

## **14-25 strategy stakeholder workshop 10<sup>th</sup> Dec 2015 – notes**

These notes are transcribed from the flipcharts and other notes provided by facilitators of the small group discussion, with the addition of brief notes of the two plenary discussions.

### ***Task one – vision, strategic aims, stakeholders***

#### **Group 1**

##### **Key planning/opportunities**

*Is this about right?*

Linked strategy for SEND

Linked Local Trust

Up to 20 (nominally)

Up to 25 in certain circumstances

Link to sharing between commissioned

*Are there gaps?*

Clear Pathways/threshold

Schools – here

5-25 Young Carers

Information Sharing:

Commissioned

Vol Orgs/Charities

Schools – IAG: Good quality, universal support in school.

Raise the priority – employability - work experience

Clearer position of our YP

Duplication (Schools)

#### **Group 2**

##### **Is the Policy Right?**

Needs to be linked into SEND Strategy to local 1<sup>st</sup> Policy.

Needs to have CYP involved in strategy – Co-production CYP and parent carers

Gap in data collection – 20+ - SEN

Define groups of CYP that are statutorily required to offer a service + those who are over 20 that do not have a statutory requirement

Add young adult carers to strategy

Young Carers Strategy needs to be included as ref:

(1-5 NEET when leave school)

1-20 Miss school)

(less qualifications grades achieved)

Schools need to improve “careers advice” IAG

Good quality support in schools to ensure when a referral is needed (know pathways).

Buy in from school to identify groups of CYP/Carers and vulnerable people

Avoid duplication of work with CYP

Link CYP aspirations with job opportunities  
National Citizen Service needs to be included.

### **Bath Education Trust (BET)**

Any LA authorities, schools, Universities can sign up to (paid subscription).

B&NES Education providers to make better links with one another. To be able to compliment what school can offer CYP advice on work opportunities.

Broadlands Careers Fair – invite universities and apprenticeship to school – employ people from Project Search.

Business Mentoring needed to support CYP to career choices.

CYP need good quality IAG to be able to tease what/how their aspirations can transfer into choices in employment/training.

National Apprenticeship Week Show – March 2016

### **Specific Issues**

1. Inclusive opportunities
2. Other related independent living considerations – housing
3. Provision
4. Good quality IAG
5. Information – mapping

### **Group 3**

#### **Observations on the strategy overall**

Vision:

The group supported an ambitious vision for the strategy; generally there was high energy around a bold vision

- Draft strategy P1 – potentially remove '14 – 25' from the wording and / or add something about 'following successful progression' instead.
- This was based on a discussion about how to communicate that employment is a key outcome at 25 years but may not be suitable for all young people throughout ages 14 – 25 years.
- This then led to an observation that the strategy needs to be explicit about which young people it concerns. Is it all young people or only SEN? We worked from the assumption that it is for all young people and therefore employment may not be suitable for some across the whole age range.
- The group did agree that employment is critical and should be the ultimate goal but felt that the vision should reflect personal pathways and that employment may not be so significant at certain points in an individual pathway.
- More broadly, services and provision need to be geared across the age range and should be personalised based on individual circumstance.

- Under the strategic aims section (P3) raising attainment and achievement should be emphasised, perhaps as their own aim
- Crucial that this is owned by the Learning and Skills Partnership

Suggestion: is it possible to employ an apprentice to coordinate development and delivery of the strategy?

#### **Group 4**

#### **Vision/Strategy**

Is this for ALL young people or just vulnerable YP?

Is there a need to 'pool' or share our data to ensure we know where the challenge/gaps are?

Need engagement with local business and employers – learning and skills partnership

What will be the role of 'Project Search' in the strategy?

What will be the effect of --+ devolution? Doing away with Council barriers – employment opportunities seen on much broader scale.

Should we use R.O.N.I.?

Employability Charter Mark – Audit for Strategy.

#### ***First plenary – vision, strategy, stakeholders***

General sign up to the vision and ambition – all of our young people in work

Agreement the strategy needs to be for all young people growing up/living/learning in B&NES – focus on vulnerable groups within this broader context and overarching ambition

Broad agreement that the strategic aims/workstreams are about right – raising the participation age should now focus on improving the education offer pre and post 16.

#### ***Task 2 – strategic aims/workstreams***

#### **1 - raising aspiration and ensuring availability of good quality information, advice and guidance**

Employers supporting schools

1. Opportunity for all BET – Sub
2. Youth Connect
3. Project Search
4. Skills/employment
5. LEP

*What action plans/strategies are already in place?*  
Workforce skills

*Do they cover everything that is needed:*  
SEND  
FE SEND

*What needs to be in it? Standards*

*Who is involved in developing and delivering it (including stakeholders who are not present at the workshop)? YP*

*Consider/take into account the specific issues set out under this workstream in the draft strategy document –*

- supported employment
- choice quality
- provision
- information CS
- Independent living
- West on N.
- Housing
- Transport
- NA Scheme.

