

what's
your
next
move?



**The young people's
employability plan
2012-17**



Participation for all Surrey young people

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SURREY
COUNTY COUNCIL

Making Surrey a better place



“It’s about giving people a chance, to be honest, no matter what’s gone on in their life. Everyone deserves a chance, really.”

(Young person currently not in education, employment or training, Surrey Heath)



Executive summary

The employability plan seeks to deliver the county council’s strategy of full participation for all young people. This means participation in its broadest sense of being an active contributor to the community and participation in decisions made during the teenage years. Central to this strategy is our plan to increase young people’s employability, as being in education, training or employment provides the platform for a productive adulthood within a thriving community.

Our goal is for every Surrey young person to be participating in education, training or employment with training to age 19 and to 25 for those with a learning difficulty or disability. Confident and effective, Surrey young people will be well prepared for the challenges of work or further study and equipped to be active and contributing participants in their communities. A well developed and capable character, literate, numerate and with a good understanding of what to expect from the world of work; a Surrey young person starting adult life will be safe, healthy, creative and have the personal confidence, skills and opportunities to contribute and achieve more than thought possible.

While the current economic environment is difficult for young people, most are able to secure employment at the point they leave education, with 16.8% of 16 to 24 year olds in the south-east unemployed in May 2012. However, other young people need support to overcome barriers such as poor mental health, drug misuse, homelessness, offending behaviour, having learning difficulties or disabilities and a lack of basic work skills. Poor literacy or numeracy, few or no qualifications and lack of work experience may also act as barriers to education or work. These barriers can be associated with poverty and an experience of worklessness in the family and community. Other factors such as being a care leaver or part of a particular ethnic group can also be negatively associated with a young person’s involvement in education, training or employment.

Crucially, we will be proactive in aligning the aspirations of young people, with employment and learning opportunities. Employer engagement and understanding the local job market will be a cornerstone of our approach. We want to know what Surrey employers need in order for us to support young people to be ready for employment opportunities whilst commissioning the right education and training in partnership with schools, colleges and training providers, working with the Youth Support Service (YSS).



Our plan is underpinned by five key actions:

1. Preparing young people for participation
2. Commissioning and developing opportunities
3. Aligning aspirations with opportunities
4. Overcoming barriers to participation
5. Tackling worklessness in families

This plan is one of three underpinning the children and young people's strategy 2012-17 and works alongside the education and attainment plan and the health, wellbeing and safeguarding plan. The five key actions address the four key cross-cutting priorities of the children and young people's strategy - prevention, protection, participation and potential:

- Prevention is focused through reducing the risk of young people becoming not in employment, education or training (NEET), coordinated with preventative approaches in the strategy.
- Protection runs through this plan as a core requirement for young people as they develop into independent adults.
- Participation for all young people is at the heart of this plan and the key outcome.
- Potential is increased as young people engage in participation, with integrated support from key services and partners for those in need, and have clear pathways for progression.



The case for full participation

Children and young people who participate fully in education are more employable and have a better chance of getting a job. A 2011 report by Demos (The Forgotten Half) concludes that the 50% of young people who do not progress to higher education are more prone to disengagement and marginalisation. Many of these young people have no clear progression pathways.

Crucial to full participation is the preparation of young people for the 21st century labour market, which is characterised by increasing skill requirements. Vocational roles are now requiring higher-level qualifications and manual roles are requiring more skills. Increasingly, Surrey is promoting 'job readiness' as the skill set we want learners to be able to offer at 19 years; this chimes well with the Demos study. To be ready for the job market Demos describes 'five employment premiums':

1. The character premium - capabilities and 'soft skills' such as the ability to communicate effectively, apply oneself to a task, commit to long term goals and work effectively in a team.
2. The literacy and numeracy premium - in a 2010 CBI survey found 52% of employers were dissatisfied with basic literacy of school leavers and 49% with basic numeracy.
3. The work premium - work experience and an understanding of the world of work and the expectations of employers.
4. The technical premium - practical skills, learning by doing; vocational qualifications can yield greater potential earning than a degree.
5. The graduate premium - capacity to progress to higher education.

The Audit Commission, in the 2012 report 'Against the odds' stated that NEET young men were three times more likely to suffer from depression before they retire, four times more likely to be out of work, five times more likely to have a criminal record and six times more likely to have no qualifications. The long-term cost of the average NEET young person to public finances in 2008 was £56,000 before retirement age (for example, welfare payments, health services, criminal justice services and loss of tax and national insurance revenue). There will be a £104,000 opportunity cost (loss to the economy) and the entire 2008 cohort of NEET young people could directly cost over £13 billion to the public purse and £22 billion in opportunity cost over their lifetimes.

The groups at greater risk of becoming NEET include:

- young people with learning difficulties or disabilities
- young people who have offended
- young people in care and care leavers
- young people involved in substance misuse
- young carers
- teenage parents
- Gypsy Romany Travellers
- young people experiencing mental health issues.

