

Cambridgeshire and Peterborough Combined Authority's Youth Guarantee Trailblazer

Appendices: Process evaluation

Oriane Nermond, Nicola Aylward, Kristina Bronovsky, Daniela Cabral,
Sara Treneman, Sravanthi Vempalli, and Elizabeth Gerard

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Appendix 1: Process Evaluation research questions

Objective 1: Young people

- What are the demographic characteristics, backgrounds and needs of young people supported by the programme?
- What are the early outcomes observed for young people as a result of taking part in the Youth Guarantee?
- What are young people's experiences of the programme?

Objective 2: System change

- What was the level of partnership working at the start of the programme? How has this changed at the end of year one?
- What are the system level activities that have been introduced to support better joined-up and partnership working?
- What are the activities that have worked well to encourage a more joined-up approach?

Objective 3: What works well and less well to support young people

- What are the different interventions delivered across CPCA?
- Which interventions or features could be considered best practice?
- What are the benefits that have come out of the trailblazer?

Objective 4: Areas of improvement

- What can CPCA do to foster more collaborative and partnership working?
- What can CPCA do to provide better support for young people aged 18 – 21 to access employment, training and education across the areas?
- What are the recommendations for central government on future funding, provision and developing regional and national policy in this area?

Table 1: Mapping of the research questions to the research activities.

Research questions	Scoping interviews	MI Data analysis YP	Pre/post survey YP	Interviews delivery staff	Interviews strategic partners	Focus groups YP	Case studies YP
RQ1. What are the demographic characteristics and backgrounds of young people supported by the programme?		X	X	X		X	X
RQ2. What are the early outcomes observed for young people as a result of taking part in the Youth Guarantee?		X	X	X		X	
RQ3. What are young people's experiences of the programme?			X	X		X	X
RQ4. What was the level of partnership working at the start of the programme? How has this changed at the end of year one?	X			X	X		
RQ5. What are the system level activities that have been introduced to support better joined-up and partnership working?					X		
RQ6. What are the activities that have worked well to encourage a more joined-up approach?				X	X		
RQ7. What are the different interventions delivered across CPCA?	X		X	X			
RQ8. Which interventions or features could be considered best practice?				X	X	X	X
RQ9. What are the benefits that have come out of the trailblazer?				X	X		
RQ10. What can CPCA do to foster more collaborative and partnership working?	X	X	X	X	X	X	X
RQ11. What can CPCA do to provide better support for young people aged 18 – 21 to access employment, training and education across the areas?	X	X	X	X	X	X	X
RQ12. What are the recommendations for central government on future funding, provision and developing regional and national policy in this area?	X	X	X	X	X	X	X

Appendix 2: Service booklet

Organisation	Description
Cambridgeshire County Council - Youth Progression Advisors and Youth Impact Programme	Cambridgeshire County Council aims to reduce NEET (Not in Education, Employment or Training) rates by enhancing data tracking and delivering targeted one-to-one support from a Youth Progression Advisor to address barriers and help young people re-engage with education, employment and training. YIP is a targeted programme supporting vulnerable 18–21-year-olds into education, employment, or training through confidence-building, life skills, community integration, and outdoor experiences. It addresses barriers, fosters resilience, and creates pathways for independence and social mobility.
Peterborough City Council EET Service	Peterborough City Council aims to reduce NEET rates by improving data tracking, enabling early intervention, and expanding employment opportunities for care leavers and vulnerable groups through apprenticeships, internships, mentoring, and strategic partnerships with schools and agencies. Targeted one-to-one support is delivered by EET Coaches.
ARU Peterborough	ARU Peterborough's four-week programme supports young people who are NEET through campus-based skills training, industry visits, and a group project. It builds communication, digital literacy, and career readiness while fostering confidence and progression into employment, apprenticeships, or higher education.
Cambridge Regional College	This project by Cambridge Regional College and Inspire 2 Ignite supports young people who are NEET in Cambridgeshire, introducing them to construction through hands-on experiences and employer-led pathways, fostering aspiration and flexible routes into work, education, or entrepreneurship.
Cambridge United Foundation	The Training Ground project is a 12-week, person-centred mentoring programme for young people who are NEET facing multiple disadvantages. It combines tailored support, physical activity, mental health and life skills development, with work experience opportunities.
Citizen Hub – Curious About Hospitality	Curious About Hospitality is an 8-week programme for young people who are NEET, combining hospitality work placements with life skills and confidence-building sessions, culminating in a community showcase to develop leadership and entrepreneurial experience.
Constructed Pathways	Constructed Pathways offers two-day taster sessions introducing young people who are NEET to practical bricklaying and site skills. Based at Waterbeach Barracks, it builds confidence, provides immersive careers advice, and creates clear pathways into construction training and employment opportunities.
CPSL Mind	Provision of a trauma-informed mental health facilitator at Peterborough Youth Hub who will create Thrive plans to boost resilience and employability.
Cross Keys Homes	The Pathway + Youth Progression Programme supports vulnerable 16–25-year-olds in Peterborough through employer engagement, mentoring, and trauma-informed practice. It includes a five-day work preparation course, a youth conference for NEET and SEND participants, and peer-led delivery via a retained pre-apprentice.
Focus4Growth	Focus4Growth delivers sales and leadership training to vulnerable young people in Cambridgeshire, boosting confidence, employability, and digital skills through two cohorts.

