

Meeting of:	Date	Ward(s)
Children's Services Scrutiny Committee	11 January 2017	All

Delete as appropriate		Non-exempt
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**SUBJECT: Post-16 Education, Employment and Training:
Responses to questions raised by the Committee at 21 November
2016 meeting**

1. Synopsis

- 1.1 This paper provides responses to questions that were raised by members of the Scrutiny Committee at its meeting on 21 November 2016. Where data cannot be provided, this is referenced. The report looks at:
- Paid employment outcomes against corporate indicators
 - Apprenticeship outcomes against corporate indicators
 - The councils apprenticeship programme and areas for development
 - External apprenticeship programme and progression
 - Reaching NEET 18 – 24 year olds
- 1.2 Data provided refers to young people aged 18 to 25 who live in Islington unless otherwise stated.

2. Responses to questions raised

2.1 Paid job outcomes against 2016/17 Corporate Indicators

The service has a corporate indicator that measures the number of 18 – 25 year olds supported into paid employment, including apprenticeships, but excluding 16 – 18 year old apprentices, who are not included in this corporate indicator (they are however included in the apprenticeship corporate indicator, see 2.2). This target is set at 300 and includes outcomes generated by iWork Youth Employment, iWork and partners. There were 143 job outcomes in quarter 1 and 2, this was 7 under target but the summer is usually slower for job outcomes and this should be easily recovered in the last 2 quarters of the year.

Indicator	Q2 Actual Apr-Sep	Q2 Target Apr-Sep	Target 2016/17
Young people aged 18-25 supported into paid employment	143	150	300

Equalities data

Data on how many 18 – 25 year olds are NEET is difficult to obtain because 18 – 25 year olds are often not claiming benefits, therefore accurate equalities data is not readily available. However it is a statutory duty for the local authority to collect data for 16 – 18 year olds, and this data has been used here for comparison.

At the end of quarter 2 (September 2016) 36.6% of 16 – 18 year old NEET were female. As can be seen

from the table below the number of females supported into work matched this. 46% of 16 – 18 year old NEET were from BME groups in comparison to 38% of those who obtained paid employment. There were no NEET 16 – 18 year olds reported as having a disability but there may be some discrepancy with this information as we know this group is often over represented in national figures.

Table showing equalities data for 18 – 25 year olds into paid employment

Female	37%	White British	41%	Disabled	13%	Non-offender	95%
Male	63%	BME	38%	Non-disabled	72%	Offender	5%
		Prefer not to say	21%	No information	15%		

Whilst the council is reaching a significant number of those from BME groups it was recognised that some more targeted work to increase reach would be beneficial. iWork for business developed a course for participants from North and East African backgrounds to support them to develop skills and qualifications that would help them to find work in construction, as this group is underrepresented in the sector. The course had 14 participants who were aged between 18 and 25 years old. 10 have obtained their qualification and are waiting to receive their CSCS cards. 4 learners will resit their CSCS test as they need further support. 2 participants are now in full time employment and interviews are pending for the other participants. More targeted work with BME groups will continue. It should be noted that 21% of people chose not disclose their ethnic background and this may be skewing results.

Sectors

Building and construction, public sector and retail and customer services accounted for the highest volumes of jobs.

2.2 Apprenticeship outcomes against corporate indicators 2016/17 (April 2016 - November 2016)

The corporate indicator for apprenticeships measures how many people are placed into apprenticeships regardless of age, and is set at 50 for council apprenticeships and 50 for external apprenticeships. Although we were reporting under target for quarter 1 and 2 this was due to the summer being a slower time to recruit. As of the end of November 2016, 79 people have been placed into apprenticeships by iWork Youth Employment, iWork and the Post- 16 Progression Team, exceeding the target. 27 of these apprentices were employed in the council. 84% of apprentices were aged between 16 and 24 years old.

30% of these apprentices are from BME backgrounds and 12% have declared a disability. 34% were claiming benefits before they were employed, we would expect this number to be low, considering the barriers to people under 24 years old claiming benefits. Only 14% had been unemployed for over a year, again we would expect this figure to be low as we target young people, intervening as early as possible to minimise the impact of being long term NEET. As in point 2.1, although we are working with a significant number of people from BME backgrounds, some more targeted work will be needed to capture more BME young people, who are under represented in comparison to the data for 16-18 year old NEET.

Table showing the ages of apprentices for 2016/17 to date

Age	Total number of clients	% of clients
16-18	29	37%
19-24	37	47%
25-44	12	15%
45+	1	1%
Total	79	100%

2.3 The Council's Apprenticeship Programme Outcomes 2014 – 2016

The council has a target of recruiting 200 apprentices between 2014/15 and 2017/18. There have been 107 recruited into post between April 2014 and November 2016.