These groups will require integrated and timely support to reduce the risk of them becoming NEET and to swiftly re-engage them in participation if they become NEET.

The policy context

The Education and Skills Act 2008 sets duties on local authorities to promote effective participation in education or training of all 16 and 17 year olds and make arrangements to identify young people who are not participating. This complements pre-existing duties to secure sufficient education and training provision for all 16 to 19 year olds and to encourage, enable and assist young people to participate (Apprenticeships, Skills, Children and Learning Act, 2009, and Education and Skills Act 2008).

These duties place local authorities in the lead role with schools, colleges, training providers, employers and other organisations to secure the raising of the participation age (RPA). This will come into effect in summer 2013 and will require young people to continue in education or training until the end of the academic year in which they turn 17; rising to participation until their 18th birthday in 2015.

In a recent statement to Parliament, the Education Secretary, Michael Gove, set out the need to: "ensure that every young person has the opportunity to continue their studies and go on to skilled employment or higher education. The raising the participation age legislation makes it clear that education and training does not necessarily mean full-time study in a school or college. Employment with training is, for many young people, an excellent option, either through an apprenticeship or through full-time work with part-time training alongside. We want to do all we can to support employers who want to hire young people."

This plan sets out the county council's and the 14-19 partnership's approach to improving young people's employability and meeting the requirements of the Education and Skills Act 2008 and the Education Act 2011 for full participation of 16 and 17 year olds. Full participation is defined as:

- full-time education ie 16 hours or more
- apprenticeship
- employment of 20 hours or more, with employer funded accredited training
- accredited activity of at least 20 hours per week eg voluntary work.

'Building Engagement, Building Futures' set out the government's strategy for achieving full participation. Strategic priorities include incentivising employers to recruit young people, by offering apprenticeships and work experience and providing young people with support to find work, through Universal Credit, the Work Programme and Get Britain Working measures. The government has also accepted the findings of the Wolf Review and will focus on high quality vocational qualifications that lead to further education or employment.

This plan is one of three setting out how the county council will achieve the children and young people's strategy 2012-17. The employability plan 2012-17 links to the 14-19 plan 2010-15 and expands on the participation objective in that plan. Both plans have been developed with partners, particularly schools, colleges, training providers and employers through the county-wide 14-19 partnership. This partnership is supported through the twelve 14-19 networks, which are critical to supporting local collaboration and development of flexible, local provision. The 14-19 partnership is also supported by local participation in education,

training or employment (PETE) cluster groups, which bring together education and training providers with the Youth Support Service to match young people's aspirations with education and training provision in each area. The PETE clusters work with other local services, such as children in need teams, district and borough councils and confederations of schools to bring an integrated response to meeting the needs of young people. The clusters also draw on local labour market information to match young people's aspirations to employment opportunities.

Employers are critical to the success of this plan, both in understanding their current and future needs and developing increased pathways for young people to employment. This plan has been developed with employers' organisations in Surrey, including Surrey Connects, where there are key links to the action plan for 2012-14.

Full participation in education training and employment with training cannot be achieved by one agency, but requires close working between key partners, including:

- Surrey County Council, central government and borough and district councils
- 14-19 networks, schools, colleges and training providers
- employers and business organisations such as local enterprise partnerships
- public sector organisations such as police, health and Job Centre Plus
- voluntary organisations
- parents, carers, young people and families.



The Surrey context - understanding the needs of young people

Surrey's young people mostly achieve high educational standards, slightly above the national average. The county cannot be complacent however as there are significant gaps:

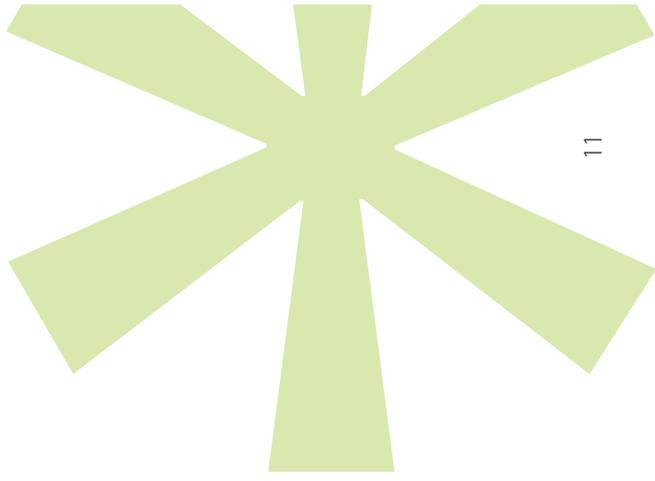
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- The educational attainments of looked after children are relatively good against national measures but they do less well than their peers.
 - There are recognised pockets of deprivation, particularly in parts of Spelthorne, Woking, Guildford, Reigate and Banstead and Surrey Heath.
 - In May 2012, 56% of the NEET population in Surrey had learning difficulties or disabilities.

