

# Young People's Education and Skills

## Operational Sub-Group

### Policy Update

Item No: 3

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<b>Summary</b>	This paper outlines the key changes affecting 14-19 policy since the last OSG meeting.
<b>Recommendation</b>	OSG members are asked to note the information in this paper.

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### 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 OSG meeting.

### 2 From GCSEs to EBCs: the Government's proposals for reform: Government Response to the Committee's Eighth Report of Session 2012–13<sup>1</sup>

- 2.1 On 24<sup>th</sup> April, the Government published its response to the Education Select Committee's report into reforms to key stage 4 education. The Committee had highlighted that replacing GCSEs with new English Baccalaureate Certificates, within the set timescales, was too much and risked the stability of the wider exam system. It also raised concerns at the lack of evidence that reforms will to tackle under-achievement or narrow the attainment gap between the richest and poorest students any more effectively than GCSEs.
- 2.2 The Government's response confirmed they will continue with their reforms but following public consultations on the reforms and the committee's findings, adjustments to both the scale and pace of reforms have been made. Most notably, they have instructed Ofqual to phase implementation of reformed GCSEs in English language, English literature, mathematics, biology, chemistry, physics, combined science (double award), history and geography GCSEs to be introduced for first teaching in 2015. Other subjects will follow as soon as possible after that, with the aim that they should be available for first teaching in 2016. They are also deferring proposals for selecting a single Awarding Organisation to offer specifications in individual subject suites until a later date.
- 2.3 With regards to preparing post-16 providers, the government will take steps to improve the capacity of post-16 institutions to teach English and mathematics. From September 2013, the Government will introduce new further education initial teaching training qualifications.

- 2.4 The move to phase in the changes, taking into account wider education reforms, is welcomed by London Councils. However, it is disappointing the Government's response did not make clear how reforms will narrow attainment gaps or under-achievement.

### **3 Traineeship - Supporting young people to develop the skills for apprenticeships and sustainable employment<sup>2</sup>**

- 3.1 On 9 May, the Department for Education and Department for Business, Innovation & Skills published the Framework for Delivery of its new Traineeship programme, designed to prepare young people to progress into employment or an Apprenticeship. The programme will commence in August 2013 for students aged 16-19 and will be extended to young people up to 24 in due course. It will form part of the 16-19 study programme available to young people.
- 3.2 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.
- 3.3 The core content of traineeships will be a high quality work placement, work preparation training and English and maths. Providers and employers will have the freedom to bring these elements together as they see fit to support individual trainees.
- 3.4 In many cases it will be appropriate for high quality vocational qualifications to be started as part of traineeships, however, vocational content is included as part of 'flexible provision' rather than in the core.
- 3.5 Traineeships should be a partnership between employers and education and training providers. Initially they will be delivered by existing apprenticeship providers with SFA funding, or providers of 16-19 provision with EFA funding, with Excellent or Good Ofsted gradings.
- 3.6 Employers are not required to pay young people for the work placement under the traineeship. Traineeships fall under an exemption to the National Minimum Wage. However, young people taking part in traineeships may qualify for access to existing programmes of financial support including the 16-19 Bursary Fund. Those already in receipt of Jobseeker's Allowance or the new Universal Credit will continue to receive payments while taking part in a traineeship.
- 3.7 Local authority services for young people, schools, colleges, Jobcentre Plus advisers, DfE Youth Contract providers, National Careers Service advisers and National Citizen Service providers will have a role in referring interested young people onto traineeships.

### **4 Selective Comprehensives: The social composition of top comprehensive schools<sup>3</sup>**

- 4.1 The Sutton Trust report found that England's highest performing comprehensive schools and academies are significantly more socially selective than the average national state school and other schools in their own localities.
- 4.2 The average rate of free school meal (FSM) eligibility and uptake at the top 500 comprehensives, which have more than 69% of pupils achieving five good GCSEs in 2012, is just below half the national average figure - 7.6% compared to 16.5% and 15.2% in their respective local authorities. The vast majority (95%) of the top 500 comprehensives have a smaller proportion of their pupils on free school meals than

their local areas, including almost two-thirds (64%) which are unrepresentative of their local authority area, with gaps of five or more percentage points.

