

<b>CABINET MEETING – 22 JUNE 2011</b>  <b>EXECUTIVE SUMMARY SHEET – PART I</b>	
<b>Title of Report:</b> CHILDREN, YOUNG PEOPLE & LEARNING SCRUTINY COMMITTEE: LEARNING AT WORK: THE ROLE OF WORK BASED LEARNING AND APPRENTICESHIPS IN TACKLING NEETS	
<b>Author(s):</b> Children, Young People & Learning Scrutiny Committee and Executive Director of Children's Services	
<b>Purpose of Report:</b> To set out the recommendations of the Children, Young People and Learning Scrutiny Committee following the Committee's review into Learning at Work.	
<b>Description of Decision:</b> The Cabinet are requested to consider the Children, Young People and Learning Scrutiny Committee's Policy Review Final Report and approve the recommendations contained within with the report.  To assist the Cabinet in its determination of either approving or rejecting the proposed recommendations of the Children, Young People and Learning Scrutiny Committee, attached as <b>Appendix A</b> is the proposed Action Plan for the implementation of these recommendations which has been prepared in consultation with the appropriate Portfolio Holder(s).	
<b>Is the decision consistent with the Budget/Policy Framework?</b> <span style="float: right;">Yes</span>	
<b>If not, Council approval is required to change the Budget/Policy Framework</b>	
<b>Suggested reason(s) for Decision:</b> The recommendations and comments of the Scrutiny Committee reflect the findings of a detailed review of the service area.	
<b>Alternative options to be considered and recommended to be rejected:</b> There are no alternative options recommended.	
<b>Is this a "Key Decision" as defined in the Constitution?</b> <div style="text-align: center;">Yes</div>	<b>Relevant Scrutiny Committee:</b>  Children, Young People and Learning Scrutiny Committee
<b>Is it included in the Forward Plan?</b> <div style="text-align: center;">Yes</div>	



**CHILDREN, YOUNG PEOPLE & LEARNING SCRUTINY COMMITTEE:  
LEARNING AT WORK – THE ROLE OF WORK BASED LEARNING AND  
APPRENTICESHIP IN TACKLING NEETS**

**REPORT OF THE CHILDREN, YOUNG PEOPLE AND LEARNING SCRUTINY  
COMMITTEE AND THE EXECUTIVE OF CHILDREN'S SERVICES**

**1. Purpose of Report**

- 1.1 To advise Cabinet of the recommendations arising from the Children, Young People and Learning Scrutiny Committee's review into Learning at Work.

**2. Description of Decision (Recommendation)**

- 2.1 The findings and recommendations of the Children, Young People and Learning Scrutiny Committee be accepted. However, where there are any recommendations which have financial implications, these will be outlined in the Service Directorate's response, attached as **Appendix A**.

**3 Background**

- 3.1 As part of its work programme the Children, Young People and Learning Scrutiny Committee agreed to undertake a review of learning at work as its main policy review.
- 3.2 The aim of the review was to investigate the issue of young people who are not in education, employment or training (NEET) in Sunderland and the primary role of apprenticeships in providing work focused training for young people.

**4 Key Points Arising from the Review**

- 4.1 School is important, it has a major say in the development of young people and it is the platform from which young people move into further education, training or employment. However, for a number of young people, school, its rules and focus on academic studies can be a negative experience and rather than a platform it becomes a barrier to future prospects. Leaving school with little or no qualifications and poor basic skills can severely limit the opportunities open to a young person in a fiercely competitive world. Schools recognise this and are using a variety of strategies to prevent young people from becoming disengaged from the education system.
- 4.2 The 14-19 strategy was highlighted as a strength and it is important that the local authority has strong links with educational partners and training providers across the city and region. The broadening of high quality vocational opportunities within the 14-19 offer can only provide greater opportunities for young people and provide a greater range and mix of vocational, education and training provision across the city.

- 4.3 Employers also recognise the value and potential an apprentice can bring to an organisation, but equally recognise the huge commitment and level of investment that is required to take a young person from raw recruit through to qualified employee. Often only the most rounded of individuals are seen as apprenticeship material and taking NEET young people into such schemes requires different approaches, in many cases a greater level of support, understanding and flexibility is required on the part of the employer.
- 4.4 Sunderland City Council recognises the importance and merits of apprenticeships and this was evidenced by Members at the Expert Jury Day. It is important that the Council can play its part in both supporting young apprentices and promoting their importance in the workplace. The Council has in the past ran an Apprentice of the Year Award as part of the Employee of the Year Awards, and this continues now under the title of Learner of the Year which encompasses other learners from across the Council. Recognising the importance of apprentices and apprenticeship schemes is important and perhaps the Council can look at further ways to extend this type of promotion to a wider audience by also recognising employers across the city who also take on apprentices by celebrating their successes too.

