



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH Port Talbot COUNTY BOROUGH COUNCIL

Education Skills and Culture Cabinet Board

24th October 2019

Report of the Head of Participation Chris Millis

Matter for Monitoring

Wards Affected:

All Wards

Report Title Annual Report on Young People who are not in Education, Employment or Training (NEET)

Purpose of the Report:

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.

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 a European Social Funded (ESF) Cam Nesa Grant.

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

Legacy 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 risen this year but are our second lowest ever figure of 2.9%.

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 2019

The young people supported in Tier 2 often have significant barriers which can prevent engagement and attainment. 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, Childrens 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 KIT Cam Nesa team now attend the Work Station once a week providing an open access provision to NEET young people.

The ESF funded Cam Nesa provision Youth Workers support young people aged 16-24 with the aim of helping them transition from NEET

into employment. The provision has already helped over 130 young people gain employment which has exceeded its target of helping 90 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 in their second year, run in partnership with NPTC Group.

Background:

Neath Port Talbot Youth Services work with NEET young people is funded through three external grants the 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, 4.5 x Legacy Youth Workers. Legacy Youth Workers are present in all secondary schools approx. 2 days a week.

Legacy Youth Workers work with young people identified by their schools. Youth workers provide one-to-one and group work sessions and provide accredited courses; personal and social development opportunities; employability related activities and offer breakfast, lunch and after-school clubs. 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.

In 2018/2019 the Vulnerable Assessment Profile (VAP) was amended by the Engagement and Progression Co-ordinator with the weightings being increased and decreased to be a tool that could potential better predict disengagement and young people more at risk of becoming NEET. This information was discussed with each school and helped the Legacy team to work with identified young people. This new tool will be evaluated towards the end of 2019 to ascertain how accurate it was, in order to improve it for future years.

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.

If the Legacy Team are not able to transition the young people into an EET destination by the 31st October then they 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 the most recent leavers will not be known until Spring 2020.

Within the Youth Service the Youth Support Grant funded Youth Engagement & Progression Team consists of the Engagement & Progression Coordinator, Keeping in Touch Senior Youth Officer, 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 4 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 1) or whose current status is unknown. The young people referred often have significant barriers which can prevent engagement and attainment. 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 Based Learning 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, signposting, helping with work experience and volunteering placements, CV writing, interview techniques, job search 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. The KIT and Cam Nesa Teams have piloted the mobile provision in Neath town centre every Thursday and are currently looking at using the Mini Rolling Zone in the Swansea and Neath Valleys.

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 or 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 2019 the Cam Nesa team have worked with 321 young people with 131 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 16+ Welsh Government employment focused programme designed to provide a wraparound provision where current ESF provisions are not able to meet a person's needs due to eligibility criteria. Therefore ensuring employment and training needs for all young people within NPT are catered for, with intensive one to one mentoring help, advice and support. This provision is not governed by post codes and will also support those currently employed.

Cynnydd – provides Youth Engagement Worker support to young people aged 11 -16 to address any issues leading to pupil's 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 is a full time provision for pupils and is run in partnership with NPTC Group. Apprenticeships are offered to pupils in year 11 in two pathways; Hair and Beauty and Construction. New groups will start in November with year 10 pupils accessing Motor Vehicles and Hair & Beauty courses.

Pupils 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. The duties of the Engagement & Progression Co-ordinator sit within the Youth Service.

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. Tiers 2 and 3 represent the number of young people confirmed as NEET, Tier 1 are those young people whose status is unknown. See Appendix 2 for the latest Tier 1, 2 & 3 figures.

In 2018, 43 young people were NEET in the year 11 destination figure. 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 185 in August 2019. Of the 185 young people identified, 89 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 2019, please see Appendix 3 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 over the last two years we had our lowest ever year 11 NEET destination figures of 2.3% in 2017 (34 young people) and our second lowest figure of 2.9% in 2018 (43 young people). NPT are now ranked once again at 22nd in Wales.

We have concerns around comparing the destination figures due to the number of tier 1 young people across Wales whose destination status was unknown. If these figures were taken into consideration then NPT would be ranked 19th in Wales.

Neath Port Talbot has made a positive impact on the number of Year 11 leavers 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 and in 2018, NPT was the only local authority not to have any school leavers in Tier 1 at the Destination snapshot.

Members are requested to note the following:

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% in 2018.

We still have higher than the Welsh average year 11 leavers who are known to be NEET on 31st October.

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 185 young people in August 2019.

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

Financial Impacts:

There are no implications linked to the report but Members should note that the NEET support is solely funded through external grants all of which are currently finishing on 31st March 2020.

Integrated Impact Assessment:

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring purposes.

Valleys Communities Impacts:

No implications.

Workforce Impacts:

No implications.

Legal Impacts:

No implications.

