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**Report of the Head of Scrutiny and Member Development**

**Report to Scrutiny Board (Sustainable Economy and Culture)**

**Date: 15<sup>th</sup> March 2012**

**Subject: Scrutiny Board Inquiry Session 2 – Increasing the number of young People in Employment, Education or Training (EET)**

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

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**Summary of Main Issues**

1. The Scrutiny Board has been tasked with carrying out a piece of work this year on each of the three Children and Young People's Plan (CYPP) obsessions. The third of these relates to reducing the number of young people not in education, employment or training, also referred to as NEET.
2. The Board agreed terms of reference for an inquiry in November 2011 and the first inquiry session was undertaken on the 9<sup>th</sup> of February 2012.
3. For the 2<sup>nd</sup> session two organisations, Leeds City College and igen have been invited to attend the meeting on order to discuss the support provided to young people who are NEET. The Director of Children's Services has also provided a report detailing additional information requested at the meeting of the Board on 9<sup>th</sup> February 2012 and an update on a number of recent developments that are relevant to the inquiry.

**Recommendations**

4. Members are asked to:
  - Note the information contained within this report, the report of the Director of Children's Services and the verbal information presented at the meeting.

## **1. Purpose of this report**

- 1.1 The inquiry will look at the range of support available to young people in Leeds who are NEET in order to help them access appropriate employment, education or training.
- 1.2 The second session will focus on:
  - Evidence of how provision reaches and meets the needs of this target group of young people
  - Information on programme participation rates and completion/achievement rates
- 1.3 For the purposes of the inquiry two organisations, Leeds City College and igen have been invited to attend the meeting in order to discuss the support provided to young people who are NEET. This will be further supported by visits to both organisations by Scrutiny Board representatives during March to see programmes in action and speak to the participants.
- 1.4 During session 2 of the inquiry the Board is also asked to consider the report of the Director of Children's Services, which provides the Board with the additional information requested at the meeting of the Board on 9<sup>th</sup> February 2012. The report also provides an update on a number of recent developments that are relevant to the inquiry.

## **2 Background information**

- 2.1 Background information is provided for both Leeds City College and igen to provide the Board with an overview of each organisation and the services provided to increase the number of young people in Employment, Education or Training.

### **2.2 Leeds City College**

- 2.2.1. Leeds City College is the UK's third largest FE establishment, offering a diverse curriculum to over 45,000 students. On 1st April 2009, Leeds City College was formed following the merger of three of the city's renowned colleges – Leeds College of Technology, Leeds Thomas Danby and Park Lane College Leeds & Keighley.
- 2.2.2 To provide an overview of the NEET provision delivers 114 short courses which range from between 5 week courses of 2 hours per week for the very hard to engage to 12 week full-time courses for 35 hours per week. Courses are delivered on all campuses including community settings, meeting the needs of both 16-18 and 19+ students up to age 24.
- 2.2.3 In addition Leeds City College works in partnership with the local authority, Job Centre Plus and four voluntary sector organisations to deliver the Youth Aspire course which is an 8-week accredited programme. The programme consists of 1 week in college where the students complete an NOCN employability qualification followed by a 7 week work placement.

2.2.4 The College provides its own Careers Service available to all past, present and intending students. The service operates from all main six Campuses. Services are delivered in partnership with Connexions and 14-19 year olds may be seen by a Connexions worker.

2.2.5 Leeds City College aims to meet industry demands by building strong working partnerships with companies. The College has links with over 2,500 companies and relationships with major Yorkshire employers.

Some of their partners include:

- Leeds City Council
- Yorkshire Post
- BBC Radio Leeds
- Leeds Chamber
- Leeds Rhinos
- Sport Leeds
- Leeds United Football Club
- Business Link
- Halifax Building Society
- Asda
- Yorkshire Forward
- Cadburys
- Morrison's
- Leeds Teaching Hospitals
- Mid Yorkshire Hospital Trust
- Leeds Hoteliers Association
- Sector Skills Council Improve
- Royal Armouries Museum
- Yorkshire Evening Post
- Radio Aire
- Host Media Centre
- Weetwood Hall Hotel
- Bradford City Football Club
- Financial Leeds
- Leeds Shopping Plaza
- Harvey Nichols
- Mars Bakery
- Sparks Bakery
- Greggs Bakery
- Tesco's
- NHS Foundation Trust
- NHS Teaching Hospitals
- Sector Skills Council People 1<sup>st</sup>
- GMB Union

2.2.6 Attached as appendix A is the Leeds City College NEET strategy approved in March 2010. The Leeds City College NEET strategy was developed to align with the National NEET Strategy and the local Leeds & Bradford NEET strategies and builds on existing good practice.

Key Features of the Leeds City College NEET Programme defined in the strategy includes:

- provision of strong vocational courses at all levels
- support from case workers
- work experience and realistic work practice
- tasters
- supporting parents to advise their children
- providing timely and focussed IAG
- use of a range of learning styles
- using highly experienced and creative teachers with a strong Cpd programme
- pastoral and wrap around support
- addressing English and Maths skills in a relevant way
- nurturing strategies including positive behaviour management
- reward schemes,

- parental involvement
- individualised learning programmes which genuinely differentiate and address particular needs of particular groups and individuals
- putting all learning into a relevant context
- flexible entry points to provision at all levels
- provision of a full range of support including advice on employment benefits, housing, health and childcare,
- provision of intensive one to one support to identify individual issues and needs and then provide appropriate access to services including support for referral and advocacy
- provide young people with a voice and an ability to negotiate some of the programmes
- focus on 14-25 year olds, pre NEET and older NEET
- Employers involvement
- Preparation for employment, Employability
- Preparation for Access to Apprenticeships

### 2.3 Igen

2.3.1 Igen provides training, information, advice, guidance and personal development services to young people and adults, working with young people since 1996 when Leeds Careers Guidance, as they were then known, was established to provide the statutory Careers Service for Leeds under contract to the Government. Demand to provide an increasingly extended, specialist range of support services for young people led to the re-branding in 2003 to igen.

