

London Councils: Young People's Education and Skills Board

Tuesday 9 July 2012: 14.00 – 16.00

Location: London Councils, meeting room 1

Contact Officer: Neeraj Sharma

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Agenda

1. Welcome and introductions
2. Declarations of Interest
3. Notes of last meeting
4. Policy Update - For information
5. Post 16 Participation and Progression; Dropout at 17;
Phase 1 Research report - For decision
*Presentation: Profs Ann Hodgson
and Ken Spours (Institute of Education)*
6. Raising the Participation Age - For information
7. Work Ready Certificate/Employability Passport - For decision
*Presentation: Sue Terpilowski (LEP)
and Lorraine Downes (Tri-borough)*
8. AOB

Date of next meeting: Tuesday 15 October 2013, 14.00 – 16.00, meeting room 1

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Young People's Education and Skills Board

Date 19 March 2013 **Venue** City & Islington College

Meeting Chair Cllr Peter John

Contact Officer: Neeraj Sharma

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Attendance:

Dr Caroline Allen OBE (CA)	Association of Colleges (AoC) / Association of National Specialist Colleges (NATSPEC)
Cllr Patricia Bamford (PB)	London Councils Liberal Democrats Group (Royal Borough of Kingston upon Thames)
Victor Farlie (VF)	London Work Based Learning Alliance
Vic Grimes (VG)	National Apprenticeship Service
Cllr Peter John (PJ) Chair	London Councils Lead Member for Children and Young People (London Borough of Southwark)
Peter Lang (PL)	Association of School and College Leaders (ASCL)
Frank McLoughlin CBE (FM)	Association of Colleges (FE College Member)
Munira Mirza (MM)	Greater London Authority (GLA)
Jack Morris OBE (JM)	London Enterprise Panel (LEP)
Dr Jane Overbury OBE (JO)	Association of Colleges (Sixth Form College Member)
Alan Parnum (AP)	Education Funding Agency (EFA)
Mary Vine Morris (MVM)	London Councils – YPES Director

Guests and Observers

Caroline Neville OBE (CN)	AoC (London)
Ceri Hughes (CH)	The Work Foundation
Profs. Ann Hodgson (AH)	Institute of Education
Profs. Ken Spours (KS)	Institute of Education

Officers

Yolande Burgess (YB)	YPES
Peter O'Brien (POB)	YPES
Neeraj Sharma (NS)	YPES

Apologies:

Cllr Andrew Harper (AH)	London Councils Conservative Group (London Borough of Barnet)
Frankie Sulke (FS)	Association of London Directors of Children's Services (ALDCS)
Jill Lowery (JL)	Skills Funding Agency
Nick Lester (NL)	London Councils
Pat Reynolds (PR)	ALDCS
Tim Shields (TS)	Chief Executives London Committee (London Borough of Hackney)

1 Welcome and introductions

- 1.1 The Chair welcomed members to the Board meeting and noted apologies received. He thanked Frank McLoughlin for hosting the meeting at City & Islington College and taking YPES board members on an interesting and informative tour of the college.
- 1.2 The Board unanimously agreed to send Steve Reed a letter to thank him for all his hard work as Chair of the YPES Board and to wish him well in his new capacity as MP for Croydon North.

Action point: YPES Board to send a congratulatory letter to Steve Reed MP.

2 Declarations of Interest

- 2.1 No interests were declared.

3 Minutes of the last meeting (16 October 2012)

- 3.1 Minutes from the previous meeting were approved
- 3.2 MVM alerted members to the copy of the Annual Statement of Priorities 2013/14 'Participation, Achievement and Progression' which was included in the meeting papers. It was not intended to discuss it during the meeting due to time constraints; also the Board had considered the key milestones and proposed targets at the previous meeting. Any further comments prior to publication were welcomed – it is planned to submit the document for publishing week commencing 25th March 2013.
- 3.3 MM informed the group that, since the last meeting, the Mayor's Education Inquiry report and Education Programme Delivery Plan have been published. The Plan sets out details of the Mayor's commitment to take forward the Inquiry Panel's 12 recommendations and outlined areas of early action taken by the Greater London Authority (GLA).
- 3.4 MM suggested that whilst there are three key themes set out in the plan, most pertinent to the YPES board is the 'Promoting excellent teaching in all London schools' strand which will be delivered through:
 - The London Schools Excellence Fund to stimulate new partnerships and help schools make substantial progress to raise standards in literacy, numeracy, STEM and modern and ancient foreign languages. This is a £24 million fund to be spent over two years.
 - The London Schools Gold Club is an annual scheme to identify schools that are 'bucking the trend' by achieving success, particularly for their most disadvantaged pupils, and share learning in workshops and seminars. Designed to build on the success of London Challenge, it will be aligned with the Excellence Fund.
 - The London Curriculum for secondary schoolchildren, drawing on the considerable assets of the city itself to inspire every secondary school to strengthen its curriculum.
- 3.5 MM clarified that the London Schools Excellence Fund will be available to FE colleges providing any proposed partnership includes schools. Further details of the Fund and criteria will be published shortly.
- 3.6 MM explained that previously the GLA had agreed with YPES to undertake a feasibility study to explore careers guidance across London. However, given the changes have only recently been implemented, a decision had been taken to defer this study until a later date.

- 3.7 Attendees welcomed the additional funding being made available to improve education across the capital. The London Curriculum was viewed as an opportunity that should be maximised to engage employers and improve information available to young people about vocational routes.
- 3.8 JM informed the group that the LEP is undertaking a variety of work to develop a London wide careers offer, including sound labour market forecasting information, and establishing an Employer Pledge. YPES is engaged in this development activity and through the 'Improving Choices for Young People' sub group is working on a careers framework to provide support on careers advice and information to schools.

