

<p style="text-align: center;"><b>London Borough of Hammersmith &amp; Fulham</b></p> <p style="text-align: center;"><b>CHILDREN &amp; EDUCATION POLICY &amp; ACCOUNTABILITY COMMITTEE</b></p> <p style="text-align: center;"><b>24 April 2017</b></p>	
<p><b>SKILLS FOR YOUNG PEOPLE</b></p>	
<p><b>Open Report</b></p>	
<p><b>Classification: For Policy and Accountability Review and Comment</b> <b>Key Decision: No</b></p>	
<p><b>Wards Affected: All</b></p>	
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## 1. EXECUTIVE SUMMARY

1.1 This paper provides an overview of the current participation rates for young people not in Employment, Education or Training, explains the current London Borough of Hammersmith & Fulham (LBHF) NEET panel process, its links with partner organisations involved and referral routes for young people. The report proceeds to detail the range of opportunities offered through the Virtual School, Workzone and European Social Funded Programme, all of which aim to provide young people with the necessary skills and opportunities for sustainable employment. The report seeks to evidence and align LBHF's offer of services with the Youth Council's Manifesto commitment value of:

- **Ensuring the best start in life for every young person:** (We want to ensure positive outcomes and lots of opportunities for young people in our borough. We want them to be ready for the world of work and independence and be easily able to access support when they need it).

## 2. RECOMMENDATIONS

2.1 The Committee is asked to note the contents of the report.

### **3. NEET FIGURES ACROSS LBHF**

- 3.1 As noted in the Report of the Executive Director of Children's Services in January 2016 the borough continues to perform extremely well, both locally and nationally, regarding the identification and participation of young people in education, employment or training. The NEET and Not Known Scorecard published by the Department of Education in October 2016 shows that across Hammersmith and Fulham 3.4% of 16 and 17 year olds are not in education, employment or training (NEET) or their destination is not known compared to a national average of 3.4%. This places Hammersmith and Fulham within the top 20% of councils nationally. Within this figure 1.3% of 16 and 17 year olds are not in education, employment or training (NEET) compared to a national average of 2.7%.
- 3.2 A recent contract extension has been approved for our tracking provider CfBT for a further six months from April through to September 2017 whilst a wider work stream is underway to agree the strategic approach for tracking services beyond the proposed extension period. To this end there is a need to refresh the current commissioning arrangements for these services and proposals will be detailed in a forthcoming strategy. Recent quarterly monitoring information from the incumbent tracking provider CfBT confirm that as of December 2016, 59 young people aged 16-19 were NEET, down from 79 at the same point in 2015. 51 of the 59 are currently seeking employment or training with the remaining 8 either awaiting a level 2 course, are not yet ready for work or are otherwise unavailable.
- 3.3 On a ward by ward level, College Park and Old Oak, North End and Sands End have higher levels of NEET when benchmarked against other wards across LBHF, with Wormholt and White City having the highest number of NEET young people. Throughout the extension period CfBT will work to reduce the risk of young people becoming NEET by working with partners to ensure there are sufficient and suitable opportunities to progress to vocational study, apprenticeships or traineeships. Furthermore, they will improve the way in which young people that do not participate are identified and referred to services that offer support to re-engage in education, employment or training. Support includes Early Help, the NEET Panel that links young people to opportunities, and the European Social Fund Youth Programme.
- 3.4 In addition, CfBT has contracts with a number of Hammersmith and Fulham secondary schools to deliver careers guidance, work related learning and Investor in Careers Award. They attend the NEET Panel meetings to share information on which young people are NEET and to broker links with training providers so that the young people receive appropriate support to enable progression into positive destinations.
- 3.5 Other areas of performance for both young people's achievement and participation confirm the borough performs well when benchmarked nationally. The following areas show Hammersmith and Fulham are within the top 20% for:

- 19 year olds achieving Level 3 qualifications. 65% in the borough against a national average of 57%
- 16 and 17 year olds participating in education and training. 95.6% in the borough compared to a national average of 91.5%
- 16 and 17 year olds made an offer of an education place under the September Guarantee. 98.5% compared to a national average of 94.6%.

### 3.6 Areas for improvement identified by the scorecard are:

- The percentage of 16-17 year olds NEET re-engaging in EET. 2.3% of young people in Hammersmith and Fulham re-engage compared to a national average of 7.9%
- The percentage of 19 year olds achieving GCSE A\* - C English and maths (or equivalent) between ages 16 and 19, for those who had not achieved this level by 16. 20.6% of young people in Hammersmith and Fulham compared to a national average of 22.3%.

