

**Decision Maker:** Education Policy Development and Scrutiny Committee

**Date:** 10 March 2015

**Decision Type:** Non-Urgent Non-Executive Non-Key

**Title:** **YOUNG PEOPLE NOT IN EDUCATION, EMPLOYMENT OR TRAINING (NEET) AND STRATEGIES FOR INCREASING YOUNG PEOPLE'S PARTICIPATION IN EET FOLLOWING THE INTRODUCTION OF RAISING THE PARTICIPATION AGE (RPA)**

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**Chief Officer:** Terry Parkin, Executive Director, Education and Care Services

**Ward:** Borough wide

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1. Reason for report

- 1.1 On 19 March 2013 Members of the Education Policy Development and Scrutiny Committee (Education PDS Committee) received a report (Report ED 13013) on Raising the Participation Age (RPA) which outlined the Borough context and the strategic planning for the introduction of the RPA in September 2013.
- 1.2 On 30 January 2014 the Education PDS Committee received a report (Report ED 14016) on young people Not in Education, Employment or Training (NEET) and Strategies for improving the participation of young people in Education, Employment or Training (EET).
- 1.3 This report provides an update on a) the Boroughs performance relating to the provision of support for young people who are NEET or at risk of becoming NEET and b) the boroughs ongoing strategies to increase the participation of young people following implementation of the RPA legislation.

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2. **RECOMMENDATION(S)**

- 2.1 The Members of the Education PDS Committee are asked to consider and comment on the content of this report.

### Corporate Policy

1. Policy Status: Existing Policy:
  2. BBB Priority: Children and Young People:
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### Financial

1. Cost of proposal: No Cost:
  2. Ongoing costs: Not Applicable:
  3. Budget head/performance centre: Bromley Youth Support Programme
  4. Total current budget for this head: £1,180,070
  5. Source of funding: ECS Approved Budget for 2014/15
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### Staff

1. Number of staff (current and additional): 42
  2. If from existing staff resources, number of staff hours: 38.27 FTE
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### Legal

1. Legal Requirement: Statutory Requirement:
  2. Call-in: Not Applicable:
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### Customer Impact

1. Estimated number of users/beneficiaries (current and projected): Approximately 10556 young people (this reflects the December 2014 16-18yr old cohort on the Client Case load Information System)
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### Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments: N/A

### 3. COMMENTARY

#### 3.1 Background

3.2 The Education and Skills Act 2008 introduced a duty on all young people to participate in education, employment or training (EET) until their 18<sup>th</sup> birthday. This has been implemented in two phases. From September 2013, young people were required to continue in education or training until the end of the academic year in which they turn 17. From 2015, they are required to continue until their 18th birthday.

3.3 This does not necessarily mean that young people have to stay in school beyond the age of 16. They will be able to choose from one of the following options:

- full-time education, such as school, college or home education
- work-based learning with training, such as an apprenticeship, part-time education or training if they are employed, self-employed or volunteering for more than 20 hours a week.

3.4 The Education and Skills Act 2008 also introduced the following duties on Local Authorities (LAs):

- To promote the effective participation in education, employment or training (EET) of young people in their area
- To make arrangements to identify young people not participating in education, employment or training (NEET) – i.e. maintaining a comprehensive tracking system.

3.5 These complement existing duties to:

- secure sufficient suitable education and training provision for all 16-19 year olds;
- have processes in place to deliver the September Guarantee
- track young people's participation

#### 3.6 Summary of Participation and NEET performance (December 2014)

3.7 The participation of 16 to 18 year olds in EET is recorded on a national database called the Client Case Load Information System (CCIS). On a monthly basis, statistical returns on the number of young people who are NEET and the number of young people whose participation status in 'Not Known' are made to Department for Education (DfE).

3.8 The total NEET group is made up of young people who are not participating in EET but who are available to the labour market and also those young people who are not currently available to the labour market (because of illness, caring responsibilities, pregnancy or parenting responsibilities, for example). Reporting is based on young people in the Yr 12, 13 and 14 academic age groups and therefore includes young people aged 16 to 18 and will also include some 19 year olds. The cohort is based on residency rather than place of education or training.

3.9 The DfE apply a formula to calculate an adjusted 16-18 NEET performance which assumes that 8% of young people whose participation status is 'Not Known' and whose previous destination was EET are counted as NEET. This constitutes the '**Adjusted NEET**' figure that is reported to the DfE.

3.10 The total 16 -18yr cohort for December 2014 was 10556. Of this cohort 431 young people were recorded as NEET and there were 864 (8.2%) young people whose participation status was 'Not Known'.

