

## **Bath & North East Somerset 14-25 strategy – draft**

*‘employment is everyone’s business’*

### ***Purpose***

The purpose of this strategy document is to bring together in one place our shared vision for young people aged 14-25 in the Bath & North East Somerset area and our strategies for achieving it.

### ***Vision***

Our vision for young people aged 14-25 in Bath and North East Somerset is that all will be able to achieve good life outcomes moving into adulthood including independence, employment, health and community participation.

While all of these outcomes are important, employment is key to achieving the other outcomes.

### ***Context***

This vision should be seen in the context of the Council’s 2020 vision and corporate strategy for the local area, the Children and Young People’s Plan and relevant statutory duties/government policy.

### **2020 vision: Bath and North East Somerset, a beautifully inventive place**

*‘Bath and North East Somerset will be internationally renowned as a beautifully inventive and entrepreneurial 21st century place with a strong social purpose and a spirit of wellbeing, where everyone is invited to think big – a ‘connected’ area ready to create an extraordinary legacy for future generations.’*

The Council aims to invest in the future, focusing on new jobs and investing in our young people.

There are 4 corporate strategy priorities –

- A strong economy and growth
- A focus on prevention
- A new relationship with customers and communities
- An efficient business.

The strategy states -

*‘Ambition for all children from the academically most able to those with special educational needs (SEN) and disabilities is key to achieving the best outcomes and preparing them for civic and working life.’*

*‘We know that we cannot deliver our 2020 vision in isolation and that we need to make the most of our position as a strong local leader to bring our partners – new and established – together and build on our good foundations.’*

### **The vision from the B&NES Children and Young People’s Plan 2014-17**

*‘We want all children and young people to enjoy childhood and to be well prepared for adult life.’*

3 priority outcomes have been agreed -

- Children and young people are safe
- Children and young people are healthy
- Children and young people have equal life chances.

### **Statutory duties and government policy**

There are a number of statutory duties supporting and underpinning this strategy including (in broad terms) –

- To raise the participation age in education (or full time work with training, an apprenticeship or traineeship) to age 18
- To support particular groups of vulnerable young people into employment including those leaving care, disabled young people and those with special educational needs (young people with SEND) up to age 25.

Specific duties in relation to these aims apply to a range of public agencies including education and training providers, local authorities and others. Young people themselves aged 16 and 17 have a duty to participate in education, training or employment with training.

Government policy is clear that all of our young people should be supported and encouraged to achieve employment as the key to success in adult life and should continue in education or training to age 18 or beyond.

### ***Strategic aims***

The proposed aims of this strategy for young people aged 14-25 are fourfold –

1. Raising aspiration
  - the ambition should be that all of our young people can achieve employment
  - availability of good quality information, advice and guidance
2. Raising the participation age
  - ensuring that all young people remain in education and training that prepares them well for adult life including employment
3. Promoting pathways to employment
  - providing good quality internships, apprenticeships and training on the job
4. Supporting vulnerable groups of young people into employment, narrowing the attainment gaps and promoting employment outcomes for
  - young people eligible for free schools meals
  - black and minority ethnic groups
  - young people with SEND
  - care leavers
  - young offenders
  - those at risk of being NEET (not in education, employment and training).

### ***Stakeholders and partnerships***

The strapline 'employment is everyone's business' is taken from a national project promoting employment for young people with SEND which is currently working with us in the local area. It neatly encapsulates the complex and overlapping roles and responsibilities that stakeholders have in achieving this vision.

### **Young people**

The ambition and potential of our young people are central. Their families also play a key role in promoting and supporting their aspirations. We should consider all young people who live and grow up in the local area and also young people who come into the area for further or higher education or employment within scope for our strategy.

### **Employers**

Employers have key role both in requiring an ever-changing skill mix and providing jobs, training and working with other stakeholders to ensure pathways into employment for young people. There are a number of large employers, including several in the public sector, but also many small and medium enterprises in the B&NES area and the wider west of England sub-region/travel to work area.

### **Education and training providers**

Mainstream and special schools, further and higher education institutions and training providers both within B&NES and in neighbouring areas play a key role. With two universities in B&NES as well as Bath College and local secondary and special schools the education sector is also a major employer.

### **The local authority**

The local authority wears a number of hats including responsibilities for economic development, school improvement and support to vulnerable groups of young people. The local authority is also a large employer. B&NES Council no longer has either the scope or capacity to do everything for the local area, but still has a leading role in working with other stakeholders to achieve our vision.

### **The NHS**

The B&NES Clinical Commissioning Group (CCG) and NHS Trusts have an interest in good health, which is underpinned for many by access to work, and also represent a major employment sector in the local area.

### **Housing providers**

Again housing providers both provide employment and have an interest in promoting the independence of tenants which is underpinned by employment.

### **Other commissioned and independent sector services and agencies, faith and community groups**

There are many smaller agencies, services and groups including charities and services commissioned by the Council or CCG which have a role to play and an interest in promoting the employability of young people in B&NES.

### **Partnerships**

Effective partnerships will be key to achieving the vision. The Learning and Skills Partnership (LSP) brings together the key stakeholders in the local area in promoting employment aged 14-25 and has agreed to play a leading role in coordinating and taking forward this vision and strategy.

Crucially the LSP links with the West of England Local Enterprise Partnership (LEP) which brings together employers and other key partners across the west of England, and brings together the Council, Bath College DWP and others within the B&NES area with an interest in this strategy.