### 3.7 Based on the above areas for improvement, over the next 12 months LBHF and its partners will therefore continue to:

- Reduce the risk of young people becoming NEET by working with partners to ensure there are sufficient and suitable opportunities to progress to vocational study, an apprenticeship, or a traineeship.
- Improve the way we identify young people who do not participate and how we refer these NEET young people to services that offer support to reengage. Support services include the Early Help department, the NEET Panel that links young people to opportunities, and the European Social Fund Youth Programme, both of which are detailed below.

## 4. LBHF NEET PANEL

### 4.1 LBHF Early Help services run the NEET panel that meet quarterly and involve a range of practitioners and training providers working with young people. The panel discuss NEET young people on a case by case basis, identify the most appropriate pathway and refer accordingly. A sample of key providers to which young people are referred include:

- Redwood Skills, who provide apprenticeships and also run the Aspire project designed to raise the aspirations of young people in education. Redwood Skills are based in Ealing, Hounslow and Greenford. The Aspire project consists of several Level 1 courses including Business Administration, Construction, Child Care, IT and Engineering for students aged between 16 and 18. The Aspire project caters for young people that have not obtained a Level 2 qualification in English and Maths.
- The SPEAR project based across London and with two sites in Hammersmith and Fulham. SPEAR work with 16 to 24 year olds and offer a six-week course consisting of job opportunities, help designing CV's, building self-esteem and job applications. The SPEAR project generally runs approximately 10 courses throughout the course of the year.

- In the past, the NEET panel has also had representation from providers such as Let Me Play who provide Sports programmes across West London for those young people that are NEET.

## 5. VIRTUAL SCHOOL

- 5.1 Education, employment and training outcomes for 16 and 17 year olds are an area of strength across Hammersmith & Fulham. Young people in this age range continue to receive intensive support from the Virtual School to ensure they remain in education or training<sup>1</sup>. All young people have an up to date and effective Personal Education Plan, which highlights the young person's progression route and any additional support they may require. Currently 92% of post 16 and 17 year old Looked after Children are in education or training.
- 5.2 Progress has been made in addressing the issues around improving education, employment and training outcomes for care leavers. However, the number of care leavers who are not in education, employment or training remains an area of concern and is a key area for improvement. Currently 78% of care leavers are in education, employment or training. The recruitment of an EET Personal Adviser in the Virtual School in January 2016 was a positive development in this area. This role has ensured that some care leavers receive a targeted Information Advice and Guidance service and there have been a number of very successful cases where long term NEET young people have been successfully re-engaged in training or employment. It would be useful to consider exploring whether there is need to build capacity in this area.
- 5.3 The numbers of care leavers in higher education continues to be an area of strength, and reflects the work of professionals in developing aspirational routes for care leavers. There are currently 35 care leavers in higher education and these young people continue to progress well and receive positive support from the Virtual School and Leaving Care Service.
- 5.4 A key area for improvement is improving the numbers of care leavers in employment or training. The number of care leavers on apprenticeships remains comparatively low at present. Currently there are 5 care leavers completing an apprenticeship. Nevertheless, The Virtual School, together with the Leaving Care Service are developing more robust support packages for care leavers who wish to pursue a course of training or gain employment. A number of initiatives and developments have been put in place in the last 12 months and these include:
- A monthly EET panel to track and monitor performance and scrutinize support packages for care leavers
  - An annual careers event for young people

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<sup>1</sup> The Virtual School is not a teaching institution. It is a model used to provide services and support for the education of children in care and a constructive challenge to those providing the services. The aim of this provision is to give looked after children better opportunities to access high quality and appropriate educational provision and services, to enable them to achieve and succeed in preparation for adult life.

- A Tri borough Work Experience Programme
- A weekly drop in advice session at Cobbs Hall
- Improved joint work between the Virtual School and the Leaving Care team to ensure a continued focus on care leavers across the wider Council
- A duty rota to enable young people and social workers to meet with Virtual School Staff and receive tailored support on a weekly basis
- Financial advice sessions for care leavers run by My Bank
- The setting up of Tri borough post 16 forum for Further Education colleges in order to develop best practice in supporting post 16 learners

5.5 There remain major challenges in reducing NEET levels for care leavers. The Virtual School and the LAC and Leaving Care Service are working together to tackle these issues and to improve our understanding of the needs of specific groups of care leavers. The Government's Care Leavers Strategy, "Keep on Caring" will provide further impetus and direction for this work.