It cannot be assumed that young people who do make a positive transition at 16 will then continue in subsequent years. For example, there are currently fewer 17 year olds participating in further education than 16 year olds. This indicates that there is a drop out factor which needs to be addressed. Recent figures also indicate that Surrey has low proportions of learners following foundation learning pathways (2.5%) and apprenticeships (5.6%). The number of young people aged 18-24 claiming Job Seekers' Allowance has more than doubled since before the recession, rising from 1,245 in February 2008 to 3,110 in February 2012. The number claiming for more than 12 months has risen from 15 to 215 in the same period.

The 2010 needs assessment of Surrey young people, 'One in ten' recognised certain groups of young people who are disproportionately at risk of becoming not in education, employment or training (NEET). Knowing these trends has informed two key activities:

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- enabling the identification of young people at risk through the risk of NEET indicator (RONI)
 - working with networks and schools, to target preventative resources to reduce their risk.

County demographics indicate that the current decline in secondary age students will be reversed in 2018 with a clear need to prepare for projected growth. The following chart illustrates the demographic trends relative to participation in education and work based learning with a persistent gap of about 4,000 young people not in education, training or employment with training.

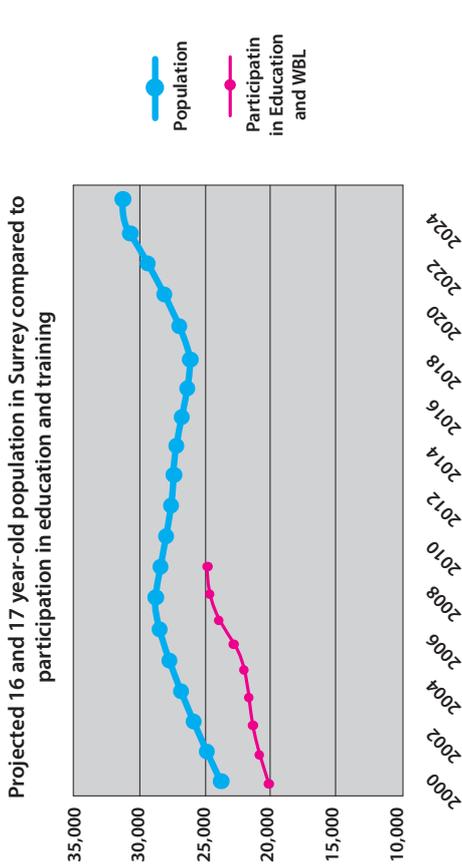


Barriers to participation

Young people's barriers to participation are often multiple and complex. Young people with the most acute problems have often experienced some form of abandonment or rejection from one or both parents. Domestic abuse, sexual abuse, neglect, family break up (divorce) and bereavement are typical in such cases. The family context for these young people is frequently typified by poverty, worklessness, poor parenting, a chaotic household, drug abuse and poor boundaries for behaviour.

Too many NEET young people and unemployed young adults have experienced a culture of worklessness at home. In some households, unemployment can span more than one generation. This can make unemployment the norm, eroding any expectation of participation in post-16 education, training or employment.

Young people with learning difficulties and disabilities (LDD) experience greater barriers to participation and are over-represented amongst young people who are NEET (56% of young people who were NEET in May 2012 had some form of LDD). This proportion has been steadily growing over the last year, with a significant factor being the reduction of numbers of young people in employment.



Surrey has a confident structure and culture, set out in the 14-19 plan and developed by the 14-19 partnership, for ensuring that young people's aspirations with education and training are met in each borough and district. The networks are well-established and critical to supporting collaboration and development of local flexible provision. The networks interface with the local cluster groups which bring together providers with the Youth Support Service, with a particular focus on aligning aspirations and opportunities for young people who are NEET.

Recent research for the Centre for Social and Economic Inclusion revealed a large mismatch between the skills that young people were developing and the job vacancies available to them. 'Hidden talents: reconnecting skills provision with local labour markets' revealed both large oversupplies and undersupplies in key skills at a national level. The report also demonstrated that the skills in demand by employers varied significantly depending on the needs of local economies, with those in oversupply in one area undersupplied in another. The aspirations of young people in Surrey will therefore need to be aligned with local demand for jobs if education and training opportunities are to lead to the most positive outcomes.

Young people's perspectives

Surrey County Council conducted a series of focus groups in order to understand young people's views on the RPA and barriers to further education. In total, 12 focus groups were undertaken; six in school settings with Year 10 pupils and; six in youth clubs with 16-18 year olds. The locations of the focus groups were spread out across the county in order to gain an insight into as wide a range of experiences as possible. Around 100 young people were involved overall.

The focus groups highlighted a number of specific barriers to participation for young people who were NEET or at risk of becoming NEET in Surrey. These can be categorised into financial barriers, opportunity barriers and emotional barriers.

