recruits young people (aged 12 to 24) as volunteers to listen to the young children talk about the books they have read. Last year 85% of volunteers were aged between 12 and 24. The volunteering helps young people with their CVs and also contributes towards the volunteering element of their Duke of Edinburgh Award. Many young people then go on to volunteer with the library to gain work experience.

The service also has regular school / college / work experience placements that typically last a week.

Occasional placements are linked to Job Centre Plus - these can last up to eight weeks and our first cohort was in 2013.

Central Library also accommodates Minstead Trust and their café, Lily & Lime, provides training to young people via a contract with Adult Social Care.

Funded projects like the *Doyle Detectives* have also given volunteering opportunities to over 30 young people and vulnerable adults, many of whom are still volunteering for libraries after the project has concluded.

Parks

The Portsmouth Interaction Service, which supports individuals with mental health conditions, has for some years referred a group to Hilsea Lines (Countryside Team) for outdoor experience. There is a group comprising individuals with neurodiversity needs, who volunteer at the site. Both groups comprise young people for the most part, who have an interest in the site and can be active in a supportive environment.

The Countryside Team also provide placements for local school and college students, including from the Alternative Provision scheme.

Practical work and field trips are also provided for young people.

Victoria Park 'People's Park' project

National Lottery Heritage funding has enabled a large-scale regeneration project to be undertaken at Victoria Park.

The new community building, The Green House, has been built intentionally as a community space, to facilitate activities and outreach. This has included the following opportunities for young people:

- Delivery of training sessions under Society of St. James (SSJ) to support people recovering from addiction back into employment. A significant group of these attendees have been under 25.
- A regular LGBTQ+ support group on Friday afternoons, to support those recovering from addiction back into employment, predominantly attended by under 25s.
- Unloc hired The Green House to unveil 'A Better Life' sculpture and host a celebratory event for the young people involved in this social action project. This provided opportunities for the young people to practice public speaking and presentation to an audience of 30. The project was funded by the Office of the Police and Crime Commissioner for Hampshire and the Isle of Wight.

When the Victoria Park project was in delivery stage, external project funding towards young people included collaborative working between young people and artists to co-create a welcoming murals entrance to the park from the Commercial Road entrance.

Future plans include working with local primary and secondary schools to use the space as an outdoor classroom opportunity.

King George V (KGV) Football Complex

The KGV football complex is a large-scale Council capital project that completed in Spring 2024. Operation of the site has now been handed over under contract to Hampshire Football Association.

The complex is ideally situated to undertake outreach and detached youth work with the young people who use the site and local area. As such, Youth Investment Funding grant monies have enabled the Council to source a youth provider, Motiv8, who will hold youth hub delivery during evenings at the site, together with detached youth sessions. Youth hub activity will be free to attend and offered on an open access voluntary basis.

The youth hub sessions will provide opportunities for young people (8 - 19 years old and up to 25 for those with learning difficulties and disabilities) to explore their identity, experience decision making, increase confidence, develop interpersonal skills and think through consequences of actions to lead to improved outcomes for young people. Engagement techniques will include health and wellbeing, sport, art and cultural activities.

Seafront

The service are working with young people to provide work experience opportunities at the Waterfront Café.

Sport

The contract between the Council and the sports provider, BH Live, provides for a dedicated sports development team, including a lead for young people. This has included intervention activities such as offering free access to leisure activities for young people who have offended. Future opportunities include collaboration with local partners via multi-agency delivery to tackle anti-social behaviour across sites.

BH Live are also developing a young person talent pathway to support sports engagement in young people.

They also work with local colleges and schools that use the facilities to offer Front Of House work experience and/or lifeguard shadowing as part of a work experience package. Lifeguarding work areas tend to comprise a younger workforce therefore this works well. It can also result in individuals proceeding to take the National Pool Lifeguarding Qualification (NPLQ), which can result in employment with BH Live.

Andrew Simpson Foundation

The Andrew Simpson Centre, situated on the Eastern Road, is under a service agreement with the Council. The Centre is the delivery mechanism for the Andrew

Simpson Foundation, whose mission is to provide opportunities for hard-to-reach communities of young people.

Work has included successful charitable bids for funding, to provide opportunities for young people to try watersports and develop skills and qualifications. Some of these young people have gone on to become instructors and coaches, entering employment pathways.

The Foundation works closely with around 60 schools (half of which are Portsmouth schools). This includes provision of work experience placements and Duke of Edinburgh activities. Placements are provided for up to 4 students at a time. Outside of formal work experience, volunteering opportunities are provided for young people aged 14+. Many of these volunteers are able to progress to instructing qualifications and paid work.

