

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Education, Skills and Culture Committee 18th October 2018

Report of the Head of Participation – Chris Millis

Matter for monitoring

Wards Affected: All

Annual Report on NEETs 2018

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 developments may affect this area of work.
2. Executive Summary

Neath Port Talbot Youth Service's work with NEET young people is funded through three external grants, the Welsh Government funded Communities First Legacy Grant, Youth Support Grant and an ESF Cam Nesa Grant.

NEET work focuses on year 11 leavers transition, 16-18 NEET figures based on Careers Wales 5 Tier Model and 18-25 NEET work with Job Centres.

Communities First funding is used to provide Legacy Youth Workers who 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.

Work with year 11 school leavers over the summer holiday period to help them transition into EET is proving successful. NEET Destination figures have dropped again this year (2017) to our lowest ever figure of 2.3%

The Keeping in Touch (KIT) Team focus on finding and tracking young people whose status is unknown to Careers Wales (Tier 1) and also supporting young people who are known to be NEET and are either not ready or are unable to enter EET (Tier 2). The finding of Tier 1 young people is still going well and this figure has reduced from over 130 Tier 1 young people in July 2016 to 10 Tier 1 young people in August 2018

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 Based Learning Providers, Youth Justice, Children's and Social Services to provide individuals with bespoke post 16 support.

Partnership working with Job Centre Plus (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 ESF funded Cam Nesa provision is now active with Cam Nesa Youth Workers supporting young people aged 16-24 with the aim of helping them transition from NEET into employment. The provision has already helped 53 young people gain employment.

In addition the following provisions offer support to young people:

Communities for Work Youth Mentors work with NEET young people aged 16-24 from Communities First areas.

The ESF funded Cynnydd provision continues to support young people aged 11 -16 within schools.

Engagement Workers continue to support young people within schools at key stage 4.

Junior Apprenticeships are now being piloted with all schools and NPTC Group.

Background

Neath Port Talbot Youth Service's work with NEET young people is funded through three external grants the Communities First Legacy grant, Youth Support grant and the ESF Cam Nesa grant. The grants are used to fund the following:

The work carried out by the Legacy Team supports potential NEET young people to reduce the number of young people leaving school in year 11 without a positive destination. The Legacy Team consists of 0.5 Senior Youth Officer, Legacy Team Leader, 4 x Legacy Youth Workers.

Legacy Youth Workers work 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 Legacy 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. It is during this transition period that the Legacy Team adopt a caseload approach to their work and engage with the young people who are having difficulties transitioning for a range of reasons.

The 2017 destination breakdown per school is shown in Appendix 1. This gives a breakdown of where the known to be NEET young people have come from.

If the Legacy Team are not able to transition the young people into an EET destination by the 31st October then they will hand the young person over to either the Keeping in Touch, Cam Nesa or Communities for Work teams.

The Legacy Team are currently supporting young people who are experiencing difficulties with their transition for a range of reasons for example; pregnancy/motherhood, anxiety and depression, low confidence and self-esteem, learning difficulties and poor physical health. There are also some young people who are reluctant to take up any post 16 opportunity and have refused support. As this work is

ongoing and subject to external verification, destination figures for 2018 will not be known until Spring 2019.

Within the Youth Service the Youth Support grant funded Youth Engagement & Progression Team consists of the Engagement & Progression Coordinator, 2 x Keeping in Touch Youth Workers. This Team also consist of the ESF funded Cam Nesa Team Leader, Cam Nesa Data & Finance Officer and 3 x Cam Nesa Youth Workers.

The Keeping in Touch and Cam Nesa Teams work with post 16 young people using a range of interventions:

Tier Work

This part of the 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 2) or whose current status is unknown. The young people referred often have significant barriers which can prevent attainment and engagement. Partnership working between the youth workers and specialist support agencies is vital to address and reduce the obstacles they face. The youth 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.

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 or Cam Nesa Youth Workers based in both Port Talbot and Neath Job Centres.