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Young people who were NEET or at risk of becoming NEET experienced a number of financial barriers which limited their participation in education, training or employment with training. Financial hardship meant that young people could feel discouraged from continuing with education or training because there was a need to address the immediate monetary issues that they faced. Additionally, financial hardship was associated with other issues, such as access to transport, which made participation more problematic.

As well as financial barriers, young people perceived that their opportunities were limited. These opportunity barriers existed because of previous low attainment, a lack of qualifications or because of limited work experience. However, a lack of suitable education, training or employment opportunities as well as what was considered to be inadequate information, advice and guidance also contributed to a perception that there were limited opportunities for young people.

Finally, young people reported a number of emotional barriers that limited participation in education, training or employment with training. They reported having had a fairly negative experience at school with experience of bullying or victimisation by students and teachers. A lack of confidence and self-esteem issues was frequently associated with this negative school experience, although that is not to say that such feelings were in anyway limited to these students.

Surrey economic assessment

Surrey's economy is performing well compared to other parts of the UK, but is arguably overly reliant on certain sectors. In 2010, for example, 30% of the workforce was in banking, finance or insurance and 24% worked in the public sector. The future trends in employment are a concern on two major fronts: the two sectors above which represent over half the labour market are both currently contracting and there is a lower than average manufacturing base in Surrey. The county's proximity to London is also a factor, with 23% of the workforce commuting to London. There are also some important positive factors for the future economy and workforce:

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- Surrey has a high proportion of small and micro-businesses.
 - Future growth is forecast for financial and business services, construction, distribution, hotels and catering and transport.
 - Surrey has a well-qualified workforce; 39.3% (279,600) of the working age population are qualified to NVQ Level 4 (degree level) and above, well above the south-east and Great Britain rates.

Professionals, personal services and skilled trades experience the most vacancies related to skills shortages. The Chartered Institute of Professional Development's Labour Market Outlook (winter 11/12) forecasts that professional roles, particularly managers, business development, sales and marketing and IT, will be areas of significant skills shortage in the county.

Despite Surrey's generally high levels of qualification, it is also significant that 55,400 (7.8%) in Surrey's working age population have no qualifications. There are also geographical areas with lower levels of qualifications such as Spelthorne, where only 19% of the working age population in the borough was qualified to NVQ Level 4 or higher.

The challenging economic conditions in 2012 have increased unemployment, with more than a million 16-24 year olds without a job nationally, but this still remains relatively low in Surrey. The current measure is Job Seekers' Allowance (JSA) claimant data, which for Surrey in April 2012 was 12,026 (1.7% of the working population). This is well below the south-east average of 2.6% and national average of 3.9%. The number of young people aged 19-25 claiming JSA fell to 2,820 in April 2012. However this figure is still disproportionately high, representing 23.6% of all claimants.

Full participation will depend on the preparation of young people for employment for the 21st century labour market. This is a market with fewer low skilled or semi-skilled jobs and increasing service sector, managerial and professional jobs. There is also growing demand for 'technician level' jobs, vocational roles requiring higher-level skills and qualifications. Employers state that an increase in demand for entry level roles, as well as candidates having better employability skills, would have the greatest positive impact on the recruitment of young people. To support young people's preparation, Surrey is

promoting the idea of 'job readiness' as the description of where we want learners to be at 19 years.

The chairman of Google delivered a devastating critique of the UK's education system in 2011 when he said the country had failed to capitalise on its record of innovation in science and engineering. He criticised 'a drift to the humanities' and attacked the emergence of two educational camps, commenting that: "You need to bring art and science back together".

Surrey is preparing for the future by bringing businesses and local authorities together to form Surrey Connects, a local enterprise partnership (LEP), which aims to create Smart Economic Growth in Surrey, with the ambition of doubling the real value of Surrey's economy to £52 billion by 2030. Surrey Connects will deliver tangible outcomes to advance the Surrey economy. The focus for economic development will be Surrey's core knowledge and innovation base, its entrepreneurial flair and its location for major international companies. Importantly, Surrey Connects aims to address the rising threat from key global competitors and one of the ways it plans to do this is by creating the most educated and flexible workforce in Europe.

To help achieve this ambition and to prepare young people for the world of work, Surrey needs to embrace 'vocationalised' academic learning and support young people's employability and entrepreneurship. Surrey needs not to categorise young people or steer less able students towards vocational options whilst pushing high achievers towards academic excellence. A diverse offer is required with a mix from Level 1-3 students and vocational and academic options being delivered side by side. To support development of vocational education the county council will offer advice and guidance on the qualification frameworks and continue to champion 'vocationalised' academic learning through the 14-19 partnership.