4 Policy update

- 4.1 NS provided an overview of the paper and highlighted a number of key aspects: government proposals to reform vocations qualifications for 16-19 year olds (paragraph 5) and children and young people with special educational needs – new health duty (paragraph 6).
- 4.2 Members in principle supported the Government's proposals to improve the quality of vocational qualifications available to young people. However, stressed that the focus of any reform should be built on what already works.
- 4.3 The key measure of success of the government proposals will be the real and sustained employment for young people after they complete their course and the engagement of employers will be essential under any new system. Members agreed that the YPES Board should submit a response to the consultation.
- 4.4 CN informed the group that there remains a degree of ambiguity around the new duty on Clinical Commissioning Groups. Whilst the duty is welcomed, further information is needed to ensure it works on the ground.
- 4.5 Members suggested that, in light of Sir Michael Wilshaw's recent comments about FE colleges, it may be beneficial to discuss FE performance at a future Board meeting.

Action point: YPES officers to draft a response to the Government consultation for comments from Board members and sign off by the chair.

5 Expansion of YPES Board membership

- 5.1 MVM explained that at the last YPES Board meeting it was proposed that membership should be strengthened to reflect the new 14-19 education and training landscape. The development of the Board's vision *Being the Best* and the *Annual Statement of Priorities* highlighted three areas where membership could be strengthened. During the discussion, members raised a number of points:
- 5.1.1 The existing Board membership is broad and represents a number of different sub-sections within the 14-19 arena. Expanding membership should not lead to duplication of roles or hinder the effectiveness of the Board's ability to make decisions.
- 5.1.2 There has been a growth in the number of Academies and Free Schools within the secondary phase and the setting up of schools specifically for 14-19 year olds. Members commented on the ability of the Board to comment meaningfully on planning for new provision. This is an area that the Board should keep under review.
- 5.1.3 The 14-19 landscape is going through continual change as a result of new initiatives and funding changes. The Board should consider having a list of

possible organisations to invite to specific meetings depending on the agenda and timeliness of topics.

- 5.2 It was **agreed** to strengthen membership by inviting representatives from Jobcentre Plus, London Higher and the LEP Skills and Employment Working Group to become Board members.

Action point: YPES to invite Jobcentre Plus, London Higher and the Skills and Employment Working Group to become Board members.

6 Raising the Participation age (RPA)

- 6.1 YB provided an overview of the most recent RPA participation, not engaged in education, employment or training (NEET) and current activity not known ('Not Known') figures for London's boroughs. Crucially, London Borough of Croydon figures are now being accounted for; however there remain data issues which impact on the regional report.
- 6.2 In London, the statistics show that there has been an improvement of the number of young people participating in education and this remains above the national average. It is a trend that is anticipated may continue when the impact of the 2012 'September guarantee' begins to feed through in the next quarterly data release.
- 6.3 However, there remains significant variation of RPA participation levels across London from 98.5 per cent to 49.6 per cent. Also, despite the reduction in the number of young people whose activity is currently not known, London remains above the national average by 1 percentage point; with a volume of almost 29,000 young people.
- 6.4 Board members agreed that the information within the report is a useful measure of RPA progress across London. It was important for all partners to take an active role in this area; particularly since local authorities will need to fulfil their new RPA statutory duty from June 2013.
- 6.5 Concern was expressed about the level of variation of progress being made across London based on the data, particularly Croydon. Whilst there will be individual borough circumstances that are not captured in these reports, any outlier boroughs should be supported.

Action point: YPES to produce RPA reports for each Board meeting.

Action point: Representative of YPES Board to speak with Director of Children's Services at Croydon about their participation figures.

7 Partnership and Collaboration: Research Recommendations

- 7.1 Profs. Ann Hodgson and Ken Spours, commissioned by YPES, provided the interim findings of their research into improving young people's participation, progression and transition through partnership. Across London, evidence suggests strong working partnerships remain within boroughs but there is significant variation in the structure and the quality and makeup of partnership arrangements.
- 7.2 Prominent areas of partnership working identified were data-sharing around available provision and performance as well as areas such as Careers Education, Information, Advice and Guidance. The changing education landscape, including greater school autonomy and funding reductions and reform, impact on partnership working.
- 7.3 PJ informed the group that some partnership activity and good practice was also instigated by institutions other than the local authority, which would be good to capture.

- 7.4 Profs. Ann Hodgson and Ken Spours confirmed they will be seeking further evidence from 14-19 local authority colleagues at the LA Forum on 22 March. A full report will be published by the end of the academic year.

8 16-18 Apprenticeship Action Plan

- 8.1 VG updated members about the current status of Apprenticeship performance in London including an update against the Mayor's target as well as a specific update on 16-18 Apprenticeship activity.
- 8.2 The National Apprenticeships Service has worked in partnership with the GLA to engage employers to meet the Mayor's target to create 250,000 apprenticeships by April 2016. This requires an 18 per cent year-on-year growth from 2011/12 when he set the target.
- 8.3 A number of opportunities for further investment by the LEP to boost the numbers of Apprenticeships in London have been identified:
- Enhanced employer incentives
 - Joint marketing and communications campaign
 - Higher apprenticeships innovation fund
- 8.4 Board members were encouraged to consider any other activities that could be undertaken to create apprenticeship opportunities. Ideas should be send to jon.thorn@apprenticeships.gov.uk

Action point: Board members to consider actions to support the delivery of the 16-18 Apprenticeship Action Plan and communicate them to NAS

9 Any other business

- 9.1 The Chair apologised for the late over-running of the meeting. There was no other business