Mobile Provision

The Youth Service mobile provision (the Rolling Zone) is used as an outreach resource for young people who are NEET and require additional support. It operates every Tuesday in the Port Talbot area. The KIT and Cam Nesa Teams have piloted the mobile provision in Neath town centre every Thursday and are currently looking at alternative venues.

Young people may either be referred from a partner organisation such as JCP, training providers and other organisations or they may self-refer. 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.

Cam Nesa

Cam Nesa is an operation under Specific Objective 1 (to reduce the number of NEET young people, among 16-24 year olds) of the 2014-2020 West Wales and the Valleys ESF Operational Programme. It operates in the unitary authority areas of Ceredigion, Pembrokeshire, Carmarthenshire, Swansea and Neath Port Talbot by a consortium of beneficiaries comprising the local authorities in each area. The lead beneficiary is Pembrokeshire County Council.

The primary objective of Cam Nesa is measured using the indicator “NEET Participants (16 – 24) gaining employment”. The provision also records the results - “NEET Participants (16 – 24) in education/training upon leaving” and “NEET Participants (16 – 24) gaining qualifications upon leaving”. It is anticipated that the operation will assist at least 450 young people within Neath Port Talbot with 90 of these young people to gaining employment with many gaining employment related qualifications and / or entering education/training.

As of September 2018 the Cam Nesa team have worked with 122 young people with 53 of them gaining employment. The Cam Nesa Team work very closely with the Engagement & Progression Coordinator and the Keeping in Touch Team.

Work outside of the Youth Service which targets NEET or at risk of NEET young people is carried out by a range of provisions. This report

will summarise four of the main provisions Communities for Work, Cynnydd, Engagement Workers and Junior Apprenticeships.

Communities For Work – supports young people aged 16-24 from Communities First areas. Communities for Work are a key referral route for young people in Tier 2 identified via the Tier lists from Careers Wales and the Engagement & Progression Coordinator.

Communities For Work Plus, a Welsh Government employment focused programme designed to provide a wraparound provision where current ESF provisions are not able to meet their eligibility criteria. Therefore ensuring employment and training provision for all young people within NPT are catered for, with intensive one to one mentoring help, advice and support.

Cynnydd – provides Youth Engagement Worker support to young people aged 11 -16 to address any issues leading to pupils disengagement and reduce the risk of young people becoming NEET. Cynnydd also provides funding for additional support within MEAS. NPTC Group is a partner within Cynnydd along with Careers Wales.

The Cynnydd team has workers within secondary schools. Cynnydd is ESF funded with some secondary schools part funding the Cynnydd Workers to ensure they get full time support. The success of Cynnydd is measured on participants having improved attendance, attainment or behaviour and increased self-efficacy.

Engagement Workers - each school has a named worker in Key Stage 4. This team works with pupils that are disengaged but are not Cynnydd eligible. Each school may have a different focus for their worker depending on the needs of the school/pupils. Workers provide intervention programmes and support pupils through GCSE studies including providing additional support if pupils are withdrawn from courses.

Junior Apprenticeships - From September 2018 NPTC Group has started Junior Apprenticeships in three pathways; Public Services, Hair and Beauty and Construction. There is an opportunity for pupils to attend these instead of completing GCSEs in their current school.

The Junior Apprenticeship is a full time provision for pupils. Pupils begin their courses in year 10 and will complete GCSE Maths/Numeracy and English as part of their studies. The pathways are aimed at pupils who

are disengaged from school and for whom a vocational pathway would be more appropriate. Learning Coaches are available on all pathways.

Engagement and Progression

The NEETS strategy (Youth Engagement Strategy 2013-2023) continues to set out a multi-agency approach to ensuring young people's 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 & 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 is used to categorise young people's status with regards to education, employment and training. It 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. The Youth Service is solely responsible for Tier 1 and the Youth Service works with partners to support young people in Tier 2. See Appendix 3 for the latest Tier figures; Tiers 2 and 3 represent the number of young people confirmed as NEET, Tier 1 are those young people whose status is unknown.