Future Surrey workforce

Ensuring that young people have the right mix of skills and experience will help secure Surrey's position as a global competitor, supporting economic growth through productivity improvements. Global demands on the Surrey workforce and the continuing shift towards the provision of business services and retail will require the future workforce to have a better range of skills. This is likely to lead to the need to ensure educational progression to at least Level 2 and preferably Level 3, in order to secure the supply of appropriate workers that will be needed by employers. Surrey's location and existing high skills base also provide an opportunity for significant growth in knowledge based industries such as ICT and biopharmaceuticals. To satisfy employer demand in these areas, STEM skills (science, technology, engineering and maths) will become increasingly important.



Challenge of family worklessness

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The Joseph Rowntree Foundation notes that workless families lack cohesion, self-esteem, aspiration and adequate role models for children. Crucially, these families lack resources to fund education and childcare costs, restricting access to social and developmental opportunities that are vital for building successful futures. The link between economic disadvantage and family worklessness is closely associated with educational failure which leads to fewer opportunities and a greater risk of future unemployment. Consequently, worklessness is associated with other social problems such as crime and disorder, drug and alcohol misuse and poor health with a recent DWP study revealing that children eligible for free school meals are around four times more likely to receive a permanent exclusion.



Children and young people's strategy 2012-17

The children and young people's strategy 2012-17 is delivered through three key plans: education and achievement plan; health, well-being and safeguarding plan; and the young people's employability plan. The strategy is underpinned by the 'lifecourse outcomes', a new way of thinking about childhood development in Surrey that identifies the outcomes that children and young people should achieve at each stage of their development from 0-25 years.

The lifecourse outcomes approach highlights the key desired outcomes at any stage in a young person's life. As young people develop at different rates, the approach takes a realistic account of the individual needs of the young person when considering appropriate outcomes but remains ambitious in its aim for their achievement and positive development. These outcomes can then be used to help guide the type of services available to young people to ensure that they meet the specific needs of young people in Surrey. The employability plan directly supports a wide range of the outcomes in the secondary years through to young adulthood - in particular 'to continue in education, or secure employment or training' and 'to have a broad set of skills that employers value' but the links are far wider than these two alone.

Trajectories to full participation

Achieving full participation will be challenging but Surrey expects to be one of the first local authorities to achieve this goal. This will require close co-operation with partners as we jointly support young people to greater independence. The trajectory to full participation shown below has been agreed for Surrey by the 14-19 partnership, the lead partnership body for young people's employability, which brings together schools, colleges, training providers, employers, the voluntary, community and faith sector and other partners.

The actions to achieve the ambitious yet essential goal of full participation by the council and partners are set out in the next section.

Participation by year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
17 year olds	93.1%	97.9%	99.4%	100%	100%	100%
18 year olds	86.5%	93.3%	96.6%	98.3%	99.3%	100%

What we will do to improve young people's employability

Pathways for progression and skills for employability are being extended and developed across Surrey. Schools, colleges, training providers and 14-19 networks provide a wide range of learning opportunities and integrated support for NEET is managed through the Youth Support Service. There are five key themes for action, each to be supported by an annual action plan.

1.0 Preparing young people for participation

"In school they've got their way of teaching you, that's as much as the teachers can do. They teach you the way that they're told to teach you but some people learn by doing, some people learn by seeing other people doing it. Everybody learns [differently]."

(Young person currently NEET, aged 17, Epsom & Ewell.)

- 1.1 **We will work with schools, colleges, training providers and 14-19 networks to offer a suite of vocational and academic learning opportunities and qualifications for young people aged 14-19, that best suit the needs, abilities and aspirations for all young people and inspire and motivate their progression.**
- 1.2 **We will promote parity of esteem between vocational and academic pathways** by increasing emphasis of recruitment of vocational learners into further / higher education and ensuring that we promote vocational qualifications as equally viable routes to employability.
- 1.3 **Clear progression pathways and routes to employment** will be promoted through the 14-19 learning networks, schools, colleges, training providers and the Youth Support Service (YSS).
- 1.4 **The YSS will deliver a participation readiness programme** for all NEET young people, who are not yet ready to access education, training or employment opportunities. This programme will build self-esteem and confidence and deliver skills training that supports readiness for work

and learning, including communications skills, personal administration, how to access support, team work skills, literacy and numeracy, study skills and career planning. The programme will also provide opportunities for work experience or college taster courses, consider issues around travelling to work or learning and financial management.

1.5 **The Surrey Young People's Employability Award** will be developed as an accredited programme during the lifetime of the employability plan.

1.6 **Young people will be supported by the YSS in applying for jobs and learning opportunities.** Many employers require applicants to be able to offer sector-specific basic training, and the YSS in partnership with training providers will deliver the Construction Skills Certification Scheme (CSCS), first aid training, health and safety at work certificates and food hygiene training.

1.7 **We will promote education and training opportunities through skills fairs,** both countywide and locally, where young people can explore and experience education and training opportunities post-16.

1.8 **We will provide targeted support for young people in Year 11,** who are identified as being at risk of becoming NEET, to support progression to education, training or employment, working with schools, colleges, training providers and employers, with co-ordination through Services for Young People.

