

## Scrutiny Committee

Meeting to be held on 8 April 2016

### Report of the Skills, Learning and Development Service

Electoral Division affected: <u>none</u>
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### Support provided to Young People by the Employment Support Team within the Skills, Learning and Development Service

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#### Executive Summary

To provide the Scrutiny Committee with an update and overview of the support provided to young people by the Employment Support Team within Skills, Learning and Development. This enables and assists young people on their pathway in to further education/employment and also promotes sustainable employment for young people

#### Recommendation

Scrutiny Committee to note report

#### Background and Advice

The Skills, Learning and Development Service provides support for young people to help them develop their employment potential through a range of different opportunities within Lancashire County Council and other public sector organisations, as well as the private and voluntary sectors. This report provides a summary overview of the support provided and the outcomes achieved.

Our targets have been to support 1000 young people every year for the five year period 2012/13 to 2016/17. Over the last four years, up to February 2016 3,939 young people have been supported through apprenticeships, graduate placements, WorkStart, WorkStart+ or Future Horizons.

The overarching principles of our support for young people are:

- to provide appropriate training and support to better place a young person to become employable
- To provide advice on pathways to employability
- To support the county councils agenda on youth employment specifically for those young people who are most vulnerable.
- Provide mentoring support to young people who are identified by school pastoral teams as needing some support.

### **How the programmes work:**

At the heart of support for young people, is the understanding that it is individually person centred. The support starts with looking at where the young person is; their background, academic achievement, experience and ability. Employment Officers work with them on a one to one basis, using their skills in relation to Advice, Information and Guidance (IAG) and will support them, on a journey through one of the below pathways, whichever is appropriate.

Young people are referred through a number of routes; such as job centre plus advisers, social workers, youth workers, personal advisers and teachers. Some will also self-refer by direct access with the team, or by applying directly for advertised apprenticeships.

The support for young people is provided by employment officers, learning providers, placement organisations and managers. The outcomes from this support for the young person are:

- Further education/learning
- Experience of the work place and the culture and expectation of work
- Understanding the boundaries of work
- Experience of their chosen career
- Pathway to further employment and on the job training through apprenticeship or a pre apprenticeship.
- Ability to compete for employment beyond the programmes.
- Fulfil skills gaps and encourage 'grow your own'.

### **The Support Programmes**

A brief synopsis of the various pathways of support are listed below:

#### **Introduction to Future Horizons**

This programme supports young people aged 14-16 who have complex backgrounds and could potentially become the Not in Education, Employment or Training (NEET) of the future. The programme provides person centred work experience in partnership with schools and key workers to provide good quality long term work experience with the aim of progressing onto a pre apprenticeship or apprenticeship at the end of year 11.

### **Future Horizons (+) and Future Horizons Gold (+)**

These programmes support young people aged 16-18 who are NEET to undertake a pre apprenticeship placement with the aim of progressing onto an apprenticeship. This provides potential employers with the opportunity to get to know the young person before a longer term commitment is required, as well as giving the young person the opportunity to actively experience a real work environment.

### **WorkStart and WorkStart (+)**

WorkStart is up to an 8 week voluntary work placement devised by Lancashire County Council in partnership with Jobcentre Plus. It helps young people (aged 18 – 24 years old) who are actively seeking work and are registered as unemployed. WorkStart provides placements so young people can update their skills, gain experience and improve their confidence. Those who take part in the scheme continue to receive benefits during their placement with the aim of possible progression onto WorkStart + living wage contract of up to 23 months or other employment / apprenticeship.

### **Apprenticeships**

All apprenticeship opportunities are organised and recruited centrally. Apprenticeships follow a nationally agreed framework or standard and this determines the length of their apprenticeship. Apprentices are entry level grade 1 recruits. Their apprenticeships will normally range from one year - for example Supporting Teaching and Learning within a school environment for a Teaching Assistant; to a four year apprenticeship for example an electrical engineer. These programmes link on the job training with formalised learning and are an excellent way to workforce plan and succession plan. They will progress through their salary grades whilst training. Currently, as an example, there is a young person with Asperger's Syndrome, who was finding it difficult to cope with main stream education and who could not find a link into employment. She joined us on the Future Horizon's programme and has progressed as an apprentice Community Support Worker, supporting adults with disabilities to be more independent.

