

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Education, Skills and Culture Committee 7th December 2017

Report of the Head of Participation – Chris Millis

Matter for monitoring

Wards Affected: All

Annual Report on NEETs 2017

Purpose of the Report

1. To inform Members of the outcomes and progress made with young people who are Not in Education, Employment or Training (NEET) or those young people who are at risk of becoming NEET and how new development may affect this area of work.
2. Executive Summary

Neath Port Talbot Youth Service's work with NEET young people is funded through the Youth Support Grant which is an external funding stream. Changes to the Families First grant since 1st April 2017 has reduced the number of Youth Workers focusing on supporting NEET young people.

Partnership working with JCP is still a strong aspect of the work undertaken by the Youth Service and the Youth Service mobile provision (the Rolling Zone) is still used as an outreach resource for young people who are NEET and require additional support.

The young people supported in Tier 2 often have significant barriers which can prevent attainment and engagement. Partnership working between the KIT workers and specialist support agencies is vital to address and reduce the obstacles they face. The Keeping in Touch

workers liaise closely with Careers Wales, colleges, work place providers, Youth Justice, Children's and Social Services and key workers to provide individuals with bespoke post 16 support

Communities First Youth Workers support young people who are NEET or at risk of becoming NEET. This work occurs within schools with young people identified by their schools as being at risk of disengagement.

The Youth Service Families First team continues to deliver a Transition Programme for young people in Year 6 and Year 7 working with over 200 young people over the year.

In NPT we have recently changed the remit of the KIT Team to focus on tracking Tier 1 young people which has proved very successful and this figure has reduced from over 130 Tier 1 young people in July 2016 to 5 Tier 1 young people in October 2017

This month we have received ESF approval for the Cam Nesa provision which enables the Youth Service to recruit a team of Cam Nesa Youth Workers who will support young people aged 16-25 with the aim of helping them transition from NEET into employment.

Background

3. Neath Port Talbot Youth Service's work with NEET young people is funded through the Youth Support Grant which is an external funding stream that was previously 2 separate grants, the Revenue Support Grant and the Youth Engagement & Progression Grant. The NEET provision within the service has a separate team the Keeping in Touch Team (KIT Team) that consists of:

0.5 x Engagement Progression Coordinator

1 x KIT Team Leader

2 x KIT Youth Workers

This team work closely with others within the Youth Service and with partners to support young people. Changes to the Families First grant since 1st April 2017 has reduced the number of Youth Workers focusing on supporting NEET young people.

4. Job Centre Plus (JCP)

Partnership working with JCP is still a strong aspect of the work undertaken by the Youth Service. Feedback from Job Centre staff and management has been extremely positive with the service being viewed as invaluable to them and the young people.

The aim of the work with JCP is to support young people aged 18-24 to overcome any barriers they have to entering employment. Young people are supported by the team to develop their employability skills, increase confidence and access other youth support services to enable them to address their needs. The type of support provided includes work related training, sign posting, helping with work experience and volunteering placements, CV writing, interview techniques, job search and opportunities to look at local labour market information and providing general advice and support. We now have KIT Youth Workers based in both Port Talbot and Neath Job Centres.

5. Mobile Provision

The Youth Service mobile provision (the Rolling Zone) is still used as an outreach resource for young people who are NEET and require additional support. It operates every Tuesday in the Port Talbot area. This year the KIT Team are piloting the Mobile Provision in Neath Town Centre every Thursday. Both are a mix of pre-booked appointments with young people referred from JCP, training providers and other organisations as well as young people self-referring. They receive the same support as that provided in the Job Centre as well as access to laptops to undertake Construction Site Safety Card and Food Hygiene training. The mobile provision is also used by the Communities for Work Youth Mentors to support young people from Communities First areas.

6. Keeping in Touch Worker Tier Work

This part of the NEET work involves working with young people who have left education and have been identified as being NEET using the Careers Wales Five Tier Model (please see appendix 1) and with particular attention on Tier 1 and 2 lists. The young people referred often have significant barriers which can prevent attainment and engagement. Partnership working between the KIT workers and specialist support agencies is vital to address and reduce the obstacles they face. The Keeping in Touch workers liaise closely with colleges, work place providers, Youth Justice, Children's and Social Services and key workers to provide individuals with bespoke post 16 support.

7. Communities First Youth Team

Communities First Youth Workers also support young people who are NEET or at risk of becoming NEET. This work occurs within schools with young people identified by their schools as being at risk of disengagement. Youth workers provide one-to-one and group work sessions and provide accredited courses; personal and social development opportunities; breakfast, lunch and after-school clubs and employability related activities. Youth workers are also trained as Emotional Literacy Support Assistants (ELSA) - an initiative designed to build the capacity of schools to support the emotional needs of their pupils.