1.9 **We will work with young people, their families and communities to promote the benefits of participation,** particularly for those groups where the benefits may be less readily apparent such as Gypsy, Romany Travellers, young carers and those from economically disadvantaged backgrounds.

2.0 Commissioning and developing opportunities

"I think if there were more places like this, young people would actually carry on with education and get a job because it prepares you for [work] and you also learn."

(Young person, aged 16, attending alternative curriculum provision in Guildford.)

2.1 **We will commission new provision to fill gaps in line with the local authority's statutory role to ensure a broad and balanced range of opportunities,** working with knowledge of young people's aspirations and in partnership with education and training partners, employers and 14-19 networks. Aligning ourselves with the recommendations from the Wolf Report, we will ensure English and maths form a core part of learning opportunities. We will draw on opportunities for capital and revenue funding, particularly for those currently not participating. We will develop new provision for young people with special educational needs and disabilities (SEND).

2.2 **We will actively engage employers,** working with Surrey Connects and Local Enterprise Partnerships, Chambers of Commerce, Institute of Directors, Federation of Small Businesses and other representative bodies to secure increased employment opportunities in Surrey through new business starts, inward relocation and growth of Surrey businesses. We will seek to secure new opportunities for young people in apprenticeships, jobs with training, work experience and internships.

2.3 **We will commission opportunities for young people** to gain experience of employment through work trials and work pairing, where an employer will be supported for the initial period of employment of a young person who would otherwise have been NEET.

2.4 **We will draw on Labour Market Intelligence (LMI)** to understand forecast future changes in the labour market and draw on this to inform the accuracy of information, advice and guidance offered to young people, and to commission education and training that the local business sector needs.

2.5 **We will engage both large businesses and the smaller 'micro-businesses'** (which represent 88% of the 61,000 businesses in the county).

2.6 **We will increase apprenticeships for young people** through a threefold approach: as an employer, as a purchaser and as a partner. First, the county council has committed to employing more apprentices. Secondly, we will work with our contractors to ensure that all contracts for the provision of services (rather than goods) are let with a condition that the contractor employs an agreed number of apprentices aged 16-24 years. Thirdly, we will work with our partners in the public sector to do the same; employ apprentices directly and ensure that their contractors do similar.

2.7 **We will develop a network of business mentors** in 2012-13 to work with young people, working with organisations such as Surrey Connects and Surrey Chambers.

2.8 **We will commission a network of skills centres**, from October 2012, to provide local, flexible, timely opportunities for foundation learning provision, with pathways for

progression to further education, training or employment with training. This provision will be delivered in partnership with training providers and will be funded by the Education Funding Agency (EFA) after start up funding for the first year through the county council.

2.9 **A communications campaign with parents, carers, employers, schools, colleges, training providers, young people and other partner organisations** will support the achievement of full participation and young people's employability in Surrey.

3.0 **Aligning aspirations with opportunities**

"[When you're younger] you've got dreams and you always think when you're older you're going to have this and you're going to be able to do that, and [now I'm older,] it's not [that] easy."

(Young person, aged 18, recently NEET, Elmbridge)

3.1 **We will survey all NEET young people** on a rolling basis each academic year to discover preferences in courses, jobs, careers and seek to match this with available provision. Career guidance professionals will support this survey, to ensure that young people's ambitions are both realistic and stretching.

3.2 **We will survey young people in school from Year 9 at the start of the next academic year** to inform future provision.

- 3.3 **We will ensure current information on the range of learning opportunities** is easily accessible through web-based facilities, such as U-Explore, with supporting arrangements for NEET young people, particularly where there are any difficulties with web access.
- 3.4 **We will continue to support schools, colleges and the 14-19 learning networks in providing careers education, information, advice and guidance** to young people in schools and colleges, ensuring that this provision remains as appropriate for needs. The county council contributes to careers advice pre-16 by providing an online advice and guidance service to all schools. For young people post-16, professionally qualified careers advisers within the YSS provide advice and guidance to NEET young people and schools, colleges and training providers provide progression advice to young people in provision. Young people can also access the national All Age Careers Service.
- 3.5 **We will ensure progression for young people with learning difficulties and disabilities (LDD)** from school through outcome focused progression plans, developed with the young person and their family, the school, health, social care including the transition team and other partners.
- 3.6 **We will develop integrated education, health and care** assessments working with health, social care and other organisations as part of the national pilot work in Surrey with the aim of adopting the reforms in 2014.

4.0 Overcoming barriers to participation

"If you have no qualifications or you've dropped out, if someone could be there [who could say something like], 'We can refer you to this if you want to learn a trade.'"