3.11 The monthly adjusted NEET performance for Bromley for December 2014 was 442 (4.5%).

3.12 The December 2014 figures for NEET and 'Not Known' show a significant improvement on December 2013 performance where the adjusted NEET was recorded as 5.8% and the Not Known was recorded as 15.4% (1676 young people)

3.13 Statistical neighbour comparisons also indicate that Bromley's December 2014 NEET performance is very close to the average statistical neighbour performance of 4.1% and Bromley's December 2014 Not Known figure is much better than the average statistical neighbour performance of 10.8%.

3.14 Detailed analysis of the NEET group highlights the following:

- The majority of the NEET group (55.6%) were young people in academic age group Yr14.
- There are more males within the NEET Group than females with totals of 261 (60.6%) and 170 (39.4%) respectively.
- 308 (71.5%) of young people within the NEET had a recorded ethnicity of White.
- 13.5% (58) of the total young people within the NEET group were unavailable to the labour market. Young people who were teenage parents and young people who had an illness made up the largest proportion of the unavailable group in December with 25 (43.1%) and 18 (31%) young people respectively.
- 53 young people joined the NEET group in December 2014 and 12 young people left the NEET group with 75% (9) going into Employment.
- The Bromley wards of Cray Valley West and Cray Valley East had the highest number of young people in the NEET group with 59 (13.7%) and 38(8.8%) young people respectively.
- Of the 431 NEET group recorded on CCIS in December 2014:
  - 7.4% (32) were LDD (Statemented)
  - 5.8% (25) were teenage mothers
  - 2.8% (12) were Looked After (LAC)/In Care
  - 2.3% (10) supervised by Youth Offending Service (YOS)
  - 2.3% (10) young carer
  - 2.1% (9) were pregnant
- Analysis of the 32 young people in the NEET group with LDD shows that 27 of the 32 (84.4%) are male and 26 (81.3%) are white. Whilst the cohort is not school specific (spread across 17 Bromley schools, with Coopers Technology being the highest; 4 young people, 12.5%), the analysis does show that the highest number of young people come from the Cray Valley West ward (5 young people, 12.8%).

National statistics show that '*The proportion of people with a learning disability who are in paid employment has decreased slightly year on year, from 7.1% and 7% in 2011/12 and 2012/13 respectively, to 6.8% in 2013/14*' (Adult Social Care Outcomes Framework 2015/16, published November 2014) .

3.15 Detailed analysis of the 'Not Known' highlights the following:

- Young people in Yr 14 academic age group were the largest group within the Not Known in December 2014 with 592 (68.5%) young people.
- The Bromley wards of Cray Valley West and Penge and Cator had the highest number of young people whose participation status is 'Not Known' with 7.8% (67) and 7.4% (64) respectively.

Please see **Appendix 1** for Bromley NEET and Not Known Analysis December 2014.

3.16 In addition to reporting on the NEET and Not Known the DfE also uses a variety of formulas to measure young people's participation in EET. The Raising of Participation Age (RPA) Formula has been developed by DfE to measure performance following the introduction of the RPA legislation. Local Authority performance using this formula is published nationally on a monthly basis.

This formula counts young people in:

- Full time Education
- Training activities
- Full time Employment with Training
- Custodial Sentence

This formula does not take into account young people engaged in part-time education or part-time employment.

3.17 In December 2014 a total of 6364 (90.2%) Bromley young people within the 16-17 academic age groups were participating in a full time activity. Of these:

6070	(86.1%)	are in full time education
266	(3.8%)	are in full time apprenticeship
8	(0.1%)	are in, full time employment with training
19	(0.3%)	are in full time training

A total of 690 (9.8%) young people within the 16-17 academic age groups were not participating in a full time activity. Of these:

272	(3.9%)	participation status is Not Known
201	(2.8%)	are NEET
119	(1.7%)	are in employment without training
98	(1.4%)	are in part time activities

3.18 The participation levels for young people of academic age 16 and 17 show an increase in December 2014 compared to December 2013.

	<b>Academic Age 16</b>	<b>Academic Age 17</b>
<b>December 2013</b>	89.3%	82.2%
<b>December 2014</b>	95.2%	85.6%

Please see **Appendix 2** for Bromley Participation Report (December 2014)

### 3.19 Increasing Participation in EET in Bromley

3.20 Between December 2013 and December 2014 the number of 16 to 18 year olds who are NEET and the number of young people whose participation status is Not Known has reduced. Also the number of young people academic age 16 & 17 participating in full time activity has increased.