Form the Future	Form the Future is a modular programme re-engaging economically inactive 16–21-year-olds across Cambridgeshire and Peterborough. It combines mentoring, fitness-based re-engagement, NHS-led training, and paid work experience, offering tailored pathways into employment, education, or training for youth who are NEET and other vulnerable groups.
Game Academy Ltd	A creative, confidence-building online programme using video games to engage 90 young people across Cambridgeshire and Peterborough. It blends gaming-based learning, digital skills, accredited IT qualifications, and employability training, connecting participants to real career pathways and local opportunities.
Groundwork East	GreenSparks delivers nature-based courses for vulnerable 16–21-year-olds across Cambridgeshire and Peterborough, combining outdoor learning, wellbeing activities, and employer-led experiences to build confidence, resilience, and work-readiness, with progress tracked and follow-up support at 3 and 6 months.
Inspire 2 Ignite CIC	Inspire 2 Ignite engages 120 disadvantaged young people through immersive industry experience days, co-designed paid internships, tailored career coaching, and entrepreneurial pathways. It removes barriers via transport support and offers progression into employment, training, or enterprise in high-demand sectors.
Inspire Education Group	Community IAG Navigators will train 12 trusted local figures to become Level 2 Careers Information and Advice Navigators, delivering culturally competent, trauma-informed guidance to young people who are NEET in Peterborough, Cambridge and Fenland.
Kooth	Kooth will provide young people with a dedicated online landing page offering 24/7 anonymous mental health support, self-help tools, moderated forums, and practitioner-led sessions, alongside co-produced employment-focused content and partner collaboration.
Living Sport	A 12-week programme for care leavers in Cambridgeshire and Fenland offering life skills workshops, employability training, tailored work placements, digital achievement badges, and personalised progression plans to support routes into education, employment, or training.
Morgan Sindall Construction	The Just Transition Initiative proposes a two-week Construction Internship Programme in Peterborough for economically inactive young women, offering sector insights, digital and sustainability training, site visits, and CV workshops, leading to paid internships with local employers.
Noise Solution	The Creative Mentoring & Digital Storytelling Programme supports vulnerable 18–21-year-olds in Cambridgeshire through weekly musician-led mentoring, secure video journaling, and AI-enabled wellbeing evaluation. Using a trauma-informed, non-clinical approach, it fosters autonomy, confidence, and progression toward education, employment, and training.
Peterborough Youth Hub	Opened in November 2025, Peterborough Youth Hub will provide mentoring, skills training, job search support, and wraparound services for 16–24-year-olds in Peterborough, aiming to reduce youth unemployment, boost confidence, and connect disadvantaged young people with education, training, and work opportunities.
PYCMC	The Peterborough Youth Community Media Centre will deliver an employability and personal development programme for disadvantaged young refugees, offering tailored workshops, one-to-one support, and employer placements.
Reed in Partnership	Reed in Partnership supports 18–21-year-olds who are NEET through an 8-week pathway combining mentoring, employability training, and direct access to apprenticeships and jobs. Delivered locally, it uses strong referral networks and flexible engagement to create sustainable employment opportunities.