(Young person, aged 17)

- 4.1 **We will overcome barriers to young people's participation by working with young people**, and other organisations, co-ordinated by the YSS. This includes extra efforts to address issues of homelessness, substance misuse, mental health issues, having been offenders or victims of crime as well as other issues holding young people back from participation.
- 4.2 **We will provide targeted support with partners for looked after children and care leavers** to enable their choice and progression onto education, training and employment.
- 4.3 **We will explore the development of a bursary scheme**, delivered locally through youth task groups, to support young people for whom financial hardship is a barrier to participation, potentially including the personalisation of part of the existing local prevention framework.
- 4.4 **We will provide colleges and training providers with a grant** in advance of each term based on the forecasts for enrolment of students eligible for free meals. This will enable these providers to introduce a scheme from September 2012 to provide free meals for young people on courses who would otherwise have been eligible if they had stayed on at school. It is hoped that these plans will address some of the inequalities of opportunity for specific groups of young people.

- 4.5 **We will explore targeted support in the next academic year, for young people for whom the cost or availability of transport holds them back from education, training or employment, including securing contributions from travel companies or other business sponsorship.** This was identified by young people as a key barrier in the focus groups held in Spring 2012.
- 4.6 **We will improve information sharing and timely communication for tracking participation** in school years 12-14, supported by local arrangements building on partners' and community knowledge. This will inform early response to support young people who are discontinuing their education, training or employment.
- 4.7 **We will develop protocols and monthly tracking reports for looked after children and care leavers,** working with key professionals in Surrey and other local authorities.
- 4.8 **We will use predictive analytics with partners** to attempt to identify those young people who will most likely be NEET at 16, building on the existing database of young people from year 8 to 11 that present risk of NEET indicators (RONI).
- 4.9 **Prevention work to reduce the likelihood of a young person becoming NEET** will be managed in line with the council's preventative strategy and co-ordinated with work in secondary schools, special schools, pupil referral units, primary schools and key Surrey services, particularly in Children's Services and Schools and Learning.

- 4.10 **We will develop and commission preventative work with young people locally** at district/borough level, working with district/borough councils, health, police, schools, colleges and other partners, co-ordinated by Services for Young People, to reduce risk factors and support young people's participation and employability.

5.0 Tackling worklessness in families

"It's all to do with your family because that influences your decision in what you want to do."

(Young person, aged 17, currently NEET, Epsom & Ewell)



- 5.1 **We will develop integrated approaches to tackle family worklessness,** working with those families that include young people who are NEET or identified as at risk of becoming NEET (RONI). This will involve cross-referencing YSS case file information with wider council information on families and their support, and with unemployment records held by the DWP. The employability plan will be supported by the council's family support project (FSP) which focuses on providing multi-agency assistance to whole families with children under 19 years who experience the range of social and welfare issues related to family worklessness.
- 5.2 **We will work with partners and the family support programme (FSP) to develop an ethnographic assessment** of the 'lived experience' of the family to supplement the assessment of the young person. This work will take place in 2012-13 and will provide the practitioner with a rich understanding of the assets and needs of the family providing a much deeper level of insight than would

Mapping needs and requirements onto the actions

otherwise be available. The FSP creates provision for research to better understand the root causes of problems such as worklessness within families and consequently develop a more holistic and informed approach to address this issue.

- 5.3 **We will work with partners to develop integrated support for the family** through a family group conference, building on restorative approaches already embedded in YSS practice, which will provide a plan that has the ownership and commitment of the family. Throughout the intervention we will promote a restorative parenting approach; supporting the family to managing conflict more effectively.
- 5.4 **The support provided will be led by the agreed plan** and underpinned by the promotion of employability, restorative approaches and healthy lifestyles. The practitioner will adopt a holistic approach to family support and at the same time focus on supporting adults into work or training. Partnership with the family support programme, social care, health, Job Centre Plus, the DWP Work Programme, the Surrey Sports Partnership and Adult and Community Learning will be critical to the success of the work of the YSS in supporting the young person's participation and employability.
- 5.5 **We will reduce levels of unemployment for young people aged 19 to 24**, by improving young people's employability and working with Job Centre Plus.

Needs	Action
Young People	<p>Suitable education opportunities 1.1, 2.1, 2.8, 3.2</p> <p>Employment opportunities 1.5, 2.1, 2.2, 2.3, 2.6, 3.2</p> <p>Information, advice and guidance 1.3, 1.5, 1.6, 2.4, 2.7, 3.3, 3.4, 3.6</p> <p>Financial hardship 4.1, 4.3, 4.4, 4.5</p> <p>Suitable transport 4.5</p> <p>Confidence and self-esteem 1.7, 2.7</p> <p>Skills for the future 1.1, 2.2, 2.7</p>
At risk young people	<p>Suitable education opportunities 1.4, 3.1, 3.5, 4.2, 4.9</p> <p>Information, advice and guidance 1.4, 1.7, 2.7, 3.1, 3.3, 3.4, 3.5, 3.6, 4.2, 4.8, 5.3</p> <p>Confidence and self-esteem 1.4, 2.7, 5.3, 5.4</p>
Employers	<p>Literacy and numeracy skills 1.1, 1.3, 1.4, 2.1, 2.4, 5.4, 5.5</p> <p>Soft skills (e.g. communication, teamwork and commitment) 1.1, 1.4, 5.4</p> <p>Work experience/work skills 1.1, 1.4, 2.2, 2.3, 5.4</p> <p>Technical skills 1.1, 1.6, 5.4</p> <p>Incentives to take on young people 2.2, 2.3, 2.6</p>
Statutory requirements	Action
Promote effective participation in education or training for all 16 and 17 year olds	2.1, 2.8, 4.1, 4.10, 5.1
Identify young people who are not participating	1.7, 3.1, 3.2, 4.6, 4.7
Secure sufficient education and training provision for all 16 to 19 year olds	2.1
Encourage and assist young people to participate	1.1, 1.6, 2.1, 2.6, 2.8, 3.4, 4.1, 4.3, 4.4, 4.10
Full participation of 16 and 17 year olds	1.4, 2.1, 2.9