The multi-agency work on Tiers 1-3 has resulted in significantly reduced figures from a combined figure of 389 young people in August 2015 to 195 in August 2018. Of the 195 young people identified, 86 of them are in Tier 2 with 66 of these young people being in Tier 2 for 90+ days. This demonstrates the complexity of the issues and barriers that they face and lack of suitable provision for the most vulnerable young people.

The KIT Team continue to focus on tracking Tier 1 young people which has continued to keep the number of young people in Tier 1 low. This figure has reduced from over 130 Tier 1 young people in July 2016 to 10 Tier 1 young people in August 2018, please see Appendix 4 for a more detailed graph showing progress in this area.

In 2016 NPT was ranked as the worst performing local authority with regards to year 11 school leavers becoming NEET with 3.6% (56 young people) of school leavers not being in education, employment and training on the 31st October. With much better collaboration between the Youth Service, Careers Wales and the Schools and also an improved multi agency approach to supporting transition we now have our lowest ever year 11 destination figure of 2.3% (34 young people) and are now ranked 19th in Wales (see Appendix 4). This is still below the Welsh average of 1.6% and work continues to improve our performance further.

In addition to the publicised destination figures, Neath Port Talbot has also made a positive impact on the number of young people whose status was unknown on the 31st October. In 2016 the status of 10 young people was unknown (0.7%). In 2017 this has improved to only 1 young person (0.1%) entering Tier 1. The Welsh average for unknowns in 2017 is 0.5%. If the unknowns and the NEET figures are looked at together then NPT is ranked 16th in Wales with a figure of 2.4% compared with the Welsh average of 2.1% (see Appendix 5).

Case Studies

The success in Youth Work engagement is best demonstrated by Case Studies and appendix 6 includes case studies from the KIT Team and the Legacy Team.

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 2.3% in 2017.

The effort in tracking young people to reduce the number of year 11 school leavers whose status is unknown from 0.7% in 2016 to 0.1% in 2017.

We still have higher than the Welsh average year 11 leavers who become NEET young people, although the gap has narrowed.

The effective partnership working with Job Centre Plus to address the needs of 18-24 young unemployed and also Careers Wales with regards to 16-18 NEETs.

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

The work on reducing the number of NEET young people aged 16-18 across Tiers 1 - 3. Combined figures have reduced from 389 young people in August 2015 to 195 young people in August 2018.

Significant number of young people have been in Tier 2 for 90+ days and face complex barriers to entering EET.

Financial Impact

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 is a Welsh Government grant until 31st March 2019.

Communities First Legacy Grant funded until 31st March 2019 with the potential to continue until 31st March 2020

ESF Cam Nesa Grant will continue until 31st March 2020.

Equality Impact Assessment

Not applicable

Workforce Impacts

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

Legal Impacts

There is no legal impact in relation to this report.

Risk Management

There is no identified risk to this report.

Consultation

Not applicable.

Recommendations

The report be noted.

Implementation of Decision

Not applicable.