Romsey Mill	This project supports 20 vulnerable young mums in Cambridge and South Cambridgeshire through one-to-one progression planning, mental health support, and three tailored courses, aiming to boost confidence, employability, and re-engagement with education or work while providing childcare.
Tech Educators	The Digital Innovator programme is a 10-week hybrid bootcamp for young people who are NEET. It combines in-person and remote learning to build digital skills, confidence, and career readiness, offering wraparound support and guaranteed interview opportunities.
The Salvation Army	This targeted programme in Cambridgeshire and Peterborough supports vulnerable 18–21-year-olds with employability and wellbeing. It offers personalised guidance to build confidence, workplace skills, and progression into jobs, training, or volunteering.
Turtle Dove	Turtle Dove Cambridge will launch a pop-up café and catering courses for young women who are NEET in Cambridgeshire, providing trauma-informed training, wraparound support, and employability pathways while generating income to sustain future opportunities.
Young Tech Academy	Immersive Futures is a 10-week hands-on training programme for young people who are NEET around technical roles in the creative industries. It blends creativity, technology, and industry collaboration to build technical skills, confidence, and career readiness.
Youth Employment UK	Youth Employment UK will deliver a Digital Gateway, an online hub offering careers advice, local opportunities, and employer engagement. They'll also create tailored courses, virtual work experience, and manage employer partnerships to boost youth employability and regional workforce development.
YTKO	Providing a programme enabling 18–21-year-olds to explore self-employment, building essential skills, confidence and employability.

Appendix 3: Providers by funding stream, format, journey stage, type of support and geographical coverage

Provider	Funding stream	New or expanded provision	Format	Journey stage	Type of support	Eligibility	Geographical coverage
Peterborough City Council NEET Service	Core	Expanded provision	Hybrid	Developing, Inspiring, Building, Participating, Advancing	Confidence & wellbeing, holistic, pre-employability	Targeted (16-18-year-olds)	Peterborough
Cambridgeshire City Council NEET Service – YIP and YPA	Core	Expanded provision	Hybrid	Developing, Inspiring, Building, Participating, Advancing	Confidence & wellbeing, holistic, pre-employability	Targeted (16-18-year-olds)	Cambridgeshire
Youth Employment UK	Core	New to CPCA	Online	Inspiring, Building	Pre-employability	All NEET within eligible age	Cambridgeshire and Peterborough
Kooth	Core	New to CPCA	Online	Developing	Mental health		Online
CPSL Mind	Core	Expanded provision	Face-to-face	Developing	Mental health		Peterborough
Peterborough Youth Hub	Core	New to CPCA	Hybrid	Inspiring, Building	Pre-employability		Peterborough
All-Age Careers Service: ReeD in Partnership	Core	Expanded provision	Hybrid	Inspiring, Building	Confidence & wellbeing, pre-employability		Fenland, Peterborough, and Huntingdonshire
Morgan Sindall Construction Programme	Core	New provision	Face-to-face	Building, Participating	Training, work experience	Targeted (young women who are NEET)	Peterborough
CPCA's Internships, Apprenticeships and HTQs Team	Core	Expanded provision	Hybrid	Participating	Work experience	All NEET within eligible age	Cambridgeshire and Peterborough
Salvation Army	Grant	Expanded provision	Hybrid	Inspiring, Building	Pre-employability	All NEET within eligible age	Cambridgeshire and Peterborough
Cross Keys Homes	Grant	Expanded provision	Hybrid	Inspiring, Building, Participating	Pre-employability, work experience		Peterborough
Groundwork	Grant	Expanded provision	Face-to-face	Developing, Inspiring	Confidence & wellbeing		St Neots, Cambridgeshire, Peterborough and Huntingdonshire