3.21 The following activities have contributed to this progress:

#### A) Improved tracking processes to identify young people's participation in EET

3.22 The Education and Skills Act 2008 introduced a duty on Local Authorities to make arrangements to identify young people not participating in education employment or training. The Act also places a duty on education providers to share information with the Local Authority about student participation.

3.23 Bromley Youth Support Programme (BYSP) provides a tracking services that is responsible for confirming the destination of all young people between the ages of 16 and 19 in Bromley. A tracking schedule has been established with local schools and colleges whereby the LA receives data confirming which young people are on school/college role. Any young people resident in Bromley and not enrolled in school/ college have to be individually tracked. These young people are contacted by phone and by letter. Where no contact is made, their address is verified by cross referencing against a range of council data bases. Once the address is confirmed BYSP undertake a door knocking exercise.

3.24 As part of the restructure of the BYSP in Summer 2014, the schedule of "door knocking" for both young people whose participation status is "Not Known" and the NEET cohort was increased to further improve participation rates. Currently 5 teams undertake 7 sessions of door knocking per week.

#### *Door Knocking April 2014 to Dec 2014*

Total doors knocked	No answer	Answer	NEET	EET	Teenage pregnancy	Moved away	Other
1322	607	715	113	439	2	148	13

3.25 Tracking and support mechanisms have developed over the last year to the extent where the Borough improved on its September Guarantee performance from last year by 30% with only 48 young people at the end of Year 11 not having a confirmed EET destination.

#### B) Support for Young people who are NEET or at risk of NEET to access EET

##### 3.26 Targeted Youth Support Programme (TYSP)

TYSP provides targeted support through the 4 local Hubs in Penge, Mottingham, St Mary Cray and the mobile service.

##### 3.27 Working with the NEET and Not known

TYSP have a responsibility for contacting NEET young people and providing them with support into EET. 11 TYSP staff are case loaded with referrals from the tracking team and from key partners in order to provide additional 1-1 and group work support. The involvement of young people is entirely voluntary and so a key skill requirement for all staff working within the TYSP is the ability to engage and motivate young people who may typically have a history of non-engagement with education and other professionals.

- 3.28 From April 2014 TYSP has made 12,598 contacts and had 2,539 interventions with young people. As a result of tracking activity 7,257 calls and destination updates have been completed. In addition 1,926 young people have received 1:1 support.
- 3.29 Drop in Sessions  
Each week TYSP provides 4 Information, Advice and Guidance drop in sessions for young people who are NEET or at risk of becoming NEET across the borough. These are delivered at 2 of the Hubs (Streetwise and the Link), Adventure Kingdom (Temporary site) and the Job Centre Plus. From April 2014 to December 2014 314 young people attended the sessions, receiving advice and support in finding training, college courses or work.
- 3.30 LAC NEET Support  
The Targeted Youth Support Programme Manager and Head of Service continue to work with key managers in LAC, Leaving Care and the Virtual Head to scrutinise participation levels and to identify the support needs of LAC and Leaving Care young people who are at risk of becoming or who are NEET.
- 3.31 Since April 2014 TYSP has worked intensively with 120 young people who are LAC/Leaving Care via a TYSP worker allocated to the Leaving Care Team. Of these, 24 young people have been supported into EET. Currently 79% of LAC cohort are in EET.
- 3.32 LAC young people face multiple barriers to participation in EET. For a young person living independently, managing issues such as accommodation, budgeting and food planning often takes priority over active engagement in EET. For many the issues that led them to becoming LAC are complex and have an impact on education attainment and subsequent ability to engage in EET. In some cases the young person may also be facing additional challenges such as teenage pregnancy or drug and alcohol issues.
- 3.33 Youth Offending Service (YOS) NEET Support  
TYSP has provided 4 days a week of Information, Advice and Guidance support to the YOS. Since April 2014, 212 post 16 young people have been supported. Currently 34 young people are receiving intensive support. Of these 38% are NEET. These young people have very complex special educational needs (SEN) and very low literacy skills. In many cases the worker has supported young people to engage in employment/training but the young person has repeatedly dropped out.
- 3.34 TYSP continues to hold monthly YOS NEET panel meetings. These review all the current post 16 YOS NEET to ensure they are being effectively supported and that where blockages are occurring concerns are escalated to other services to see if additional support can be provided.
- 3.35 *Case Study to highlight the support offered by TYSP to young people who are LAC and young people working with the YOS*
- 3.36 This case study is about a LAC young person who is also working with the YOS and has complex family dynamics, mental health issues and behavioural difficulties.
- 3.37 *Intervention by Youth Support Professional included:*
- Regular meetings with young person at the YOS and other venues in the community, to explore training and employment opportunities available locally and to focus on developing the young person's aspirations.
  - Work on motivation, health awareness and lifestyle modification.