## **6. SPECIAL EDUCATIONAL NEEDS AND DISABILITIES**

6.1 A key strand of the Children and Families Act 2014 focuses on preparing young people with Special Educational Needs and Disabilities (SEND) for adulthood. Local authorities are challenged to improve their local offer of education for 19-25 year olds so that transition from school to further/higher education, employment, good health and independent or supported living is smooth and does not necessitate moving to high cost, out of borough placements.

6.2 A first point of contact for FE Colleges for Post 16 SEND learners was established in August 2016. This responds to questions from FE Colleges in relation to processes, systems and funding for SEND learners. Development work has also been ongoing to improve ways of working to ensure working arrangements with FE Colleges are robust and transparent, to develop the capacity of the SEND workforce, and to update the Local Offer.

6.3 The Supported Employment Stakeholder Network (SESN), which collaboratively aims to improve employment outcomes for adults with SEN, is established with strong representation from Children's and Adult Services, Economic Development, DWP, Schools, Colleges, supported employment providers and parent/carers.

6.4 A innovative partnership between Children's Services, Adult Social Care, Finance and working with the Head Teacher and Chair of Governing Body of Queensmill School has worked to develop post 19 provision for young people with autism, creating a curriculum which best prepares young people for adulthood and for being an active member of their local community.

6.5 The Queensmill Post 19 provision, co-located with Options Day Services started delivery at the beginning of September 2016 and currently supports 7 young people with autism. The curriculum will explore work experience, social enterprise and Internship initiatives to support young adults into work.

6.6 Hammersmith Council has worked with L'Oreal, Action on Disability and West London College to deliver the Supported Internship programme to young people with Special Educational Needs and/or Disabilities with an Education, Health and Care Plan (EHC). The first cohort of 9 started in summer 2016. The majority of learning takes place in the workplace (4 days/week) with support provided by Action on Disability Job Coaches and workplace mentors and a study programme provided by West London College. The young people undertake at least two 'rotations' working in different departments to ensure they have a varied experience that prepares them well to secure and sustain paid employment. A launch event on 16th November 2016 celebrated the work of the Interns to date.

## **7. WORKZONE**

7.1 WorkZone is part of the Economic Development Team and supports residents into jobs and training to improve their skills. WorkZone form part of the NEET panel and advise on any training and apprenticeship vacancies available. They target care leavers and youth offenders to support them into their journey into work. The team also engage with local schools offering career advice, apprenticeships, undertake mock interviews, the importance of work experience and how to create CVs. WorkZone currently work in partnership with the following local organisations, SPEAR, The Princes Trust, Education Business Partnership (EBP) and local colleges. Throughout 2016/17, WorkZone achieved the following outcomes:

- Helped 807 people in work, of which 228 were residents across LBHF.
- Secured 74 new apprenticeship opportunities in-house and with partners.
- Supported 256 residents into accredited training for employment, this included young people achieving recognised qualifications such as the Construction Skills Certification Scheme (CSCS card) and Food Hygiene Certifications etc.
- Supported 15 residents into work experience through volunteering opportunities across LBHF Council.
- Contributed towards 7 Jobs Fairs across the borough.

7.2 WorkZone are located in Westfield London and offer a one stop destination for jobs, apprenticeships and training needs. From 2008 to date, WorkZone have worked in partnership with LBHF and Westfield London, providing a free bespoke recruitment service, supporting local people into work and supporting employers to recruit locally and retain local talent. WorkZone offers residents the following:

- Access to a range of jobs and apprenticeships including, but not limited to, retail, customer service, administration, construction, and hospitality.
- The provision of one-to-one information, advice and guidance towards finding work.
- Access to the right employment and skills training to prepare young people for employment.
- A dedicated recruitment advisor, offering a bespoke service tailored to the young persons' needs.