Appendices

Appendix 1 - Year 11 destination results by school 2017

Appendix 2 - Careers Wales 5 Tier Model

Appendix 3 - NEET Young People Aged 16-18 Tier 2 & 3

Appendix 4 - NEET Young People Aged 16-18 Tiers 1, 2 & 3

Appendix 5 - Year 11 Destination Graph Tiers 2 & 3

Appendix 6 - Year 11 Destination Graph Tiers 1, 2 & 3

Appendix 7 - Case Studies

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Appendix 1

Year 11 pre-release destination results by school 2017

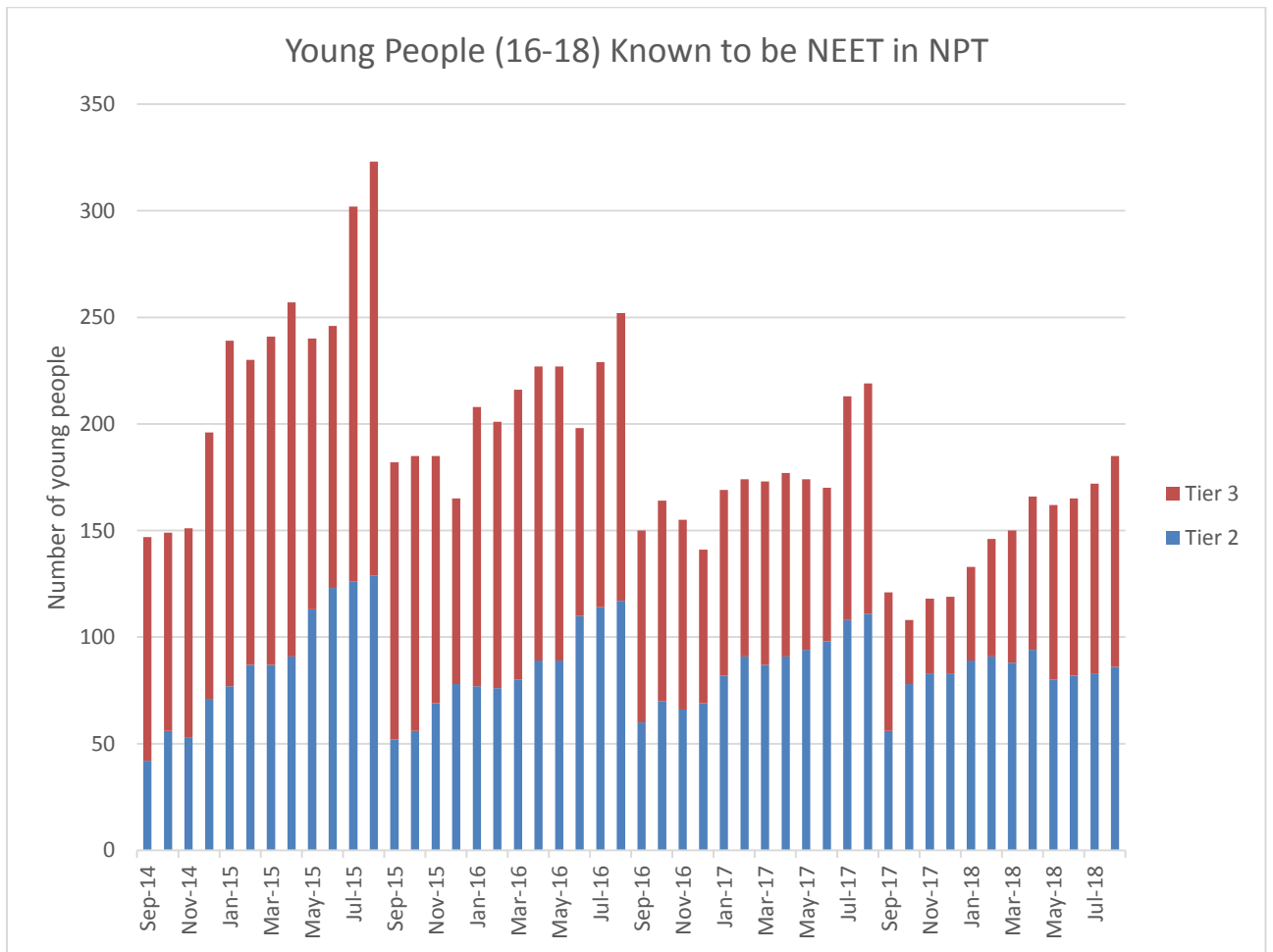
	TOTAL	TIER 3	TIER 2	%
ALL	1486	10	24	2.28%
CEFN SAESON	135	1	0	0.74%
CWMTAWE	219	2	2	1.83%
CYMMER	41	0	2	4.88%
DWR Y FELIN	228	1	1	0.88%
DYFFRYN	161	1	2	1.86%
LLANGATWG	147	3	3	4.08%
ST JOSEPH'S	104	0	1	0.96%
YBB	233	2	6	3.43%
YSTALYFERA	172	0	1	0.58%
HENDREFELIN	40	1	7	20%
MAES Y COED	6	0	0	0%