## **5. Response of the Directorate(s)**

- 5.1 To assist the Cabinet in its determination of either approving or rejecting the proposed recommendations of the Children, Young People and Learning Scrutiny Committee, attached as **Appendix A** is the proposed Action Plan for the implementation of these recommendations which has been prepared in consultation with the appropriate Portfolio Holder(s).
- 5.2 Children's Services welcome this report and would like to highlight the following actions that are currently being undertaken to ensure that there are opportunities available for young people in Sunderland who are not in education, employment or training.
- Local strategic analysis and partnership priorities have been developed to inform key priorities for the local authority;
  - Memorandum of Understanding (MOU) with the National Apprenticeships Service (NAS) completed. MOU is in the process of being reviewed
  - 14-19 Partnership shared good practice through joint learning days, Headteacher meetings, Curriculum Leaders and report to 14-19 Strategic Group;
  - 14-19 Partnership are working at a sub regional level with Tyne, Wear and Northumberland to address issues of travel to learn, IAG, work experience and work related learning;
  - A job club is established for care leavers aged 16-17 who are currently NEET to support their transition into education, employment or training
  - Work is ongoing with the national Care2Work in order to develop good practice in Sunderland;
  - Sunderland Futures are consulting and investigating opportunities with BTECs, and post 16 level 2 and 3 courses;

- Investigation is taking place in relation to the proposal for a TEC Baccalaureate; and
- Bespoke intelligence on Sunderland young people into learning and in NEET as well as joiners and leavers is produced on a monthly basis and is used by the NEET Improvement Board to develop opportunities for young people.

## **6. Reasons for Decision**

- 6.1 The recommendations are intended to promote and develop the role of apprenticeships and work based learning for young people, primarily those not in education, employment and/or training, in Sunderland.

## **7. Alternative Options**

- 7.1 There are no alternative options recommended.

## **8 Consultation**

- 8.1 The findings in the report are the result of consultation and evidence gathering by the Scrutiny Committee. Consultation has been carried out with relevant key stakeholders from across the Council and the City using a variety of techniques including focus groups, site visits, a video diary room and questionnaires. The Committee visited a number of schools to see the innovative work being undertaken and also held an Expert Jury Event which provided the opportunity to discuss key themes with a number of relevant experts. Members also visited Nissan to gain a better of understanding of the importance of apprentices to a large manufacturer within the city.

## **9. Background Papers**

- 9.1 The following background papers were consulted or referred to in the preparation of the report:
- (a) Learning at Work Policy Review Final Report – Children, Young People and Learning Scrutiny Committee

## Appendix A

### Children, Young People and Learning Scrutiny Committee Learning at Work: Policy Review recommendations 10/11

Ref	Recommendation	Action	Owner	Due Date	Progress Commentary
(a)	That the Council's Corporate Parenting Board takes a lead role in reducing the percentage of Looked After Children and Care Leavers classified as NEET to the level of the city as a whole and provide a quarterly report to the Children, Young People and Learning Scrutiny Committee in relation to progress on this target	<p>The Children and Young People in Care Strategy 2011-2013 Delivery Plan contains specific actions to achieve this outcome. Progress on the plan is reported to the MALAP and Corporate Parenting Board on a quarterly basis</p> <p>Children's Services will:</p> <ul style="list-style-type: none"> <li>• Work with City Services to provide apprenticeships for care leavers</li> <li>• Deliver teenagers to work to enable young people in care to have work taster opportunities</li> <li>• Provide extended support to care leavers over 21 who wish to attend university</li> <li>• Ensure high quality advice and guidance to care leavers through a two-day secondment from Connexions</li> <li>• Continue to deliver a job club for care leavers aged 16 and 17 who are currently NEET to support their transition into education, training and employment</li> <li>• Continue to work with the National Care2Work</li> </ul>	<p>M Boustead</p> <p>Corporate Parenting Board/MALAP</p>	<p>September 2011</p> <p>July 2011</p>	