## **8. EUROPEAN SOCIAL FUND PROVISION**

- 8.1 Young people who are NEET and living in Hammersmith can currently be referred to the European Social Fund Youth (ESF) Programme. The Youth Programme and parallel Adult Employment Programme form part of the wider European Structural and Investment Funds (ESIF) for 2014-2020. The ESF supports the strategic themes identified by the London Economic Action Partnership (LEAP) and London Councils *'to promote sustainable employment and progression outcomes, ensure individuals and employers are better informed to drive the skills and employment system and to engage with London's businesses to help drive growth across the Capital'*.
- 8.2 LBHF has not commissioned these projects directly and does not provide funding. The majority of projects are commissioned and managed by the Skills Funding Agency (SFA) which co-finances the programme. The Youth Programme is designed to increase labour market participation, promote social inclusion and develop the skills of the future and existing workforce by supporting interventions to progress young people aged 15-24 who are not in education, employment or training (NEET) or who are at risk of NEET into sustainable employment, education or training (EET). The Youth Programme is made up of strands that are designed to complement existing provision and support that are provided locally. The table at appendix A summarises these strands.
- 8.3 The most significant programmes in terms of size are, Preventative NEET, NEET Outreach and Careers Guidance. The Youth Programme commenced late summer 2016 and is currently due to run to March 2018. Statistics detailing the volume of Hammersmith young people referred to the ESF Youth Programme and their outcomes have been requested from the prime contractors and are due imminently, it is envisaged that we will report on these at the next CEPAC.

## **9. OTHER**

- 9.1 As noted at 3.7 LBHF will continue to work with its partners on the improvements identified in the scorecard. Furthermore, as detailed at 7.3 a further update is proposed for the next committee detailing number of young people referred to the prime ESF contractors.

## Appendix A: Table to show Initiatives offered through ESF Youth Programme

Strand	Prime <sup>2</sup>	Objectives
<b>Preventative NEET</b>	Prevista ( <i>Urban Futures, PSEV</i> )	<ul style="list-style-type: none"> <li>- work with young people in learning who have been indicated as being “at risk” of becoming NEET by their learning institution or local authority</li> <li>- young people receive the support they need to remain in learning and make a successful transition to EET and do not become NEET</li> </ul>
<b>NEET Outreach</b>	Prospects Services	<ul style="list-style-type: none"> <li>- to locate young people who are aged 16-24 and NEET (not using Jobcentre Plus) and support their planned progression into sustained education, training or employment</li> <li>- initial engagement and ‘triage’</li> <li>- focus on confidence building and initial diagnostic work with NEET</li> <li>- providing referrals to mainstream and specialist/targeted provision where the young person is ready</li> <li>- OR other ESF strands where the young person would benefit from additional support, e.g. Targeted NEET Provision, Young BAME, Careers Guidance, and Youth Talent</li> </ul>
<b>Targeted NEET Provision</b>	<ul style="list-style-type: none"> <li>- Prospects Services</li> <li>- Barnet and Southgate College)</li> <li>- Reed In Partnership</li> <li>- Catch22 (<i>Pinnacle</i>)</li> <li>- Reed In Partnership</li> <li>- Groundwork London</li> </ul>	<ul style="list-style-type: none"> <li>- 4 strands which combine to create Targeted NEET Interventions where young person will benefit from a more substantial and intensive intervention prior to progression:</li> <li>- 16-18 Targeted NEET</li> <li>- 16-24 LDD Targeted NEET</li> <li>- 18-24 NEET with mental health difficulties, drug / alcohol abuse or homeless</li> <li>- 18-24 NEET all for specific groups - migrants, care leavers, travellers, teenage parents and Work Programme leavers</li> <li>- Young BAME supporting young people from ethnic minority groups to enter work and apprenticeships</li> <li>- Gang prevention</li> </ul>
<b>Careers Guidance</b>	SEETEC	<ul style="list-style-type: none"> <li>- provides face-to-face careers guidance to young people who do not receive this from school/college because they are NEET</li> <li>- identify provision/support necessary for young people to progressing towards and achieve EET</li> </ul>
<b>Youth Talent</b>	Skills Training UK ( <i>Urban Futures</i> )	<ul style="list-style-type: none"> <li>- promote a ‘gateway’ for businesses to work with a range of providers and offer traineeships, work placements, internships, employment and apprenticeship opportunities for young people</li> </ul>
<b>Careers Clusters</b>	None in Hammersmith	<ul style="list-style-type: none"> <li>- 12 geographic or sector-based Careers Clusters that aim to improve the labour market relevance of education</li> <li>- to design a high quality careers offer and a business informed curriculum</li> </ul>

<sup>2</sup> Sub-contractors working in Hammersmith and West London, if applicable