Appendix 2 - Careers Wales 5 Tier Model

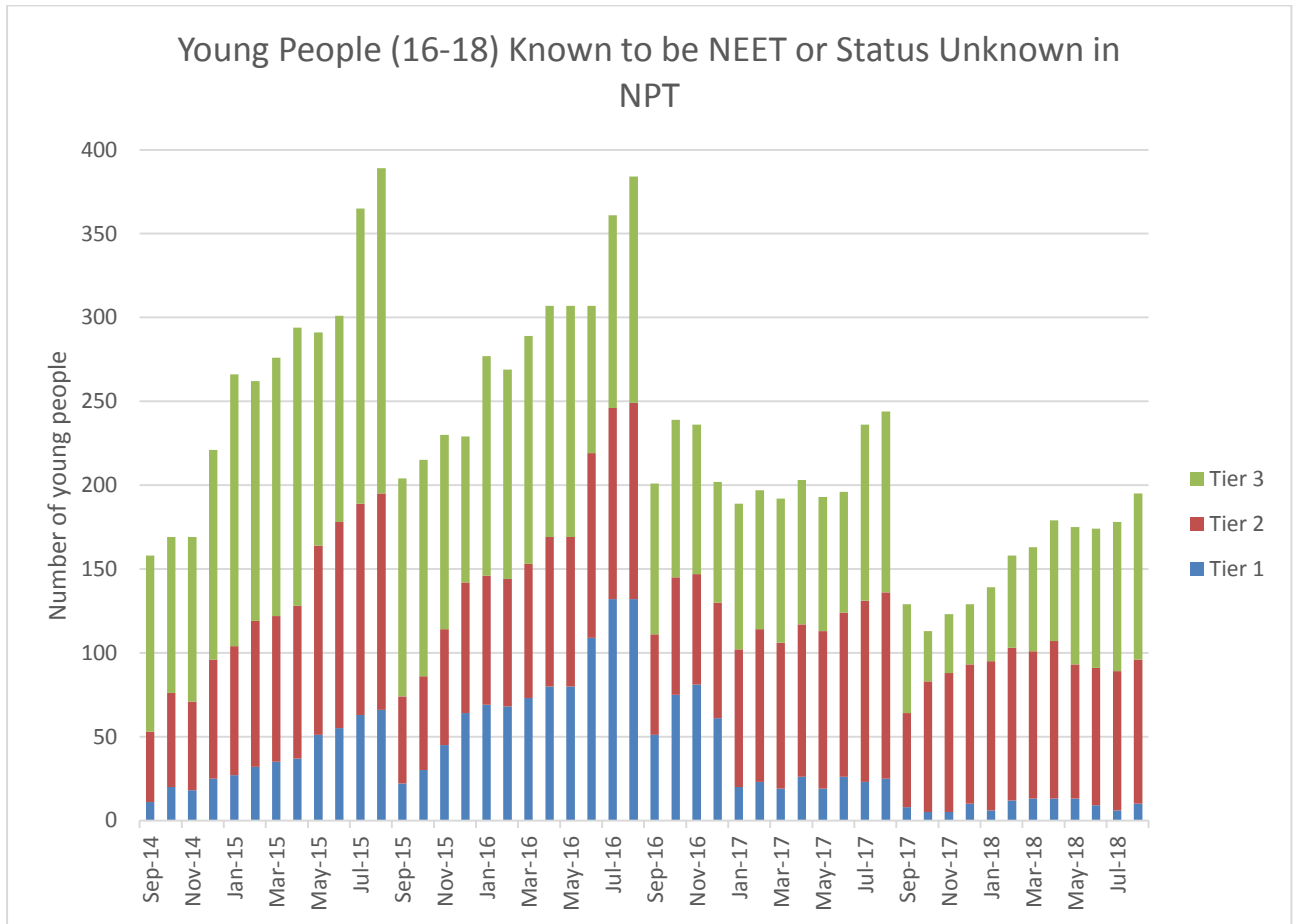
Figure 6: The Careers Wales five tier model of engagement (for post-16) and allocation of lead workers

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.