The next meeting will be 9 July 2013, 2-4pm, London Councils

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Item 3(a). Actions and Matters Arising from 19 March 2013 YPES Board meeting

ACTION POINTS		
1.2	YPES Board to send a congratulatory letter to Steve Reed MP.	Sent April 2013 Members may have noted that Steve was subsequently awarded an OBE in the Birthday Honours list
5.2	YPES to invite Jobcentre Plus, London Higher and the Skills and Employment Working Group to become YPES Board members.	The following individuals accepted invitations to join the Board as agreed representatives: <ul style="list-style-type: none"> • Jean-Paul Marks, Work Service Directors, DWP Director for London (Jobcentre Plus) • Dr Graeme Atherton, AccessHE (Higher Education) • Debbie Akehurst, Land Securities Group (LEP Skills & Employment Group members)
6.5	<ul style="list-style-type: none"> – YPES to produce RPA reports for each Board meeting. – Representative of YPES Board to speak with Director of Children's Services at Croydon about their participation figures. 	<p>Added as standing item to agenda</p> <p>Frankie Sulke reported having spoken to the relevant DCS and received assurance that the data issues were in hand and strategies were being employed to reduce the 'not known' figures</p>
8.4	Board members to consider actions to support the delivery of the 16-18 Apprenticeship Action Plan and communicate them to NAS.	All Board members. Ideas should be sent to: jon.thorn@apprenticeships.gov.uk
OTHER MATTERS ARISING		
3.2	Annual Statement of Priorities	<u>Participation, Achievement and Progression</u> Published on the website
3.8	Careers Information Advice and Guidance	<p>The Improving Choices for Young People sub-group is about to finalise a support document for schools and colleges called <i>Pioneering Careers Work in London</i></p> <p>Working with the LEP Skills & Employment Working Group we are developing proposals for the 2014-20 ESF round to promote a stronger London wide careers/IAG offer</p>

Item 3(a). Actions and Matters Arising from 19 March 2013 YPES Board meeting

6	Raising the Participation Age	The Raising the Participation Age (RPA) statutory guidance for local authorities has been published. 'Defining participation', 'Duties on other organisations' and 'Principles of re-engagement provision' have been published as annexes to the guidance
7	Partnership and Collaboration report	Rebuilding and extending 14-19 partnership working in London to improve participation, progression and transition for young people Published on website
8	16-18 Apprenticeship Action Plan	<p>London Councils has been funded by NAS to work with 7 boroughs on a range of employer engagement activity to increase the number of apprenticeship vacancies available and encourage employers to consider taking on a 16-18 year old. The borough projects will dove-tail with other activity funded by NAS to improve the employability of 16-18 year old candidates</p> <p>The LEP has agreed to fund an enhanced employer grant in London - all employers with under 1000 employees that have not taken on an apprentice in the last 12 months will be entitled to a grant of £3,000</p>
DECISIONS TAKEN BY CHAIR TO BE REPORTED		
9/5/13	Consultation on <i>Government proposals to reform vocational qualifications for 16-19 year olds</i>	Agreed London Councils' response submitted, following comments from Board members

Young People's Education and Skills Board

Policy Update

Item No: 4

Date: 9 July 2013

Contact: Neeraj Sharma

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Summary This paper outlines the key changes affecting 14-19 policy since the last Board meeting.

Recommendation Board members are asked to note the information in this paper.

1 Background

- 1.1 This paper outlines the key policy statements, consultations, changes and interest items in relation to 14-19 education and training which have occurred since the last Board meeting.

2 Traineeships - Supporting young people to develop the skills for apprenticeships and sustainable employment¹

- 2.1 On 9 May, the Departments for Education and for Business, Innovation and Skills published the Framework for Delivery for the new Traineeship programme. Traineeships are designed to prepare young people to progress into employment or an apprenticeship and will commence in August 2013 for students aged 16-19. The programme will be extended to young people up to 24 in due course.
- 2.2 Traineeships are intended to meet the needs of young people who are not currently in a job and have little work experience, are qualified below Level 3 and have a reasonable chance of being ready for employment or an apprenticeship within six months of engaging in a Traineeship.
- 2.3 The core content of Traineeships will be a high quality work placement, work preparation training and English and maths (to GCSE A*-C standard). Providers and employers will have the freedom to bring these elements together as they see fit, to support individual trainees.
- 2.4 Traineeships should be a partnership between employers and education and training providers. Employers will have the opportunity to lead the delivery of Traineeships through the Employer Ownership of Skills pilot, through partnership with education providers, or by becoming an approved provider in their own right. Initially they will be delivered by existing SFA funded apprenticeship providers that have a track record of delivering high performing 'traineeships type' programmes, or providers of 16-19 provision with EFA funding, with Outstanding or Good Ofsted gradings.
- 2.5 Employers are not required to pay young people for the work placement under the programme as Traineeships fall under an exemption to the National Minimum Wage.

Consequently, young people in receipt of Jobseeker's Allowance or the new Universal Credit will remain eligible for these benefits while taking part in a Traineeship.

- 2.6 London Councils welcomes the introduction of Traineeships to support young people to develop the skills they need to secure and succeed in employment, particularly apprenticeships. However, there are some concerns about the restrictions imposed in the first year which, whilst a welcome assurance of quality, may limit Traineeship opportunities.
- 2.7 We are working with colleagues in the Education Funding Agency and the National Apprenticeship Service to ensure all young people across London have access to Traineeship opportunities.

