



St. Helens Council

# **Children and Young People's Services Overview and Scrutiny Panel**

## **16-24 year olds – Not in Education, Employment or Training (NEET)**

### **March 2014**

#### **Task Group**

#### **Councillor(s)**

Pat Ireland – Chair  
Jeanette Banks  
David Baines  
Janet Johnson  
Sheila Seddon  
Rev Tom Neylon

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## **Chairman's Foreword and Acknowledgements**

On behalf of the task and finish group, I am very pleased to present the findings and recommendations of this review. We aimed to explore the barriers facing young people aged 16-24 who are not in education, employment or training (NEET). This gave us the opportunity to understand how these young people came to be in this category, to recognise the challenges they faced and establish ways to overcome these barriers.

Whilst undertaking the review we quickly identified the strong links to the wider issue of educational underachievement. We recognised how crucial the attainment at key stage 4 is for young people and the impact this has progression into education, employment and training post 16 and into adulthood.

A survey undertaken in July 2013 by the UCU Lecturers' Union of youngsters who were NEET found that a third had experienced depression and more than a third 'rarely left the house'. It revealed that many felt isolated and were lacking in confidence. We don't want our young people feeling this way therefore it is essential the issues associated with those who are NEET continue to be addressed by a collective of local partners and agencies.

I would like to thank my fellow Councillors for their contributions to the review, the many partners that spoke with us, Joh Ellis Sheldon, the Council's Post 16 Adviser Achievement and Inclusion Manager and the young people themselves who gave their time to meet with us and provide feedback on our findings.



**Councillor Pat Ireland**  
**Chairman of the Scrutiny Task Group**

## **1.0 Introduction and Terms of Reference**

- 1.1 During the process of agreeing the Scrutiny Work Programme for 2013/2014 the Council's Children and Young People's Services Overview and Scrutiny Panel agreed to look at 16-19 year olds – Not in Education, Employment or Training (NEET).
- 1.2 The aim of the review was to investigate what services the Council has in place to meet its statutory duties with regards to young people who are NEET and how this results in successful participation in line with Raising the Participation Age.
- 1.3 The terms of the review were as follows:
  - To establish the total number of NEET young people in the borough including by vulnerable group and ward.
  - To establish what services / provision the Council currently has in place for monitoring / assisting young NEET people in line with the statutory duties.
  - To examine the barriers that face young people that are NEET with particular focus on the Town Centre, and Thatto Heath Wards.
  - To examine how the Council engages with young people that are NEET.
  - To benchmark the boroughs NEET performance against other similar areas to establish a comparison.

## **2.0 Method of the Investigation**

- We received a presentation by the Post 16 Advisor on the performance and background information to NEET in St Helens.
- We undertook desktop research and looked at a number of related articles.
- We carried out a deep dive exercise looking at anonymous cases of young people from Thatto Heath and Town Centre Wards.
- We met with local partners who provide services for young NEET people.
- We visited local establishments to witness services / provision provided to young NEET people.
- We talked to young people about their experiences.

## **3.0 Background**

### **3.1 Statutory duties**

3.2 Local Authorities have a statutory duty to encourage, enable and assist young people to participate in education and training, with a particular focus on young people not in education, employment or training and especially those from vulnerable cohorts. The Education Act 2011 determined that from September 2012 schools/colleges/providers have a responsibility to deliver Careers Education and Information, Advice and Guidance to their learners, and local authorities have had no duty to deliver a universal Information, Advice and Guidance (IAG) service from that date.

3.3 Under the Education Act 2011, Local Authorities have a statutory responsibility to record and report the education, training and employment status of their 16-18 year old residents to the Department for Education (DfE) on a monthly basis. They also need to undertake further surveys to record the intended destinations of those in school Year 11 (which is called the September Guarantee) to ensure they have successfully enrolled for further education, training or gained employment, this is followed up again in Autumn term and reported in the Activity Survey.