Performance Venues & revenue clients

Within our directorate we have a Commissioning and Partnership Service. The service manager oversees an annual budget for our revenue clients. These clients comprise performance and artistic venues, where the Council provides seed funding, to enable them to make applications for large funding for cultural activity.

In return for the funding, the clients commit to a service level agreement (SLA), which commits them to certain metrics, for example social value, equality and diversity, etc.

The manager will review the wording within the existing SLAs to see if there is an option to have any opportunities for young people included in the organisations' offer, to be complied with in the reporting summary which is provided to the Council at the end of the financial year.

Revenue clients: Case studies:

Portsmouth Creates

The We Shine festival provides opportunity for young people to engage in arts and culture in an accessible way. In 2022 this included light media and dance workshops amongst the activities. This year, the *Doyle Detectives* project will be involved in the We Shine event organisation within Central Library. Opportunities for our care experienced young people are also being explored presently to volunteer with the *Doyle Detectives*.

Aspex Portsmouth

- Engaged with 13 schools, colleges and universities in 2022

- 4 x Kickstart placements
- 1 x Young Person placement (SEN)
- Young Curators programme (14-19s) launched in October 2021, providing opportunities to plan and commission exhibitions.

Aspex' work programme for young people is supported by Arts Council England funding.

Question 2

How many placements have been offered over the past 2 years and in what type of roles?

The directorate has offered various placements over the past 2 years, including:

Pre-Apprenticeship placement

The Museums Service supported a care experienced young person in a pre-apprenticeship work placement.

Apprenticeships

The directorate has provided the following:

- Regulatory Compliance Level 4 (x2)
- Business Administration Level 3 (x1)
- Business & Professional Administration Level 4 (x1)
- Horticulture Operations Level 2 (x3)
- Masters in Business Administration (MBA) Strategy & Leadership, Level 7 (x1)
- Archives and Modern Records Level (x2)

Kickstarts

This government scheme was available to young people aged 16-24 at risk of long-term unemployment. The directorate offered the following placements:

- Seafront, 2 x placements (Waterfront Tea Rooms)
- Events, 1 x placement
- Hotwalls, 1 x placement
- Museums:
 - Southsea Castle & Cumberland House, 4 x placements
 - Portsmouth Museum, 2 x placements
 - D Day Story, 6 x placements
- Libraries, 2 x placements
- Parks Grounds Maintenance, 2 x placements

Supported Internships

CLRS are keen to continue to support the Supported Internships initiative and have 3 placements about to join our Parks and Open Spaces team.

Sports

Our contracted sports provider, BH Live, has offered up to 20 placements in the last two years across front of house and lifeguarding roles.

They have also provided 2 apprenticeships for the Community Activator Coach Level 2. One postholder has successfully completed and one is 7 months into her apprenticeship.

The postholder who completed her apprenticeship was then able to secure a permanent role as Junior Activities Co-ordinator and has since progressed to a further role within local government.

Andrew Simpson Centre

In the last couple of years the centre has accommodated:

- 14 diploma students (NCFE Diploma in Sports and Physical Activities (Outdoors) 2 year course which equips young people with instructor qualifications.
- 40 School work experience placements
- 12 Kickstart placements
- 6 Multi-Activity Leadership Programme (this scheme, similar to Kickstart, was run by the Andrew Simpson Centre using government funding once the Kickstart scheme had closed).
- 50 volunteer placements

Victoria Park

The project is working closely with the University of Portsmouth to advertise placement opportunities to students. 5 students in the last 6 months have gained work experience by volunteering in roles including horticulture, events, social media and digital marketing.

The Prince's Trust programme (shortly to be known as King's Trust), which targets unemployed 16-25 year old cohort is also engaged. One of their programmes is located in Portsmouth and will take place at Victoria Park. This will be an opportunity for young people to take part in a transformation project to upgrade the parks operatives mess room. The Trust's programme will support them to gain skills in painting, decoration and renovation.

Libraries

In the last couple of years the service have accommodated

- 56 Summer Reading Challenge volunteers aged 12-24 in our libraries;
- 28 School/College work experience placements;
- 1 Job Centre placement; and
- 11 young people building up volunteer hours for a Duke of Edinburgh Award.

The young people have been attending the following schools and colleges:

- Admiral Lord Nelson School
- Ark Charter Academy
- HDSC
- Horndean Technology College
- Oaklands Catholic School
- Portsmouth Academy
- Swanmore College
- Trafalgar School

Many of those on library placement have used the opportunity as a CV builder as they move on to further education or the workplace and the service are approached for references on occasion. One of our original cohorts of Job Centre Plus candidates undertook his work placement at Southsea Library and shortly after finishing, obtained paid employment as a secondary school librarian.