3 European Social fund (ESF)²

- 3.1 In October 2011, the European Commission proposed new priorities for ESF for the next programme period, 2014-2020, to ensure funding continues to support people who need help to find a job, or to progress in their current job.
- 3.2 There is greater emphasis on combating youth unemployment and supporting the most disadvantaged groups and marginalised communities such as the Roma community. In February this year, the Commission agreed to create a dedicated Youth Employment Initiative for areas with the highest levels of youth unemployment, designed to support young people not in education, employment or training into the labour market. Inner London has been identified as a potential recipient area.
- 3.3 In England, Local Enterprise Partnerships will shape local programmes for 2014-2020. London has been allocated €748.6million (approximately £651million) of structural funding (ERDF and ESF) to deliver a regional programme of infrastructure and skills support during this period. The London Enterprise Panel (LEP) ESF Priorities 2014-2020 are designed to complement the wider Jobs and Growth Plan for London and mainstream funding such as the Work Programme:

- 3.3.1 Promote Sustainable Employment

- 3.3.2 Career Progression & Progression in Learning

- 3.3.3 Cross-cutting issues

- 3.3.4 Capacity Building

The most relevant aspects of the priorities for young people include targeted employability programmes, support for young people NEET or at risk of becoming NEET and promoting a much stronger London-wide careers/IAG offer. There is a welcome increase in focus on localised solutions and a more integrated approach to infrastructure and employment and skills support.

- 3.4 Detailed guidelines for the 2014-2020 programme will be available in July. The LEP will need to have strategies, including targets and milestones, agreed by January 2014 to start commissioning in spring/summer 2014. The management arrangements of the programme in London have yet to be agreed.
- 3.5 London Councils is a strategic partner in the design, delivery and monitoring of the programme. Young People's Education and Skills, through the External Funding Group, will help to shape the youth programme and maintain an integrated commissioning approach between Co-Financing Organisations.

4 Destination Measures³

- 4.1 The Department for Education (DfE) published the most recent Key Stage 4 (KS4) and Key Stage 5 (KS5) Destination Measures on 20 June 2013.
- 4.2 The Statistical First Release on Destination Measures shows the percentage of students progressing to further learning in a school, Further Education or Sixth Form College, Apprenticeship, work based learning provider or Higher Education Institution. This year it also shows the percentage of students moving into employment/training, recorded as Not in Education, Employment or Training (NEET) or accepting a deferred offer into Higher Education (including gap year students).
- 4.3 Two destination measures have been published to show the destinations of young people the year after KS4 and the year after taking A level or other level 3 qualifications (KS5):
 - 4.3.1 The KS4 Measure is based on activity at academic age 16 (i.e. the year after the young person finished compulsory schooling).
 - 4.3.2 The KS5 Measure is based on activity in the year after the young person took their A Level or other level 3 qualification/s.
- 4.4 To be included in the Measure, young people have to show sustained participation in an education or employment destination in all of the first two terms of the year after they completed KS4 or took A level or other level 3 qualifications. The first two term period is defined as October to March.
- 4.5 90 per cent of young people in London were recorded as being in a sustained education or employment/training destination in the year after KS4, which compares to 89 per cent nationally.
- 4.6 School Sixth Form was the most popular destination for young Londoners with 50% moving to this destination, which is two percentage points higher than last year. This was also the most popular destination nationally, although the national figure of 37% is significantly lower.
- 4.7 The next most popular destination was Further Education (FE) College at 25 per cent, which is one percentage point lower than last year and compares to 33 per cent nationally.
- 4.8 Harrow, Sutton and Redbridge had the highest percentage of young people recorded as being in a sustained destination in the year after KS4 in London – 93 per cent - which was the second highest percentage in the country. These local authorities also had the highest percentage of young people recorded as being in a sustained education destination (all of them 92 to 93 per cent).
- 4.9 71 per cent of young people in London were recorded as being in a sustained education or employment/training destination in the year after they took their A Level or equivalent (KS5), which compares to 69 per cent nationally.
- 4.10 56 per cent went on to a Higher Education (HE) Institution which is a drop of 5 per cent on last year and compares to 48 per cent nationally. 17 per cent studied at the top third of HE Institutions compared to 14 per cent nationally. Included within this top third, the University of Oxford and Cambridge attracted 1 per cent and the Russell Group of Universities 8 per cent; both figures are the same as last year and the national figures.
- 4.11 Enfield had the joint highest percentage of young people in the country recorded as being in a sustained destination in the year after their A level or equivalent at 81 per cent.
- 4.12 There are no particular surprises in the destination measures at a regional level. However, the regional picture masks a wide range of institutional performance; ranging

from 65% to 100% progressing into a sustained destination from KS4. Similarly the range into sustained destinations from KS5 (and who took A level or equivalent) is 8% to 100%.

5 London Enterprise Panel – Jobs and Growth Plan for London⁴

- 5.1 On 2 May 2013 the Mayor of London announced that the publication of the London Enterprise Panel (LEP) Jobs and Growth Plan. It plan highlights:
 - 5.1.1 London's population aged between 16 and 64 (working age population) is projected to increase from 5.7 million in 2011 to over 6.6 million by 2036.
 - 5.1.2 The number of jobs in London is projected to increase from 4,896,000 in 2011 to 5,757,000 in 2036. This equates to annual average growth of just over 35,000 jobs per year and results in over 850,000 more jobs in London by 2036.
 - 5.1.3 Over the same period, manufacturing, wholesale, transportation and storage, and public administration are all projected to see declines in employment.
 - 5.1.4 The employment projections show an increase in the number of jobs requiring degree level or higher qualifications of 800,000 between 2011 and 2036.
 - 5.1.5 The number of London residents qualified to degree level or higher and in employment is projected to increase by 560,000 between 2011 and 2036.
- 5.2 To support London to create the jobs needed and develop the skills of local people to fulfil the job requirements in an increasingly competitive economy, the plan outlines four key areas for the LEP to focus on:
 - 5.2.1 Skills and employment - to ensure Londoners have the skills to compete for and sustain London's jobs.
 - 5.2.2 Micro, small and medium sized enterprises - to support and grow London's businesses.
 - 5.2.3 Digital creative, science and technology.
 - 5.2.4 Infrastructure.
- 5.3 The Skills and Employment Working Group is taking forward a plan of action to deliver the first of these key areas. The plan reflects the priorities for young people identified in *Being the Best*; our agreed strategy for Young People's Education and Skills in London.