Ref	Recommendation	Action	Owner	Due Date	Progress Commentary
		programme to develop practice in Sunderland			
(b)	That Children's Services look to explore with schools ways of supporting young people for their post-16 future both for academic and vocational routes, including basic skills, through the facilitated sharing of best practice with a particular focus on those young people who may not follow an academic pathway	<ul style="list-style-type: none"> <li>14-19 post within restructure to gather evidence of good practice with 14-19 partners</li> <li>Develop further mechanism of dissemination, eg themed agendas at 14-19 Strategic Group, pen portraits of young people who have undertaken a variety of learning/training routes</li> <li>Investigate all age careers services and impact on support for young people</li> <li>Agree way forward for 2011/12 with prospectus, work related learning and work experience (consider implications on post 16)</li> </ul>	M Foster  14-19 Partnership	January 2012	
(c )	That Children's Services look to ways of working closer with our partners, in particular Job Centre Plus, to ensure more appropriate support in the transition of young people (16-19yrs) into the adult labour market (19-24yrs)	<ul style="list-style-type: none"> <li>Identify current level of participation by JCP on key local strategic groups</li> <li>Identify involvement in existing programmes between JCP/Young People's Services and draw out best practice</li> <li>Facilitate the involvement of suitable partners on relevant steering groups where transition is key</li> <li>Continue to develop links between the 14-19 Strategic Group and JCP through ESF funding (with particular focus on</li> </ul>	B Scanlon  Connexions (Delivery)	January 2012	

Ref	Recommendation	Action	Owner	Due Date	Progress Commentary
		<p>JCP clients accessing Supported Apprenticeship programmes</p> <ul style="list-style-type: none"> <li>• Develop protocols between Connexions and JCP to ensure JCP advisors are aware of opportunities that are available through 14-19 Partners for JCP clients</li> <li>• Continue to investigate data sharing protocols between Sunderland City Council and JCP to enable more targeted support to be offered to any 16-19 year old JCP client via Connexions and partners organisations</li> <li>• Work with Economic Development Team to carry out feasibility study into incorporating contractual clauses into inward investors contracts specifying requirements for recruitment of local NEET individuals, increased work experience places for 16-24 year olds and increased Apprenticeship places for 16-24 year olds</li> </ul>			



Ref	Recommendation	Action	Owner	Due Date	Progress Commentary
(d)	That in recognising the reduced resource from the Connexions Service there should be an increasing focus, in relation to resource allocation, on those pupils who may not follow an academic pathway to enhance the opportunities available to these young people in providing experiences and an understanding of work	<ul style="list-style-type: none"> <li>• Connexions Personal Advisers work with schools to identify pupils in this category</li> <li>• Appropriate school staff liaise with Connexions to organise relevant activities</li> <li>• Young people are monitored to ensure they benefit from these experiences</li> </ul>	B Scanlon  Connexions (Delivery)	Ongoing but monitored and reported on a monthly basis	
(e)	That Children's Services work with partners across Sunderland to look at options for a co-ordinated approach to tackle the issues associated with the removal of EMA funding from the majority of young people	<ul style="list-style-type: none"> <li>• Establish Task Group to identify issue relating to removal of EMA</li> <li>• Conduct survey on uses of EMA with college and school sixth form students to inform the use of the new grant</li> <li>• Co-ordinate consultation return on EMA replacement/Bursary Grant on behalf of Sunderland NEET Improvement Group and 14-19 Partnership</li> <li>• On receipt of funding guidance for EMA replacement, develop uniform citywide protocols and guidance for funding</li> <li>• Use electronic guidance tools – Area Wide Prospectus, Connexions websites, etc – to increase awareness of replacement scheme and claims procedures</li> <li>• Work with Sunderland City Council staff to ensure refreshed transport policy</li> </ul>	B Scanlon  EMA Task Group	Sept 2011	

Ref	Recommendation	Action	Owner	Due Date	Progress Commentary
		accounts for EMA removal			
(f)	That further utilisation of the Pallion and Harraton Centre be explored in relation to vocational delivery in line with the findings from the Wolf Report	<ul style="list-style-type: none"> <li>Sunderland Futures to consider implications/impact of new government directives identified within the Education Bill and the proposals within the Wolf Review</li> <li>Consider the impact any changes of Sunderland Futures function/curriculum/training offer will have on post 16 provision</li> </ul>	M Foster 14-19 Partnership	November 2011	
(g)	That the 14-19 Partnership Board monitor the future direction of schools in relation to academic and vocational pathways and assess the impact (potential and actual) of any changes on those pupils at risk of becoming NEET	<ul style="list-style-type: none"> <li>14-19 Officer to continue to work with established School Curriculum Leaders group to monitor academic and vocational pathways</li> <li>Establish new lines of communication with SSS and Connexions staff with remit for data and targets</li> <li>Monitor current position and identify key priorities and indicators – identify areas for partnership offer, eg Humanities, Languages</li> <li>Consider impact of all age careers service and changes to role and remit of schools</li> </ul>	M Foster 14-19 Partnership	July 2012	