Turtle Dove Cambridge	Grant	Expanded provision	Hybrid	Inspiring, Building, Participating	Confidence & wellbeing, pre-employability, training	Targeted (young women who are NEET)	Cambridgeshire
Form the Future	Grant	Expanded provision	Hybrid	Developing, Inspiring, Building, Participating	Confidence & wellbeing, pre-employability, training and work experience	All NEET within eligible age	Cambridgeshire and Peterborough
Inspire 2 Ignite	Grant	Expanded provision	Hybrid	Building, Participating	Training, work experience		Cambridgeshire and Peterborough
Game Academy	Grant	New to CPCA	Online	Inspiring, Building, Participating	Pre-employability, training		Peterborough, Fenland and Huntingdonshire
YTKO	Grant	Expanded provision	Face-to-face	Developing, Inspiring, Building, Participating	Confidence & wellbeing, pre-employability		CPCA (focus on Huntingdonshire and Peterborough)
Focus 4 Growth	Grant	Expanded provision	Hybrid	Inspiring, Building, Participating	Confidence & wellbeing, pre-employability, training		Cambridgeshire and Peterborough
Young Technicians Academy	Grant	Expanded provision	Face-to-face	Inspiring, Building, Participating	Pre-employability, training		Huntingdonshire and Peterborough
Citizen Hub St Neots	Grant	Expanded provision	Face-to-face	Building, Participating	Training, work experience		St Neots
Peterborough Youth Community Media Centre (PYCMC)	Grant	Expanded provision	Face-to-face	Developing, Inspiring, Building	Confidence & wellbeing, holistic, pre-employability	Targeted (young refugees aged 18-21)	Peterborough
Cambridge Regional College	Grant	Expanded provision	Face-to-face	Inspiring, Building, Participating	Pre-employability, training	All NEET within eligible age	Cambridgeshire
Anglia Ruskin University Peterborough	Grant	Expanded provision	Face-to-face	Inspiring, Building, Participating	Pre-employability, training		CPCA (focus on Peterborough, Fenland and Huntingdonshire)
Constructed Pathways	Grant	Expanded provision	Face-to-face	Inspiring, Building, Participating	Training		Waterbeach
Romsey Mill	Grant	Expanded provision	Face-to-face	Inspiring, Building	Confidence & wellbeing, training	Targeted (young mothers aged 18-21)	Cambridge City and South Cambridgeshire

Living Sport	Grant	Expanded provision	Face-to-face	Inspiring, Building, Participating	Confidence & wellbeing, holistic, pre-employability, work experience	Targeted (care leavers who are NEET)	Cambridgeshire and Peterborough
Noise Solution	Grant	Expanded provision	Hybrid	Developing, Inspiring	Confidence & wellbeing	All NEET within eligible age	Fenland, Peterborough, and Huntingdonshire
Tech Educators	Grant	Expanded provision	Hybrid	Inspiring, Building	Confidence & wellbeing, pre-employability		CPCA (focus on Peterborough, Fenland, and Huntingdonshire)
Cambridge United Foundation	Core	Expanded provision	Face-to-face	Developing, Inspiring, Building, Participating	Confidence & wellbeing, pre-employability, work experience		Cambridgeshire
Inspire Education Group	Grant	New provision	Hybrid	Developing, Inspiring	Confidence & wellbeing, pre-employability	All NEET within eligible age	Peterborough, Fenland and Cambridgeshire

Appendix 4: Survey questions

Background information

The following questions ask for a few details so we can match your responses against other information collected by the Cambridgeshire and Peterborough Combined Authority and with your answers to the follow-up survey that we will ask you to complete once you have finished receiving support.

1. What is your full name?

.....

2. What is your date of birth? (DD/MM/YYYY)

.....

3. Which programme/activity are you involved in?

List of provisions excluded for brevity.

4. Please provide the first part of your postcode. This will be 3 or 4 digits depending on where you live.

.....

Statements

Please tell us how much you agree or disagree with the following statements.

Please tick the box that best describes your experience of each over the last 2 weeks. The categories are broad, so they may not be very accurate descriptors of your feelings and thoughts.

Please pick a category that is closest to how often you have felt in a way that is described, taking into account all factors in your life such as health conditions and caring responsibilities.

Confidence, resilience, and managing tasks and goals

The following questions are about your confidence, resilience and whether you feel able to achieve your goals.

1. I will be able to achieve most of the goals that I set for myself.
2. When facing difficult tasks, I am certain that I will accomplish them.
3. In general, I think that I can obtain outcomes that are important to me.
4. I believe I can succeed at most any endeavour to which I set my mind.
5. I will be able to successfully overcome many challenges.
6. I am confident that I can perform effectively on many different tasks.
7. Compared to other people, I can do most tasks very well.
8. Even when things are tough, I can perform quite well.

Health and wellbeing. The following questions are about how you feel about yourself, your life and your health. For each of these questions I'd like you to give an answer on a scale of 0 to 10, where 0 is "not at all" and 10 is "completely".

9. Overall, how satisfied are you with your life nowadays?

10. Overall, to what extent do you feel that the things you do in your life are worthwhile?
11. Overall, how happy did you feel yesterday?
12. On a scale where 0 is “not at all anxious” and 10 is “completely anxious”, overall, how anxious did you feel yesterday?

