

**CARDIFF COMMITMENT TO YOUTH ENGAGEMENT AND PROGRESSION**

**REPORT OF DIRECTOR OF EDUCATION & LIFELONG LEARNING and DIRECTOR OF ECONOMIC DEVELOPMENT**

**AGENDA ITEM: 8**

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**PORTFOLIO: LEADER (ECONOMIC DEVELOPMENT & PARTNERSHIPS) (COUNCILLOR PHIL BALE) AND EDUCATION (COUNCILLOR SARAH MERRY)**

**Reason for this Report**

1. To seek Cabinet approval to proceed with the development of a comprehensive, integrated, Cardiff Commitment to Youth Engagement and Progression Strategy for the city.
2. The proposed strategy will set out how Cardiff Council, together with a wide range of partners in the public, private and third sectors, will seek to ensure a positive destination for every young person in Cardiff after statutory schooling, into employment, education or training.

**Background and context**

3. Vibrant, cohesive communities and a prosperous economy and society are founded on a strong education system. Cardiff, the capital city of Wales, is one of the fastest growing cities in the UK. It has long been an international city, trading with the world, welcoming people, ideas and innovation from elsewhere. Its economy has changed radically and is developing in new ways. Its population is increasingly diverse, with over 100 languages spoken. It is a proudly bilingual city, committed to the development of the Welsh language.
4. Cardiff's education system has been responding to these changes. With a strong university sector, and major employers in the region, Cardiff has a high proportion of citizens educated to graduate level, attracting and retaining a highly skilled workforce. But in the past some aspects of the statutory schooling system have been underperforming, with stark differences in outcomes for learners, and life chances in different parts of the city. This has been changing in recent years and improvements are

clear. But more remains to be done to ensure that Cardiff has consistently excellent education.

5. The Council's Single Integrated Plan, 'What Matters' sets out ambitions to deliver a thriving and prosperous economy and to enable 'people in Cardiff to achieve their full potential'. These ambitions transfer into the Council's Corporate Plan and the four key priorities:

- Education and skills for people of all ages;
- Supporting people in vulnerable situations;
- Sustainable economic development as the engine for growth and jobs;
- Working with people and partners to design, deliver and improve services.

Better education and employment outcomes for young people, are clearly critical success factors to achieving improved economic growth and are integral to the Council's current ambitions and plans. The refreshed strategy for youth employment and progression proposed in this report, taken together with the development of "Cardiff 2020", the educational improvement strategy for Cardiff to 2020, will set out how the Council, with its partners in the city, will secure these objectives.

6. Current data shows that Cardiff is growing faster than other cities in the UK, with a skilled and competitive workforce, high quality of life rating, and significant investment in business infrastructure. It is expected to continue growing faster than any other U.K. city over the next 20 years. A flexible, highly skilled workforce is an essential component of this future growth, both in terms of economic development and social cohesion in the city and wider region.
7. However, against this background of dynamic growth, Cardiff currently has a disproportionate number of young people who do not make a successful transition into Education, Employment or Training (EET).
8. Welsh Government set out in the Youth Engagement and Progression Framework (2013), the expectation that all Councils in Wales take a leading role in driving the comprehensive co-ordination, alignment and integration of activity across a range of delivery stakeholders to ensure that young people make a successful transition into EET.
9. In monitoring educational provision in Cardiff one of Estyn's six recommendations from 2014 requires action to further reduce numbers of young people who are not in EET. In their monitoring visit of October 2015, they noted progress in reducing numbers, but pointed to the need for a single overarching strategy to improve youth engagement and progression.

## Current Position

### Youth employment in Cardiff

10. Youth employment in Cardiff has improved in recent years, with the percentage of young people unemployed in the age groups 16 -18 and 20 -24, now below the Wales averages. However, statistics indicate that 2,000 young people aged 16 – 19 and 2,800 young people aged 20 – 24, within the City of Cardiff are unemployed.

### Unemployment rate – Young People aged 16-19

Date	Cardiff			Wales		
	Unemployed	Economically active	%	Unemployed	Economically active	%
Jan 2012-Dec 2012	3,200	8,700	<b>36.4</b>	20,600	71,300	<b>28.8</b>
Jan 2013-Dec 2013	3,300	9,600	<b>34.5</b>	20,800	68,800	<b>30.3</b>
Jan 2014-Dec 2014	2,100	9,400	<b>21.9</b>	16,800	68,400	<b>24.5</b>
Jul 2014-Jun 2015	2,000	9,200	<b>22.0</b>	17,900	69,400	<b>25.8</b>

### Unemployment rate – Young People aged 20 -24

Date	Cardiff			Wales		
	Unemployed	Economically active	%	Unemployed	Economically active	%
Jan 2012-Dec 2012	5,900	20,900	<b>28.2</b>	30,500	145,900	<b>20.9</b>
Jan 2013-Dec 2013	4,700	25,400	<b>18.7</b>	26,500	156,200	<b>17.0</b>
Jan 2014-Dec 2014	2,700	24,000	<b>11.4</b>	21,900	154,500	<b>14.2</b>
Jul 2014-Jun 2015	2,800	23,200	<b>12.0</b>	24,200	153,300	<b>15.8</b>