Ref	Recommendation	Action	Owner	Due Date	Progress Commentary
		<ul style="list-style-type: none"> <li>Consider implications on the future direction of schools on post 16 provision</li> <li>Investigate the future direction of post 16 provision.</li> </ul>			
(h)	That Children's Services look to develop the 14-19 Partnership Board to provide a more targeted approach to the issue of NEET's including strengthening the strategic relationship with the Economic Leadership Board, the City's Economic Masterplan and the work of partner organisations	<ul style="list-style-type: none"> <li>Strengthen 14-19 Partnership links with NEET Improvement Group – NEET Improvement Group to report progress towards action plan on a termly basis to 14-19 Strategic Group</li> <li>Review membership of 14-19 Strategic Group to include representatives of the City's Economic Masterplan and the City's Skills Strategy</li> </ul>	M Foster  14-19 Partnership	July 2012	
(i)	That Children's Services look to engage and develop relationships with a cross section of small, medium and large employers and seek to have employer representation on the 14-19 NEET Improvement Board to tackle a broad range of issues related to the support and development of apprenticeships across Sunderland	<ul style="list-style-type: none"> <li>A member of the Economic Development Team is invited to attend the Improvement Board</li> <li>A representative from Gentoo is invited to attend the Improvement Board</li> <li>The Economic Development Team advise on developing relationships with a cross section of employers</li> <li>Data is obtained from the National Apprenticeships Service to monitor the number of young people taking up apprenticeships in Sunderland</li> <li>Data obtained by National</li> </ul>	B Scanlon  NEET Improvement Group	Dec 2011	

Ref	Recommendation	Action	Owner	Due Date	Progress Commentary
		<p>Apprenticeship Service with focus on the number of local employers currently offering Apprenticeship opportunities and in which employment sectors</p> <ul style="list-style-type: none"> <li>• The 14-19 Strategic Group re-establish the Employer Engagement Group with particular focus on securing Work Experience opportunities for local 16-18 year olds who are NEET</li> <li>• The LSP team arrange a follow-up to the 2010 Apprenticeship Employer Event with particular focus on targeting small to medium enterprise organisation</li> </ul>			
(j)	That the Council investigates the ways to promote, support and develop the benefits to employers in the area, including the recognition of good practice, reporting progress back to the Children, Young People and Learning Scrutiny Committee	Working with the partnership of training providers in the city and the existing employers network activities will be identified that identify existing good practice and develop case studies for communication and promotional activity.	S Stanhope Director of HR and OD	Six-monthly from January 2012	
(k)	That the Connexions Service looks to gather additional data for training providers on actual employment rates following training and apprenticeship schemes to determine the success of these, as well as, actual drop-out rates (inclusive from day one) and the career pathways of this	Connexions Hub Services will produce a comparison of three years individual data of all young people undertaking training to highlight opportunity routes, percentages into positive outcomes and drop out rates as well as re-entry into learning	B Scanlon  Connexions (Hub)	July 2011 and ongoing but monitored and reported on a monthly basis.	

Ref	Recommendation	Action	Owner	Due Date	Progress Commentary
	group of young people				
(l)	That the Children, Young People and Learning Scrutiny Committee look to disseminate the findings and recommendations of this review to as wide an audience of key stakeholders as possible including Elected Members, Headteachers, the Chamber of Commerce and members of the relevant partnerships referred to in these recommendations	The Scrutiny Committee, through the established working group, will look to circulate the report to a wide variety of stakeholders and provide those stakeholders with the opportunity to invite members of the Committee to present the report findings at an appropriate meeting of their respective groups	N Cummings	December 2011	
(m)	That the Children, Young People and Learning Scrutiny Committee write to the Secretary of State for Education and then Secretary of State for Business, Innovation and Skills relating to those concerns identified in this report where a review of government policy at a national level may impact upon life choices for young people identified as NEET	The Scrutiny Committee, through the established working group, will draft a letter to the respective Secretary's of State. The letter will be afforded final approval at a formal meeting of the Committee. Any correspondence and subsequent actions will be communicated through the Committee and established working group	N Cummings	July 2011	
(n)	That a working group be established by the Children, Young People and Learning Scrutiny Committee to receive regular information on the progress of the recommendations identified within this report	The CYPL Scrutiny Committee will provide the membership of this committee at its formal meeting in June 2011. Following this the Committee will meet on an ad-hoc basis to progress recommendations L and M as well as receiving progress reports on other aspects of the review. This will be in addition to the regular six-monthly progress report provided to the committee	N Cummings	April 2012	