### **3.4 Raising the Participation Age**

3.5 The Education and Skills Act (2008) also places a duty on all young people in England to participate in education or training. The statutory guidance, with respect to the Participation of Young People in Education, Employment and Training, places a duty on St Helens Local Authority to:

- Secure sufficient suitable education and training provision for all young people aged 16-19 and for those aged 20-24 with a Learning Difficulty Assessment in their area.
- Make available to young people aged 13-19 and to those aged 20-24 with a Learning Difficulty Assessment support that will encourage, enable or assist them to participate in education or training. Tracking young people's participation successfully is a key element of this duty.

3.6 In relation to Raising Participation Age (RPA), the provisions of the Act require that by 2013 young people must participate in education or training up to the age of 17 and up to the age of 18 by 2015. This duty states that local authorities are required to:

- Promote the effective participation in education or training of all 16 and 17 year olds resident in their area; and
- Make arrangements to identify young people resident in their areas that are not participating.

3.7 Local authorities may be inspected on Raising the Participation Age by OFSTED, as part of their arrangements for inspecting local authority's arrangements for supporting school improvement.

### 3.8 **What is NEET?**

3.9 NEET – Not in Education, Employment or Training, refers to the group of 16 to 19 year olds who have left school and are not engaged in any form of further education, employment or training.

3.10 Research shows that disengagement at this age in a young persons life is disastrous in personal terms for them and causes problems within the community in the form of anti-social behaviour, gangs and crime, leads to long-term costs in increased criminality, welfare dependency, housing and a wide range of social and economic factors.

3.11 In many cases young people who are NEET have a range of complex needs and vulnerabilities. Such as low educational attainment, homelessness, gang membership, early criminalisation, drug culture and dependency, care needs, teenage pregnancy, and dysfunctional families. Many young people who are NEET have very complex backgrounds and are involved with multiple support agencies and services, for example, pregnancy, drug dependency and crime. Not all NEET young people fall into one, if any of the above categories. Some young people can't gain employment, which has become increasingly difficult, as the recession has set in or access training programmes. Some young people have achieved good exam results but still lack the skills that will enable them to become economically active; other young people have health issues or learning disabilities that make things more difficult for them to progress.

### 3.12 **National Statistics**

3.13 The Office for National Statistics most recent published data is from November 2013 and documents the following statistics with regards to NEET figures.

#### **From July to September 2013:**

There were an estimated 1.07 million young people (aged from 16 to 24) in the UK who were NEET, down 19,000 from April to June 2013, and down 28,000 from a year earlier.

Approximately 59,000 16 to 17 year olds, and 1.01million 18 to 24 year olds.

The percentage of all young people in the UK who are NEET was 14.9%, down 0.2 points from April to June 2013, but down 0.3 points from a year earlier.

Just over half (55%) of all NEET young people in the UK were available for and looking for work and therefore classed as unemployed. The remainder were either not looking for / unavailable for work and are classed as economically inactive.

### 3.14 Local Statistics

3.15 Latest figures from November for St. Helens show that:

There are a total of 5595 young people resident in the borough.

Of these, 413 are NEET which equals 7.4%, this can be broken down as:

16% = 16 year olds, (3.6% total 16 year old cohort)

30% = 17 year olds, (6.8% total 17 year olds,) and

54% = 18 year olds, (11.7% total 18 year olds cohort)

123 young people are inactive which means they are unable to participate in education, training and employment for reasons including ill health.

Vulnerable groups include (and current NEET figures):

Young people with Learning Disabilities = 4

Teenage mothers = 76

Care leavers = 19, and

Youth offenders = 9.

### 3.16 September Guarantee

### 3.17 St Helens Performance 2012 - 2013

3.18 The September Guarantee is a process that helps a Local Authority to meet their statutory duty to secure enough suitable education and training places for 16 to 18-year-olds in their area. Local authorities provide all 16 and 17-year-olds with an offer, by the end of September, of a suitable place in education or training. The offer should be appropriate to meet the young person's needs and may be in a school, college or in work-based training.

