

NORTH LINCOLNSHIRE COUNCIL

CABINET

**PEOPLE SCRUTINY REPORT ON EMPLOYABILITY SKILLS –
PROGRESS REPORT**

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To update Cabinet on actions taken in response to the Scrutiny Panel report on Employability Skills.

2. BACKGROUND INFORMATION

- 2.1 The Peoples Scrutiny Panel completed their review of Employability Skills in February 2013. Cabinet considered the report in March 2013. The report contains ten recommendations.
- 2.2 The Education and Economic Engagement Partnership (EEEP) group came into being in September 2012. The EEEP replaced the former 11-19 Partnership and all associated subgroups. This partnership satisfies the purposes of the Education and Skills Act 2008 the Children's Act 2004. Each require local authorities to promote cooperation with and between its partners and persons who are responsible for providing 14-19 education or training. The EEEP reports annually to the Children and Young People's Partnership.
- 2.3 The EEEP Group has taken ownership of the ten recommendations. They have initiated work to respond to them. The work to date is detailed in the attached progress report.

3. OPTIONS FOR CONSIDERATION

- 3.1 Cabinet is asked to note progress achieved to date in responding to the Scrutiny Panel report.

4. ANALYSIS OF OPTIONS

- 4.1 Not applicable.

5. **RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)**

5.1 Financial

Some financial and staffing implications might arise as the recommendations are implemented.

6. **OUTCOMES OF INTEGRATED IMPACTASSESSMENT (IF APPLICABLE)**

6.1 There are no implications associated with this report.

7. **OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

7.1 The recommendations were based on extensive consultation.

7.2 There are no known conflicts of interest for Cabinet to consider.

8. **RECOMMENDATIONS**

8.1 That cabinet note the progress made against the recommendations in the attached report.

**DIRECTOR PLACES
DIRECTOR PEOPLE**

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**Background Papers used in the preparation of this report. Scrutiny Report
Employability Skills – People Scrutiny Panel**

People Scrutiny report on Employability Skills – Progress Report

Annual Careers Fair

<p>Recommendations from People Scrutiny Panel</p>	<p>Recommendation 1: The panel welcomes the introduction of an annual Careers Fair. The panel therefore recommends that all schools, colleges and other young people should be encouraged to attend this event, and with the assistance of wide press and media coverage we further recommend that the council actively encourages a wider range of prospective employers, educational institutions and trainers, including those not immediately able to offer opportunities and employment. The panel also recommends that the Cabinet Member for People and the People Scrutiny Panel be advised on those schools who will/will not be attending future events in order that "take-up" can be measured.</p>
<p>What have we done?</p>	<ul style="list-style-type: none"> ▪ The Careers Fair took place on the 15th October 2013. Officers worked to engage schools and colleges in planning, so that the number of young people attending was maximised.
<p>What difference has this made?</p>	<ul style="list-style-type: none"> ▪ The Careers Fair attracted 1,700 young people from secondary age schools and settings. ▪ During the event, over 400 young people took advantage of the sessions run by the Careers Information Advice and Guidance Team.
<p>What do we need to do next?</p>	<ul style="list-style-type: none"> ▪ Deliver the October 2014 Careers Fair ▪ Further investment to be made available though the LEP to provide more 'hands on taster sessions'.

Developing links between businesses and school governance

<p>Recommendations from People Scrutiny Panel</p>	<p>Recommendation 2: The panel recommends that officers co-ordinating the annual careers fair liaise with North Lincolnshire Association of Governing Bodies to enable existing governors to speak informally to local employees, and to raise the possibility of encouraging companies to identify potential school governors.</p>
<p>What have we done?</p>	<p>Recommendation 3: The panel recommends that the council use all opportunities to promote governorship at business functions and other relevant events across North Lincolnshire, with the aim of drawing up a list of potential school governors with links to local employers. This list should then be shared with schools.</p> <ul style="list-style-type: none"> ▪ The North Lincolnshire Education Strategy for Schools was developed in autumn 2013, in consultation with the North Lincolnshire Association of Governing Bodies and all schools. ▪ Termly Chairs of Governors briefings have included details of the Careers Fair ▪ The Strategic Access Manager with responsibility for school governors has attended the North Lincolnshire Business Forum. ▪ Work is in hand to raise awareness of the governor role with businesses. A Governor recruitment postcard has been developed and is now used in all contact with business through the Planning and Regeneration division of the Places directorate ▪ Direct contact has been made with business leaders through lincs2business and Newsline.
<p>What difference has this made?</p>	<ul style="list-style-type: none"> ▪ We have made ‘supporting regeneration’ a specific aim of the Education Strategy for Schools and started to engage schools and businesses in this shared agenda. There is a greater awareness of the need to establish strategic links between local employers and schools.
<p>What do we need to do next?</p>	<ul style="list-style-type: none"> ▪ Content will be provided for use on the Invest in North Lincolnshire Website ▪ The launch of the North Lincolnshire Employability Skills Framework will include invites to schools governors. The framework will also be made available through Chairs of Governors briefings in the summer and autumn terms 2014. ▪ Discussions are being held with the North Lincolnshire Association of Governing Bodies about how targeted support and challenge to governing bodies can be best managed. Reviews of governance are being trialled which include a skills audit of governing bodies. This presents an opportunity to highlight where stronger links to business would be beneficial.