NCS  
Bath Ed Trust – Gary  
Careers Service – Schools/Colleges

**Action:**

- **Plot who does what**
- **No inspection on IAG**
- **Board – accountability**
- **Apprenticeships week**

## **2 - Raising Participation Age**

### **Raised!**

80% of YP staying on at School  
Some to college  
Low no. of NEET

? Provision for those not suited to 5 x A\*- C GCSE's

More of them going forward for whom neither school nor college are suitable

"Right skilled" workforce (as applied to 14-16 ....

### **Future**

Alternative provision (to avoid disaffection!)

Disaffection with new school arrangements/curriculum  
16/17 – show up 18/19 ???

In the mix:

3x school studies

? ITC (Institute of Technology)

Bath College open for business.

### **Big Piece of Work - DATA**

Demographics

Capital Planning – (new schools)

(Helen Hoynes (?))

RONI (Risk of NEET Indicators) can tell us within 10 people no. of NEETS

By 2020 ½ of jobs will require Higher level of skills

Transport issues/infrastructure

Devolution – opportunity to change engagement with DWP??

FE College area review (Jan 2016)

Will also look at 6<sup>th</sup> forms but won't impact on schools.

Information dissemination about opportunities (Local Offer and post 16 offer)

Other Local authorities

Apprenticeships:

- Massive agenda with employer levy
- Need to increase by 40% (100 new apprentices in B&NES each year)
- Technical and professional and academic pathways

19-25 College SEND provision

PCP C/YP people at the heard

Breadth of information limited – bumps into 'raising aspiration'

IAG – young adult carers – massively important  
Help address drop out rates and what happens to them  
Incentivise schools to let YP go somewhere else if appropriate.  
Provision Mapping and ways to navigate

Significant no. coming to college without A\* - C GCSE (English, Maths strategy)

- Capture of destination data
- Funding issues
- Forcing contracting of provision
- Engaging with employers
- PMLD – provision going forward.

### **3 - Pathways to Employment**

Participants were briefed on the Economic Strategy:

Unemployment is low and 23% of claimants are classified youth unemployed (18 – 24) which is in line with other areas in the West of England. In the period prior to the 2014 review B&NES had seen a 3.8% rise in youth unemployment compared to a 3.8% decrease across the West of England and 9.4% decrease nationally. Subsequently, the number of overall claimants is reducing but the number of long-term claimants remains the same. A new analysis is required to check this information based on newer statistics – this is something that the Economy & Culture Service will be doing.

Economic Strategy actions in relation to young people cover these areas:

- Information, Advice and Guidance
- Employability & vocational skills
- Work experience
- Participation in FE / HE
- Entrepreneurship and self-employment

Relevant Economic Strategy cohorts identified:

- NEET / young claimants
- Young people leaving care (16 – 21)
- Young people aged 16 – 19

Economic Strategy identifies apprenticeships and key sector growth as significant opportunities

Discussion

**General approach:**

- Data and data analysis are crucial to successfully setting the priorities for this strategy. All stakeholders must share ownership of the dataset and the analysis so that we achieve consensus regarding the specific issues, scale and priorities  
Available data should be identified from many sources including national statistics and locally held sources. Data should also include a qualitative analysis of the current situation, what services are provided by whom, what is commissioned and what level of resource is available overall  
Data needs to be split by age range and cohorts  
Issue = schools do not collect destinations data

Data is not just numbers - qualitative information required about the 'success' of EET and sustainability of employment i.e. not just bouncing young people around employability schemes for the sake of the numbers

- Strategy should drive shared outcome indicators across services / partners enabling collaborative delivery
- 14 – 25 strategy need to recognise different levels / types of support for age and need. Who is the audience for these actions? Audience – pre-16; 16 – 19; 19+; Cohorts i.e. vulnerable, young adult carers. How does the strategy promote different routes to different audiences?
- Strategy: who is involved (strategic level, commissioning bodies, service delivery) and how do they link?
- Pathways – collection and distribution: what is currently available? Generating a wider offer – what are the gaps?
- Future change: must take into account change, i.e devolution, employer led learning, and be flexible

Recognise that West of England is our natural economic area

### **Section on SEN students required**

- Current projects for SEN = limited career / sector options
  - o Food, cleaning, horticulture
- Wider range of opportunities required
- Raising aspirations of support staff and parents
- Ensure that resources are available to proactively support progression into adulthood
- Person-centred planning - - focus on employment (training needs to be given for developing and implementing enabling plans)
- Links to employers – with an emphasis on usefulness of workers – this is not CSR or a favour, this is a useful employee
- Joint working between schools to create role to enable delivery for all students. Identify and agree responsibilities of schools. Recognise the resource requirement
- Schools = target students to services appropriately (smart referral)
- Saturday / holiday job = important work experience – short breaks money = direct payment for job coach

### All young people

- Key focus = long term NEET
- Strategic Aim = P3: good quality work experience
- Issues re. work experience – schools need resource to deliver meaningful work experience. Students with greater need don't get work experience because of greater resource requirement to arrange and supervise. Needs to be better organised in advance (always a last minute rush)
- Work experience progression – should inform career choice (pathway / continuum)
- IAG – need to offer an adult conversation about potential career paths, vocational profiles. Pathways identified: connecting to HE, apprenticeships, other
- Apprenticeships – existing issues of perception / understanding. Don't dilute level 2 & 3 apprenticeships by over-promoting advanced apprenticeships.