- 4.3 The analysis found only 49 schools within the top 500 with a higher proportion of pupils on free school meals than the national average, while just 25 exceeded their local average.
- 4.4 London Councils has been lobbying government to enable boroughs for the ability to issue a direction to an Academy to admit hard-to-place pupils, through Fair Access Panels, as they currently do with maintained schools.

## **5 Rebuilding and extending 14-19 partnership working in London to improve participation, progression and transition for young people<sup>4</sup>**

- 5.1 Commissioned through London Councils, the Institute of Education published a report focusing on 14-19 partnership working across London in order to map the current condition of partnership organisation and activity and to consider ways in which collaboration might be developed to improve opportunities for young people in the current national and regional contexts.
- 5.2 The report highlighted that 14-19 partnership working across London has been mixed following both policy and funding reforms. Where partnerships have fared better than others, it has depended on the rootedness of 14-19 collaboration; the degree of trust between education providers and the local authority; the level of local political commitment to the 14-19 phase; how adversely a particular local authority has been affected by expenditure cuts and how far schools have been prepared to work with and buy back local authorities services.
- 5.3 Following the difficult period between 2010 and 2012, there now appears to be an upward trajectory of 14-19 partnership activity based on the need to implement Raising the Participation Age; the emergence of a post-16 performance agenda linked to Ofsted; responses to continued government reform in this area and the pressing need to tackle youth unemployment.

## **6 London's Skills Challenge: Meeting London's Skills Gap<sup>5</sup>**

- 6.1 On 14 May, London Councils published a report examining how to meet London's Skills Challenge. The skills system in London is not meeting the scale of the capital's skills challenge, with negative consequences for businesses and for individuals seeking to find and progress in work.
- 6.2 The government spends more than £4 billion a year on adult skills provision in England, with £550 million of this in London alone. It subsidises adult learners depending on their age, qualifications and employment status, paying providers to deliver training courses for them. Contracts with providers are negotiated directly with the government via the Skills Funding Agency (SFA) which funds providers primarily according to the number of learners they attract and the qualifications those learners achieve
- 6.3 According to employers in England, 16 per cent of vacancies can be attributed to skills shortages. These have a marked impact on performance, with 40 per cent of employers with hard to fill vacancies saying that they have increased operating costs and delayed the development of products and services.
- 6.4 London Councils argues that London's skills needs are too diverse to be addressed just at a pan-London or London Enterprise Panel (LEP) level. Full devolution of skills responsibility is needed to align provision with the needs of the capital's businesses

and communities across functional economic areas. Groups of boroughs are best placed to lead this approach, with support from London's LEP.

## **7 Indicators to identify the disengaged<sup>6</sup>**

- 7.1 National Foundation for Educational Research (nfer) published research examining how to improve the system of identification of young people at risk of disengagement from learning but who do not face multiple and complex barriers. It provides new evidence to inform the development of practical tools to support practitioners to identify and understand the reasons why young people disengage.
- 7.2 The research found that more emphasis should be placed on understanding reasons for disengagement as a starting point to identification, in contrast to schools and local authorities relying on the available data on NEET-related characteristics. There was evidence to suggest that, through this approach, that some young people can be identified much earlier (in Year 7 or 8) with signs of disengagement.
- 7.3 Nfer, alongside the research, published a checklist of factors associated with the reasons why young people disengage for use by education providers.
- 7.4 Early identification of young people at risk of disengagement from education is crucial to improving the long term outcomes of all young people, particular at a time when Raising the Participation age is being introduced. London Councils, recognising disengagement can be spotted at an early age, has been lobbying for all young people, from year 8, to have the option to access careers, advice and guidance delivered by professional career's advisors.