The final out turn for the September Guarantee is an improvement on 2012-2013 and above the overall figure for the Liverpool City Region. This has been achieved with a reduced but focused workforce. Further detail about the September Guarantee is provided in appendix 1.

September Guarantee 2012-2013

Age group	2012 St Helens	2013 St Helens	2012 Liverpool City Region	2013 Liverpool City Region
Year 11	97.8%	98.2%	96.7%	96.7%
Year 12	93.6%	93.9%	90.9%	90.1%

Source GMCP October 2013

### **3.19 Raising of the Participation Age (RPA)**

3.20 The Raising of the Participation Age figure for 16 year olds is 91.4%. Current challenges include targeting support to those young people, aged 16 who have not pursued their offer of learning and who are now NEET and identifying the not knowns. Further information about the RPA Action Plan is available as Appendix 2.

### **3.21 The NEET Strategy**

The NEET Strategy outlines the key priorities for St Helens. These include;

- Improving EET of the young people in vulnerable groups
- Reducing the number of 18 year olds who are NEET
- Improving the NEET where it is consistently high such as the Town Centre and Parr.

The overall objective of the NEET Prevention Strategy is to continue to drive up participation of young people in employment, education and training and maximise employment opportunities for young people aged 16-24, therefore reducing the number of NEET young people. The NEET target for March 2014 is 7.82% the current position (September 2013) is 8.73%

### **3.22 The Strategy is based around 3 key themes:**

- Prevention – Stopping young people becoming NEET: motivating and engaging them while they are still in school and offering attractive and relevant provision post-16
- Intervention – Early intervention and support for young people at risk of disengaging and for their families, to keep them on the path to success, knowing what young people are doing, having the resource to contact or be contacted by them and challenging their expectations.
- Sustainability – Full participation in education and training including work with training and tackling any obstacles to their engagement so they remain engaged.

### **3.23 Information, Advice and Guidance Service (IAG)**

3.24 To meet the statutory duties for IAG and RPA St Helens have procured an IAG Service from Greater Merseyside Connexions Partnerships, which includes Progression Workers and Personal Adviser who support young people into education, employment and training (EET) The service supports young people from the universal NEET cohort but focuses on the vulnerable groups as outlined below

- Learning Difficulties and Disabilities
- Teenage Mothers
- Looked After Care Leavers (LAC)
- Youth Offending Service (YOS)
- Key Stage 4 Alternative Education

3.25 NEET young people are linked to a Professional Advisor or Progression Worker responsible for assisting their progression into a learning or employment opportunity matched to their aspirations and ambitions. Services

are delivered through community based staff working across the four geographical areas as outlined below, each area is led by a Personal Adviser.

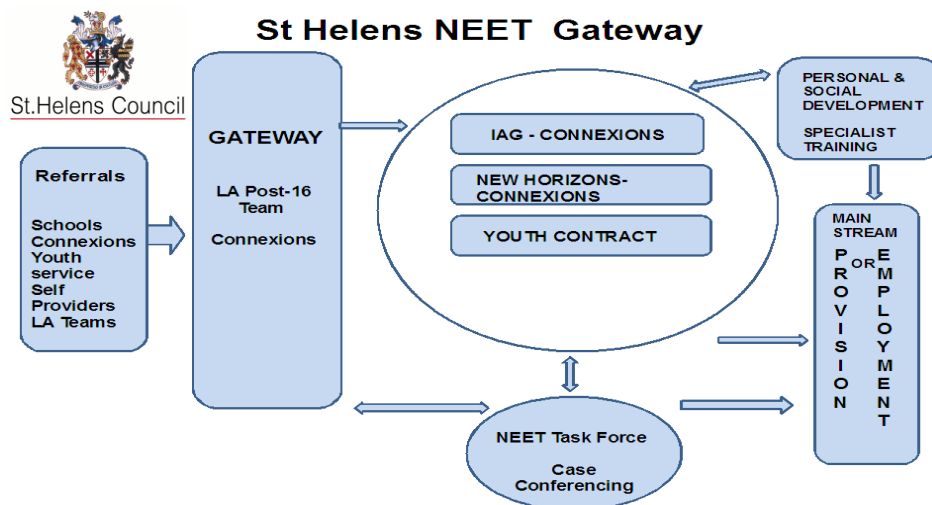
**Area 1 – Town Centre, Parr and Moss Bank**