Local engagement

The following questions are about your views on if young people like you are listened to and included in decision making locally.

13. I have a say in creating new opportunities for young people in my area.
14. I feel that my opinions are valued in planning new youth projects or support.
15. I feel confident to get involved in other projects supporting young people.

Readiness for work

The following questions are about how ready you feel to start working. If you already have a job, please think about how far these statements apply to your current job or a different job you'd like to have in the future.

16. A range of different career options are open to me.
17. Studying to gain qualifications is important to me.
18. Education is worthwhile.
19. I feel positive about my chances of getting a job in the future.
20. I have the skills and experience to get a job in the future.

Skills to find work

The following questions are about how able you feel to find and apply for a job. If you already have a job, please think about how far these statements apply to looking for a different job in the future.

How confident are you of your ability to successfully...

21. Be successful in your job search?
22. Be invited to job interviews?
23. Get a job offer in an organisation that you want to work in?
24. Get a job offer for a job that you really want?
25. Get a job as soon as possible?
26. Get a job with a good salary?
27. Obtain a very good job?

Any other thoughts?

28. Is there anything else you'd like to let us know about your expectations of the support you will receive through the Youth Guarantee?

.....

Appendix 5: Survey methods

Questionnaire design and testing

The survey was designed using validated measures where possible. It covered the following topic areas using the following validated measures:

Topic area	Validated measure used
Background information (name, date of birth, and the first part of postcode)	N/A
Confidence, resilience, and managing tasks and goals	New General Self Efficacy Scale
Health and wellbeing	ONS personal wellbeing questions
Local engagement	None – survey questions were developed by L&W
Readiness for work	National Citizen Service 2016 Evaluation Technical Report
Skills to find work	Adapted 7 question version of the Job-Search Self-Efficacy (JSSE) Scale

The survey was tested with a group of young people from CPCA's Youth Forum and adapted following their feedback. Adaptions included making the introductory text shorter and easier to read, replacing the word intervention with programme or activity throughout, and more instructions on how to answer questions were added.

Data collection

The survey was administered using Snap surveys and young people could complete it on a computer, phone, or other electronic device. Providers were given a link and a QR code to share with young people to access the survey. Alternative options were offered for young people who found it challenging to complete an online version of the survey. It was estimated that the survey would take up to 15 minutes to complete, but in reality, many young people completed it in less than 5 minutes.

Survey administration

The survey was shared with young people by providers. Providers were given suggested text to use to share the survey with young people and an FAQ document providing guidance on how to administer the survey. Providers were asked to share the pre survey with young people before they start receiving support, or as early as possible into them receiving support. Where possible, providers were asked to embed the survey into their onboarding process. For shorter provision (less than two weeks) providers were requested to ask young people to complete the pre-survey within the first few days of receiving support. For longer provision, young people could complete

the pre-survey within the first week or two. Young people were asked to complete the post-survey within two weeks of the end of support. Providers were also asked to send young people reminders to complete the surveys at appropriate times based on the length of their provision.

Young people were offered a £10 incentive for completing each survey, and the opportunity to enter a prize draw to win a £100 voucher for each survey.

Responses received

Table 2: Summary of responses to the pre and post survey

	Pre survey	Post survey
Total number of responses including partial responses	193	113
Total number of responses after data cleaning (includes some duplicates)	157	88
Total number of responses matched across pre- and post- survey	30	30

List of interventions that young people completed the survey from

The following tables show the number of young people from each intervention that completed each survey. Table 3 shows number of responses to the surveys before matching took place, and Table 4 shows number of responses after matching.

Table 3: Response numbers by intervention (pre matching)

	Pre survey	Post survey
Peterborough City Council NEET Service	10	5
Cambridgeshire County Council NEET service / Youth Impact Programme	24	14
Internship, apprenticeship, or Higher Technical Qualification	2	0
Peterborough Youth Hub	22	8
ReeD in Partnership careers service	12	6
Mind mental health	4	1
Cross Keys Homes	11	5
Inspire 2 Ignite CIC	23	6
Form the Future CIC / Activate Your Future	2	2
Game Academy	50	39
Constructed Pathways	1	1
Romsey Mill	3	1

Noise Solution	2	6
Salvation Army	1	1
Groundwork East	2	1
Tech Educators	0	1
ARU Upskill Programme Peterborough	8	0
Other / Unknown	2	0

Note: total will not equal the number of participants as young people could select more than one intervention.