¹ [https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/197566/Traineeships - Framework for Delivery.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/197566/Traineeships_-_Framework_for_Delivery.pdf)

² <http://www.london.gov.uk/priorities/business-economy/championing-london/london-and-european-structural-funds/erdf-blog/2013/05/london-eu-funds-2014-2020>

³ [https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/207749/Main text - SFR19 2013.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/207749/Main_text_-_SFR19_2013.pdf)

⁴ <http://www.london.gov.uk/sites/default/files/Jobs%20and%20Growth%20Plan.pdf>

Young People's Education and Skills Board

Post 16 Participation and Progression; Drop out at 17 – Phase 1 Research Report

Item No: 5

Report by: Mary Vine-Morris

Job title: Director

Date: 9 July 2013

Contact: Peter O'Brien

Telephone: 020 7934 9743

Email: peter.obrien@londoncouncils.gov.uk

Summary

This paper outlines the research brief into participation and progression of the 16-18 cohort in education and training that is being undertaken by the University of London, Institute of Education (IoE) acting as our Academic Partner.

The need for this research was identified when preparing the vision for young people's education and skills. The IoE was commissioned to undertake a phased research project including an analysis of data and action research in three boroughs.

The IoE will be presenting the key findings of the first phase of the project to the Board.

Recommendation

Board members are asked to discuss the key findings of the research and direct phase 2 of the project by agreeing on areas that should be explored further in response to concerns about post-16 performance.

1 Background

- 1.1 *Being the Best*, the vision for young people's education and skills in London, agreed by the YPES Board in 2012, identified that "there are clear issues about participation, achievement and retention at 17". This conclusion was based on the available data reviewed in *Young People in London: An Evidence Base* and *Young People's Participation, Progression and Transition to Higher Study and Work: a London perspective*. These two documents are the principal sources of evidence used to develop both our vision and annual statement of priorities. Both refer to a range of performance issues post-16 and indicate that drop out at 17 appears to be a long standing issue and "the main challenge associated with Raising the Participation Age". As previously reported to the Board, we commissioned the IoE to undertake a research report '*17+ Participation and Progression in London*' in a phased project as follows:
 - Phase 1 (presentation of interim findings in July, final report in September 2013);
 - Phase 2 (start September 2013 and report in July 2014).
- 1.2 The findings of Phase 1, based on an analysis of available data, a feedback from a seminar and further discussions with borough officers, will be reported to the Board on 9 July.

2 Issues to address

2.1 The key issues to be explored by this research are:

- Latest published figures (December 2012¹) show the proportion of 16 year olds in London participating in education or training at 90.3 per cent; this drops to 87.8 per cent for 17 year olds (from this summer all young people will be required to continue in education or training until the end of the academic year in which they turn 17).
- There has not been an in-depth study into the 'dip' in performance post-16. Key performance factors include London having an average level 3 point score per student of 695 points compared with the England average of 733² - a difference of almost two grades - with significant borough disparities closely aligned with deprivation levels. This dip in performance is heightened when compared to relatively high GCSE attainment at 16.
- Identifying the different factors at work and their relationship to post-16 participation and progression.
- Exploring a range of strategies to improve learner performance and the experience of education transition post-16 with a view to identifying the key interventions which could impact positively on performance.

3 Recommendation

3.1 Board members are asked to discuss the key findings of the research and direct phase 2 of the project by agreeing on areas that should be explored further in response to concerns about post-16 performance

¹ [Participation in education and training by local authority December 2012](#), DfE May 2013

² [SFR05/2013 Revised A level and equivalent examination results in England 2011/12](#), DfE January 2013

Young People's Education and Skills Board

Raising the Participation Age (RPA)

Item no: 6

Report by: Yolande Burgess **Job title:** Strategy Director

Date: 9 July 2013

Telephone: 020 7934 9739 **Email:** yolande.burgess@londoncouncils.gov.uk

Summary This paper provides the most recent participation figures for London's boroughs and also reports on recent activity preparing for the first stage of Raising the Participation Age (RPA).

Recommendations Board members are asked to note the content of the report.

1 Background and Introduction

- 1.1 From summer 2013 all young people will be required to continue in education or training until the end of the academic year in which they turn 17 (RPA does not apply if a young person has already attained a level 3 qualification). The legislation takes effect from the last year of this academic year.
- 1.2 From the summer of 2015 all young people will be required to continue in education or training until their 18th birthday.
- 1.3 This paper provides Board Members with information of London's preparedness for both stages of this new duty.
- 1.4 Participation, not engaged in education, employment or training (NEET) and activity not known figures are reported from the National Client Caseload Management information System (NCCIS¹) and are unpublished. These figures are available to all local authorities on a monthly basis. Figures are reported for 'academic' age; that is school years 12, 13 and 14.