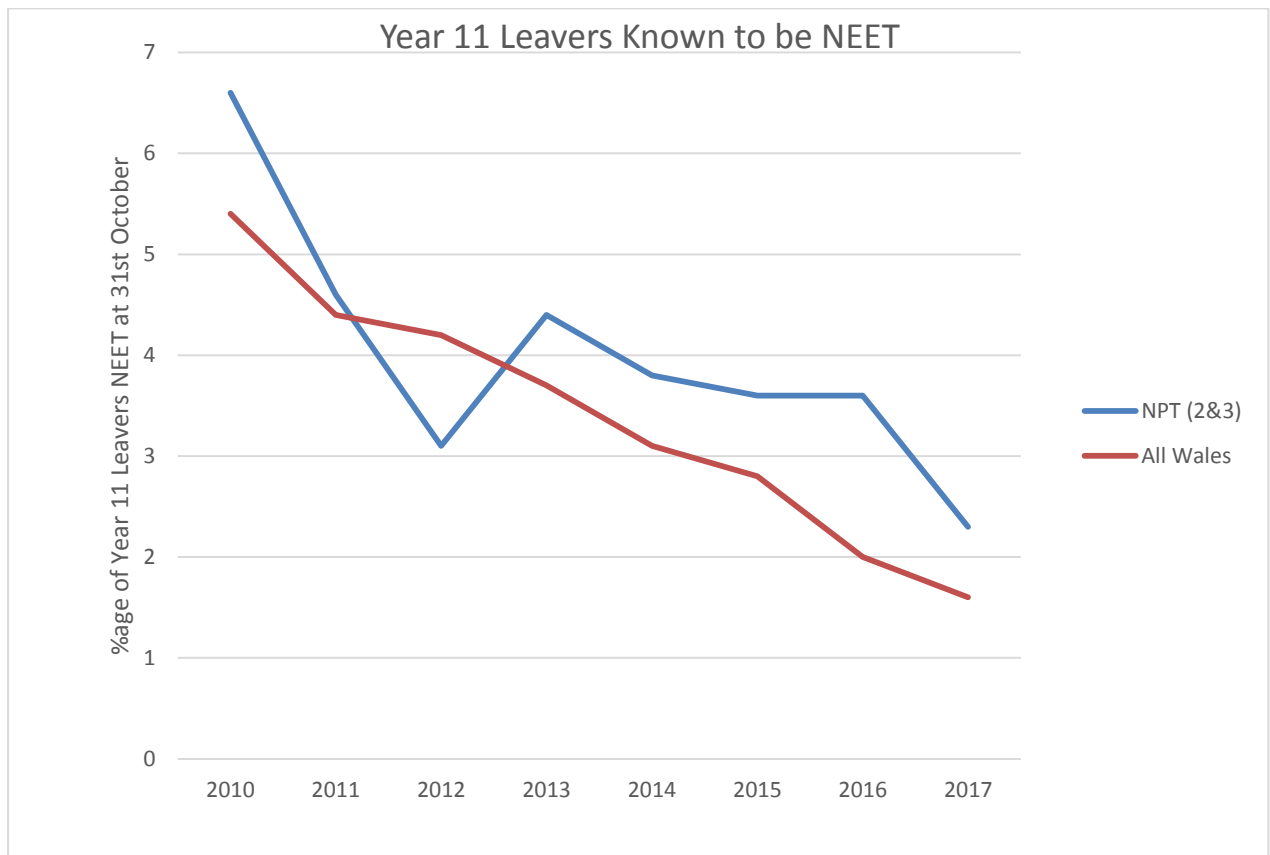
Appendix 3 NEET Young People Aged 16-18 Tier 2 & 3