Developing accountability and oversight

Recommendations from People Scrutiny Panel	Recommendation 4: The panel recommends that the Director of People, in co-operation with the Cabinet Member for People, continue to inform the panel of progress on educational/employment outcomes on a regular basis.
	Recommendation 5: The panel recommends the council, in consultation with its partners, publish their progress in identifying and intervening with those young people at risk of becoming Not in Education, Employment or Training (NEET).
	Recommendation 6: The scrutiny panel recommends that the Assistant Director, Education, provides further regular updates as to what effective practices for raising achievement and challenging underperformance are being used across North Lincolnshire schools.
What have we done?	<ul style="list-style-type: none"> ▪ The Assistant Director: Education presented an update on outcomes at the end of secondary age to People Scrutiny in autumn 2013. ▪ The lead officer for Raising Participation Age presented an update to People Scrutiny in autumn 2013 on progress in ensuring young people remain engaged in education and training post-16, with a follow up session in spring 2014. ▪ The Assistant Director: Education provides a report to the Cabinet Member for People on all school level inspections. ▪ The Assistant Director: Education delivered an information session in spring 2013 for elected members on changes within the education system, with a further session delivered in spring 2014. These briefings included an evaluation of improvements in the quality of school provision. ▪ The early headlines of the 2013 North Lincolnshire Annual Education Report were shared with Headteachers at the autumn 2013 Primary and Secondary Matters meetings and have informed the school improvement action plans for the academic year 2013/14. ▪ An annual report of the Education & Economic Engagement Partnership was presented to the Children and Young People Partnership in autumn 2013. ▪ In October 2013, the Education Standards Board was established, providing a line of accountability to and from education stakeholders within the local authority area, including Ofsted and the Department for Education. ▪ The revamped Council website links to the North Lincolnshire Data Observatory, providing public scrutiny of NEET and attainment data.

<p>What difference has this made?</p>	<ul style="list-style-type: none"> ▪ Improving the quality of education provision remains a priority. A full review completed in January 2013 disinvested in service functions that could be transferred to schools and reinvested in priority areas, such as ‘narrowing the gaps’. The methodologies for school improvement have been overhauled and feedback from schools’ Ofsted inspections routinely demonstrate that the now embedded methods for support, challenge and intervention are effective. Her Majesty’s Chief Inspector reports annually on the quality of school provision on the 31 August. In 2012, 64% of primary age children and 44% of secondary age pupils in North Lincolnshire attended good or outstanding schools – by August 2013 the annual report recorded 75% (+11ppt) of primary age children and 84% (+40ppt) of secondary age pupils attended good or outstanding schools. These improvements are above national rates; reflecting a significant improvement in the quality of school provision in North Lincolnshire and the strengthening partnership between schools, academies and the local authority. ▪ A self evaluation has been produced in response to Ofsted introducing a new inspection framework for evaluating local authority arrangements for school improvement in June 2013. ▪ The latest available figures (December 2013) show that 85.6% of young people (age 16-19) in North Lincolnshire are ‘<i>In Learning</i>’ compared to 81.4% nationally and 81.8% in comparable areas. The combined <i>NEET</i> and <i>Not Known</i> figures are better than national, regional and comparable area figures. ▪ The November 2013 data shows that we have been successful in raising the participation age. In North Lincolnshire, 97.1% of Year 12 students were Participating, compared to 92.8% nationally and 93.1% across Yorkshire and Humber. ▪ Participation for the Year 13 cohort is 91.4%, compared to 84.4% nationally and 86.6% across Yorkshire and Humber. [November 2013 data]
<p>What do we need to do next?</p>	<ul style="list-style-type: none"> ▪ The Education and Economic Engagement Partnership needs to review the action plans for each work stream for 2014/15. ▪ A progress report from the Education and Economic Engagement Partnership to the Children and Young People’s Partnership should be submitted for year end 2014/15. ▪ Confirm the foci for further briefings to members on education outcomes and schedule.