2 Participation

- 2.1 In March 2013 16 year old participation was at 92.4 per cent, an increase of 1.3 per cent on the previous year. This is the same as the national average (92.3 per cent).
- 2.2 Participation at 16 ranges across London from 97.6 per cent to 71.7 per cent (excluding the City).
- 2.3 17 year old participation was at 89.6 per cent, an increase of 3.4 per cent on the previous year. This is 3.9 percentage points above the national average and above the 17 year old participation figures of all other regions.
- 2.4 Participation at 17 ranges across London from 96.6 per cent to 82.5 per cent (excluding the City). See Annex 1 for a borough breakdown of participation.

¹ Details held on [NCCIS](http://nccis.gov.uk) can be used by local authorities to compare and benchmark performance against other areas. The Department for Education uses this information for analysis and monitoring.

3 Not in Education, Employment or Training (NEET)

- 3.1 March 2013 figures show 16-18 year old NEET at 4.5 per cent. This is 1 percentage point below the national average, and the same as the previous year. The volume of young people NEET is 10,545.
- 3.2 16-18 year old NEET ranges across London from 2.1 per cent to 9.2 per cent (excluding the City).



Figure 1: NCCIS March 2013 – proportion of academic age 16-18 year olds NEET including PDOs

4 Current Activity 'Not Known'

- 4.1 March 2013 figures show 16-18 year old not known at 9.2 per cent. This is 1.4 percentage points above the national average, although a decrease of 0.6 per cent on the previous year. The volume of young people recorded as activity not known is NEET is 23,159.
- 4.2 16-18 year old not known ranges across London from 1.6 per cent to 30 per cent (excluding the City).

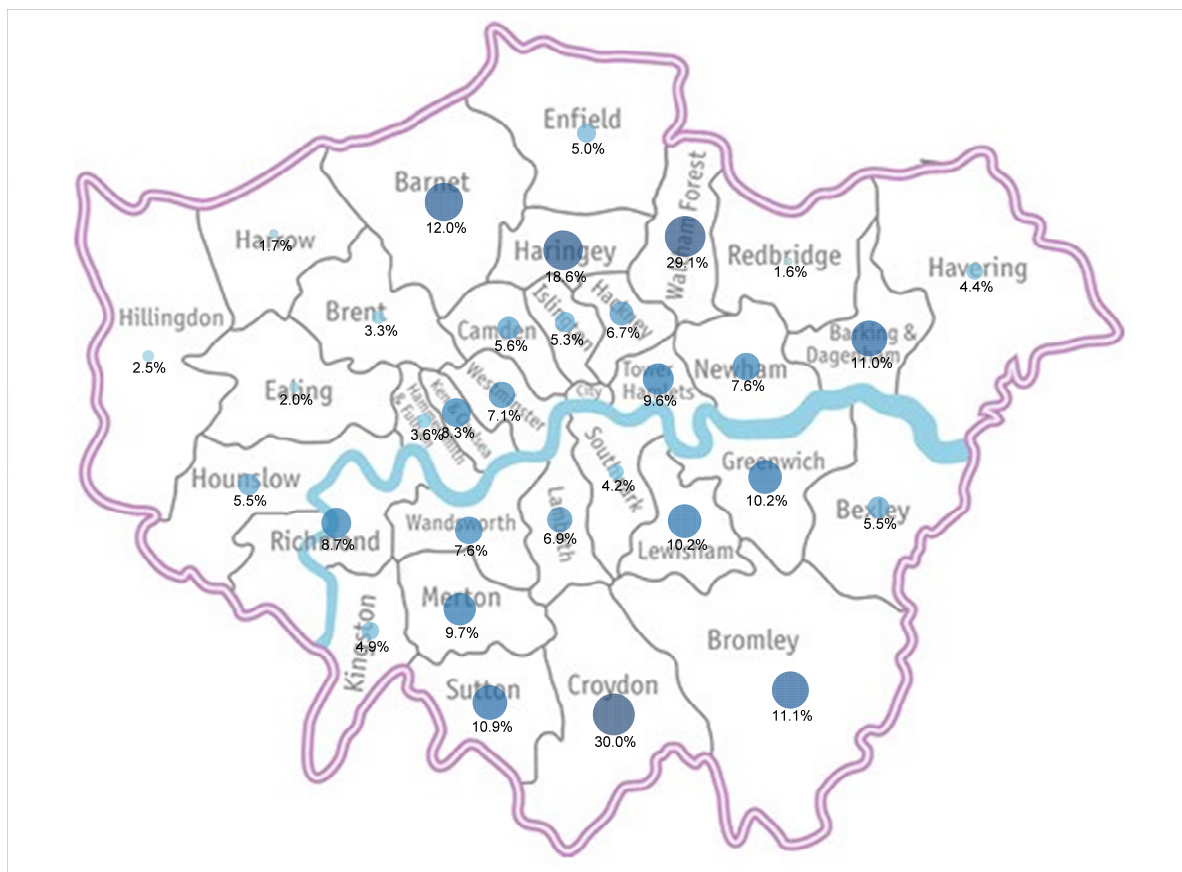


Figure 2: NCCIS March 2013 – academic age 16-18 year olds recorded situation not known