Source: ONS - Nomis on 10 December 2015

### Labour Market Analysis

11. A recent labour market demand and supply report by the South East Wales Learning Skills and Innovation Partnership (LSKIP) states that the region is entering an extremely challenging five year period. Opportunities arising from government infrastructure and private industry investment plans have the potential to significantly change the current economic landscape. A City Deal for the Cardiff Capital Region, accelerated development across the three South East Wales Enterprise Zones including Cardiff Airport, and the establishing of close ties between the Great Western Cities, as well as £10 billion of planned infrastructure investment, represent a huge opportunity but also a challenge. Even if only some of the potential developments occur, the potential of this time can only be exploited with the support and growth of skills in the region's workforce.
12. The LSKIP report further stated that it believes that traditional learning, training models and qualifications need radical change to refocus on outcomes. Training the workforce across the age range to deliver the skills industry needs will require the development of new, relevant and

progressive qualifications, approaches and pathways. Delivering key essential skills in numeracy, literacy, ICT and employability for people across the age range who are NEET or lack qualifications will help to build an employee pool/register particularly focussed on areas of high unemployment. Attention also needs to be paid to skills shortages in areas such as manufacturing, tourism, financial services, education and public administration, where employers have expressed difficulties in recruiting. Manufacturing bridges a number of sectors from medical and pharmaceuticals, food and drink manufacturing, electronics, automotive and aerospace.

13. Significantly, the city's growth plans are supported by a high number of graduates, many of whom are drawn to employment locally via the three universities. Cardiff is a popular university destination and many students stay on in the city.

### Workforce Skills – Core City Comparisons 2013

	With degree or equivalent and above – aged 16 – 64
Bristol	42.8
Manchester	38.8
<b>Cardiff</b>	<b>38.6</b>
Sheffield	35.9
Great Britain	35.2
Leeds	35.1
Newcastle Upon Tyne	34.6
Nottingham	29.3
Liverpool	27.2
Birmingham	25.8

### School Leavers

14. Significant progress has been made over the last 5 years in reducing the number of young people who leave school and do not make a positive transition to Education Employment, Training in Cardiff.
15. There has been a significant reduction in the numbers of year 11 leavers designated as NEET, from 8.8% in 2010, to 4.26% in 2014. In 2014, the number of year 11 school leavers that did not progress into EET was 151 pupils of a cohort of 3,546 pupils (4.26%).

Year 11 Leavers known to be not in education, employment or training					
	2010	2011	2012	2013	2014
Cardiff	8.8	7.7	6.7	4.9	4.3
Wales	5.4	4.4	4.2	3.7	3.1
Source: Careers Wales Pupil Destinations from Schools in Wales					

16. There has also been a reduction in the numbers of Year 13 leavers designated as NEET from 6.2% in 2010, to 4.4% in 2014. In 2014, the number of year 13 school leavers that did not progress into EET was 62 pupils of a cohort of 1,402 pupils.

<b>Year 13 Leavers known to be not in education, employment or training</b>					
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Cardiff	6.2	8.4	4.9	4.2	4.4
Wales	6.6	6.4	5.1	4.7	4.9
Source: Careers Wales Pupil Destinations from Schools in Wales					

17. However despite this improvement, the proportion of young people in Cardiff who are not in education, employment or training remains one of the highest in Wales. In 2014 only Newport had a greater percentage of Y11 school leavers not in education, employment or training than Cardiff.
18. It is important to note that as at October 2015, 563 16-18 year olds were registered by Careers Wales as not in education, training or employment. This compares favourably with the 629 reported by Careers at the same point last year (October 2014).

### School Qualification Outcomes

19. A major contributory factor to the progression and future life chances of young people is their academic attainment. The results for the 2014-2015 academic year build on the improvements seen last year. Standards of attainment continue to improve in all key stages and in many indicators at a faster rate than across Wales as a whole. However, despite this strengthening picture, outcomes at the end of each key stage are not yet high enough.
20. At Key Stage 4 there has been further significant improvement in the Level 2 inclusive threshold to 59.3%. This has halved the number of secondary schools where less than 40% of pupils achieve five GCSEs grades A\*-C including English or Welsh and mathematics from six to three. The three schools that continue to cause concern are also those schools that have yielded higher numbers of young people leaving at year 11, without a positive pathway to education, employment or training.
21. Performance at the wider Key Stage 4 level 2 measure (5 GCSEs grades A\*-C), and the level 1 measure (5 GCSEs grades A\*-G or equivalent), is still of continuing concern in a number of secondary schools. This indicates scope to improve the adequacy and breadth of the curriculum offer to respond to the needs of all pupils. Leaving school without these foundations is a significant barrier to progression and future success.

## Cardiff Key Stage 4 Results

Key Stage 4 Performance Indicator	Cardiff					Wales
	2011 Actual	2012 Actual	2013 Actual	2014 Actual	2015 Actual	2015 Actual
Achieved the Level 2 threshold including E/W/M	48.4%	49.3%	49.9%	54.0%	59.3%	57.90%
Achieved the Level 2 threshold	63.9%	68.3%	73.0%	76.0%	81.6%	84.10%
Achieved the Level 1 threshold	89.3%	91.2%	91.7%	93.2%	92.1%	94.40%

## Current Arrangements

22. The Welsh Government has allocated lead partners with particular responsibility for young people who do not progress or are at risk of not progressing into Education, Employment or Training. In Cardiff at present, these lead agencies report to the Education, Employment and Training (EET) Strategy Group and are:

- Cardiff Education Service (young people aged pre 16)
- Careers Wales Cardiff and Vale (young people aged 16-18)
- Job Centre Plus (young people aged 18+).

