

Bromley Youth Employment Project – Risk Assessment

Activity/description of risk	Plans to manage/mitigate risk
Insufficient employer engagement	<ul style="list-style-type: none"> • Capitalise on the most cooperative employers • Run more employer events • Utilise employer networks associated with partner/stakeholders
Not enough new employment opportunities created	<ul style="list-style-type: none"> • Ensure targets are set at realistic levels (based on London Councils Project) • Increase provision of 1:1 support to employers
Not enough young people retained in contracted employment at six month follow up	<ul style="list-style-type: none"> • Increase the total number of young people placed in employment to address the shortfall. Currently working on ratio of 84% of young people placed in contracted employment will stay for 6 months + • Improve pre and post placement support
Insufficient number of young people referred into the project	<ul style="list-style-type: none"> • Network through all partners/stakeholders to stimulate flow of potential applicants
Delay in recruiting LBB and CVS Graduate Interns	<ul style="list-style-type: none"> • Review timescale for delivery of targets
LBB and CVS intern fail to create required number of work opportunities	<ul style="list-style-type: none"> • BEBP Work Experience team offer support and guidance
Schools fail to take up opportunity to attend Next Steps Employability Student Conferences	<ul style="list-style-type: none"> • Organise 1:1 meetings with Head of Sixth form to stimulate interest • Engage Secondary Heads Forum in promotion of project
Lack of referrals of suitable JSA claimants for Mentoring support	<ul style="list-style-type: none"> • Work with Job Centre Work Coaches to raise awareness of project offer
Project timetable slippage	<ul style="list-style-type: none"> • Profile timescales realistically from the outset. • Lead in and wind down periods have been assumed. • Monitor frequently, take early remedial action
Individual staff do not deliver targets	<ul style="list-style-type: none"> • Robust initial staff training and goal setting • Systematic staff reporting and performance management. (See Performance Management Framework)