**Area 2 - Bold, Sutton and Rainhill**

**Area 3 – Rainford, Windle, Eccleston, West Park and Thatto Heath**

**Area 4 – Newton, Earlstown, Haydock, Blackbrook, Billinge and Seneley Green**

- 3.26 Connexions use a client caseload information system which registers the details of every pupil leaving school. The system allows analysis of trends to be undertaken so that resources can be targeted. At the time young people leave school they become 'unknown' to Connexions until their new destination (i.e. further education or employment) has been confirmed. Until contact has been made, those young people who are unknown are included in the NEET figure for the borough.
- 3.27 This service is one of many strands of targeted support that contributes to improving the NEET performance in St Helens. Other programmes such as Talent Match delivered by Merseyside Youth Association, the Ambition Programme delivered by St Helens Chamber and the Youth Contract, delivered by Groundworks UK contribute to the NEET and RPA agendas through targeted mentoring and coaching activities.
- 3.28 The St Helens Raising of the Participation Strategy, which includes NEET as a key priority, is lead by the Post 16 team. Key forums which support the improvement of participation include the NEET Task Force and the RPA Partnership Forum (Terms of Reference and the Action Plan are attached as appendices).
- 3.29 The NEET Gateway (See diagram below) is managed by the Post 16 team. The key purpose is to support engagement of the most difficult and challenging young people. All referrals follow the St Helens Gateway to ensure a consistent approach across the borough.



### **3.30 NEET Task Force**

- 3.31 The NEET Task Force was established 6 years ago and consists of representatives from the Council (Post-16 Team, BIIS, YOS) Post 16 providers (including St Helens Chamber, St Helens College and training providers) and key organisations such as Job Centre Plus, Connexions and Helena Partnerships.
- 3.32 The aim of the forum is to work together to enable young people in St Helens to participate in learning, employment and employment with training. This is achieved through analysis of the characteristics and barriers of the NEET cohort, which enables provision to be planned that meets their needs and aspirations.
- 3.33 The overarching objectives are to increase participation of St Helens residents in 16-18 learning and to reduce the number of NEET young people.
- 3.34 Meetings take place monthly and regular partner updates are discussed and shared, including changes to provision. Case studies form an integral part of the meetings, where information around the barriers and needs for individual young people are shared with providers to identify engagement opportunities. The data and information shared at the NEET Task Force enables providers to build provision around the needs of individuals.

## **4.0 Findings**

- 4.1 From previous presentations by Joh Ellis Post 16 Adviser it became evident that the number of NEETs by Ward in St. Helens varies significantly with the Town Centre, Thatto Heath, Sutton, Bold, Earlestown and Parr having the highest number of NEETs. Whilst Billinge and Seneley Green, Rainford, Eccleston and Rainhill have the lowest figures of NEET young people. The Task Group decided to focus on 2 particular wards to acquire a better understanding of the IAG service and the issues around the young people NEET.
- 4.2 Meeting with Sue Sheppard and Steve Bedson, Personal Advisers, Connexions**
- 4.3 Town Centre Ward - summary**
- 4.4 The Town Centre ward is made up of a large proportion of privately rented accommodation resulting in a transient population. Within the ward there are a number of accommodation projects such as the Salvation Army, YMCA etc that leads to a significant proportion of young people with high levels of vulnerability and being reliant on the benefits system. These young people are usually from the generic NEET cohort and not necessary from within the identified vulnerable groups.
- 4.5 This area also has a high level of underlying mental health issues amongst the NEET cohort and in a significant amount of cases these conditions are not diagnosed.