- Support for young person with revision sessions to prepare for the Construction Industry Health and Safety Card (CSC Card) test
- Made arrangements for CSC card assessment at Springboard Bromley (a Training Provider)
- Liaised with Leaving Care Team to secure funding for the test.
- On the day of his CSC card assessment, picked young person up from home (due to concerns that the young person's chaotic lifestyle would prevent him getting up on time), ensured that he had some breakfast and spent further time revising.
- Accompanied young person on the bus to make sure he attended Springboard on time.
- Supported him following the test to keep him positive.

### *Outcome*

Young Person passed the CSC card test on 13<sup>th</sup> Jan and, following completion of YOS order, continued to receive support to access EET (job search strategies, preparation for job interviews etc.). Young person now has a job in the construction industry.

### **3.38 Support for Young People with LDD who are at risk of NEET**

3.39 Under the new SEND reforms, the local authority is developing its local offer to ensure that young people and their families have the right information, advice and support to understand what is available both in terms of provision and support. The local authority is also working closely with Bromley College to stagger intake times across the academic year and has good links with the college's inclusion team. The college are experienced in supporting young people across a wide range of disabilities and learning difficulties.

3.40 The local authority also has a Preparing for Adulthood team, who have recently been seconded from Commissioning into the Special Educational Needs (SEN) service. This team comprises 3 Preparing for Adulthood Coordinators who work with young people and their families in special schools with more complex needs, but are seeking to broaden the team's remit to support young people and their families in mainstream schools, moving from school to further education to provide more focused information, advice and support.

### **3.41 Bromley Education Business Partnership (BEBP)**

3.42 The BEBP continues to provide a range of tailored support programmes and employability activities for young people. These include:

- Skills Extra – a programme of extended work experience for pre and post 16 students at risk of NEET.
- The Youth Contract – a DfE sponsored programme for 16/17yolds that satisfy one of the following:
  - No more than 1 GCSE at A-C
  - LAC/Leaving care
  - Under a Community Order or released from custody
- Bromley Flexible Learning Programme – bespoke provision for pre-16 students who are unable to engage with mainstream provision.
- BEBP Mentoring programme – for young people who are NEET, at risk of NEET, underperforming or facing barriers to participation
- Work experience placements for Looked after Children

3.43 On 8 July 2014 proposals for the BEBP to commence delivery of the Bromley Youth Employment Project (Phase 2) were supported by the E&R PDS Committee and were approved by the Resources Portfolio Holder on 14 July 2014.



3.44 The Bromley Youth Employment Project aims to:

- a. Engage with employers to support and encourage them to create employment opportunities (including apprenticeships) for local young people (17 -24yr olds)
- b. work with 17 -24 yr old Bromley residents looking to access the labour market to provide them with the necessary employability skills and to match them to appropriate job opportunities

3.45 The main project outcome over a two year period is for 100 Bromley young people to be placed in to contracted employment ( including apprenticeships) -lasting a minimum of 6 months.

3.46 Please see **Appendix 3** for Summary of Support for Young People to Access Education, Employment and Training (EET)

### **C) Action Plan to increase 16-18yr old Participation Rates**

3.47 In order to continue to increase participation rates an Action Plan has been produced which identifies additional activities for 2014/15 that aim to a) further reduce the number of young people whose participation status is Not Known b) further reduce the number of young people who are NEET and c) increase the number of young people participating in fulltime learning or employment with training.

3.48 Key strands of this Action plan include:

- working with senior managers in schools and colleges to improve the flow of student destinations information
- analysis of vocational/learning needs of the NEET cohort to identify any shortfall or mismatch in provision
- liaising with employers and young people to encourage the offer of accredited training as part of the employment package.

## **4. POLICY IMPLICATIONS.**

4.1 The activities contained within this report are in line with the priorities for 'Building a Better Bromley'. The Action Plan to Increase 16-18yr old Participation Rates is reported on as part of the Education Portfolio Plan.

<b>Non-Applicable Sections:</b>	Financial, Legal and Personnel Implications
Background Documents: (Access via Contact Officer)	ED13031 Raising the participation Age -19 March 2013 ED14016 Not in Education, Employment or training (NEET)- Strategies for improving the participation of young people in EET 30 January 2014