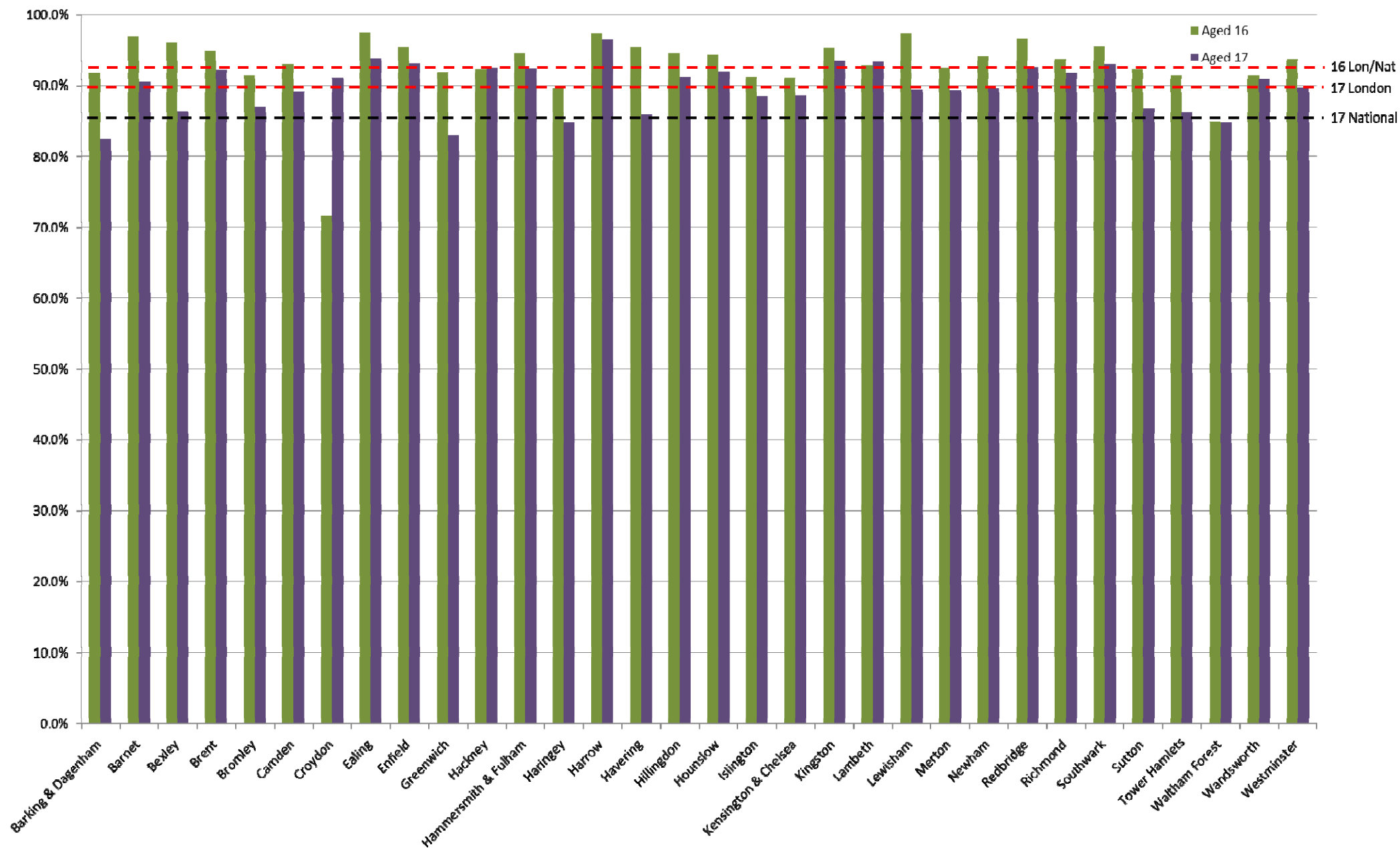
5 Recent RPA Activity

- 5.1 A key focus for both local and regional activity has been improving and simplifying tracking processes to ensure resources are targeted towards interventions.
- 5.2 **Local activity:** In the early part of 2012 London witnessed steep increases in the numbers of young people aged 16-18 whose activity was not known. This was primarily due to reductions in the number of personal advisers undertaking intensive tracking work, particularly door to door follow-up.
- 5.3 For example, following service reductions in 2012 Kingston-Upon-Thames looked to alternative tracking solutions to bring down a historically high and rising activity not known figure. The authority trialled a payment by results approach using Electoral Services canvassers, with experience of undertaking door to door surveys. During the trial period the number of young people with activity not known status was more than halved; this was achieved on a budget of less than £5,000. Kingston has now incorporated this activity into its annual business cycle.
- 5.4 The approach is being considered by a number of local authorities across London.

- 5.5 In a similar vein the London borough of Croydon has taken an innovative approach to addressing the significant proportion of young people whose activity is not known. Working in formal partnership with providers delivering outreach and youth interventions, the borough, working within strict data sharing protocols, tasks providers with undertaking a broad range of outreach work in order to make positive contact with young people and to establish their current destination, identify their support needs and/or make appropriate cross-referrals.
- 5.6 **Regional Activity:** To track all 16-19 year olds accurately and be in a position to intervene to support young people who are disengaged local authorities need to be informed as quickly as possible when a young person leaves (drops out) or joins provision.
- 5.7 To support local authorities with their tracking work and to support the introduction of RPA, the Young People's Education and Skills (YPES) undertook a survey to gauge the appetite for a pan-London drop out/risk of drop out referral process and new learner information exchange system. Detailed interviews were also undertaken with a small number of boroughs London's sub-regional data units to assess the feasibility of a pan London process.
- 5.8 The findings show a clear appetite for developing and implementing a pan-London process, subject to working through some legitimate concerns regarding processes that are already in place at a local level.
- 5.9 The results of the feasibility study, together with a draft action plan and potential options for implementing a process will be presented to 14-19 officers on 4 July, for discussion and a decision on the next steps.
- 5.10 Following on from a successful Member's event last May and a comprehensive briefing in March of this year, a further event is planned for October. Local activity to achieve full participation will be showcased, along with an overview of London's learning landscape and the contribution of new programmes of study.
- 5.11 The drive for quality careers guidance across London, particularly in light of RPA, is continuing with the planned publication of *Pioneering careers work in London*, a framework to support senior leaders, managers and governors in schools and colleges to meet their statutory duty to secure independent and impartial careers guidance. The framework sets out the most recent national and London context for careers work, makes the case for quality careers work in schools and colleges, provides key steps to successfully deliver careers work and explores models of delivery and practical approaches already taking place in London.
- 5.12 The framework has been developed with the members of the Improving Choices for Young People Group, including local authority senior managers and guidance professionals. The framework will be available for the new academic year, in readiness for the extension of the age range of the existing duty on schools to years 8 to 13 and the new requirement on further education and sixth form colleges to secure access to independent careers guidance.