23. To date, the EET Strategy Group has fulfilled a leadership and co-ordination role, enabling the development of key building blocks to meet local and national expectations regarding the progression of young people. Reports are regularly provided to the Education Development Board. However, this group has not been able to secure the commitment of all stakeholders to fully realise the benefit of effective partnerships at all levels, which have an important role to play in supporting young people into the world of work. Much of the work to date has been driven and delivered by the Education Directorate, in particular the Youth Service, and Careers Wales.

24. Achievements to date include:

- The implementation of the Vulnerability Assessment Profile in all secondary schools in Cardiff, to enable early identification, tracking and support to young people in school at risk of not making a positive progression to education, employment or training.
- Strong partnership arrangements for the post 16 Neighbourhood panels have been developed and lead workers from range of partner organisations track and support young people at risk in the 16 – 18 year old group.

- Progression of the Council's commitment to the Welsh Government's expected Youth Guarantee through partnership planning between education, schools, FE, Work Based Learning providers and Careers Wales.
25. Further examples of the Council's wider commitment to supporting the transition of young people into education, employment and training include:
- Children's Services have created a post to support young people into EET who are within LAC services. Working with a number of partners including Careers Wales, Cardiff and Vale College, and the GMB Union, a traineeship scheme has been developed for Looked After Children to gain new skills, qualifications and employment.
  - The recruitment of Student Mentors to support Care Leavers.
  - Incorporation of a communities benefits clause into the Council's Building Maintenance Contract Framework which has resulted in apprentices being recruited either by companies themselves or via their supply chains.
  - The Council's Into Work Services supports job seekers through the provision of a wide range of free courses and job search support.
  - Delivery of a Schools Governors Programme to help address the need to strengthen the Governance of some of our secondary schools and primary schools and build sustainable, long-term partnerships between business and schools.

### **Proposed Way Forward**

26. Further action is now needed to consolidate the range of current actions, and for the Council to use to greater effect its role as a major employer, and its influence through partnerships, to ensure that Cardiff is able to deliver outstanding choices and opportunities for all young people which secures their full engagement in the social and economic life of the city and city region.
27. It is proposed that the Cardiff Commitment to Youth Engagement and Progression Strategy is scoped and developed, sponsored by the Council and the Cardiff Partnership Board. It is recommended that we draw upon the experience and best practice exhibited in other City regions such as Edinburgh, Leeds and Oxford, who have all created innovative and inspirational Youth Engagement and Employability Strategies.
28. Business and employers throughout the city and region are key to securing the Cardiff Commitment to young people's futures. It is proposed that the Council develops its already strong engagement with employers by seeking the specific commitment of every employer to developing their youth offer, whether through establishing an apprenticeship, work experience opportunities, or bespoke partnering with schools and young people.

29. The Council is already working with its contractors to secure community benefits from its construction and maintenance contracts. These aim to benefit young people by providing apprenticeships, graduate and NVQ training programmes, work experience/internship opportunities and employing long term unemployed. The Council is committed to maximising the community benefits derived from all appropriate contracts by identifying opportunities to deliver community benefits from other types of contracts.
30. The Council is also actively looking at the potential to introduce a Social Responsibility Charter. The Charter would be a set of guiding principles for the Council and which the Council's contracted suppliers would be invited to adopt. The Charter could cover a range of issues including employment, training, buy Cardiff first, ethical procurement and being a good employer.
31. It is further proposed that whilst the strategy is being refreshed that the Council acts proactively to deliver 'quick wins' where possible. An immediate opportunity to consider is a pilot of a 'Junior Apprenticeship Scheme' with Cardiff and Vale College, for 14 – 16 year olds. This proposition would involve joint arrangements for education, training and experience between the college and the Council, whereby young people would access job related training at the Council and English/Maths GCSE and basic skills training at the College.
32. This opportunity would provide the option to extend and modify the Council's Corporate Framework for Work Experience, Work Placements, Traineeships, Apprenticeships and Graduates (report to Cabinet 7 November 2013). The Apprenticeship scheme within this Framework had some success, in placing young people in administration and IT roles attracting young apprentices with Level 2 qualifications. However, it has had little impact to date on those at risk of becoming NEET, with qualifications at level 1 only.

### **Reason for Recommendations**

33. The strategy for Youth Engagement and Progression proposed here will enable the Council to progress its commitments to young people of Cardiff within the context of the wider ambitions for the future social and economic prosperity of Cardiff and the region which are set out in the What Matters partnership plan and in the Corporate Plan.

### **Financial Implications**

34. The Strategy for Youth Engagement and Progression proposed here will result in the Council identifying appropriate apprenticeships across Directorates. The funding for this will need to be found from within existing financial resources through a combination of workforce planning by using funding for previously held posts or identifying other sources of funding such as earmarked reserves for apprenticeships



35. Where the use is made of earmarked reserves then consideration should be given as to the sustainability of the funding looking forward into the future.