Seafront

3 young people appointed on a casual (seasonal) basis at the Waterfront Café.

Question 3

What you perceive to be the barriers and opportunities of having a young person / young adult in your directorate doing work experience or other related opportunities.

The barriers can be summarised as follows and are explored further below:

Limited capacity for cover for apprentice training (when apprentice is on 'off the job' training)	Deletion of posts in environment of budget cuts has reduced staff capacity to train and supervise trainee/apprenticeship roles.	No progression route due to flat organisational structures	Social support requirements
External funding dependent but short term only	Placement may have limited value due to job role	Safeguarding	IT access & equipment

Budget & training

Apprenticeships require 20% off the job training - this is difficult to accommodate in small teams where there is limited capacity to provide cover.

Regulatory services have collaborated with other Local Authorities and training providers to create an apprenticeship standard for the role of Regulatory Compliance Officer (Level 4), creating an opportunity for us to “grow our own”, to address medium to long term succession planning. However, in recent times when a member of staff has left, the post (which would be allocated as the apprentice development post) has been deleted to meet budget cuts. Even when a vacancy does occur that could be filled with an apprentice, there is limited capacity within the team to support the person in post.

There is a risk that budget restrictions mean that senior posts are not available, so there is no progression route and the postholder leaves the Council.

With the Kickstart placements, the government did not provide support to address absence management issues and behavioural and social challenges. A high degree of social support was required for this scheme but did not form part of the government design scope.

Volunteers or those on placement with complex needs are better accommodated by funded projects where it has been possible to recruit to specific support.

Supported Internships provide individuals with a job coach, who teaches them to undertake the tasks and provides social support. This removes the complexities for our managers to be able to support these types of initiatives.

As with Apprenticeships, there was no budget available for the Kickstart placements to become permanent, however they did help with seasonal recruitment demands.

Work experience has taken place at the seafront via a partnership with a local school. However, the primary time for the seafront business operation was at the weekend, which made it difficult for the school to support the young people working.

In Libraries, challenging customer behaviours can arise from library users which can have a significant impact on a young person volunteering or on placement.

External funding

There is no shortage of opportunities for the engagement of young people, however with the current staffing budget there is a requirement for a funding allocation to facilitate the work. In some circumstances, this has been made possible via Arts

Council funding, for example the autumn gallery exhibition (Museums Service) has an accompanying programme of intervention work which is funded by the Arts Council.

With facilitation of opportunities being made possible by time limited external funding pots, there is a risk of disjointed relationships and a hindered ability to plan for the long term.

Further funding could enable our services to develop more intentional youth offers, with the right supervisory support. For example, funding for an Engagement Officer on a permanent basis could enable co-production opportunities for young people to be engaged in experience with culture and leisure services. The majority of our services across the directorate are comprised of small staff teams, with the majority of staff customer facing. There is therefore limited resource based on current budgeted structures to support work experience opportunities.

Safeguarding and IT

Capacity to provide a consistent and interesting work experience offer can be a challenge, especially with safeguarding concerns. Not all our staff have DBS checks and this may restrict the opportunities for young people.

Any staff undertaking lone working with a young person require DBS checks to be carried out. This can take a considerable amount of time to progress through the system (4-5 weeks lead in time).

Depending on the placement concerned, some opportunities may need IT access. Consideration needs to be given Council wide to IT provision for work experience opportunities, for roles that would require IT access, as pool laptops are no longer available.

Opportunities

Experience with young volunteers and placements has been mostly positive. Many of them can use the opportunities as a CV builder to enable them to move onto further education or the workplace.

Should the right support and budget be available, then departments will be able to utilise opportunities for young people to help towards workforce planning.

Several placements have progressed to permanent roles:

- Libraries: one of the Job Centre Plus candidates undertook their work placement at Southsea Library. Shortly after placement conclusion, they obtained paid employment as a secondary school librarian.
- Parks: one of our horticulture apprentices, upon finishing their Level 2 apprenticeship, was successful in securing a permanent grounds maintenance role.
- BH Live: an apprentice (Community Activator Coach Level 2) secured a permanent role as Junior Activities Coordinator.

Comments from external providers:

BH Live: line management resourcing is a challenge, to ensure that the young people on placements get good value from the experience. We are mindful with how busy the centres can be at times.

There is also some limitation around what the placements can do, as they are not permitted to carry out the cleaning or working with chemicals, which forms a significant part of the roles concerned.

Andrew Simpson Centre: Barriers can include transport to the site and perceived lack of experience (but this is not the problem that the young people perceive it is).

Opportunities include the chance for young people to increase their skills and gain qualifications, contributing to opportunities for them when they are older.