14 to 19 partnership

The main purpose of the 14-19 partnership is to inform and advise on progress in the operation and implementation of the Surrey 14-19 strategic plan (2007-2013). The membership of the partnership is designed to strengthen a high level of engagement at provider level and to meet the duties the local authority (LA) has in delivering the local 14-19 strategy.

Audit Commission

Public corporation set up in 1983 to oversee the work of public bodies and assist them in financial challenges by providing evidence-based analysis and advice.

Building Engagement, Building Futures

Government strategy aiming to improve the engagement of 16 to 24 year olds in education, training and work and ensure participation.

Construction Skills Certification Scheme

Surrey County Council led initiative to train young people in construction skills to increase their employability, providing a recognised certificate upon conclusion.

Demos

Think tank 'focused on power and politics', aiming to involve individuals and communities closely in research. Demos' 2012 research concentrates on four programmes: family and society, violence and extremism, citizens and public services and welfare.

DfE: Department for Education

Government department responsible for education.

DWP: Department for Work and Pensions

Government department responsible for policy and distribution of welfare and pensions. Also a key player in tackling child poverty.

EFA: Education Funding Agency

Government agency established on 1 April 2012 as an executive agency of the DfE; responsible for work previously run by Young People's Learning Agency, Partnerships for Schools and the maintained schools funding division of the DfE. Responsible for the funding of academies, distribution of the Dedicated Schools Grant, funding 16-19 learning and training, funding for learners with learning difficulties/disabilities aged 16-25 and delivery of capital programmes.

GCSE

General Certificate of Secondary Education; standardised qualification taken at age 16 in the final year of secondary schooling to prove basic understanding of a subject.

Get Britain Working

Government initiative covering a number of major welfare to work reforms to attempt to break the 'cycle of benefit dependency'.

JSA: Job Seekers' Allowance

State benefit paid to those who are 18 or over, not in education, without parents claiming child benefit, unemployed and looking for work.

LA: local authority

Authority responsible for the provision of youth support, social care and other services (eg Surrey County Council).

LDD: learning difficulties and disabilities

LMI: Labour Market Intelligence

Data suggesting the volatility or stability of the labour market and the probability of employment.

NEET: not in education, employment or training

Individuals aged 16-21 who are not in a form of education (apprenticeships, college, 6th form), employment or training.

NVQ: National Vocational Qualification

Government-approved work based qualification giving proof of ability to work to a certain standard or level. Levels range from Level 1 to Level 5 in order of the complexity of tasks.

NVQ4: National Vocational Qualification, Level 4

NVQ awarded to the second highest level of skill for the subject concerned; requires understanding of complex, technical procedures. Considered as equivalent to a diploma, degree with first class honours, nursing/teaching qualification (eg PGCE/Postgraduate Certificate in Education), or an HND (Higher National Diploma).

One in Ten

Surrey County Council report carried out in 2010 to analyse the wellbeing of and problems facing young people potentially affecting their transition to adulthood.

PETE: participation in education, training or employment

A positive measure of the level of participation.

RONI: risk of NEET indicator

A means of identifying young people more likely to become NEET based on known risk factors and local knowledge.

RPA: raising the participation age

Relating to the government's decision to increase the age of participation, the age prior to which every individual must be in some form of education, employment or training.

STEM: science, technology, engineering and maths

Subject areas key to employers in knowledge based industries.

Skills Centres

Surrey County Council initiative to use youth service and adult education facilities as locations where basic certificated training can take place to increase the employability of NEET young people and those at risk of NEET.

Universal Credit

A new single payment for people who are looking for work on a low income provided through the Department for Work and Pensions. The Universal Credit is designed to simplify the benefits system by combining a number of benefits into a single payment.

Work Programme

Government initiative providing tailored support for benefit claimants to help them become more competitive in the jobs market through training.

YSS: Youth Support Service

Surrey County Council department responsible for the prevention of NEET outcomes for young people. Works to put NEET young people into education, training and employment and with schools to reduce risk.



 www.surreycc.gov.uk/yournextmove

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