### **Legal Implications**

36. At present there is no statutory guidance re the Youth Engagement and Progression Framework 2015. On the 15<sup>th</sup> July 2015, the Welsh Government published a “Formative evaluation of the youth engagement and progression framework”. The evaluation was in respect of all Local Authorities in Wales. In the conclusions of the executive summary it states “Since many of the barriers to progress appear to be related to the extent that LA’s and their partners had prioritised and taken forward activities that would implement the YEPF, additional pressure may be more effective than turning the YEPF into a statutory requirement when changes to the accountability framework for schools and colleges (the use of destination outcomes) may make some difference to motivations. At a later point when there is less government focus on the programme and no grant funding for EPC’s for example, statutory guidance might secure the progress made.

### **HR Implications**

37. The age profile of the Council indicates that currently less than 5% of the Council’s workforce are in the 16 to 24 age group (excluding reliefs and casuals). Alongside the positive impact and benefits to young people, the proposals set out in this report will assist in encouraging young people to consider the Council as a prospective employer and contribute to the need to improve the age profile of the workforce. The specific HR implications arising from the proposed pilot ‘Junior Apprenticeship Scheme’ with the Cardiff and Vale College will be assessed as the pilot is developed.

## **RECOMMENDATIONS**

Cabinet is recommended to:

1. Agree the implementation of ‘The Cardiff Commitment’ - ensuring positive destinations for all young people in Cardiff – The Cardiff Youth Engagement and Progression Strategy 2015 – 2018 (Appendix 1), and raise its profile to a new Corporate commitment in the 2016/17 Corporate Plan.
2. Agree the approach to employer and business engagement in delivering the Cardiff Commitment as set out in paragraph 28 of this report.
3. Support the development of a pilot ‘Junior Apprenticeships Scheme’ with Cardiff & Vale College.
4. Agree that the Council continues to develop its Community Benefits approach to maximise opportunities for young people and raise awareness of this Strategy within its supply chain.

5. Delegate to the Chief Executive, in consultation with the Leader and Cabinet Member (Education) and relevant senior officers, authority to ensure that the necessary resources to achieve the above recommendations are identified.

**NICK BATCHELAR**

Director

15 January 2016

**NEIL HANRATTY**

Director

15 January 2016

*The following appendix is attached:*

Appendix 1 – The Cardiff Commitment - Ensuring positive destinations for Young People in Cardiff.

*The following background paper has been taken into account:*

Cardiff 2020

# ***'The Cardiff Commitment'***

*Ensuring positive destinations  
for Young People in Cardiff*



*'Choice and Opportunity  
for all'*

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## **Foreword**

Over the past 20 years, Cardiff has transformed itself into a thriving and vibrant city. As one of the UK's Core Cities, with a population of 351,700, Cardiff is the largest city in Wales and the ninth largest city in the United Kingdom. The city is also one of the most rapidly growing in the UK, with faster job growth than any of the UK Core Cities between 2000 and 2010.

The ongoing success and growth of the city presents opportune conditions to refocus and re-energise our commitment to young people.

Through this strategy, we aim to ensure that all young people in Cardiff are provided with the support, choices and opportunities to become personally successful, economically productive and actively engaged citizens. We recognise that some young people are faced with significant challenges and barriers to progression. We are determined to create the environment in which our most vulnerable young people can break through these difficulties and make a successful transition into adulthood and the world of work.

We recognise the contribution that the full participation of young people in education and training can make to ensuring Cardiff has a skilled and effective workforce and to raising the aspirations of young people in the county. It forms a key strand of our corporate plan for a thriving capital and the development of a world class economy.

Whilst we have a great deal of work ahead of us to achieve our ambitions, we are already making great strides forward to ensure the very best for our young people and we will continue to work in partnership to make Cardiff one of Europe's top capital cities for young people to reach their potential.

**Councillor Phil Bale, Leader Cardiff Council**

**Paul Orders Chief Executive**

## Introduction

Cardiff Council is committed to increasing the engagement and progression of young people in education, training and employment. It is a key part of the work of our schools, colleges and training providers to improve outcomes for young people and break the link between poverty and attainment.

There has been a steady improvement year on year in the proportion of young people who are engaged in education, employment or training at age 16 but there remains scope to increase the numbers who secure a positive destination after leaving school.

We recognise that there will always be young people age 16+ who struggle with the transition to adulthood and who will require high quality support to enable them to make that transition a positive one. Hence, our strategy to increase the numbers of young people progressing to ongoing education, employment or training includes the provision of highly personalised packages of support. It also recognises that the journey to successful progression from school to the world of work begins way before the young person is 16. Thus intervention at school before disengagement and disaffection set in is an essential part of this strategy.

This strategy also aligns to the wider preventative agenda, including early years, parenting and family support and the Council's Early Help Strategy.

Cardiff Council is determined to build on good practice already embedded, learn from other areas, create opportunities and improve the participation rates for young people in the county and in particular for our most vulnerable groups.

The key to successful implementation of Cardiff's Youth Engagement and Progression Strategy will be strong leadership and a whole system approach in which roles and responsibilities are clearly defined and all stakeholders collaborate to deliver better outcomes for young people.

## Context

In Wales, this strategy sits within the context of a number of key national strategies and plans.

