Supporting the London ESF Youth Programme

December 2016

Welcome

Yolande Burgess

Programme for the day

Session One

- Overview of the London ESF Youth Programme and this project (London Councils)
- Programme Overview (Skills Funding Agency)
- Overview of Programme Strands
- Refreshment break

Session Two

- Table discussions and plenary

Programme for the day

Lunch

Session Three

- Overview of sub-regions (London Councils)
- Table discussions
- Refreshment break
- Plenary
- Opportunities for further networking

Overview of the London ESF Youth Programme and this support project

Peter O'Brien

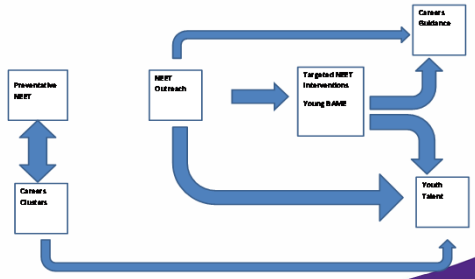
Aims of the Programme

The London ESF Youth programme aims to address the needs of young people who are not in education, employment or training (NEET) – or 'at risk' of becoming NEET – and secure their sustained participation in appropriate education, training or employment (ETE).

Design Principles

- **There is ONE London ESF Youth Programme!**
- The Programme comprises a series of inter-related "strands"
- The diverse needs of young people are best met by specialist services delivered by specialist organisations
- Specialist services require clearly defined payment and outcomes
- Each young person is unique!

Linking The Strands



Completing the picture

- There are also 'parallel' running ESF youth projects co-funded by the GLA or Big Lottery Fund
- There are also 'complementary' activities in the Adult Programmes
- …not forgetting "mainstream" education and training provision and employment support initiatives available through DWP (and other Departments)

Meeting needs

- Points of entry (referral)
- Points of transition
- On-going support to sustainment
- Celebrating success!

Expectations

- The Programme puts young people first
- Providers responsible for each strand have to work together
- Strand activities – and the Programme as a whole – depend on partnership working within supply-chains, partnership working among providers and partnership working with other stakeholders

Partnerships that deliver

- Partnerships that deliver starts
- Partnerships that deliver progressions
- Partnerships that support and sustain young people's progression outcomes

Learning from the past

- The London ESF Youth Programme was conceived in 2013 with input from providers of the earlier Programme and local authorities
- It was developed in 2014 through Task & Finish Groups of providers, employers and stakeholders
- It was refined in 2015 leading to the definition of outputs and payments
- It was born in 2016 – and continues to grow in strength

Learning and Improving

- Providers consistently said that they valued opportunities to come together and
  - Identify and resolve problems early
  - Share good ideas and effective practice
- Stakeholders – including local authorities – said that they welcomed opportunities to work with providers in the interests of young people

Supporting the London ESF Youth Programme

- Information Exchange events that bring providers together
- Stakeholders bring their perspective
- NOT about performance management or contracting decisions
- Project Advisory Group

What do we want to achieve?

Aims of the Programme

The London ESF Youth programme aims to address the needs of young people who are not in education, employment or training (NEET) – or 'at risk' of becoming NEET – and secure their sustained participation in appropriate education, training or employment (ETE).

- The Programme will only meet its objectives through partnership
- Identify and share what's working well
- Celebrate success through case studies

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Programme Overview

Tara Oliver
Skills Funding Agency

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Overview of Programme Strands

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- Outreach
  (Reed In Partnership and Prospects)
- Careers Guidance
  (SEETEC)
- Youth Talent
  (Skills Training UK and SEETEC)

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Outreach- Reed-In-Partnership

Fiona Apio-Matanda

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What is being delivered?

- North East London
- 11 Supply Chain Partners
- Thorough initial assessment
- Regular reviews, mentoring and coaching support
- Referrals to other provision
- Support into apprenticeships, traineeships, education or work
- Ongoing support post-progression

Partnerships

- Inter-strand referrals
  - Meetings with other NEET strand leads
  - Shared Partner names and contact details
  - Partner forum event (January)
  - Weekly newsletter
  - Referral-tracking
- Local Authorities
  - Met with all Local Authorities
  - Facilitated meetings between Local Authorities and Partners

What is and isn't working?