- To deliver our proportion of governments 3 million starts by 2020 we need to see 296 apprenticeship starts per year over the next five years
- Traineeships have been reducing which is a missed opportunity for young people to learn about a sector / career before committing to it

### **Role of Council & wider Public Services**

- Proactively use their status as employers
- Significant role of public services – for Council, needs more corporate coordination and a stronger advocacy from senior managers. HR support required in understanding the process, what an apprenticeship actually is, redefining vacancies as they come up to identify whether there any functions which could go to an apprentice (i.e. admin). More information on sharing successes
- Youth Connect – scope to review how the service works. Could find a model to attract young people to the service, not to have to identify and chase them. Example – temp agency / work broker role. Could give young people short term opportunities to develop work readiness. Could provide short term opportunities within council
- Young adult carers team – employment and training officer employed in team. Project – Invest = wellbeing including employment. Could be a model for other services. Have database of 400 individuals. Improve links between services

### **Employer Engagement**

- Employer engagement needs to be coordinated with joint message; information could be brokered by other services who have contact with businesses
- Demonstrating better understanding for needs of employers

## **4 - Supporting Vulnerable Groups**

- Youth Justice Plan
- FSM is very broad and are not equally vulnerable, although there is an attainment gap
- “Employment is Everyone’s Business”
- Project Search
- SEND Reform: Broad responsibility re IAG/employment
- Is there necessity for specific SEND strategy?
- The “planning” (EHCP) must be able to be “put into place” – particularly around having the responsibility.
- Who are the people supporting transition? ((intensive practical support).
- Review the process/support/practice of supporting YP with SEND into work.
- Consider the role of Job Coaches?
- What are the resources (in lieu of parental involvement) available for YP with SEND.
- Recognising the importance of establishing:
  - Attitude
  - Behaviour
  - Work ethic
- All young adult carers are now legally entitled for for transitional budget.
- YAC is launching 17-25 employment programme and are keen to develop links/co-produce.
- YAC could develop links with schools to help this.

- Project 28 should be part of these discussions
- Would an audit of providers be useful?
- Strategy should reflect the overlapping complexity of the YP in the Vulnerable Groups.
- Consider using RONI data.
- Look at commonality leading to the vulnerability and consider how you address these factors
- Consider how you effectively re-engage YP
- Opportunity for YP (NEET) is limited
- Individual projects/issues
- HYPE project is innovative but time limited (DWP)
- Into EET group – co-ordination of provision
- There should be links with alternative provision/behaviour strategy
- Ascertain the reality of options available for YP (being excluded)
  - Provision seems ad hoc
  - Sporadic
  - Limited
- How do all organisations link in with the strategy so that this information can be made available to **all** stakeholders.
- Develop existing provision towards on employment focus?
  - Tailor Mentoring (employer focused)
- Communicate strategy to the wider groups
  - Community groups – Voluntary sector
  - Youth clubs

## **Action Plan**

- Needed to co-ordinate provision
- Only focuses on bigger need and address co-ordination
- How do we co-ordinate this:
- It should reference other strategy
- Identify gaps in provision
- For specific groups (such as SEND) might need their own employment focused action plan.
- B&NES YAC can share their Action Plan
- Need for market place/collaboration
- Better scrutiny of Yr.11 data
  - Drill down with YP themselves
  - Look at their need
- How do we co-ordinate the strategy?
- Should overall strands be 'managed' by LSP?
- Who has responsibility for moving this forward?

YP with MH/PM difficulties how they are planned for when out of school in HERS (Pathways into EET).

Young Parents – what services can be tailored for these young people.

How to promote change of mindset amongst business leaders/big employers.

“Breaking down myths and barriers”

“Creating opportunities for exposure”

“Small business association”

“Bath employers network”

“Volunteer Centre”

“Local target for employing/training for children with SEN”

“How do we know when we are doing better”

### ***Final plenary discussion – key things***

#### ***Vulnerable groups***

- Focus on young people’s journey to employment – note some of the most vulnerable experience lots of changes of provision along the way
- Linking into other big pieces of work – eg the behaviour strategy, SEND strategy (we need one)
- Small numbers of NEET – drill down to individuals – coordinate provision
- Engagement with employers
- Needs an action plan

#### ***Aspiration/IAG***

- Lots of different IAG – no consistent model
- Inclusive opportunities for employment
- Apprenticeships – big drive – week in March
- Independent living issues around employment
- Choice in provision
- Information source for YP, families, support services, schools/colleges
- ‘Overwhelmingly positive’

#### ***Raising participation age – improving the pre and post 16 offer***

- Agenda is now about improving the pre and post 16 offer for all
- Gaps in provision – mapping, appropriateness, alternative provision
- Excellent early IAG (needed)
- Employability focus – journey for young people

#### ***Pathways to employment***

- More promotion
- Widening opportunities
- Different young people at different stages
- West of England – wider economic area – devolution – employer led training
- Role of public sector as employers.

Charlie Moat, Dec 2015