Table 4: Response numbers by intervention (post matching)

	Pre survey	Post survey
Peterborough City Council NEET Service	0	1
Cambridgeshire County Council NEET service / Youth Impact Programme	7	4
Internship, apprenticeship, or Higher Technical Qualification	0	0
Peterborough Youth Hub	2	2
REED in Partnership careers service	0	0
Mind mental health	0	0
Cross Keys Homes	3	3
Inspire 2 Ignite CIC	3	2
Form the Future CIC / Activate Your Future	0	1
Game Academy	14	15
Constructed Pathways	0	0
Romsey Mill	0	0
Noise Solution	1	2
Salvation Army	1	0
Groundwork East	1	1
Tech Educators	0	0
ARU Upskill Programme Peterborough	0	0
Other / Unknown	1	0

Note: total will not equal the number of participants as young people could select more than one intervention. Where the number of young people from an intervention differs between pre- and post-survey, this is due to young people selecting more than one intervention.

Data cleaning

Before matching and analysis, the data was cleaned and the following observations were dropped from the dataset:

- Partial responses without a full name and date of birth
- Partial responses without any responses to the survey questions
- Responses showed a flat line across four or more sections of the survey
- Free text boxes included irrelevant or non-sensical text

Matching

Pre and post survey responses were **matched using a unique ID** derived from the first letter of a young person's first name, surname, and date of birth. For example, Peter Smith born on 2nd of January 2007 would be PSMITH02/01/2007.

Matching was then done using a multi-stage approach:

1. The pre survey was matched to the post using one-to-many matching.
2. A new version of the post survey dataset was saved which retained only the unmatched observations from the post survey.
3. The unmatched post survey responses were then matched to the pre survey using one-to-many matching.
4. The two matched datasets were then combined into one master, matched data file.

Once survey responses were matched, observations were dropped if:

- The post survey was completed before the pre survey
- The pre and post survey were completed on the same day
- The same young person had completed one or both of the surveys more than once. In this case we retained the observation with the least missing data or if all data was complete, the response that was submitted first.

At this stage the data was also checked for:

- Pre and post survey responses submitted within 7 days of each other. Any observations that fell into this time frame were sense checked based on the intervention young people said they were participating in.
- Pre and post survey listing the same intervention. Two responses were found to have been completed for a different intervention across the pre and post survey, suggesting young people had been referred across to another intervention.

Analysis

All validated measures were analysed according to the supporting literature. This involved creating an overall score for each measure that took the average of answers provided by each young person. These overall scores were then analysed along with individual question responses. For each measure the following was calculated:

- The average (mean) starting point
- The average (mean) ending point
- The difference between the average start and end point
- The proportion of young people who saw a positive, neutral, or negative change to their responses by the end of provision
- The proportion of young people who saw a meaningful change to their responses by the end of provision. Meaningful change was defined as an increase or decrease of at least 0.5 points on a 5-point scale or at least 1 point on the 11-point scale used for the health and wellbeing measures.

Sample size and caveats

After matching, the analytical sample was 30 young people. This is a relatively small sample size, which meant that it was not feasible to do any subgroup analysis of the survey as categories were likely to be disclosive. Throughout the report, numbers rather than percentages have been reported to highlight the small sample size and reinforce that the findings are not generalisable to all young people who participated in the YG Trailblazer in CPCA.

Appendix 6: Management Information analysis

The Management Information (MI) data was collected by individual delivery providers and shared with CPCA. CPCA combined the data into three different sheets that included different information:

- **Personal sheet** contained identifying information about participants such as their name, date of birth, postcode, NI number, email address, and the unique identifier number. This sheet also contained a variable “matchkey” which was constructed using the participants first and last names and their date of birth. This was used by CPCA to identify participants that were assigned multiple unique identifier numbers. This sheet contained 1124 records.
- **Demographics sheet** contained the following information: the participants' unique identifier number, provider they received support from, and information about their demographics such as gender, ethnicity, health status, SEN status, and qualification level. This sheet contained 1068 records.
- **Participation sheet** contained information about the participant's unique identifier number, provider, start date of the provision, referral routes, primary and secondary health-related barriers to work or education, primary and secondary non-health-related barriers to work or education and EET status at the start and at the end of the provision. This sheet contained 1108 records.

Participants could be matched across these three sheets using their unique identifier number. For the analysis, we created three separate datasets.