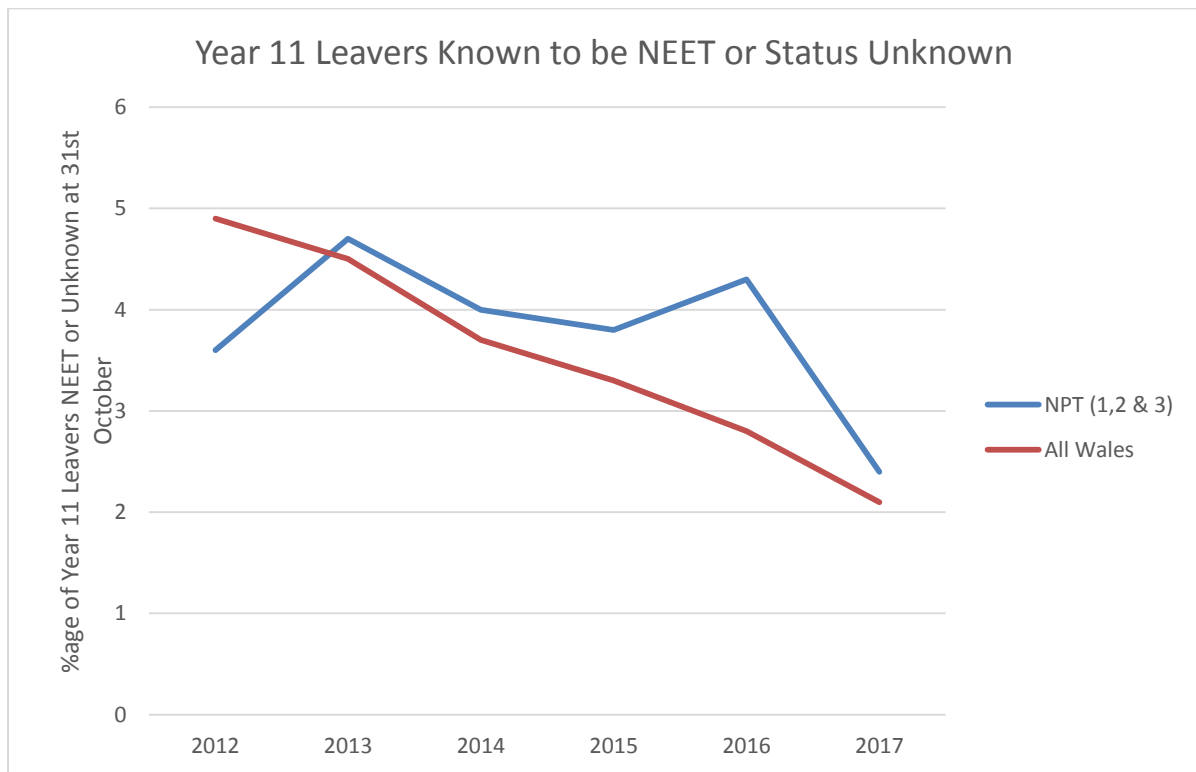
Appendix 4 NEET Young People Aged 16-18 Tiers 1, 2 & 3



Appendix 5 Year 11 Destination Graph Tiers 2 & 3



Appendix 6 Year 11 Destination Graph Tiers 1, 2 & 3



Appendix 7 Case Studies

Cam Nesa Case Study

A referral was received from Social Services Intake Team for SD who was an 18 year old young person who was NEET and currently caring for her terminally ill mother. A joint visit was arranged for the social worker and Cam Nesa worker to meet with SD.

During the initial home visit, SD's education and training needs were discussed as this was an issue for mum when planning for the families future after mum had passed away. JT (Cam Nesa) discussed options with SD who stated she would like to embark onto an apprenticeship route. Therefore JT highlighted opportunities and navigated Careers Wales and NPTCBC website to show SD the types of opportunities available within Neath Port Talbot.

JT and SD applied for an apprenticeship in NPTCBC. JT also discussed SD meeting Careers Wales for specialist advice and guidance support. JT booked an appointment and agreed to accompany SD. Unfortunately mum took a turn for the worse so the appointment had to be cancelled. Contact was kept throughout, offering support. SD contacted JT to inform her that she had received notification of literacy and numeracy tests for the apprenticeship. However on the day of the tests, SD texted to say mum had passed away and would JT contact NPTCBC HR department to inform them. NPTCBC HR department were understanding and offered an alternative date.