As of September 2013, the overall Cohort Size was **418** and this could be broken down to:

In Education, Employment or Training: **340**

NEET: **54** (This consists of: 6, 16 year olds: 17, 17 year olds and 31, 18 year olds)

Not Known: **23**

- 4.6 The NEET Town Centre figure = **13.51%**  
The majority of NEET young people in the Town Centre ward have qualifications below level 1 and at the time of the review only 6 young people had qualifications at level 2 or above. Some providers are often risk averse when dealing with referrals from young people who don't meet entry criteria in terms of qualifications.
- 4.7 There were 11 pregnant young people who live in the town centre and 8 of these are NEET, which is the highest figure in the borough. There were 22 teenage parents living in the town centre and 14 of these were NEET. Out of the 14, only 3 were actively working with Connexions to secure employment or training. On average Teenage Parents spend the longest time NEET, 171 days compared to 91 days generic NEET.

#### **4.8 Thatto Heath Ward - summary**

- 4.9 Delivery bases in Thatto Heath are Helena West and Helena Greenbase. Thatto Heath has a strong sense of identity and it has proved difficult in some cases to challenge young people's willingness to break away from the community in search of employment, education and training opportunities in other areas of the borough. There is a strong culture of wanting employment with a realistic living wage, one much higher than currently offered to apprentices for this age range (£2.65 ph). We heard that a proportion of the NEET cohort in this area are connected to the 'informal economy', which proved a major barrier when offering alternatives.
- 4.10 As of September 2013, the overall Cohort Size was **495** and this could be broken down to:
- In Education, Employment or Training: **388**  
NEET: **53** (This consists of: 6, 16 year olds: 19, 17 year olds and 28, 18 year olds)  
Not Known: **53**
- 4.11 The NEET Thatto Heath = **11.83%**  
The majority of NEET young people in the Thatto Heath ward have qualifications at level 2. Many level 2 and 3 qualifications commence in September which makes in year enrolment difficult. The Post 16 team are continually working with providers to develop flexible approaches to delivery and St Helens.

#### **4.12 Visit to Bold Miners and Helena Greenbase - drop in centres used by Connexions**

#### **4.13 Bold Miners**

- 4.14 The Task Group met with Karen Lyons and Vicky Mercer, Connexions Professional Advisors who use Bold Miners as a community centre for a weekly drop in session is held whereby young people seek help with CV's, job searching, careers guidance or benefit guidance.
- 4.15 Connexions, in partnership with Re-new Partnerships, hold events which bring together providers of training programmes, apprenticeships and NEET young people to help encourage participation. Incentives are sometimes used such as a £10 shopping voucher to encourage attendance at these events.
- 4.16 As part of their role Karen Lyons and Vicky Mercer work with some of the most disengaged and often the only way of making contact is through home visits. The Advisers believe there is a good tracking system in place which benefits from covering the Liverpool City Region. Connexions Professional Adviser indicated that data sharing between some providers was continually being improved to assist in the tracking of young people.
- 4.17 The Connexions Professional Advisers also commented that the most difficult group to engage with was the 18+ year olds and this was proving harder each year.

#### **4.18 Helena Greenbase**

- 4.19 The Task Group attended a re-engagement event at Helena Greenbase that included training providers such as Instant Training and Skills Solution, Connexion workers and young people who were NEET.
- 4.20 At the time of the visit there was a large group of boys who appeared totally disengaged. Incentives to attend the event had been provided by Connexions. Many of the young people who attended the event did not want to take up training courses but wanted a job that paid a minimum wage. It was acknowledged that job and apprentice opportunities were available but limited in some sectors due to the economic climate.
- 4.21 Whilst we were in attendance, two of the young people arranged interviews for training programmes for the following week.
- 4.22 It became apparent that young people who are NEET have few qualifications but they are not equipped with the necessary work ready skills and require a 'stepping stone' approach before they could present themselves for interview. Whilst the Council part funds a Work Ready Programme delivered by St Helens Chamber, the young people felt this is too formal an environment for them.
- 4.23 Connexions Personal Advisers indicated in their opinion all the young people who are NEET aged 16-24 year olds should have the same access to intensive level of support as almost 75% of the NEET Cohort did not fall into the specific specialist categories of vulnerable groups.