- The *Youth Engagement and Progression Framework* (YEPPF) which sets out a delivery model centred on the needs of young people, with clear roles and responsibilities between the range of organisations working with young people and strong local leadership by local authorities and their partners.
- *Communities First and Families First*, which aim to achieve positive outcomes for more deprived communities and needy families in Wales.
- The *Tackling Poverty Action Plan 2012–2016* which prioritises a commitment to reduce the number of young people who are not in education, employment and training (NEET).
- The *Improving Schools Plan* which aims to improve literacy and numeracy and break the link between poverty and attainment.
- The Policy Statement on Skills 2014 which sets out 4 key priorities, which are vital for progression and sustainable employment.
  - Skills for jobs and growth
  - Skills that respond to local needs
  - Skills that employer's value
  - Skills for employment.
- The new Post-16 planning and funding system and the recommendations from the Review of 14–19 Qualifications.
- Welsh Government's wider work to boost youth employment, post 18, via Jobs Growth Wales, traineeships and apprenticeships.

Locally, this strategy makes a significant contribution to the desired outcomes within the Council's *Single Integrated Plan "What Matters"*, which aims to make Cardiff Europe's 'most liveable capital city'. It is also central to the priorities of the Council's *Corporate Plan*, which are:

- Education and Skills for people of all ages
- Supporting people in vulnerable situations
- Sustainable economic development as the engine for growth and jobs
- Working with people and partners to design, deliver and improve services.

## Vision

*All young people in Cardiff make a successful transition from school to ongoing education, training and the world of work and are enabled to reach their full potential.*

## Desired Outcomes

- An increased number of year 11 school leavers securing a positive, sustainable destination in education, employment or training.
- An increased number of year 13/14 school leavers securing a positive, sustainable destination in education, employment or training.
- A reduction in the % of young people (16-18 year olds) who are not in employment, education or training.
- An increased number of young people and adults entering post-18 learning opportunities
- More young people in vulnerable groups, at risk of becoming NEET, making a successful transition from school to future education, employment or training.
- A higher overall number of young people aged 16 – 25 economically active.
- Strong partnerships effectively operating throughout Cardiff to improve support, choices and opportunities for young people.
- An increased number of young people achieving Level 2 qualifications and a reduction in the numbers of young people leaving school with no or level 1 qualifications.
- All young people at risk of becoming NEET are identified early and appropriate intervention and support is allocated to support transition at Key Stage 3, 4 and post 16.
- Sufficient breadth of opportunities available at appropriate levels which reflect needs of economy. Fewer young people revolving through the system.
- Assessment and Planning Pathways in place (joint assessment framework embedded).
- Responsive employer engagement in education leading to increased employability of school leavers.
- Young people directly influence service planning and delivery and ensure ownership and relevance.



## **Strategic Priorities and Key Objectives**

This strategy will be delivered through a focus on six priority areas to realise better outcomes for young people. These key areas align with the Welsh Government Youth Engagement and Progression Framework. The strategy is underpinned by a concise action plan.

### **Priority 1: Shared accountability and commitment to action**

#### **Objectives:**

- Clear leadership and partnership arrangements, which secure a city wide commitment to securing the successful progression of all young people.
- Strong engagement and commitment from the business community and wider institutions in Cardiff.
- Accountability of school leaders to ensure the progression of their learners when they leave school
- A transparent performance management framework which enables the comparison of learner outcomes and destinations across the city.

### **Priority 2: Early identification of young people most at risk of disengagement**

An effective long-term strategy for reducing the size of the NEET group must stem the flows into the group. To ensure that all young people can participate in EET requires a specific focus on those who are most vulnerable. Early identification and support is crucial to ensuring that these young people can go on to achieve and participate.

#### **Objectives:**

- Intervening early with families at risk of poor outcomes – ensure that children and young people are identified and receive help and intervention at the earliest opportunity.
- Develop an early intervention focus, in particular focusing on transitions to primary school and on early skills development
- Joint Assessment Framework implemented across schools and services in line with the Council's Early Help Strategy.

### **Priority 3: Better brokerage and co-ordination of support**

Improving and supporting the transition of learners between key stages is crucial to ensuring that young people continue to be engaged in education and can progress successfully.

#### **Objectives:**

- Sufficient, targeted and effective 'lead worker role' model implemented across Cardiff, enhanced by European Social Fund grant, to support young people most at risk of disengagement.
- Appropriate and secure information sharing arrangements in place across all relevant agencies.
- Young people fully engaged in reviewing and improving the quality of services they receive.

### **Priority 4: Stronger tracking systems pre and post 16**

In order to support transitions and ensure appropriate services are in place good tracking information is needed about where learners are, to identify those who need more support and quickly re-engage those who do not sustain EET.

#### **Objectives:**

- Quality tracking systems in place covering the transition process from pre to post 16, to ensure that young people leaving all pre 16 learning provision (schools and other) are given appropriate support and choices, including introduction of the Common Application System.
- Careers Wales destinations data and tier data for 16 to 18 year old young people is timely and reliable. Mechanisms to report and re-engage young people who leave 16-18 education and are robust.
- Transition support is in place for targeted vulnerable groups e.g.: Looked After Children, disabled children, children with additional learning needs and behavioural difficulties, children with english as an additional language.
- Post 16 Neighbourhood panels in each of Cardiff's 6 Neighbourhood Management Areas enhanced through extended memberships, to include further third sector and other partners.