JT accompanied SD to the tests and interview which SD was successful in being offered the apprenticeship. JT supported SD (including reference) to complete all necessary paperwork in order for her to take up the position. This included contacting SD's previous school and liaising with HR as her GCSE certificate had been put away by mum and could not be found. JT arranged with HR for copies of the results to be accepted in place of the certificates.

In addition to education and training support, JT also supported SD with her housing. Liaising with the local housing provider (Tai Tarian) to ensure that SD was named as the lead on the tenancy agreement. JT also supported SD in making a claim for Universal Credit in order for housing benefit to be awarded. SD was now also the main carer for her younger sibling. During a home visit, SD voiced her concerns regarding her brother (DD). JT offered to speak to another team in the Youth Service (Legacy Team) who had a presence in the school. DD agreed

for this to go forward and the contact telephone number was passed to the Legacy team for him to contact if support was needed in school.

SD commenced her Business Admin Support Apprenticeship in NPTCBC on 27/11/17. JT has kept regular contact with SD ensuring that all is ok and contact with JT can be made at any time.

SD is working towards a NVQ Level 2 in Business Admin with hopes of entering full time employment with NPTCBC on completion.

This is a quote directly from the young person “Jayne was a massive help to me in regards to finding an apprenticeship. She was extremely supportive through a very difficult time for me due to my mother passing away, I was able to confide in her and ask her for support if and when I needed it. I told Jayne what sort of thing I was looking for in terms of work and she matched me to a number of different apprenticeships, I was able to get a Business Support apprenticeship within the Housing Options team in the council which Jayne helped a lot with by supporting me whilst writing my application all the way to my interview stage which she helped me prep for too. After I started my apprenticeship Jayne would message me to find out how I was doing and whether I needed any help with anything which helped me a lot as I felt if I needed any support I could go straight to her, sort of like a safety net.

Starting the apprenticeship was a massive thing for me and especially at an extremely difficult time, it settled my anxiety and allowed me to expand on my skills as a person and within the work role. I have gone on to become a full time Business Support Assistant within my role after being successful in the interview. Overall, I don't think I could have done any of this without Jaynes support and extensive encouragement throughout the journey. Jayne was a massive help and is still there to date in case I need anything which I am extremely grateful for”.

Appendix 7 continued Legacy Team Case Study

In September 2017 as part of the Legacy Youth Work provision based within Ysgol Bae Baglan Jan Holloway was asked to try and engage with a pupil, who had not been to school for over a year due to anxiety issues. Jan supported this pupil who would not leave her house by firstly carrying out home visits to build a positive relationship with her, this led on to support with GCSE work at home, GCSE revision and taking the pupil to sit her exams.

Early this year the Legacy team funded Skills and Training to run a twelve week pilot project that targeted and engaged with pupils with very low attendance or were school refusers. On the first day of the project the young person would not or could not engage with anyone and with support from the youth workers and Skills and Training staff just about stayed for the first day. With Jan's support the young person not only stayed but completed the 12 weeks and attended a two night residential programme at Margam Park with her peers. At the end of the project the young person who would not attend school had attended all sessions.

Whilst on the project this young person's confidence grew and grew and she then approached Jan to see if she could start on the Skills and Training, Prince's Trust programme. As the programme was not due to starting for a while, Jan continued to support the young person with GCSE revision, engagement activities and to attend her exams. The young person sat her maths and English GCSE exams and received D grades in both.

The young person was then supported to attend her interview with Skills and Training, so that she could enrol onto their Prince's Trust Programme, which she started on the 2nd July. Jan was able to receive weekly feedback on how she was doing. The young person was thriving on the programme and then decided that she was now able to go to college to further her education.

The young person has now enrolled in college and is studying on the Leisure and Tourism course. From the support received from the Legacy Youth Worker Jan Holloway and the Youth Service, she has now decided to start volunteering in a youth work setting to help and support other young people and has completed volunteering forms with the Youth Service. She feels that without the support of the Youth Service she would still be in her house doing nothing and would not transition into a positive destination.