The Communities First Youth Workers also work in partnership with the schools and Careers Wales to support young people through the transition period from secondary school to further education, work based learning and employment. This work is planned to continue using Communities First Legacy Grant funding.

8. Primary Transition

The Youth Service Families First team continues to deliver a Transition Programme for young people in Year 6 and Year 7. The PSHE/Citizenship programme aims to support young people, identified by their schools as needing additional support during their transition from primary to secondary school.

The programme consists of 20 -30 hours of learning and is accredited using the Asdan Stepping Stones Award. The young people take part in a range of challenges covering topics such as Active Citizenship, Identity, Personal Well-being and Valuing Each Other.

The programme is now delivered in 15 Primary schools in Neath Port Talbot. The number of young people who engaged in the programme was 216 individuals, with 160 individuals completing the full 30 hours of learning and achieving the Asdan Stepping Stones Award. Through evaluation forms, 172 individuals stated they now feel more positive about school or learning and 82 individuals have improved attendance according to their schools.

The programme is planned to continue in 2018/19 following such positive outcomes and feedback from the schools and young people that took part and will expand taking on additional schools bringing the total number of schools supported to 21.

9. Case Studies

The result in Youth Work engagement is often best demonstrated by Case Studies and appendix 2 includes case studies from the KIT Team and the Communities First Team.

10. Engagement and Progression

The NEETS strategy, (Youth Engagement Strategy 2013-2023) continues to set out a multi-agency approach to ensuring young peoples' engagement in education, employment and training. The strategy focuses on young people aged 11-25 which is a wider age range than that of traditional NEETS (16-18). The strategy also takes into account the Welsh Government Youth Engagement and Progression Framework. A Senior Youth Officer has taken on the duties of the Engagement and Progression Co-ordinator.

The Youth Service and local authority take lead roles in the Youth Engagement Strategy (YES) group and the NEETS Multi Agency (NEETS MAG) group which brings partners around the table to discuss both strategic and operational issues around the NEETS agenda.

The Careers Wales 5 Tier Model which they use to categorise young people's situation with regards to education, employment and training status is used to help identify and track young people who are NEET aged 16-18. It is the remit of Careers Wales to work with young people who are in Tier 3 and are close to entering education, employment or training.

In NPT we have recently changed the remit of the KIT Team to focus on tracking Tier 1 young people which has proved very successful and this figure has reduced from over 130 Tier 1 young people in July 2016 to 5 Tier 1 young people in October 2017, please see Appendix 3 for a more detailed graph showing progress in this area.

The finding of Tier 1 young people has resulted in finding more Tier 2 young people and has identified a lack of provision needed to help support some of the young people who have substantial barriers to them engaging with education, employment and training. The EPC and KIT Team continue to work in partnership with key partners to help address the needs of young people in all Tiers with a focus on Tiers 1 and 2. Communities First, housing associations, Youth Justice, Social Services and other provisions also play a part in helping support young people within all tiers and there continues to be a focus on tiers 1 and 2. See

Appendix 3 for the latest 3 Tier figures, Tiers 2 and 3 represent the number of young people confirmed as NEET.

The annual NEETS figure based on destinations of year 11 leavers for 2016 was once again 3.6%. Last year NPT was ranked as the worst performing LA on destination figures but with much better collaboration between the Youth Service, Careers Wales and the Schools and also an improved multi agency approach to supporting transition we are very hopeful that this figure will drop significantly for 2017. The official figure for this will not be published until April 2018.

11. ESF Funded Support.

The Cynnydd Provision supports young people in all secondary schools working on their attendance, attainment and behaviour. This provision now sits within the Inclusion service under the Wellbeing Team.

This month we have received ESF approval for the Cam Nesa provision which enables the Youth Service to recruit a team of Cam Nesa Youth Workers who will support young people aged 16-25 with the aim of helping them transition from NEET into employment.

12. Conclusion

Members are requested to note the following:

The improvement in reducing the number of Year 11 NEET young people in Neath Port Talbot from 4.4% in 2013 to 3.6% in 2016 and potential further significant reductions expected for 2017.

The effective partnership working with Job Centre Plus to address the needs of 18-25 young unemployed and also Careers Wales with regards to 16-18 NEETs.

The positive results and effective use of external grants focusing on working with NEET young people.

The work on reducing the number of NEET young people across Tiers 1 - 3 highlighted in Appendix 3.

Financial Impact

13. There are no financial impacts in relation to this report but Members should note that the NEET support is solely funded through external grants:

The Youth Support Grant which is a Welsh Government grant until 31st March 2018 and we are currently awaiting further approval.

Communities First Grant funded until 31st March 2018 and to be continued under the Communities First Legacy Grant.

Equality Impact Assessment

14. Having considered the Council's screening assessment guidance produced to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010 it has been determined that the proposal within this report does not require an equalities impact assessment.