Cleaning and setting up the data

Personal sheet: There were 11 groups of duplicate records (same ID, multiple records). The criteria for preserving records were to keep the record with the least number of missing variables. The resulting file had 1124 records.

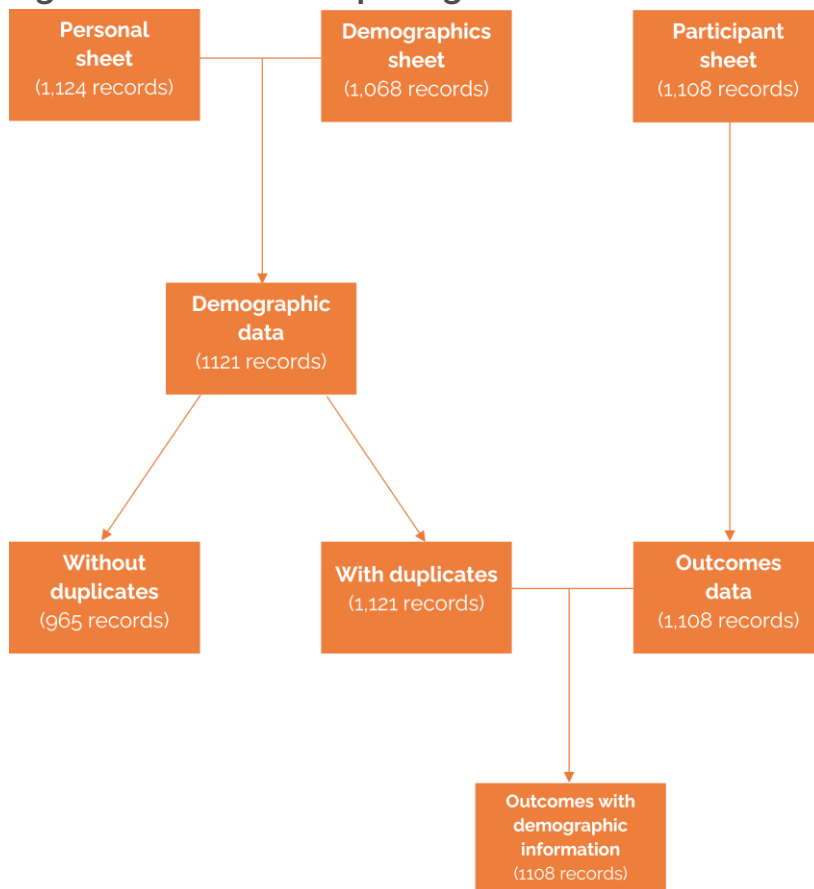
Demographics sheet: Any records that did not have a unique identifier number were dropped (one record dropped). This data sheet was then matched to the personal sheet above. During the first round of matching, 1061 records were matched, six records from the demographic dataset and 57 records from the personal dataset were unmatched. Based on previous correspondence with CPCA, we had identified a set of records whose unique identifier number could not be matched across all sheets due to issues with the unique identifier number. Correcting for the same, a further 3 records were matched. The 56 unmatched records were preserved with missing data. The resulting file had 1121 records.

Personal and demographics sheet merging: To identify the unique participants to conduct the demographic analysis, we used the “matchkey” variable. Nine

observations did not have a matchkey and were dropped from the analysis. There were 114 groups of duplicate records (same matchkey, multiple records). Using the same criteria as above (preserving records with the least number of missing variables), 147 observations were deleted. The resulting file had 965 records.

Outcomes and demographics sheet merging: we matched the demographics data containing duplicates (multiple records for the same participant due to the presence of multiple unique identification numbers) to the outcomes sheet. There were 39 records from the demographics data that were not matched with the outcomes data. This file had 1108 records.

Figure 1: Flow chart depicting the creation of additional datasets



Data re-coding

MI data were re-coded for analytical purposes. This may explain some of the differences observed when comparing the final report with the data reported for auditing purposes (e.g. CPCA dashboard or providers document).

Due to the occurrence of free text responses and disclosive category counts, some categories were combined and/or renamed. The “prefer not to say” responses were deemed as missing.

Demographic data

Gender: The “Other” and “Non-binary” responses were combined into the “Other” category.