6 Recommendations

- 6.1 Board members are asked to note the content of the report.



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Young People's Education and Skills Board

Employability Passport

Item no: 7

Report by: Peter O'Brien **Job title:** Regional Commissioning Manager
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Summary	<p>This paper outlines a pilot programme that has been developed by the TriBorough¹ as part of its Community Budget (Work and Skills Theme), which addresses the concerns being expressed, especially by the CBI, that school leavers do not have the attitudes and skills that employers need.</p> <p>The London Enterprise Panel Skills and Employment Working Group referred consideration of the potential of this initiative to the YPES Board.</p>
Recommendations	<p>It is recommended that the Board instructs officers to identify, from the pilots, the common features of a potential pan-London Employability Passport for referral to the LEP.</p>

1 Background and Introduction

- 1.1 There is a wealth of data that underpins the CBI's report "First Steps (A new approach for our schools)", which launched the campaign *Ambition for All in Schools*. The campaign has many aspects that its sponsors hope will transform the academic performance and behaviours of young people. In particular, the CBI aligns the outcomes of the education system to a wider set of economic and social ambitions for the country, including preparing young people who leave all stages of the education system (including Higher Education) with the skills, attitudes and behaviours they need in the labour market of the future; which is seen as a sharp contrast to the realities many employers currently report. Among the key surveys that have highlighted the unpreparedness for entering the world of work of young people leaving all stages of the education system are:
- The UKCES employer skills survey and employer perspectives survey
 - The Edge Foundation
 - DWP surveys of employer recruitment
 - BIS surveys and statistical analyses
 - DfE reports on learner outcomes
- 1.2 The CBI recommended the development of a "clear, widely-owned and stable statement of the outcome that all schools are asked to deliver. This should go beyond the merely academic, into the behaviours and attitudes schools should foster in everything they do."

¹ The TriBorough initiative comprises the City of Westminster, the London Borough of Hammersmith & Fulham and the Royal Borough of Kensington & Chelsea

- 1.3 The CBI's campaign has been considered by the work of the London Enterprise Panel (LEP) and its Skills and Employment Working Group (SEWG). Responding to the concerns about the "work-readiness" of school leavers, the TriBorough has secured funding, from the Community Budget (incorporating funding from Job Centre Plus and employer sponsorship), to develop an *Employability Passport*, which is being pre-tested in the City of Westminster prior to being piloted across the Tri-borough area.

2 Progress

- 2.1 The *Employability Passport* has secured funding as part of the TriBorough Community Budget for its development and piloting phases and is well-embedded the Work and Skills Theme of the Community Budget proposal. It has obtained considerable business input into the conception and design of the project and is confident of the on-going employer engagement that is necessary to ensure the project's success. It has also ensured the contribution of professionals in schools and colleges to the principles and piloting of the approach.
- 2.2 Pre-testing is earmarked to take place in one school in the City of Westminster before piloting in six schools across all three authorities. The purpose of the pre-test pilot is to trial the processes that underpin the *Employability Passport*, such as the service level agreements with schools. There is a cross-functional group (Education and Economic Development Teams across three authorities pooling resources and ideas) that will monitor the effectiveness of the pilots, which are due to take place during the academic year 2013/14.
- 2.3 The *Employability Passport* will provide prospective employers with a 'reference' provided by the school / college based on a student's performance against a number of criteria that businesses have identified as crucial to the employability of young people. Young peoples' performance is not independently assessed (and as a result there are no additional costs of awarding organisations to take into account) and the participation of learning institutions in the pilot is entirely voluntary.
- 2.4 At the Board meeting to be held on 9th July 2013, there will be an opportunity for Board Members to hear first-hand both from a representative of the LEP about how they are anxious to address the concerns articulated by the CBI and an officer from the City of Westminster about the next steps in the piloting of the *Employability Passport*.

3 Other Boroughs

- 3.1 Whilst the *Employability Passport* is the furthest advanced in terms of funding and the engagement of both schools and employers there are other borough-based initiatives elsewhere in London that are at various stages in their germination.
- 3.2 For example, there is a similar project in the London Borough of Lewisham, which is at an early stage of development and is due to start in September this year. It is funded by the Youth Taskforce with support from the Mayor and JCP. It is funded to run for two years and will cover three secondary schools (Years 7 – 11) and is based on wrapping a range of activities around a core offer of careers advice and guidance and work experience (all schools in Lewisham offer a minimum of two weeks work experience in Years 10 and 11).
- 3.3 The pilot has tested the concept with a Council Forum of employers that committed to the development of an 'employability passport framework', its further refinement and to oversee the project.

The concept is that employers will closely define the characteristics and behaviours they expect of an employable young person and the schools will organise activities for young people to complete to demonstrate these characteristics or behaviours. The council will maintain a database of young people and the activities they complete to provide them with their passport when they leave school.

4 Recommendation

- 4.1 It is recommended that the Board instructs officers to identify, from the pilots, the common features of a potential pan-London Employability Passport for referral to the LEP.