- Good engagement with young people
- 40% of learners into progressions
- Strong partnerships
- ID/evidencing
- Delayed start

Involving young people

- Focus groups
- Quarterly Evaluation of Service
- Training feedback
- Comments boxes

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Outreach- Prospects Ltd

Nanette Higgins

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Careers Guidance & Youth Talent SEETEC

Belinda White

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Seetec · The Citizens Trust · TWIST

Careers Guidance (pan-London)

Belinda White - Seetec

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Careers Guidance – What is being delivered

Independent careers advice for young people aged 16-18 , ensuring they achieve their next step into education, training or employment.

Participants benefit from 1-1 sessions with their dedicated Careers Adviser, they develop an individual action plan as well as accessing the *'Showcase'* group sessions.

Showcases delivered collaboratively & themed to reflect Labour Market demand, run monthly for each contract area in 2017. Sectors and themes include; **STEM, Digital and Admin, Construction and Security, Music and Creative Industries, Retail and Hospitality and Future Proof Your Career.**

Qualified Careers Advisers have access to the latest Labour Market Information and work with young people until they achieve a progression.

In-work support is delivered for the first month after participants have started employment, education or training to ensure they are still on track.

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Careers Guidance - Collaboration

OTHER PROVIDERS
- Primes
- Sub-Contractors

LOCAL AUTHORITIES
- NEET Teams & NEET Panels
- YOT
- LAC

OTHER PARTNER ORGANISATIONS
- Housing Associations and Providers
- Probation Services
- Met Police
- Specialist Support Services & Charities
- Sports Clubs
- Youth Clubs
- Colleges & Sixth Forms

Partnerships formed & supported through a range of; monthly newsletters, opportunity updates , team meeting briefings, quarterly reviews, monthly reporting of interactions & progressions of those referred, bespoke activities to suite local need, inter-strand referral form, printed & e-literature, dedicated referral email & telephone number & a dedicated Partnership Manager.

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Careers Guidance – What is working and not

WORKING WELL
- Own Outreach
- Showcases – themed to Opportunities or Local Need
- Jobs Fairs to increase referral numbers
- Marketing
- Collaborations
- Labour Market Information driving shape of delivery
- Quality of delivery
- Specialist Supply Chain Partners

NOT SO WELL
- Inter-strand referrals
- Patchy referrals from Borough Councils
- Data Sharing

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Careers Guidance - Involvement of young people in design

Consultation through:

- Implementation Team evaluated feedback from wider SEETEC Youth Skills Programmes
- Feedback from Customer Satisfaction
- Youth Councils

- Youth Board Launch January 2017

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Seetec | N/G Unlimited | The Citizens Trust | TWIST

Youth Talent (Central)

Belinda White - Seetec

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Youth Talent – What is being delivered

This service **links young people**, who are *'job ready'* in to an employment, apprenticeship or traineeship opportunity.

A Youth Talent Consultant discusses their skills and goals and adds them to a *'talent pool'* to match them to a wide range of live opportunities.

Participants receive training and support in job skills such as interview techniques and applications to help them to secure the matched opportunities. They receive feedback if they are not successful and are put forward for other opportunities and supported until an outcome is achieved.

Employer engagement through Organisational Needs Analysis (ONA). Generating opportunities; vacancies, apprenticeships, traineeships, internships and work placements.

Work placement opportunities offered by an employer lasting a minimum of 1 week or paid internships, accessed through Careers Clusters.

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Youth Talent- Collaboration

OTHER PROVIDERS
- Primes
- Sub-Contractors

LOCAL AUTHORITIES
- NEET Teams
- YOT
- LAC

OTHER PARTNER ORGANISATIONS
- **Employers**
- **Employer Groups**
- **Careers Clusters**
- Education Providers
- Housing Associations & Providers
- JCP
- Specialist Support Services & Charities
- Youth Clubs & Sports Clubs

Partnerships supported through a range of; monthly newsletters, opportunity updates, team meeting briefings, quarterly reviews, monthly reporting of interactions & progressions of those referred, bespoke activities to suite local need, inter-strand referral form, printed & e-literature, dedicated referral email & telephone number & a dedicated Partnership Manager.

