

4 August 2026

REPORT NO. PG2630

KEY DECISION: NO

**ESTABLISHMENT OF A NEW YOUNG ADULT EMPLOYMENT HUB IN
RUSHMOOR**

SUMMARY AND RECOMMENDATIONS:

The Council has successfully secured funding from the Department for Work and Pensions (DWP) to establish a 'Youth Hub' in Rushmoor.

The Youth Hub forms part of a national programme designed to support young people aged 16 to 24 to access employment, education and training opportunities. It will address the relatively high number of residents classed at the NEET (Not in Education, Employment or Training) in the borough.

The Youth Hub will provide a safe and accessible environment where young people can engage with Jobcentre Plus Work Coaches and access a range of support services in a single location, including employment advice, careers guidance, training opportunities, mental health support and wellbeing services.

The DWP grant will enable the Council to recruit two Employment Advisors who will provide tailored employability support, careers guidance and practical assistance to young people seeking employment.

It is proposed that the Youth Hub will be based in Farnborough, on the second floor of the Council offices.

It is recommended that Cabinet:

1. Approves the acceptance of the DWP grant funding for the establishment of a Young Adults Employment Hub in Rushmoor.
2. Supports the delivery of the Young Adults Employment Hub from the Council Offices in Farnborough.
3. Supports the recruitment of two fixed-term Employment Advisors funded through the grant.

1. INTRODUCTION

- 1.1. The purpose of this report is to seek Cabinet approval for the establishment of a Young Adults Employment Hub in Rushmoor and the acceptance of grant funding from the Department for Work and Pensions.
- 1.2. The Hub will provide targeted support to young people aged 16 to 24 who face barriers to employment, helping them access employment, education, training and wider support services.

2. BACKGROUND

- 2.1. Youth Hubs are a government initiative designed to support young people aged 16–24 on Universal Credit who are looking for work. They help young people overcome barriers to employment by providing tailored, intensive support, and provide a "one-stop shop" for employment advice, training, mental health support, and wellbeing services.
- 2.2. In Rushmoor the number of economically inactive young people between 16 and 24 has more than doubled from 2019 to 2025 and continues to increase. Current figures estimate over 1,000 young people are NEET within the areas covered by the Farnborough and Aldershot Job Centres (which also cover some of Hart), with 5.1% of benefit claimants in Rushmoor being under 25.

Number of NEETS in Rushmoor

2019	2020	2021	2022	2023	2024	2025
410	1,125	1,044	832	795	799	856

- 2.3. Youth Hubs have already been established in Havant, Southampton, Camberley and Basingstoke. The council would seek to replicate the success of existing hubs and have already met with counterparts in these areas to seek advice and examples of best practice.
- 2.4. The proposal meets the Council's priority to 'Promote access to skills, development and training so residents can be part of a thriving local economy.'

3. DETAILS OF THE PROPOSAL

- 3.1. Following discussions with DWP, the Council submitted a successful bid for funding to establish a Youth Hub in Rushmoor.
- 3.2. The Council will receive approximately £90,000 to establish and deliver the programme. The funding will support the recruitment of two Employment Advisors, including salary and associated on-costs. The Employment Advisors will work alongside up to two Jobcentre Plus Work Coaches to provide coordinated support to young people.
- 3.3. The Hub will operate five days per week and will provide:

- 3.3.1. One-to-one appointments with Jobcentre Plus Work Coaches;
 - 3.3.2. Tailored employability support and careers advice;
 - 3.3.3. Access to education and training opportunities;
 - 3.3.4. Workshops focused on employability and life skills;
 - 3.3.5. Referrals to specialist support services;
 - 3.3.6. Employer engagement activities, including workplace visits and introductions to local businesses.
- 3.4. The Young Adults Employment Hub will cover the whole of the borough and will directly support young people aged 18 and over who are receiving Universal Credit and registered with Aldershot or Farnborough Jobcentres. Referrals will be primarily made through Jobcentre Plus and support focused on helping young adults move towards employment, education or training.
- 3.5. Young people aged 16 and 17 are not expected to be referred from DWP because most will not be Universal Credit claimants. However, where they are not in education, employment or training (NEET), the Council will work closely with Hampshire County Council, local schools, colleges and partner organisations to identify those most in need of support and ensure they are referred to appropriate education, training, careers advice or wider support services.
- 3.6. The Council will work closely with partners on the delivery of this project and has secured support from a several local bodies able to offer specialist advice and guidance. These partners include Citizens Advice Rushmoor, Step by Step, Equal Potential, Farnborough College of Technology, Andover Mind, Incuhive, Karuna Action, Rushmoor Voluntary Services (RVS), and Council departments including Community and Partnerships, and Housing.
- 3.7. Locating the Hub within the Council Offices provides an accessible and cost-effective solution that meets DWP requirements. It also enables young people to access a range of partner services already operating from the building e.g. Citizens Advice, creating a more joined-up approach and simplifying referral processes.
- 3.8. Laptops funded through the UK Shared Prosperity Fund will be made available for participants to develop CVs, search and apply for jobs, undertake online training programmes and access digital support services. Private meeting rooms will also be available for confidential one-to-one support.
- 3.9. The proposed targets for the first 12 months of operation are:
- 3.9.1. 400 young people engaged;
 - 3.9.2. 30% progressing into employment; and
 - 3.9.3. 50% progressing into education, training, work experience or volunteering.