## 4.24 Case Studies

4.25 We undertook a 'deep dive' case study of young people who were NEET from Thatto Heath and the Town Centre. To protect the young people, all cases discussed were anonymous. This exercise enabled the Task Group to look at the different challenges and barriers being faced by the different agencies working with those who were NEET and get an understanding of the sometimes-chaotic lifestyles some of the young people had to endure.

4.26 Below are edited examples of the case studies we discussed. All details were anonymous.

Age	Gender	Destination Name	Comments
18	M	NEET – Seeking Employment, Education or Training	X was excluded from school. School Action with EBD and MLD. Made homeless by parents as soon as he turned 16 just like older brother. Attended foundation learning at St.Helens College and then Shaw Trust. NEET since January 2013. Young father, was employed at Tuffnells but couldn't cope with the hours.
18	M	Full time voluntary work	X is a talented golfer and only wants to look for employment in this sector. He achieved up to 4 A-C grades at GCSE and has had one job for approx 1 year since he left school in 2011. Currently caddying voluntarily and plans to get onto the PGA tour. Induction is Oct 2013.
16	F	Not capable of work or learning	X claiming DL, mental health issues, member of the travelling community. School refuser (didn't attend from Y5 onwards). She is currently in receipt of £316 per month DLA as suffers from depression, anorexia and Psoriasis. X is linked to CAMH's and currently waiting for a new support worker.
18	F	NEET Seeking Employment, Education or Training	X attended Cowley where she was school action plus. She went on to achieve 8 GCSE Passes at grades B-D and progressed onto further education at St.Helens College doing NVQ level 2 in Animal Care, which she completed. She has since completed foundation learning training with skills solutions and is now looking for work.
18	F	NEET Seeking Employment, Education or Training	Currently living in St.Helens YMCA and looking to move into private rented or a Helena House. Recently NEET after completing Chamber work ready

			programme. Attended school at launchpad, mainly engaged from school with times as NEET. Unsettled during education due to moving around with mum and spending time living in refuge.
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- 4.27 The Task Group recognised the range of difficulties some young people are experiencing and the immense challenge for the Local Authority to then engage them in education, employment or training.
- 4.28 Meeting with Steve Berlyne, Funding & Economic Intelligence Manager Julie O’Neil, Workbased Learning Co-ordinator and St Helens Council Apprentices, Andrew, Damien and Nathan**
- 4.29 The Task Group arranged to speak with Council Apprentices who had previously been NEET and had now secured placements with the Council. We met with Andrew, Damien and Nathan who were supported by Julie O’Neil the Council’s Workbased Learning Co-ordinator.
- 4.30 We asked the three apprentices what they thought of their journey to where they are now:
- **Andrew:** Since school Andrew has been on numerous courses at college and a previous apprenticeship in Wigan but the travelling was proving too much. Connexions contacted him re the Council apprenticeship. Andrew attended De La Salle High School.
  - **Damien:** Damien has attended several construction courses at Pocket Nook campus and Building Futures. Connexions assisted Damien to set up the Council apprentice interview. Damien attended Cowley High School.
  - **Nathan:** Nathan previously undertook an electrician course whilst still at school (Rainhill High School). He wanted to advance onto next stage at college but the college requested due to gaps in his knowledge and skills that he needed to complete the level 1 qualification first. Connexions helped Nathan to arrange his interview with the Council.
- 4.31 When we spoke with them, all three of the apprentices were in their fifth week of the apprenticeship scheme at the Council and all were really enjoying the scheme, which lasts for 12 months but could be extended. All were hoping for permanent positions with the Council and knew how hard they needed to work to achieve this progression. The information provided to the Apprentices whilst at school within the Universal Information, Advice and Guidance Service appeared to be variable with two of the three saying they can’t recall receiving this at school.
- 4.32 We also met with Steve Berlyne the Council’s Funding & Economic Intelligence Manager whose part role is to promote apprenticeships internally in conjunction with the Chamber and externally to Private Sector. We heard there was currently a scheme in place, subsidised by the Council to promote the creation of apprenticeships to the private sector. A grant of £2500 could

be made available towards costs for the first 12 months should a private business employ an apprentice. This could often be bundled with an additional grant of up to £1500 via the Apprentice Grant Employee (AGE) from Central Government, depending on eligibility. We heard that the scheme had been very successful.