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Youth Talent – What is working and not

WORKING WELL
- Generation of vacancies, apprenticeships and traineeships
- Work experience placements
- Own Outreach
- Showcases
- Jobs Fairs
- Collaborations
- Partnerships with JCP
- Local community hubs feeding into the YT model
- Marketing targeted to NEETs group
- Careers Clusters direct communication and referrals

NOT SO WELL
- Paid internships
- London Ambitions portal
- Inter-strand referrals

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Youth Talent - Involvement of young people in design

Involvement in design through:

- Youth Councils
- Participants feedback
- MyCareer Story

- Youth Board Launch January 2017

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Youth Talent
Skills Training UK

Iain Lockhart

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Skills Training UK

achieve more

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Inter-Strand Referrals Solutions & Tracking

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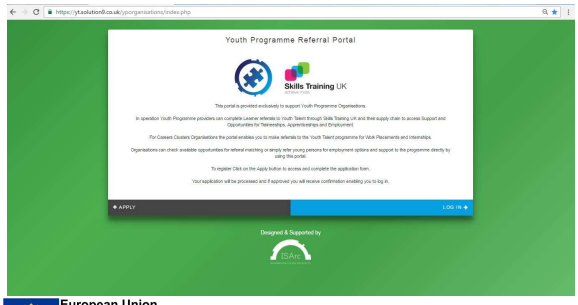

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User Application

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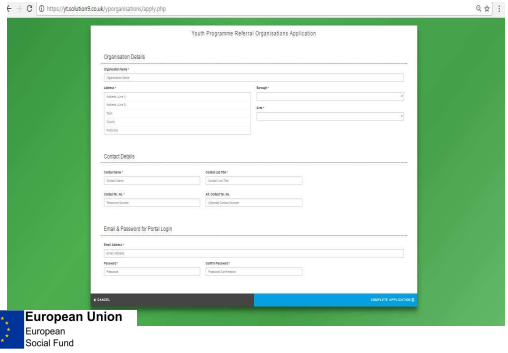

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Referral List

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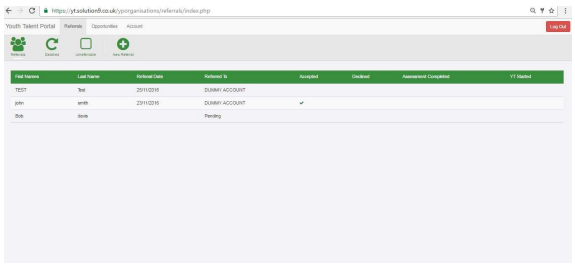

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Opportunities added since last access

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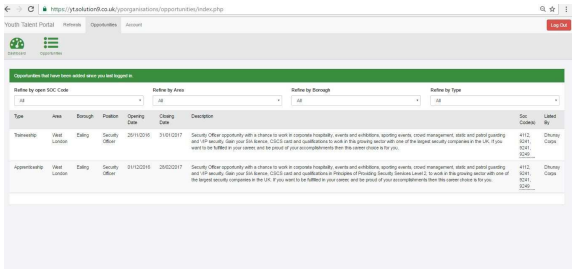

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Opportunities List & Filters

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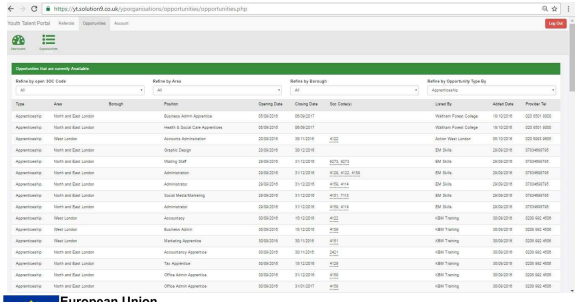

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Opportunity Summary for referral

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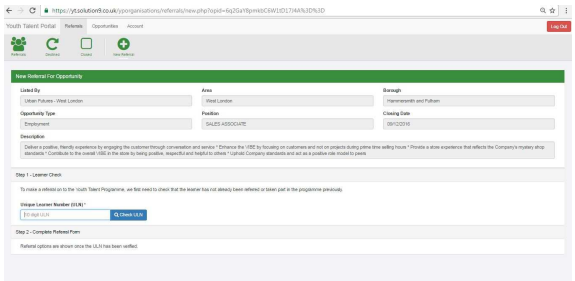