- 3.10. Participants will typically receive support for a minimum of three months and up to a maximum of six months.
- 3.11. As the DWP funding covers staffing costs only, additional activities such as transport, employer visits, accredited training courses and qualifications may require external funding or grant support.
- 3.12. Subject to Cabinet approval, the Council will immediately commence implementation. Recruitment to the two Employment Advisor posts is expected to begin in August 2026, alongside the completion of operational arrangements, partner agreements and workspace preparation. The Hub is expected to become operational by October/ November 2026.
- 3.13. Communications will be critical to successful delivery, ensuring that young people, partners, employers and wider stakeholders understand the support available and how to access it. A clear communications plan will be developed to promote the Youth Hub. This will ensure consistent messaging about the purpose, benefits and opportunities provided by the Youth Hub.

Consultation

- 3.14. The proposal has been developed in partnership with key stakeholders, including the Department for Work and Pensions, Jobcentre Plus, Hampshire County Council and local voluntary, community and education providers.
- 3.15. Discussions have also taken place with existing Youth Hubs in Havant, Southampton, Camberley and Basingstoke to identify good practice and inform the development of the Rushmoor model.

4. IMPLICATIONS

Risks

- 4.1. The principal risk is that programme outputs or outcomes are not achieved, which could impact future funding opportunities. This risk will be mitigated through regular performance monitoring, partnership engagement and effective referral arrangements with Jobcentre Plus and local providers.
- 4.2. There is also a risk that recruitment delays could affect delivery timescales. Recruitment will therefore commence as soon as approval is received.

Legal Implications

- 4.3. There are no direct legal implications arising from the recommendations in this report.

Financial and Resource Implications

- 4.4. The Youth Hub will operate on the basis that costs are contained within the DWP grant and any other external funding secured. The Council will not commit to funding additional activities or ongoing costs unless these are subject to separate approval.

Equalities Impact Implications

- 4.5. An equality impact check found that this proposal would have a positive impact on people with protected characteristics. Therefore, a full assessment is not required.
- 4.6. The proposal is expected to benefit young people who face barriers to employment, including those affected by disability, mental health challenges, low income, social disadvantage or a lack of access to education and training opportunities.
- 4.7. The Hub will improve access to support services and help reduce inequalities in opportunities and outcomes for younger residents across the borough.

Other

- 4.8. The climate change impact assessment identifies an overall medium impact, mainly from additional energy, transport, water and waste associated with staffing, but these impacts are expected to be minor, with a positive social value opportunity through support into green skills and employment.

5. CONCLUSIONS

- 5.1. The Young Adults Employment Hub represents a significant opportunity to improve outcomes for young people across Rushmoor by providing coordinated employment, education and wellbeing support.
- 5.2. The Hub will strengthen local partnership working, improve access to specialist services, and help young people develop the confidence, skills and experience needed to progress into sustainable employment, education or training.
- 5.3. By supporting young people who face barriers to participation in the labour market, the programme will contribute towards reducing economic inactivity, improving life chances and supporting the Council's wider ambition of creating a prosperous and inclusive local economy.

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Climate Change Impact Assessment

Project / Proposal Name:	Youth Hub
Date:	20/07/2026
Lead Officer:	Lee McQuade
Service:	EPSH
Overall Impact:	Medium Impact

Category		Impact	Reason for rating	Mitigations, opportunities or justifications
1	ENERGY	Medium Impact	New Employment Advisors and DWP work coaches will consume energy.	The additional employees will be encouraged to minimise energy use by switching off monitors, laptops, lighting and other equipment when not in use, using existing energy-efficient technology, and following existing workplace energy-saving practices. Any increase in energy use is expected to be minor and managed within existing office arrangements.
2	TRANSPORT	Medium Impact	New Employment Advisors and DWP work coaches will potentially use their own vehicles	Staff will be encouraged to minimise car use by using public transport, walking, cycling, car sharing and combining trips where possible. Meetings and appointments should be held online where appropriate, and any necessary travel should be planned efficiently to reduce mileage and emissions.
3	NATURAL ENVIRONMENT / BIODIVERSITY	Nil Impact	0	0

4	WATER	Medium Impact	New Employment Advisors and DWP work coaches will consume water.	The additional employees will be encouraged to use water efficiently e.g. using refillable bottles/cups and following existing workplace water-saving practices. Any increase in water use is expected to be minor and managed within existing facilities.
5	WASTE & MATERIALS	Medium Impact	New Employment Advisors and DWP work coaches will generate waste.	The additional employees will be encouraged to minimise waste by using digital documents where possible, avoiding unnecessary printing, reusing materials, and using existing recycling facilities for paper, packaging and other recyclable items. Any additional waste is expected to be minor.
6	SOCIAL VALUE & SOCIAL JUSTICE	Positive Impact	Youth Hub clients might be encouraged to undertake green skills development or jobs. Employment will alleviate cost of living pressures.	Social value could be encouraged by signposting Youth Hub clients to green skills training, apprenticeships, volunteering and local employment opportunities, including roles linked to sustainability. Support should be targeted to those facing barriers to work, helping to improve access to jobs, build confidence and reduce inequalities.
7	ADAPTATION	Nil Impact	0	0
8	OTHER	Nil Impact	0	0