Ethnicity

- The categories were combined using guidance from the 2021 census.¹ The following responses were re-categorised as “Asian/Asian British”: Asian, Bangladeshi, Chinese, Indian, Pakistani, Any other Asian background.
- The following responses were re-categorised as “Black/African/Caribbean/Black British”: African, Black, Black African, Caribbean, Any other Black, Black British, or Caribbean background.
- The following responses were re-categorised as “Mixed/Multiple ethnic groups”: Mixed race, Mixed White and Black African, White and Asian, White and Black African, White and Black Caribbean, Any other Mixed or multiple ethnic background.
- The following responses were re-categorised as “White”: English, Welsh, Scottish, Northern Irish or British, Gypsy or Irish Traveller, Irish, Roma, White, White British, Any other White background.
- The following responses were re-categorised as “Any other ethnic group”: Arab, Any other Ethnic group.

Qualification level: The categories were combined using guidance from the [UK Government](#).

The following responses were re-categorised as “Entry Level”

- Primary school or below (e.g. Entry Level 3 or below)

The following responses were re-categorised as “Level 1”

- Level 1
- Secondary
- Secondary school (e.g. GCSE or equivalent)

The following responses were re-categorised as “Level 2”

- GCSE's

¹ [List of ethnic groups - GOV.UK](#)

- Less than 5 secondary education qualifications (GCSE/O-level)
- Less than 5 Secondary Education Qualifications (GCSE/O-Level) Grade C or above (or Grades 4-9)
- More than or equal to 5 Secondary Education Qualifications (GCSE/O-Level) Grade C or above (or Grades 4-9)
- More than or equal to 5 secondary education qualifications (GCSE/O-level)

The following responses were re-categorised as "Level 3"

- A Levels
- A-Level/College Diploma
- Higher or further education (e.g. A-levels, BTEC)

The following responses were re-categorised as "Level 4+"

- Degree
- Undergraduate Degree
- University (e.g. Bachelor's Degree)

Start data, barriers and outcomes data

Programme start dates: The date range for valid start dates was from May 2025 to March 2026. Dates recorded outside of this range were re-categorised as missing because the report presents findings for the evaluation of year one of the CPCA YG Trailblazer.

Primary and secondary health barriers: Participants whose free text "Other" response matched an existing category were re-categorised accordingly. Participants who provided detailed information about their health condition were categorised as "Other".

Employment, education and training (EET) status: Two additional variables were constructed based on the participant's responses to the education and employment status variables. One variable captured a detailed EET status. Its categories and criteria are outlined in Table 6.

Table 5: EET status criteria (detailed)

EET status at the start/end of the programme	Education/ training status at the start/end of the programme	Employment status at the start/end of the programme
Not in employment, education or training	Not currently in, nor accepted into formal education or training	Economically inactive (e.g, not looking for work)
	Not currently in, nor accepted into formal education or training	Unemployed and looking for work
	Not currently in, nor accepted into formal education or training	Missing

	Missing	Unemployed and looking for work"
	Missing	Economically inactive (e.g. not looking for work)
In education and training but not employment	Accepted into formal education or training, but not yet started	Unemployed and looking for work
	Enrolled in formal education or training, and at Risk of becoming NEET	Economically inactive (e.g. not looking for work)
	Enrolled in formal education or training, and at Risk of becoming NEET	Missing
	Enrolled in formal education or training, and at Risk of becoming NEET	Unemployed and looking for work
	Enrolled in formal education or training, NOT at risk of becoming NEET	Economically inactive (e.g. not looking for work)
	Enrolled in formal education or training, NOT at risk of becoming NEET	Missing
	Enrolled in formal education or training, NOT at risk of becoming NEET	Unemployed and looking for work
Only employed	Not currently in, nor accepted into formal education or training	Employed - Full Time
	Not currently in, nor accepted into formal education or training	Employed - Part Time
	Missing	Employed - Full Time
	Missing	Employed - Part Time
In employment and education or training	Accepted into formal education or training, but not yet started	Employed - Part Time
	Enrolled in formal education or training, and at Risk of becoming NEET	Employed - Full Time
	Enrolled in formal education or training, and at Risk of becoming NEET	Employed - Part Time
	Enrolled in formal education or training, NOT at risk of becoming NEET	Employed - Full Time
	Enrolled in formal education or training, NOT at risk of becoming NEET	Employed - Part Time

A simplified version of the above variable was also constructed. This variable had three categories: 'In EET', 'Not in EET', 'Missing'.

Programme referrals: Participants whose free text "Other" response matched an existing category were re-categorised accordingly.