## **Priority 5: Ensuring provision meets the needs of young people**

There must be sufficient breadth of opportunities available at appropriate levels, which regardless of where they take place, must be of the highest possible quality, and that learning and achievement is accredited or formally recognised.

### **Objectives:**

- A comprehensive, up to date picture of provision is available which identifies gaps, unmet needs or duplication in existing provision.
- Cardiff Youth Guarantee implemented, to ensure appropriate progression routes for all learners by 2016.
- Post 16 provision and funding model revised.
- Appropriate pathways and alternative curriculum for 14 to 16 year old learners at risk of disengagement, in particular at Level 1 developed.
- Issues of retention and early leavers from Further Education and Work Based Learning addressed, to counter the ongoing issues with 'churn' in the system.

## **Priority 6: Strengthening employability skills and opportunities for employment**

We recognise the contribution that full participation of young people in education and training can make to ensuring Cardiff has a competent and effective workforce and to raising the aspirations of young people in the county.

### **Objectives:**

- Schools/business engagement framework developed and implemented, to enable more focused and productive working relationships.
- Comprehensive labour market analysis for the Cardiff sub region complete, drawing upon existing studies available within the city.
- New models of schools and business partnerships developed, to exploit opportunities for co-ordinated learning and economic growth.
- Best practice approaches to Careers advice & guidance and work experience for key stage 4 pupils.
- Council's apprenticeship and training programmes extended, to increase the range of opportunities available to young people, particularly those in vulnerable groups.

## **Story behind the baseline**

### **Definition of NEET**

The term NEET refers to young people who are not engaged in education, employment or training. It is often used to describe young people who are disengaged from learning or employment and have become marginalised from society.

Attempts have been made to estimate the financial costs of extended periods of NEET status. A study by the DfES estimated that the additional resource cost associated with being NEET amounted to £97,000 over a lifetime. The additional resource cost represents the cost to the economy as a whole of failing to help a 16 to 18 year old out of the NEET group over their lifetime. The estimate attempts to place a value on additional costs of unemployment, under employment, crime, poor health, substance abuse, premature death and early motherhood. So, in Wales, the costs of failing to help one cohort of NEET young people aged 16-18 out of NEET status over their lifetime would amount to well over £1 billion.

### **Why do young people become NEET?**

Young People can become NEET due to a variety of reasons and circumstances. Progressing to post 16 is a major transitional point in all young people's lives. The management of this transitional point is crucial to ensure the risk of young people becoming NEET is reduced or removed.

For some young people being NEET is a finite, transitional phase, ending in a positive outcome. For others, NEET is both a symptom of disadvantage and disengagement in earlier years and indicates a lifelong disengagement from actively participating in and benefiting from a prosperous society.

Research by Cordis Bright commissioned by Cardiff Council in 2007 concluded that NEET young people are not a homogeneous group but that they are more likely to experience multiple barriers or problems to engagement. They are more likely than the general population to:

- be male
- have a history of not attending school
- have "looked after children" status (LAC)
- have a history of fixed term exclusions
- have an "educated other" status
- have a special educational needs statement
- have experience of more frequent episodes of unemployment and for longer periods if they are not long term NEET
- have lower qualification attainment levels
- have been in contact with the Youth Offending Service.

# Baseline

## Cardiff's Current Position

The total NEET group is made up of young people who are not participating in EET but who are available to the labour market and also those young people who are not currently available to the labour market (because of illness, caring responsibilities, pregnancy or parenting responsibilities, for example).

## School Leavers

Since 2010, there has been a significant reduction in the numbers of year 11 leavers designated as NEET in Cardiff, from 8.8% to 4.3% in 2014. (4.3% is 151 young people). Despite this improvement being at a faster rate than other local authorities, further reductions are required. Cardiff's relative position in 2014 is 21<sup>st</sup> out of 22 local authorities in Wales in terms of its NEET figures. In relation to similar authorities Cardiff's performance was ahead of Newport 4.7% but behind Swansea 3.5%.

Welsh Government statistics on young people who are NEET are for the academic year 2014 show the NEET position for Wales is 3.1% compared to 5.4% in 2010. These figures are produced on a Welsh basis. The statistics are based on annual Destinations Survey undertaken in October each year by Careers Wales. 2015 statistics are yet to be published.

<b>Year 11 Leavers known to be not in education, employment or training</b>					
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Cardiff	8.8	7.7	6.7	4.9	4.3
Wales	5.4	4.4	4.2	3.7	3.1
Source: Careers Wales Pupil Destinations from Schools in Wales					

<b>Year 13 Leavers known to be not in education, employment or training</b>					
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Cardiff	6.2	8.4	4.9	4.2	4.4
Wales	6.6	6.4	5.1	4.7	4.9
Source: Careers Wales Pupil Destinations from Schools in Wales					

## 2014 – Year 11 NEET Profile

In 2014, the number of year 11 school leavers that did not progress into EET was 4.26% or 151 pupils of a cohort of 3546 pupils. Of these, 115 young people or 3.24% did not progress into EET and 36 young people or 1.02% could not or were unable to enter EET due to illness or custodial sentence.