Developing further opportunities for young people

Recommendations from People Scrutiny Panel	Recommendation 7: The panel recommend that the council, through its established links, encourages all schools and colleges throughout North Lincolnshire to sign up to the Humber Economic Business Partnership’s Employability Charter.
	Recommendation 8: The panel recommends that the council promotes work experience opportunities to schools and continues to extend work experience opportunities across the authority and also encourage placements with partners in the wider Children and Young People’s Partnership.
	Recommendation 9: The panel recommends that the council promote its Careers, Information, Advice and Guidance Team (IAG) further.
	Recommendation 10: The panel recommends that the Schools Forum be asked to promote the availability of development funds in order to encourage employability, careers advice and establishing links with employers.
What have we done?	<ul style="list-style-type: none"> ▪ The North Lincolnshire Education Strategy for Schools was developed in autumn 2013, in consultation all schools. The strategy sets out three aims; Raising Achievement, Championing Inclusion and Supporting Regeneration – the last of these sets out the Council’s ambition for an increasingly strong link between education providers and local business and industry. ▪ Consultation in October 2013 with the Youth Council regarding the Education Strategy for Schools highlighted that young people wanted more work experience placements and careers advice and it was agreed that there would be a development session to incorporate these views into discussions. As a response, the scheduled Education & Economic Engagement Partnership meeting on 4 December was rearranged as a development session. ‘<i>Talking Futures – a creative conversation on young people’s employability and skills for the emerging North Lincolnshire economy</i>’ involved the Chair of People Scrutiny, teachers, students, the Young Mayor, Youth Council Representatives, employers, officers and the Education & Economic Engagement Partnership membership. The session covered horizon scanning for the emerging local economy, soft testing of The North Lincolnshire Employability Skills Framework and consideration as to how careers information, advice and guidance should be developed further in North Lincolnshire. The event has stimulated a good level of involvement in the local Employability agenda. A number of employers have committed to involvement in employability trials in local schools and colleges. ▪ Advisory support has been provided for the Humber University Technical College sponsors (Able

UK and University of Hull) in developing their application – with close attention to developments in the local economy, especially the renewable sector.

- We have renegotiated a Joint Arrangement for IAG provision with schools and colleges
- Schedule of briefings to update IAG Team on local and Humber economic opportunities in place
- There have been a number of opportunities for businesses to sign up to the EBP employability charter.
- The employability sub-group of the Education & Economic Engagement Partnership Partnerships in conjunction with partners have developed the North Lincolnshire Employability Skills Framework. It has been agreed across partner organisations to adopt the seven employability skills identified by the *Confederation of British Industry (CBI) – providing a common language for the education and employer sectors.*
- *Piloted joint working between employers and education providers to embed employer input into targeted curriculum areas. This work has taken account of the seven CBI employability skills/competencies. The themes explored include: mathematics in the context of global finance (HSBC / Baysgarth School); information technology, transferrable skills and CV enhancement (HBP – IT Solutions / sixth form college); and, principles of business investment for students on work skills programme (Doncaster Anaerobic Plant / The Darley Centre). This work is ongoing to ensure that the relationship between employers and educators deepens.*
- Delivered an input to employers on the seven CBI employability skills/attributes at the North Lincolnshire Business Network on 31st October This has led to further employer sign up to specific areas of employer input in local education settings.
- Work with the Young Mayor and students from North Lindsey College has led to the production and trialling of a Raising Aspirations Project – ‘Trent’s Story’. This activity for use in both Primary and Secondary schools aims to raise aspiration and ambition unpinned by the story of the new economy of North Lincolnshire. Contact has been made with all interested primary schools regarding the Raising Aspirations Project and the programme will begin to be rolled out
- Investigate feasibility in light of changes to Schools Funding Arrangements
- Submission through City Deal / LEP for enhanced IAG offer
- Work has begun on putting a package together with the ESCITB to deliver 90 min plays to young people in secondary schools.
- The North Lincolnshire Employability Skills Framework – recently revised by North Lindsey College – is being trialled in some of the schools and settings involved in the employability