Progression of council apprentices between April 2014 and March 2016

Of the 79 apprentices recruited April 2014 to March 2016, 62 have left the council. 66.1% of these apprentices are in employment or education. A further 6.5% are receiving support and 26% are out of contact but with caseworkers making regular efforts to contact them. These figures are broken down further in the table below.

Table showing council apprenticeship outcomes (April 2014- March 2016)

Employed in council	Employed in supply chain	Employed externally	Back in education	Unemployed & Receiving support	Currently out of contact (caseworkers are pursuing with phone calls etc.)	Total
30	3	6	2	5	16	62
48.3%	4.8%	9.7%	3.2%	8%	26%	100%

Identified areas for development for the council's apprenticeship programme

The iWork Youth Employment team have not had the resources to provide more intensive, long term follow up support. There has only been one member of staff responsible for the whole council programme including brokering roles, supporting recruitment and working with managers and apprentices. There are between 40 and 50 apprentices in post at any one time, which means that pastoral care can take a significant amount of officer resource.

Since the recent appointment of an Apprenticeship Manager in HR, who will take responsibility for identifying roles and supporting management, the iWork Apprenticeship Manager should have more time to focus their efforts on follow-up support. This should serve to increase success rates for progression, as well as improve data collection

Current providers for the council's apprenticeship scheme

- WKCIC (City and Islington / Westminster Kingsway)
- Building Crafts College
- Hackney Community College
- Just IT
- Capel Manor
- JLT Training
- The Learning Curve

A breakdown of courses provided can be found in appendix one

2.4 Progression for external apprenticeship placements 2016/17

Progression data for external apprentices is challenging to collect. It can be difficult to track people beyond 13 weeks and again, very resource intensive. There are 2 Youth Employment Officers who support around 40 young people into work each year, as well as carrying a case load of around 30 young people at any one time. This represents a very high volume of follow up work when resources are focused on supporting young people to find work and settle into new roles. Youth Employment Officers also have a number of additional duties such as planning events outlined in 2.5.

The iWork Youth Employment Team have taken a sample of 42 young people supported into work/apprentices in 2015/16 shows (See the table below). 59% have either retained their job or progressed into further employment or education. However 29% are out of contact, with case workers

making efforts to contact them on a regular basis.

Table showing progression for a sample of 42 external apprentices (2015/16)

Still in original employment	Progressed into further employment	Education	Economically inactive due to health issues	Unemployed	Currently out of contact (caseworkers are pursuing with phone calls etc)	Total
15	9	1	2	3	12	42
36%	21%	2%	5%	7%	29%	100%

Further work is in progress to collect more comprehensive progression data for those we support into apprenticeships and work for the future where resources permit. .

2.5 Extending our reaching to NEET 18 – 24 year olds

We know that the youth unemployment figures have been falling but this is just as likely to be related to the challenges young people face in claiming benefits. Furthermore, because these young people find it difficult to claim benefits, they become harder to reach because they do not automatically access the job centre, historically a key place of contact. The iWork Youth Employment Team have delivered a number of projects to ensure we extend our reach and target those that need the most support.

Aspire – Since April 2016, 101 NEET young people attended events with employers that included speed networking, TED talks and job fairs. There have been 24 job outcomes to date.

Youth Engagement Pilot Project – Over the summer of 2016 a pilot project ran where young people were recruited to do outreach with other NEET young people, advertising opportunities and encouraging engagement. 48 young people engaged, with 10 job outcomes and 11 moving into education

Artichoke – In the summer of 2016 construction training placements for 14 young people to work on the Great Fire of London anniversary were offered. There were 11 positive outcomes including 6 young people moving into apprentices, 4 going on to education and 1 receiving further support. Seven of those involved in the programme were from the youth offending services, the pupil referral unit, identified as at risk or had special needs.

Appendices: Appendix 1 - Breakdown of courses by provider

Background papers: None

Final report clearance:

Signed by:



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Appendix One

Post 16 Education, Employment and Training: Responses to questions raised by the Committee at November 2016 meeting

Breakdown of courses by provider

WKCIC (City & Islington / Westminster Kingsway)

- Business Admin
- Customer Service
- AAT (Accountancy)
- Play Work
- Facilities Services
- Legal Services (CILEX)

Building Crafts College

- Wood Machinist
- Multi-trade

Hackney Community College

- Plumbing
- Electrical Installation
- Painting & decorating
- Bricklaying

Just IT

- ICT Support & Networking
- Data Analyst (Standard)

Capel Manor College

- Horticulture

JTL Training

- Domestic Heating
- Electrical Maintenance

The Learning Curve

- Sustainable Resource Management