### **Professional Apprentices/Trainees**

This programme enhances the current provisions by developing a professional career pathway from Apprenticeships through to degree level and above, in areas of skills shortages and/or hard to fill positions in Lancashire County Council. Such as Civil Engineering, Quantity Surveying and Residential Child Care Workers. The team centrally recruits to these positions and supports service managers with this through the journey of the training programme. The team is also being a link with providers of education such as the universities or colleges. The grades of the young people on these programmes may start higher than the entry level grade 1, dependant on the type and complexity of the Professional Apprenticeship.

### **Outcomes for young People**

Since the start of the above programmes the numbers of young people gaining opportunities are highlighted below.

	2012 / 13	2013 / 14	2014 / 15	2015 / 16 (up to Feb)
Future Horizons	99	176	221	208
WorkStart	350	410	555	367
Apprenticeships	330	397	109	74
Professional Apprentices/Trainees and Graduate entry	12	0	0	12
Work Experience	77	113	134	110
Work Experience - Princes Trust	0	0	0	108
Work Experience learning Disability	0	0	0	39
<b>Total</b>	<b>885</b>	<b>1117</b>	<b>1019</b>	<b>918</b>
<b>Overall total</b>	<b>3939</b>			

### **Employment Support for Children Looked after and Children leaving care.**

Since July 2015 the service has provided support to Children's Services, specifically to support Children Looked After and Care Leavers, where they and their social workers opt in to the services available. There is a current case load of 47 young people, of which 16 are actively engaged on an employment programme and 31 working towards being placement ready.

### **Ex Armed Forces Mentoring Programme**

The County Council introduced a mentoring programme in 2012 for young people who are particularly challenged and challenging within their school life. The programme runs for five years. This programme drew on the skills and experience of Ex-Service personnel, providing them with the opportunity to develop their own employment potential following their military careers.

This programme was designed to:

- Provide mentoring opportunities to identified young people in secondary education, struggling in school with attendance, exclusion, progression.
- Recruit, train and support 50 members from the ex-service community in Lancashire to mentor young people and gain the skills needed to progress after the programme to find work outside of the forces: and
- Provide an additional support for Lancashire's schools

### **Outcomes for Ex Service Personnel**

38 mentors have been recruited and trained to date and the process to recruit the final cohort (12) is now in place. Of the 38 mentors, 21 of these have found employment post programme, many within schools.

The mentors train for and achieve:

Level 3 Certificate in Education and Training; ILM Level 3 in Mentoring for Young Learners; Level 2 Safeguarding; Equality & Diversity; First-Aid; Risk Assessment; Health & Safety; Motivational Interviewing; Conflict Resolution; Communication and Personal Awareness; Youth Offending Awareness.

## Outcomes for Young People

The programme to date has provided 10,929 mentoring opportunities to 1,676 young people within 42 schools.

A sample of schools was made to undertake further research in to the specific outcomes achieved for the individual young people. This has provided a useful insight in to the types of issues causing problems for young people in schools as well as the improved outcomes achieved by them following their involvement in this programme. The sample included 13 schools and 427 young people. The following table identifies the initial reasons why a student was referred for mentoring.

No. of students sampled	427
No. referred for unsatisfactory attendance	24
No. referred for exclusion	9
No. referred for behaviour	179
No. referred due to a combination	215

Although the programme was intended for years 9 -11, it was expanded to include year 7 and 8 pupils at the schools request.

Attendance, exclusion and behaviour were initial areas for referral but often these issues were symptoms and expressions of other personal problems and concerns for the young people such as: self-esteem, confidence, bullying, home life issues (domestic violence, family breakup etc.), drug use and caring for siblings.

To measure the progression of young people who were mentored; teachers were asked to rate the level of impact/benefit on the young person from 1 – 5 where 1 is very poor and 5 is excellent. (It is important to note that the mentoring programme is only one of a number of factors that will influence this outcome).

In terms of progression, it was identified by the teachers that for 79% of the students mentored there was a positive impact in their progressions, and 49% of these had moved into what the teachers rated as 'good' or 'excellent' (5).

In addition to the individual student impact information provided by teachers, very positive feedback has been received from teachers about the overarching impact of the programme and the mentors themselves. Some schools have made the decision to directly employ the mentor when they have reached the end of their temporary contract with the programme.

## Conclusion

In conclusion, at this stage, the programmes are on track to continue to support young people until 31 March 2017.

## **Consultations**

Finance: No further financial impact, all aspects of report agreed and noted.

## **Implications:**

This item has the following implications, as indicated:

## **Risk management**

There are no significant risk management implications

## **Local Government (Access to Information) Act 1985 List of Background Papers**

Paper	Date	Contact/Tel
N/A	N/A	N/A
Reason for inclusion in Part II, if appropriate		
N/A		