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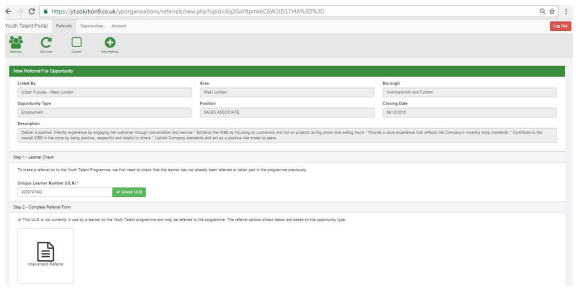
ULN Check



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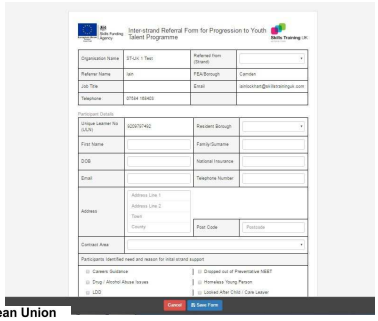
Inter-Strand Referral



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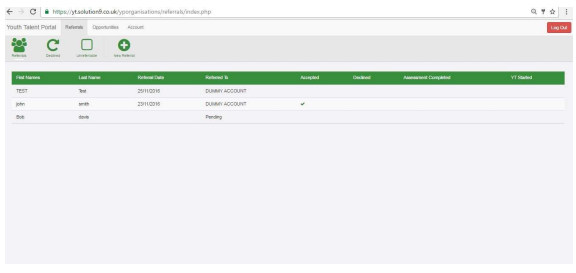
Referred List
Your tracking solution



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Provider Prospectus and Inter-strand referral process

Nanette Higgins
Prospects

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Table Discussions

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- With which other organisations do providers need to collaborate?
- How effective is collaboration to date?

(What's working well and where are there problems)

- What could work better for young people?

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Plenary

Feedback from Table Discussions

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Lunch

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Afternoon Session

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Sub-Regions

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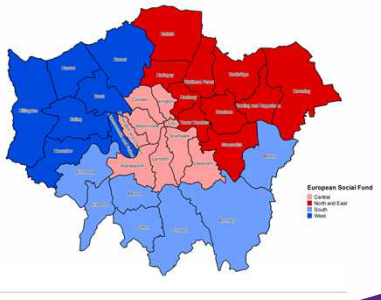

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Why sub-regions?

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- Demand: a critical mass and The Dark Art of forecasting (cash follows demand)
- Localism: ability to target areas of greatest need
- Economy: procurement burden and operability of contracts

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Sub-regional working

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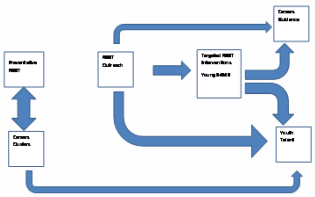

- Single Programme, specialist strands
- Meeting young people's needs
- Transition points
- Effective dialogue between providers and partners

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Sub-regional working

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- Challenges of collaboration
- Dividends of collaboration in the interests of young people
- Benefits of collaboration to providers and partners

BUT

- (there's always a "but"…)

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Expectations

1. Meeting the needs of young people
- Avoid the "revolving door"
- End the "professional re-engager"
- Focus on progression into sustained positive destinations
- Involve young people in the design of individual programmes of support

Expectations

2. Productive partnerships
- The Programme relies on managed and supported transitions
- It depends on building the confidence and trust of young people
- Targets are met by working together…

…providers, local authorities and central government!

Expectations

3. Effective communications
- Professionalism of partners: trust
- Sub-regional and local variability
- Sharing knowledge minimises uncertainty

Table discussions

- How well do partners communicate at a cluster level? At a borough level?
- Collectively, how do partners within the cluster ensure the needs of young people are met?
- How are relationships with Jobcentre Plus?
- How does the cluster contribute to London-wide priorities?

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Plenary

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Next steps

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Close

Opportunities for further networking

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