Workforce Impacts

15. There are no direct workforce or staffing issues in relation to this report.

Legal Impacts

16. There is no legal impact in relation to this report.

Risk Management

17. There is no identified risk to this report.

Consultation

18. Not applicable.

Recommendations

19. The report be noted.

Implementation of Decision

20. Not applicable.

Appendices

Appendix 1 - Careers Wales 5 Tier Model

Appendix 2 - Case Studies

Appendix 3 - Tier Graph

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Appendix 1

Figure 6: The Careers Wales five tier model of engagement (for post-16) and allocation of lead workers

Tier	Client group	Lead worker
Tier 5 Young People in Further Education, Employment or Training (EET)	<ul style="list-style-type: none"> Sustaining education, employment or training (EET). Working or studying part time over 16 hours. Voluntary Work. 	<ul style="list-style-type: none"> No lead worker is judged necessary given that young person is already engaged and not judged to be at risk of disengaging.
Tier 4 Young People at risk of dropping out of EET	<ul style="list-style-type: none"> Those engaged in less than 16 hours of EET. Those who have been identified at risk of disengagement pre-16 and/or were judged as at risk of not making a positive transition who are subsequently in FE, sixth form or training. Those who have been made aware to CW by EET providers (or themselves) as at risk of dropping out of EET. 	<ul style="list-style-type: none"> Allocation of lead worker depends on level of risk. Low and medium risk – provider pastoral systems and/or allocation of learning coach as a lead worker. High risk – may be allocated lead worker from either Youth Service or Careers Wales or if Families First involved Team Around the Family will decide allocation of lead worker.
Tier 3 Unemployed 16 and 17 year olds known to Careers Wales	<ul style="list-style-type: none"> Engaged with CW and/or known to be actively seeking EET; either ready to enter EET, or assessed as requiring career management or employability skills support to enter EET. This tier should also include those known to CW, actively seeking EET but not requiring CW enhanced support i.e. accessing support via CW.com, awaiting a college start date etc. 	<ul style="list-style-type: none"> Lead worker identified for 100% cohort. Careers Wales will provide the lead worker in nearly all cases.
Tier 2 Unemployed 16 and 17 year olds, known to Careers Wales, who are not available for EET	<ul style="list-style-type: none"> Young person not available/ unable to seek EET (sickness, young carers, pregnancy, custody). Young people with significant or multiple barriers requiring intensive personal support. 	<ul style="list-style-type: none"> Lead worker identified for 100% cohort. Youth Service will provide lead worker in nearly all cases.
Tier 1 Unknown status on leaving Careers Wales services	<ul style="list-style-type: none"> Young people unknown to Careers Wales. 	<ul style="list-style-type: none"> Once individuals are identified they are allocated to appropriate tier and allocated a lead worker accordingly.

Appendix 2

KIT Team Case Study

An example of work carried out by the KIT team involved a young person on the Port Talbot Jobcentre caseload. On initial contact, the young person stated she had a career goal of becoming a midwife. I discussed her GCSE's results and what options that could be looked at to work towards her career goal which would start with an Access to Health course.

As the young person is living independently and estranged from parents, I offered to make enquires with JCP as the benefit she was on would not be paid if returning to full time education. I discussed her situation with the Advisor enquiring whether a claim for Income Support and Housing Benefit could be made if returning to full time education. I also spoke to the local college and was told the next course would not run until September 2017. We discussed an interim plan and I suggested enrolling on a Work Based Learning programme. This option would benefit her career goal but eliminate the conditionality to look for work. I contacted a training provider to discuss the plan before closing down the JSA claim. Following this, I booked and attended a careers appointment to discuss the plan and arrange the next step. A follow up appointment was made for the training provider to enrol the young person on to the engagement programme and a start date agreed.

We attended the local jobcentre and closed her Jobseekers claim and made a claim for Income Support in order for Housing Benefit to make the smooth transition as the young person lived alone.

As a result of KIT intervention, the young people started an engagement programme with a placement in a local nursery which will provide valuable experience before embarking on the next step of the career journey.

Appendix 2 continued

Com 1st Team Case Study

I had previously worked with Diane at school where she would attend some of the sessions I run. During school Diane had issues with her attendance, mental health issues, behaviour and her ability to mix with new peers.

On leaving school I supported Diane to visit Work Based Learning providers for her to decide what her best options were. On the first day of starting with the provider Diane was very anxious and nervous. Diane rung for support as she felt that she could not go in. I met Diane at the placement and supported her to meet the staff, which then enabled her to be part of the induction. Diane stated that if I was not available at that time then she would not have gone in and would have gone home.

Eight weeks on and the provider has informed me that Diane has not missed a day and has been an excellent support to her peers. Supporting them to complete tasks and by being a good role model.

Diane informed me that she is really glad that she stayed on the first day and that the WBL provider have now got her out on placement, where she is working in a charity shop.

Appendix 3