	<p>working group.</p> <ul style="list-style-type: none"> ▪ The employability work to date with a mathematics theme was showcased at the North Lincolnshire Maths Conference, at John Leggott College in September • In autumn term 2012, John Leggott College, North Lindsey College and local authority undertook a joint project to investigate the risk factors associated with 'drop out' from college placements in the first six weeks of starting. The findings informed arrangements for students transferring to post-16 education in September 2013. Improved data sharing on the potential vulnerabilities of incoming year 12 students at the start of summer break allowed colleges to flag information on their management information systems in time for start of term and enabling advance organisation of learner support. • An Engagement Panel was established in August 2013 to assess the needs of young people at risk of: not engaging; assessed as unsuitable (at the present time) for main site provision; at risk of dropping out of learning. The Engagement Panel will meet half termly to ensure pathways for every young person are available, including establishing bespoke arrangements between post-16 partners. ▪ The remit and membership of the Raising Participation Age Phase 2 Group has been refreshed and the RPA Plan updated. ▪ Cohort 4 in the apprenticeship programme started on the 2nd September 2013; 17 Level II and four Level III apprenticeship posts were recruited to. ▪ Cohort 5 was launched at Careers Event in October 2013 with the opportunity for all young people to meet and talk to services about the apprenticeship opportunities being offered
<p>What difference has this made?</p>	<ul style="list-style-type: none"> ▪ Through the Education Strategy for Schools, we have engaged schools in developing closer alignment of curriculum opportunities to the emerging local economy for all groups of pupils, the explicit development and assessment of employability skills and provision of Careers Advice and Guidance. Local schools and colleges have developed a plan to trial the North Lincolnshire Employability Matrix in different curricular setting throughout 2014 ▪ The LEP has been successful in attracting additional funding for the delivery of additional IAG and Career Event opportunity, this project is known as the Springboard project. ▪ Currently 80% of the apprentices are moving into employment, back into education or continuing on to a Level III apprenticeship. Increasingly, apprenticeship places and take up are meeting vocational preference ▪ In Autumn 2012, 159 young people dropped out of sixth form courses in the first 42 days and a

	<p>high proportion of these were in an identified vulnerable group. In 2013, the participation and retention for young people has improved. At the time of writing, there are 37 out of 1945 young people in the year 12 cohort not participating. A further 9 are excused by the Department for Education as meeting the criteria for a ‘temporary break from learning’; 7 are in employment but need to increase their level of part time education/training; 1 is home educated which counts as participating for the purposes of RPA.</p> <ul style="list-style-type: none"> ▪ During 2012/13, three young people who have Learning Difficulties and Disabilities were in supported work placements in council settings. They have all moved on to further learning/volunteering placements. ▪ For the year 11 September Guarantee (i.e. all those who attended a school in North Lincolnshire) there has been slight increase (+0.3ppt) in the percentage of young people with an offer to 98.5%. This compares to a national outturn of 95.4%. No young people were in the category of “no appropriate provision”. ▪ The year 12 September Guarantee cohort is made up of those who are resident within North Lincolnshire area, including those who are educated outside the authority. This year there was a slight increase in the percentage with an offer, up 0.5ppt to 92.4%. This compares to the last available national outturn of 88.2%. ▪ Closer working with the colleges has almost halved the amount of young people for whom the NEET status was ‘not known’ compared to this time last year. Nationally, these figures are historically high as it becomes apparent whether young people have taken up their intended courses, made alternative arrangements or become NEET. ▪ The year 11 progression measures show an increase in the percentage of those moving from school into learning with 97.9% in learning - this was an increase on the progression rate of 96.8% in 2012
<p>What do we need to do next?</p>	<ul style="list-style-type: none"> ▪ The working groups of the Education and Economic Engagement Partnership will be incorporating the outcomes of the <i>Talking Futures</i> IAG Development day into the work plans ▪ Local employers will be linked to particular schools/colleges involved in the employability trials ▪ An Employability Matrix ‘ app’ has recently been developed for use in tracking individual progress against the Employability skills/competences. This will be used in the trials of the employability work throughout 2014 ▪ Formally launch the Employability Skills Framework. To formally share the outcomes of the trails of the Employability Matrix when concrete outcomes of the work in both school and college

	<p>settings can be demonstrated</p> <ul style="list-style-type: none"> ▪ Will work with the members of the NLBN to develop a pool of businesses who will take Work Experience students from secondary schools. ▪ Developing explicit lines of community to the Local Enterprise Partnership. We now have LEP representation on the North Lincolnshire Employability Group. We have regular formal LEP updates via the Education and Economic Engagement Partnership ▪ Exploring links with Adult Community Learning Family Learning - broadening the approach to building employability competences across children and adults. ▪ Launching a Skills Pledge as a vehicle to link local businesses to schools. The Skills Pledge was launched at the North Lincolnshire Business Network Nov 2013 and we are now working with employers who pledged support to engage with the employability matrix trials that are getting underway. ▪ Developing a good practice guide for schools based on North Lincolnshire examples of building employability into the curriculum. ▪ Developing more engagement pathways (vocational and creative) that meet the DfE Engagement participation criteria and the bespoke needs of hard to reach/vulnerable young people. ▪ Establishing Traineeships as stepping stone to apprenticeships • Exploring European Social Fund (2013/15) to increase opportunities for enterprise and providing programmes with strong vocational element. The new ESF round will offer a vehicle for innovative engagement work that has a vocational focus. • The local Post 16 provider Engagement Panel is exploring how bespoke vocational opportunities can be offered for young people who are hard to reach/have vulnerabilities. This includes a work ready/work visits programme that we are working on setting up with North Lindsey college and local employers. • Working with partners to build Supported Internships for young people who have Learning Difficulties and Disabilities
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