An analysis of the characteristics of the 151 pupils identified as not in EET (including the 133 pupils identified by the VAP process) in October 2014 indicates the following:

	Male	Female
SEN	1	3
FSM	22	24
EAL who require support with written and/or spoken English	3	4
Multiple fixed term exclusions	23	17
LAC	2	6
<b>Neighbourhood Area</b>		
Cardiff North	10	2
Cardiff East	9	6
Cardiff South West	16	11
Cardiff West	8	6
Cardiff City and South	3	6
Cardiff South East	20	14
Other (in care or out of county)	10	12

### **Vulnerability Assessment Profile**

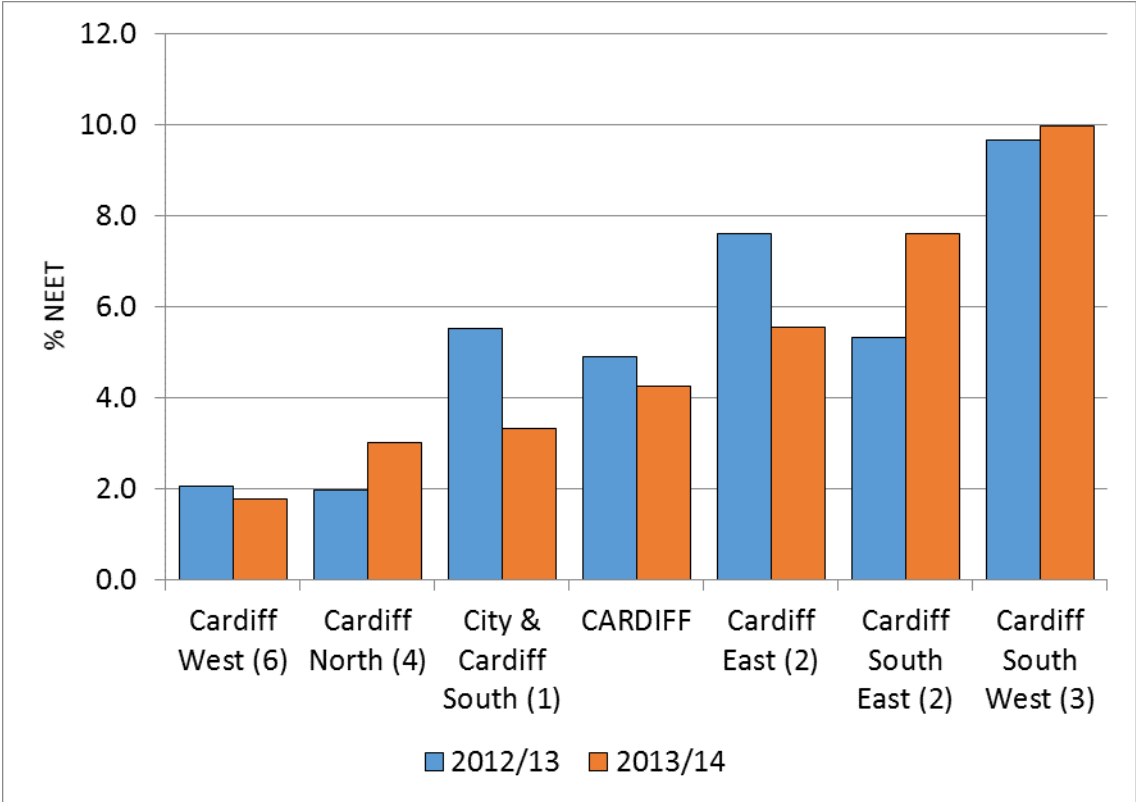
To support the early identification of vulnerable pupils Cardiff Council has led on the implementation of a Vulnerability Assessment Profile (VAP). Beginning in year 8, the VAP tool identifies those pupils whose attendance falls below 85%. The VAP data is discussed on a termly basis at a school led agency panel meeting and this informs the targeting by Careers Wales and Cardiff Council of additional support and or advice and guidance to identified pupils.

In April 2014, 1677 pupils across years 9 to 11 were identified by the Vulnerability Assessment Profile process. 682 of this identified cohort were in year 11.

<b>Year 11 pupils VAP RAG Status as at April 2014</b>	
<i>Status</i>	<i>Number of pupils</i>
RED	304
AMBER	146
GREEN	232
<b>Total</b>	<b>682</b>

On leaving school in July 2014, 80.5% of the identified year 11 VAP cohort (549 pupils) made a successful transition into EET, whilst 133 pupils were recorded not in EET. These 133 pupils form part of the total 151 NEET recorded by Careers Wales in October 2014 which indicates that our approach to identification is robust.

**Figure 2: Percentage of Year 11 School Leavers that are NEET by Neighbourhood Partnership Area 2012/13 to 2013-14**



NB. NPA figures only include maintained schools.  
 Cardiff North figures exclude Ysgol Gymraeg Bro Edern due to the current absence of a year 11 leaver cohort.  
 No. schools in each NPA are in brackets after the area name.

**School Qualification Outcomes**

A major contributory factor to the progression and future life chances of young people is their academic attainment. The results for the 2014-2015 academic year build on the improvements seen last year. Standards of attainment continue to improve in all key stages and in many indicators at a faster rate than across Wales as a whole. However, despite this strengthening picture, outcomes at the end of each key stage are not yet high enough.