- 4.33 A new European Social Fund scheme was due to start in 2014 which would offer opportunities for new programmes in this area.
- 4.34 We also heard that 'Youth Contract Underspend' was a project that was aimed at addressing youth unemployment by working with the most disengaged young people and those with disabilities. The pot so far was £5.9 million over next 2 years via the Liverpool City Region of which St. Helens would get a share. The exact figure was not yet available as the programme is still under development.

#### **4.35 Information, Advice and Guidance (IAG) Service 2014**

- 4.36 The new IAG Service and tracking will continue to be delivered by Connexions and will commence from 1<sup>st</sup> April 2014. This will focus on supporting young people from vulnerable groups and the overall NEET cohort. This is in line with the Council's statutory duties and with a reduced budget, in response to council wide budget reductions.

## **5.0 Conclusions**

- 5.1 The Task Group recognised through information acquired either through meetings with Joh Ellis Post 16 Adviser or activities listed within this report that the NEET agenda is extremely complex and challenging.
- 5.2 The Task Group acknowledged the current IAG Service, additional national programmes such as the Youth Contract and forums such as the NEET Task Force are making a valuable contribution towards engaging young people and continually improving the NEET performance in St Helens. The Task Group agreed that early intervention is crucial whether pre or post 16 in tackling the issues that prevent young people from reaching their full potential. As we heard throughout the sessions, the range of issues are immense and in many cases a multi faceted approach is required.
- 5.3 Poor educational achievement is only one factor as to why a young person may become NEET, but it would appear to be one of the most significant. It was evident during the course of the review that educational attainment has a significant impact on opportunities available to a young person at 16 years old and their progression route into the Post 16 landscape. The current economic climate is doing little to help those who are unable to secure qualifications, such as GCSE's, particularly English and Maths at Key Stage 4. The low levels of recruitment and fewer apprenticeship opportunities by employers coupled with an increased competition for low skilled jobs means it has to be recognised that the recession has made it significantly more challenging to reduce further the level of NEET young people in St Helens.

- 5.4 The Task Group were extremely pleased to meet with the Council's apprentices and it was reassuring to hear young people who were highly motivated and keen to secure their apprenticeships with the Council. It was clear that Apprenticeships are an increasingly important way of addressing the skills gaps in the current labour market, stimulating additional employment and matching the needs of businesses with the aspirations of our young people. The Task Group were pleased by the range of apprenticeship training providers in St Helens which in addition to the Council Programme includes St Helens College, St Helens Chamber and private sector specialist training companies, who operate across boroughs.
- 5.5 The Task Group recognised that whilst Post 16 Providers have responded well in providing flexible provision to meet the needs of the young people who are NEET future changes to post 16 funding and ever decreasing external funding is likely to impact on suitable provision always being available in the future. It was apparent during the course of the review that whilst there are many post 16 training courses available many young people did not want further education and struggled to access the job market, not only because of their lack of qualifications but also their lack of work experience or readiness to work.
- 5.6 It was agreed that high quality information, advice and guidance at key stage 4 is fundamental to help young people make important decisions, conscious or unconscious about their future. Young people are heavily influenced by experiences early in their school days and by key people in their life such as parents/carers, Career Advisors and teachers. Appropriate accesses to impartial and up to date information and on line resources are essential.
- 5.7 The Task Group agreed the transition from secondary education is a crucial point when the path chosen by a young person can vary significantly. Early identification of young people most at risk of becoming NEET is essential. The Task Group were pleased by the local authority Risk of becoming NEET Indicator, the risk of underperformance methods being used by secondary schools and the IAG support provided by the Connexions Service and the Youth Contract to the young people in the Alternative Education Cohort (e.g. Launchpad, PRU) . It is also challenging for services and agencies involved to track each young person, especially those who move around the borough in rented accommodation, but once tracked, work in partnership to keep them engaged.
- 5.8 The Task Group agreed that NEET in some wards, such as the Town Centre, is a concern but they also recognised the complexities and challenges of the young people, such as the Teenage Parents and those young people who move around the borough quite frequently.
- 5.9 The ability to share data amongst key organisations and agencies is vital to achieve effective tracking and monitoring of young people who are NEET and those who are not known. The review illustrated the very transient nature of some NEET young people and ongoing improvement of sharing intelligence, between providers such as Job Centre Plus and Helena Housing, is crucial.