## **8 Economic activity**

- 8.1 Over the past few months, there have been a number of publications that have examined the London employment market. They have shown that, despite the impacts of the recession, London's labour market has been surprisingly resilient during this period. London's employment rate is now over 70%, the highest it has been in the past three years and has created 326,000 net new jobs over the last five years despite the single, largest fall in output in a generation.
- 8.2 Through analysis of the strengths and weaknesses of London's market, the reports have made forecasts about future jobs growth, industry types and skills-sets needed by young people. By 2036, jobs in London requiring either an ordinary or higher degree is projected to reach 53 per cent by 2036, with the proportion of jobs with no qualifications reaching less than 5 per cent. This reflects a projected rise in professional occupations against a decline in clerical and secretarial occupations.

## **9 London Enterprise Panel – Jobs and Growth Plan for London<sup>7</sup>**

- 9.1 On 2 May 2013 the Mayor of London, Boris Johnson, announced that the London Enterprise Panel (LEP) had published a new Jobs and Growth Plan. It found that:
  - 9.1.1 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
  - 9.1.2 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.
  - 9.1.3 Over the same period, manufacturing, wholesale, transportation and storage, and public administration are all projected to see declines in employment.

- 9.1.4 The employment projections show an increase in the number of jobs requiring degree level or higher qualifications of 800,000 between 2011 and 2036.
- 9.1.5 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.
- 9.2 To support London create the jobs needed and develop the skills of young people to fulfil the jobs in an increasingly competitive economy, the plan outlines four key areas the LEP will focus:
  - 9.2.1 Skills and employment - to ensure Londoners have the skills to compete for and sustain London's jobs;
  - 9.2.2 Micro, small and medium sized enterprises - to support and grow London's businesses
  - 9.2.3 Digital creative, science and technology
  - 9.2.4 Infrastructure

## **10 London labour market projections<sup>8</sup>**

- 10.1 The report outlines GLA Economics' latest employment projections. Employment growth is projected to occur in some service sectors such professional occupations and managers and administrators but with continuing projected declines in manufacturing and some other sectors (wholesale, transportation and storage, and public administration), leading to increased demand for higher level qualifications.
- 10.2 Projected growth in London's working age population in employment and qualified to at least ordinary degree level is lower than the projected growth in London jobs at this qualification level suggesting an increase in the employment rate for London residents with at least an ordinary degree to balance the demand for and supply of labour at this qualification level.

## **11 The Economic Outlook for London<sup>9</sup>**

- 11.1 The Economic outlook, produced for the City of London by Oxford Economics, forecasts London's output growth drawing on labour market, industry sector and property market data. The outlook suggests that London is expected to remain at the forefront of the UK recovery given its concentration of high valued added exporting service sectors.
- 11.2 The region is also expected to account for an increasing share of UK output over the forecast. In labour market terms, the forecasts suggest that 374,000 of jobs created in the UK between 2013 and 2018 will be within London, which equates to approximately 1 in every 4 jobs.

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<sup>1</sup> <http://www.publications.parliament.uk/pa/cm201213/cmselect/cmeduc/1116/1116.pdf>

<sup>2</sup> <http://www.education.gov.uk/inthenews/inthenews/a00222418/sen-legal-health-duty>

<sup>3</sup> <http://www.suttontrust.com/research/top-500/1topcomprehensives.pdf>

<sup>4</sup> <http://www.londoncouncils.gov.uk/London%20Councils/1419partnershipreportFinal22513.docx>

<sup>5</sup> <http://www.londoncouncils.gov.uk/London%20Councils/LondonsSkillsChallengeMeetingLondonsSkillsGaps.pdf>

<sup>6</sup> <http://www.nfer.ac.uk/nfer/publications/INDS01/INDS01.pdf>

<sup>7</sup> <http://www.london.gov.uk/sites/default/files/Jobs%20and%20Growth%20Plan.pdf>

<sup>8</sup> <http://www.london.gov.uk/sites/default/files/llmp.pdf>

<sup>9</sup> <http://www.cityoflondon.gov.uk/business/economic-research-and-information/statistics/Documents/Economic-outlook-for-London-April2013-WebEdition.pdf>