At Key Stage 4 there has been further significant improvement in the Level 2 inclusive threshold to 59.3%. This has halved the number of secondary schools where less than 40% of pupils achieve five GCSEs grades A\*-C including English or Welsh and mathematics from six to three. The three schools that continue to cause concern are the same schools that have yielded higher numbers of young people leaving at year 11, without a positive pathway to education, employment or training.

Performance at the wider Key Stage 4 level 2 measure (5 GCSEs grades A\*-C), and the level 1 measure (5 GCSEs grades A\* – G or equivalent), is still of continuing concern in a number of secondary schools. This indicates scope to improve the adequacy and breadth of the curriculum offer to respond to the needs of all pupils. Leaving school without these foundations is a significant barrier to progression and future success.

## Cardiff Key Stage 4 Results

	2011	2012	2013	2014	2015	Wales 2015 Actual
Achieved the Level 2 threshold including E/W/M	48.4%	49.3%	49.9%	54.0%	59.3%	57.90%
Achieved the Level 2 threshold	63.9%	68.3%	73.0%	76.0%	81.6%	84.10%
Achieved the Level 1 threshold	89.3%	91.2%	91.7%	93.2%	92.1%	94.40%

### **16 to 18 year olds (post school)**

The NEET data for 16-18 year olds is provided by Careers Wales to the LA on a monthly basis. The data is broken down by geographic area and reports the numbers in each tier as well as the movement of young people through the tiers of Careers Wales 5 tier model.

As at October 2015, 563 16-18 year olds (tiers 1, 2 and 3 below), were registered by Careers Wales as not in education training or employment. This compares favourably with the 629 reported by Careers at the same point last year (Oct 14).

Cohort / Age	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Grand Total
<b>Left Year 11 in 2015</b>	<b>34</b>	<b>24</b>	<b>112</b>	<b>359</b>	<b>2756</b>	<b>3285</b>
16	31	21	93	306	2281	2732
17	3	3	19	53	475	553
<b>Left Year 11 in 2014</b>	<b>125</b>	<b>76</b>	<b>192</b>	<b>186</b>	<b>3289</b>	<b>3868</b>
17	98	64	155	165	2727	3209
18	27	12	37	21	562	659
<b>Grand Total</b>	<b>159</b>	<b>100</b>	<b>304</b>	<b>545</b>	<b>6051</b>	<b>7161</b>

This information will be shared more widely so that all partners are clear about the picture in each Neighbourhood Partnership area.



## Summary of Careers Wales 5 tier model

Tier	Status	Lead responsibility
<b>Tier 5</b>	Young People Engaged in Further Education, Employment or Training	FE and WBLA providers responsible for this tier
<b>Tier 4</b>	Young People at Risk of dropping out	Careers Wales responsible for this tier
<b>Tier 3</b>	Young People on Careers Wales register accessing and requiring further support to enter into EET	Careers Wales responsible for this tier
<b>Tier 2</b>	Young People who are unemployed and not with Careers Wales requiring personal engagement to overcome barriers	LA responsible for this tier via Lead Workers and the Neighbourhood Panel
<b>Tier 1</b>	Unknown status or cannot be contacted	LA responsible for this tier via Lead Workers and the Neighbourhood Panel
<b>Tier 0</b>	No ratified status but have left Wales	LA responsible for ensuring data is cleansed and any young person who has left Cardiff/Wales is moved from tier 1 into tier 0 to prevent time and resource being wasted in follow up.

### Youth employment in Cardiff – 16 - 24 year olds

Youth employment in Cardiff has improved in recent years, with the percentage of young people unemployed in the age groups 16 -18 and 20-24, now below the Wales averages. However, statistics indicate that 2,000 young people aged 16 – 19 and 2,800 young people aged 20 – 24, within the City of Cardiff are unemployed.

### Unemployment rate – Young People aged 16-19

Date	Cardiff			Wales		
	unemployed	Economically active	%	unemployed	Economically active	%
Jan 2012-Dec 2012	3,200	8,700	<b>36.4</b>	20,600	71,300	<b>28.8</b>
Jan 2013-Dec 2013	3,300	9,600	<b>34.5</b>	20,800	68,800	<b>30.3</b>
Jan 2014-Dec 2014	2,100	9,400	<b>21.9</b>	16,800	68,400	<b>24.5</b>
Jul 2014-Jun 2015	2,000	9,200	<b>22.0</b>	17,900	69,400	<b>25.8</b>

### Unemployment rate – Young People aged 20 -24

Date	Cardiff			Wales		
	unemployed	Economically active	%	unemployed	Economically active	%
Jan 2012-Dec 2012	5,900	20,900	<b>28.2</b>	30,500	145,900	<b>20.9</b>
Jan 2013-Dec 2013	4,700	25,400	<b>18.7</b>	26,500	156,200	<b>17.0</b>
Jan 2014-Dec 2014	2,700	24,000	<b>11.4</b>	21,900	154,500	<b>14.2</b>
Jul 2014-Jun 2015	2,800	23,200	<b>12.0</b>	24,200	153,300	<b>15.8</b>

Source: ONS - Nomis on 10 December 2015