## Appendix 1

"September  
Guarantee 2013.pdf"

## Appendix 2

"Action Plan  
RPA.pdf"

## 6.0 Recommendations

1. The Council continues to provide an Information, Advice and Guidance / Engagement and Tracking Service to continue to improve the NEET performance and meet the statutory requirements of the Local Authority for Information, Advice and Guidance and Raising of the Participation Age. This service should continue to include targeted support for those young people from vulnerable groups, enrolled onto full time Alternative Education Programmes and the overall NEET cohort.
2. The Post 16 team continue to work closely with Post 16 Providers to develop appropriate provision that meets the needs of the young people who are NEET.
3. The Council Services to work collaboratively to maximise the potential of any external funding, such as the Youth Contract Underspend, to support priorities such as 18 year old NEET and work skills activity that provides opportunities in a range of industry sectors to support young people, especially those from vulnerable groups to develop the necessary work ready skills.
4. That apprenticeship schemes continue to be available and widely promoted, with the Council maintaining and expanding its current incentivised schemes.
5. To review the support in secondary schools to ensure young people have access to high quality Information, Advice and Guidance and there are effective early intervention strategies through the Raising of the Participation Age Partnership forum.
6. In order to help minimise the number of young people whose status of NEET or not known, agencies continue to work to reduce the number of young people who are NEET in the Town Centre through preventative activity prior to young people being transferred into the ward.
7. To review and improve the sharing of intelligence between partners such as Job Centre Plus and Helena Housing.

## 16-24 year olds – Not in Education, Employment or Training (NEET)

Rec No	Recommendation	Responsible Officer	Agreed Action and Date of Implementation
1	The Council continues to provide an Information, Advice and Guidance / Engagement and Tracking Service to continue to improve the NEET performance and meet the statutory requirements of the Local Authority for Information, Advice and Guidance and Raising of the Participation Age. This service should continue to include targeted support for those young people from vulnerable groups, enrolled onto full time Alternative Education Programmes and the overall NEET cohort.		
2	The Post 16 team continue to work closely with Post 16 Providers to develop appropriate provision that meets the needs of the young people who are NEET.		
3	The Council Services to work collaboratively to maximise the potential of any external funding, such as the Youth Contract Underspend, to support priorities such as 18 year old NEET and work skills activity that provides opportunities in a range of industry sectors to support young people, especially those from vulnerable groups to develop the necessary work ready skills.		

## 16-24 year olds – Not in Education, Employment or Training (NEET)

4	That apprenticeship schemes continue to be available and widely promoted, with the Council maintaining and expanding its current incentivised schemes.		
5	To review the support in secondary schools to ensure young people have access to high quality Information, Advice and Guidance and there are effective early intervention strategies through the Raising of the Participation Age Partnership forum.		
6	In order to help minimise the number of young people whose status of NEET or not known, agencies continue to work to reduce the number of young people who are NEET in the Town Centre through preventative activity prior to young people being transferred into the ward.		
7	To review and improve the sharing of intelligence between partners such as Job Centre Plus and Helena Housing.		