Igen provides and also works closely with a wide network of agencies to provide an integrated service for young people to access and provides access to the following:

#### 2.3.2 *NEET ESF engagement - REAL*

Igen hold the main NEET response contract in Leeds, working closely with all relevant strategic and support agencies including Leeds City Council and the Skills Funding Agency. This programme is delivered by igen, who contract for provision with different providers, including a number of voluntary sector providers. The programme is funded by European Social Fund through the Young People's Learning Agency (YPLA).

This programme is aimed at young people aged 16-19 who are NEET and 14-16 yr olds identified as disengaged or at risk of disengagement. Projects use a range of themes and vocational areas to engage and support young people to maintain further learning. The projects have accredited and non accredited learning options and link closely with other provision to supply progression route young people can be prepared for and progress to. Participation is on a need basis but usually last for around 10-16 weeks. An incentive scheme for young people is available based on financial rewards for starting, achieving defined objective and sustained progression.

All young people who access the REAL programme are given intensive support to help them achieve their aims. Every project has no more than 10 young people in each group and most will have additional support as well as the tutor. Support workers engage with the learners at a very early stage offering assistance with any

barriers to learning which involves linking-up with external specialist support agencies.

REAL training providers across Leeds deliver courses in specific vocational areas e.g. car mechanics, hair/beauty childcare, animal care, construction trades, army preparation, admin, gardening/landscape/horticulture, retail. The individual courses can be tailored to suit each young person e.g., specific arrangements have been made for a course delivered in the community for young mums. As learners come to the closing stages of their course Support Workers intensify their support, therefore making the transition into the next stage of the learners career path a seamless one.

REAL have so far worked with 344, 16-19 year olds & 76, 14-16 year olds, where 91.11% have achieved and 66.91% have progressed.

### *2.3.3 Foundation Learning*

Aimed at young people aged 16-18 who are not involved in post-16 learning. Foundation learning aims to develop motivation and confidence as well as basic and key skills. Once completed young people will have the skills they need to progress into further learning, modern apprenticeships or employment. It is aimed at those looking to gain qualifications and new skills (No previous qualifications or experience are necessary)

### *2.3.4 Leeds Learning Links*

Young people attend the Enrolment Week with igen and from there are placed at one of the Leeds Learning Links Partners to continue their course. Leeds Learning Links also have support workers linked to all partners to help young people in their transition and progression through learning. Additional learning support is available from Leeds Learning Links, where a young people's needs are assessed and a personalised support package is put together to suit them. Support can include learning aids/adapted materials, communication and learning support workers, one to one sessions and small group work.

Programmes aim to support young people to progress into employment, college, or an apprenticeship. Attendance varies from 12 to 30 hours a week depend on learning ability, future goals, and individual needs. The programme lasts an average of 22 weeks.

The programmes include

- Pre-Apprenticeship Training
- Vocational Qualifications & Training
- English, Maths & ICT Qualifications
- Personalised Training
- Supportive Environment to promote functional skills, personal, social and vocational development.

On this programme young people receive a free bus pass every week.

The programme offers a wide range of Vocational Qualifications that can be completed in either Award, Certificate or Diploma level in areas such as; Business Administration, Customer Service, Hairdressing, Horticulture, Retail, Sports and Active Leisure, abc Award Mechanics, Tech Cert Childcare, Youth work and Health & Social Care.

The Leeds Learning Links Partnership has worked with 1365 young people (2010-11), with a 70.60% success rate and a 43.21% progression rate.

### **2.3.5 Connexions**

Information, advice and guidance for 13-19 year olds (up to 25 years old for those with learning difficulties and/ or disabilities). Provides free advice about education, training, careers, jobs, money, health, benefits and housing.

## **3 Corporate Considerations**

### **3.1 Consultation and Engagement**

3.1.1 This section is not relevant to this report

### **3.2 Equality and Diversity / Cohesion and Integration**

3.2.1 During the conduct of the Scrutiny Inquiry there may be positive equality, diversity, cohesion and integration outcomes for groups and individuals who are or could be NEET this would be reflected in the Scrutiny Inquiry Report once published.

### **3.3 Council policies and City Priorities**

3.3.1 Young People's Plan obsession – increasing the number of young people in Employment, Education and Training.

### **3.4 Resources and value for money**

3.4.1 This section is not relevant to this report

### **3.5 Legal Implications, Access to Information and Call In**

3.5.1 There is no restricted or confidential information contained in this report.

### **3.6 Risk Management**

3.6.1 This section is not relevant to this report

## **4 Conclusions**

4.1 Leeds City College and igen will be attending the Scrutiny Board meeting (Children and Families) on the 15<sup>th</sup> of March to assist Board members with the inquiry and answer questions arising.

## **5 Recommendations**

5.1 Members are asked to:

- Note the information contained within this report, the report of the Director of Children's Services and the verbal information presented at the meeting.

## **6 Background documents<sup>1</sup>**

6.1 None

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<sup>1</sup> The background documents listed in this section are available for inspection on request for a period of four years following the date of the relevant meeting. Accordingly this list does not include documents containing exempt or confidential information, or any published works. Requests to inspect any background documents should be submitted to the report author.