Risk Management Impacts:

Funding streams associated with Neath Port Talbot Youth Services work on NEETs is currently funded through external grants which currently expire on the 31st March 2020. There is ongoing work seeking extensions on the Communities First Legacy and ESF Cam Nesa Grants. The Youth Support Grant is Welsh Government funded and reviewed on an annual basis.

Consultation:

There is no requirement for external consultation on this item'

Recommendations:

This report is for monitoring only.

Reasons for Proposed Decision:

This report is for monitoring only.

Implementation of Decision:

This report is for monitoring only.

Appendices:

Appendix 1 - Careers Wales 5 Tier Model

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

Appendix 3 - Tier 1 Graph

List of Background Papers:

N/A

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Careers Wales 5 Tier Model

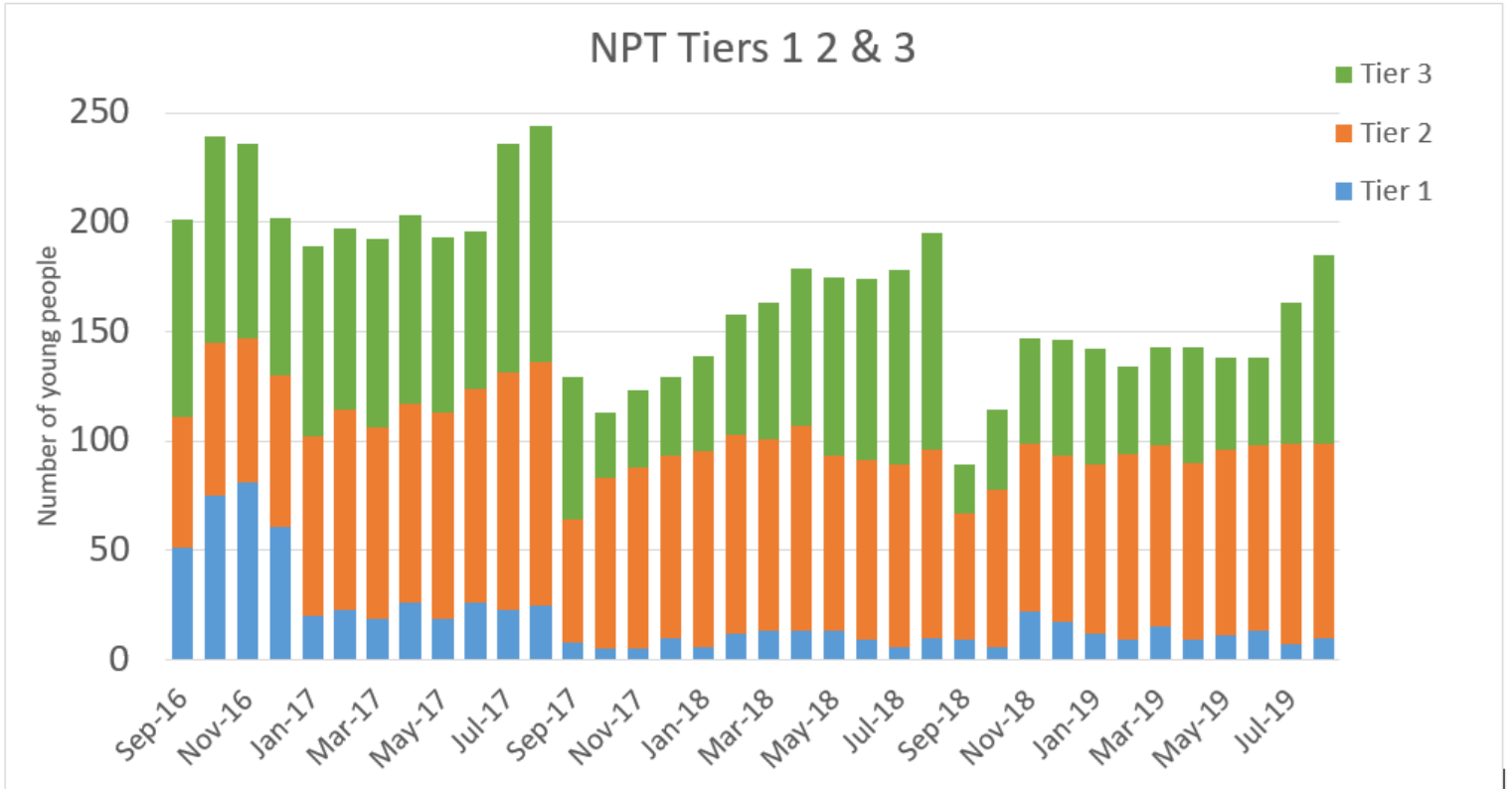
Careers Wales 5 Tier Model

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 2

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



Tier 1 Graph