The Bath Educational Trust (BET) brings together some (but not all) of the secondary and special schools within the local area to support provision of Information Advice and Guidance (IAG) and Continuous Professional Development (CPD) to help schools to better support employability. BET is linked into the LSP which is seeking to link with all schools across the area.

B&NES Council is linked into the LSP and will also need to ensure coordination of the various strands of LA support for this vision and strategy including Economic Regeneration, School Improvement, Children, Young People and Family Services and Adult Services.

### ***Strategies***

The Council's 2020 vision and corporate strategy and the Children and Young People's Plan for the B&NES area have already been referenced above in relation to our vision for young people.

The strategies required to achieve this vision are set out in a range of places, and it is not the purpose of this document to repeat or duplicate these other strategies. However we do need to ensure that these strategies are coordinated around this vision, and that any gaps or conflicts are addressed.

As well as the strategies already mentioned the following are also relevant to this vision for young people –

Joint Health and Wellbeing Strategy 2015

Sustainable Community Strategy 2009-2026

B&NES Economic Strategy and Review 2014-2030

West of England LEP Strategic Economic Plan 2015/16.

### ***Outcomes & measures – how are we doing and how will we know we are succeeding?***

The Joint Strategic Needs Analysis (JSNA), available through the B&NES Council website, sets out some of the key measures that are relevant including data for the level of young people not in education, employment or training (NEETs) and attainment data. The local authority analyses attainment data for vulnerable groups of young people. Some data is included in the various strategies referenced above.

Key relevant facts include –

- the B&NES economic strategy aims to achieve a net jobs growth of 11,500 jobs across the Bath area by 2030
- 3.5% of 16-18 year olds were NEET in 2014 in Bath and North East Somerset, placing the area in the 2<sup>nd</sup> quintile nationally
- young people in key vulnerable groups including those eligible for free school meals, many (but not all) black and minority groups, young people in care and those with SEND under-achieve educationally in relation to their peers – and these 'gaps' in B&NES are generally worse than in many other areas.

So a significant growth in jobs is planned, and there is generally a relatively high level of participation in EET by young people, however there is a job to do in relation to ensuring vulnerable groups are prepared for the world of work and supported to achieve employment.

The local authority already seeks to track all young people to age 19 and individual care leavers to age 25 and is developing the mechanisms to track outcomes for young people with SEND up to age 25 following new duties introduced in 2014 in relation to this group.

To measure our achievement of the vision set out in this document we will need to monitor all of this data when available and consider whether further data is required and how it can be achieved.

We should note that OFSTED inspect education provision including FE, support for children and young people in need of help and protection and will inspect support for young people with SEND. Government collect various data relevant to the work covered by this strategy to hold the local area to account. This external scrutiny will assist us in knowing how well we are doing.

### ***Accountability & governance***

It is proposed that the Learning and Skills Partnership coordinate and oversee this strategy.

It is proposed that lead officers to support the workstreams within the strategy should be identified within the local authority.

It is not proposed to establish additional bodies or groups in relation to this strategy in order to maximise the capacity available to progress the necessary work.

## ***Areas of work – action plans***

For each of our strategic aims we should consider what needs to be done, by whom and when. In addition we should identify whether these actions are already set out in another strategy or represent gaps in existing strategies. Finally we should identify whether there are conflicts between existing strategies that will obstruct our vision and if so how these might be resolved.

For each workstream we will need to clarify what data there is, what data we need, establish a baseline and set targets. The LA has a key role in this however other parties will need to assist with data.

All workstreams must consider how best to engage young people and their families.

There are some questions and issues specific to each workstream, referenced below.

### **1. Raising aspiration**

- the ambition should be that all of our young people can achieve employment
- availability of good quality information, advice and guidance (IAG)

Statutory duty on schools to provide IAG.

BET supporting this for some schools with input from the college. Some specialist IAG available from Youth Connect.

Vocational profiling pilot for young people with SEND – schools could use this model for this group.

### **2. Raising the participation age**

- ensuring that all young people remain in education and training that prepares them well for adult life including employment

RPA guidance Sept 2014 applies.

LA to track young people (Youth Connect).

Schools and college to develop offer.

### **3. Promoting pathways to employment**

- providing good quality internships, apprenticeships and training on the job

Role of employers is key.

We need to understand the needs of employers and develop schemes that meet those needs while providing routes in and appropriate support to meet needs of young people. E.g. pre-apprenticeship pilot scheme matching young people with SEND with small and medium enterprises with tailored learning and support packages.

Input from college and other training providers.

Role of public sector agencies as employers as well as our other duties. E.g. Project Search in RUH and Council, apprenticeships in the Council etc.

### **4. Supporting vulnerable groups of young people into employment, narrowing the attainment gaps and promoting employment outcomes for**

- young people eligible for free school meals
- black and minority ethnic groups
- young people with SEND
- care leavers
- young offenders
- those at risk of being NEET (not in education, employment and training).

Is this one workstream/action plan or several strands for each group?

Statutory duties on the LA, other agencies and education settings.

While employment is key all 4 life outcomes are interdependent – independence, health, community participation and employment.

Importance of person centred approaches – thinking – planning – one page profiles, vocational profiles, personalised support.

Employment is Everyone's Business project will feed into workstream for young people with SEND. Project has consulted young people, supports development of a pre-apprenticeship pilot and vocational profiling.