

Evaluation of Pre-employment Vocational Training: Generation UK

Privacy Notice for Past and Current Applicants and Participants

1 Why are we collecting this data?

The Youth Futures Foundation (YFF) has commissioned the National Foundation for Educational Research (NFER) to undertake an evaluation of Generation UK's pre-employment vocational training (PEVT). Generation UK's mission is to support unemployed people facing barriers to employment into life-changing careers. They achieve this mission through the delivery of skills bootcamps. Skills bootcamps consist of profession-specific training delivered predominantly in live online classrooms, followed by up to six months of job search support and matching with employer partners.

NFER's evaluation will include a preliminary planning and data gathering stage followed by a randomised controlled trial (RCT). The aim of the preliminary stage will be to gain an in-depth understanding of how the programme is delivered and prepare for the RCT. The RCT will explore the effectiveness and outcomes of the skills bootcamps. This privacy notice relates to the preliminary stage which will take place between March and July 2026 and is for past and current applicants and participants.

NFER is the data controller for the evaluation and will make decisions about how and what personal data is used for the evaluation. Generation UK are responsible for the delivery of the skills bootcamps and for making decisions about how that data is processed. They are the data controller for programme delivery and their privacy notice is available [here](#).

2 What is the legal basis for processing activities?

The legal basis for processing personal data by NFER is covered by:

- Article 6 (f) Legitimate interests: the processing is necessary for the data controller's legitimate interests or the legitimate interests of a third party, unless there is a good reason to protect the individual's personal data which overrides those legitimate interests.

A legitimate interest assessment has been undertaken. It demonstrates that it is within NFER's interests in undertaking this evaluation to collect and analyse data on the effectiveness of implementation and outcomes. The evaluation fulfils one of NFER's core business purposes (undertaking research, evaluation, and information activities). It has broader societal benefits and will contribute to improving understanding of skills bootcamps to the benefit of unemployed young people undertaking them now and in the future. The

research cannot be done without processing personal data, but processing does not override the data subject's interests.

Where we process details of ethnicity or if information related to special educational needs or disability is shared, we rely on GDPR Article 9 (2) (j) as the legal basis:

- Processing is necessary for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes in accordance with Article 89(1) based on Union or Member State law which shall be Public proportionate to the aim pursued, respect the essence of the right to data protection and provide for suitable and specific measures to safeguard the fundamental rights and the interests of the data subject.

The processing is unlikely to cause damage or distress to pupils, and no measures will be created, or decisions taken about individuals because of this research.

3 How will personal data be obtained?

NFER will initially obtain personal data about past and current applicants and participants from Generation UK after they have provided their permission to participate in this evaluation. The evaluation will invite past and current applicants and participants to take part in an online interview. This will include previous participants who completed the skills bootcamp programme; previous participants who withdrew from the programme; previous applicants who were unsuccessful; and current applicants or participants. NFER will then collect personal data directly from them via individual online interviews.

Participation in the evaluation will inform how the skills bootcamps will be offered in the future, but participation is entirely voluntary.

4 What personal data is being collected by this project?

Personal data on past and current applicants and participants which will be collected by this project is described below.

From Generation UK's records

- Their name, gender, ethnicity*, date of birth, e-mail address and whether or not they have a special educational need or disability/disabilities**
- Their qualifications and employment experience prior to applying for, or participating in, skills bootcamps
- What skills bootcamp they applied for or participated in and dates
- (For participants) types and levels of participants' engagement in the programme and, if appropriate, what they progressed onto (e.g., employment, training, education)

- Shorter-term outcomes of skills bootcamp participants (e.g. in relation to career readiness and aspirations, grit and self-esteem)
- (For participants who withdrew) in addition to the above, reason for withdrawal
- (For rejected applicants) in addition to available data above, reason for rejection

From the interviews

- Why they applied for the skills bootcamp
- What they are doing now
- What support they received from the skills bootcamps or through other provision, its effectiveness and the extent to which it helped them move into, and progress within, employment
- Career plans.

In addition, Generation UK will share pseudo-anonymised data on programme applications and participation (e.g., applications to bootcamps, sign-up to specific bootcamps, attendance) with NFER, but this data cannot be linked to individual participants.

Some interviewees will be invited to solely take part in the piloting of data collection tools, such as surveys and interview guides, and in this case more limited personal data will be shared by Generation UK from their records. In addition, the questions these individuals will be asked will primarily focus on gathering views of survey and interview questions as opposed to gathering personal data.

*Considered special category.

**We are not intending to collect information about the types of special educational needs or disability/disabilities. However, if this is shared with us during interviews this will be special category personal data

5 Who will personal data be shared with?

For the purposes of the evaluation, Generation UK will share with NFER the data that it has collected on previous and current applicants and participants of skills bootcamps, as detailed in section 4 above. Any personal data shared between Generation UK and NFER will be shared via NFER's secure portal. Data will not be shared with any other parties.

Microsoft Teams will be used to conduct, record and transcribe virtual interviews. The privacy notice for Microsoft Teams is available here: <https://docs.microsoft.com/en-us/microsoftteams/teams-privacy>

NFER will produce an internal report for the Youth Futures Foundation (the evaluation commissioner) and Generation UK. No individual will be identifiable in NFER's report. All of the findings from the evaluation will only be shared in anonymised form.

6 Is personal data being transferred outside the UK?

NFER only stores personal data in the UK. While Microsoft Teams primarily uses UK-based data centres they may fall back to EU data centres for processing of a live meeting. Any transfer is safeguarded by appropriate safeguards, for example, an adequacy decision or contractual obligation to protect your information to the standard required in the UK. Please contact us for further details.

7 How long will personal data be retained?

NFER will delete any personal data within one year of publication of the final report for the trial, which is scheduled for December 2028. The deletion process is currently planned for December 2029.

8 What are my rights with respect to personal data?

NFER handles personal data in accordance with the rights given to individuals under data protection legislation. Under certain circumstances data subjects have the right:

- to request access to information that is held about them (a data subject access request).
- to have personal data rectified if it is inaccurate or incomplete.
- to request the deletion or removal of personal data where there is no compelling reason for its continued processing.
- to restrict processing of personal data (for example, permitting its storage but no further processing).
- to object to processing
- to data portability
- not to be subject to decisions based purely on automated processing where it produces a legal or similarly significant effect.

We may need to request specific information from you to help us confirm your identity and ensure your right to access the information (or to exercise any of your other rights). This helps us ensure that personal information is not disclosed to any person who has no right to receive it.

To exercise any of these rights, please contact the NFER's Compliance Officer at compliance@nfer.ac.uk.

Although we value your participation in this evaluation and its contribution to important findings, you can withdraw from the evaluation activities at any time. If you withdraw, unless otherwise instructed, we will use any data we have collected up to that point in our analysis. If at any time you wish to withdraw from the evaluation activities, or withdraw your data or correct errors in it, please contact: PEVTrresearch@nfer.ac.uk

9 Who can I contact about this project?

NFER is responsible for the day-to-day management of the evaluation. Please contact the evaluation team at: PEVTrresearch@nfer.ac.uk

If you have a concern about the way this project processes personal data, we request that you raise your concern with us in the first instance (see details above). If you remain dissatisfied, you can contact the Information Commissioner's Office, the body responsible for enforcing data protection legislation in the UK, at <https://ico.org.uk/concerns/>.

Further information on this project, including information sheets and privacy notices can be found [here](#).

10 Updates

We keep this privacy notice under review to make sure it is up to date and accurate. Any changes will be noted. The date when this privacy notice was last updated is shown in the footer at the bottom of this document.