

NEET Workshop - action plan, May 2017

Overarching actions

What are we doing?	Who is the owner?	How will we do it?	When will it be completed?	Progress (R/A/G) and commentary	Issues to consider
Reshape work-related learning offer, including an offer for Primary schools	Rosalind Hall, Gail Clark, Erik Stein	Develop range of work-related learning activities for universal and targeted groups. E.g. Offers for targeted groups such as White British NEET or pre-NEET boys. Develop work-related learning activities for Primary school.	April 2018 rollout	Amber – discussions underway with Heads around a traded offer to Primary Schools, as well as using nationally funded Enterprise Advisers to support. Organisation 15 Billion already deliver ‘work week’ in several primary schools	
Refine/develop an LBBD policy for work placement offers (including to those most vulnerable to becoming NEET and/or already NEET).	Gail Clark, Brigid Gosby, Erik Stein	Proposal to the Workforce Board setting out key actions to redefine and develop the Council’s role in offering work experience, and apprenticeships. Development of overall ‘brand’ for work experience.	May 2017	Amber – IT to secure additional placements in place for June placement cohort, policy to expand council offer underway.	Work placements must have access to IT (i.e. laptops). We are working with Elevate to provide IT for 60 placements a year across the Council (around a 50% increase).
Develop partnership pledge for SMEs	Hilary Morris, Euan Beales,	Proposal to the Workforce Board setting out key	September 2017	Amber – Agreed by Workforce Board,	How will BECC and Chamber of

<p>focused on supporting young people through the provision of apprenticeships and other work-related learning.</p>	<p>Erik Stein</p>	<p>expectation of a partnership pledge.</p>		<p>meetings in place with Corporate Procurement to take forward.</p>	<p>Commerce be engaged?</p>
<p>Develop bespoke support/mentoring for different NEET sub groups, including peer i.e. Looked After Children, those with Learning Disabilities and Difficulties, and Teen Parents.</p>	<p>Baljeet Nagra/ Barking and Dagenham College.</p> <p>Erik Stein/ Janet Cassford</p> <p>Erik Stein/ Borough Insight Team</p>	<p>LDD</p> <p>Proposal from Remploy to develop pathways for LDD students at Barking and Dagenham College and gain employment with partner employers.</p> <p>Young people will transition to bespoke support and mentoring delivered by local colleges and alternative education providers.</p> <p>LAC</p> <p>Mentoring programme for up to 19 Year 11 LAC transitioning to Year 12 (to ensure they all remain EET), funded by Virtual School and delivered by the Youth Service and others.</p> <p>All target groups</p> <p>Expression Of Interest is being developed for the Life Chances Fund (Cabinet Office). This</p>	<p>Could begin within weeks, if agreed.</p> <p>In place, right staffing to be matched. To begin with September 2017 Yr11 cohort.</p> <p>Expression Of Interest to be submitted by</p>	<p>Amber – proposal received, to be discussed at SD&I to secure potentially funding.</p> <p>Amber – work has begun on drawing this provision together.</p> <p>Green – Mentoring programme in place for in borough. Careers advise to be offered to those out of borough.</p> <p>Green – Expression of interest submitted and has passed the</p>	<p>BDC proposing 100% of funding to come from LBBD at present.</p> <p>Social Investor is required to fund the programme up</p>

	<p>Erik Stein/ Mark Adams</p>	<p>Social Impact Bond would fund mentoring for young people using the LA's Risk Of NEET Indicator tool across schools and colleges, to prevent drop outs between Year 11-12 and 12-13 over four years. To include residents who go to school out of borough and should include element of peer mentorship.</p> <p>Develop mentoring or transition activities for young people identified as being at risk in Year 6, using a RONI (Risk Of NEET Indicator) tool.</p>	<p>March 31st. Full bid to follow pending successful submission.</p> <p>Yr6 -7 transition programme already in place in some schools, delivered by youth service. Full programme to be developed with CommSol for 2018 delivery</p>	<p>first stage, including bid for development grant. Meetings in place with potential investors, with one meeting already having taken place.</p> <p>Amber – transition programmes to be delivered across 7 schools in 2017, discussion underway of how to scale up within CommSol.</p>	<p>front. LA Insight Team is working on securing an agreement in principle from Bridges Ventures and Big Issue Invest.</p> <p>Capacity for CommSol to undertake this work will need to be established, using youth service model.</p>
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Care leavers

What are we doing?	Who is the owner?	How will we do it?	When will it be completed?	Progress (R/A/G)	Issues to consider
Achieve a target of 30% (24) LBBB apprenticeships take up by LBBB LAC YP in 2017/18.	Terry Regan, Noel Heron, Gail Clark, Neal James	Revise borough policy around recruitment to apprenticeships/ internships to make LAC a priority group.	March 2018	Green – Workforce Board have agreed proposal to award extra point upon shortlisting, discussions underway with HR to take forward.	Survey of other London LAs has demonstrated that other LAs also struggle to recruit Care Leavers. Timely information will be required on the profile of Care Leavers to match to appropriate Apprenticeships and hit target of 30%.
Proposal to provide financial support at the level of £50 per week per YP to incentivize and mitigate the impact of benefit reduction when Care Leavers take up apprenticeships.	Joanne Tarbutt, Gail Clark	Proposal to be submitted to the Workforce Board setting out process and costs.	September 2017	Amber – Workforce Board have agreed proposal, discussion underway to take forward. NEET Care Leavers and Care Leavers who are potential NEETs who are interested in apprenticeships identified.	Ensuring sufficient Young People take up offer. £70 per week if they go on to the second year of a two year Apprenticeship.
Improve employability prospects for Care Leavers through the provision of paid internships with the	Joanne Tarbutt, Gail Clarke, Meena Kishinani	Provision of up to 10 internships a year for Care Leavers, particularly those in HE, for 3 days a week for 3 months (Sc3).	September 2017 rollout	Green - Workforce Board have agreed proposal, profiling of undergraduate care leavers underway	Ensuring a sufficient spread of internships across council departments and appropriate

Council.				with potential internships in Transformation Team identified.	take up by young people.
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Learning Difficulties and Disabilities

What are we doing?	Who is the owner?	How will we do it?	When will it be completed?	Progress (R/A/G)	Issues to consider
Work closely with Adult Services and Revs and Bens to better identify LDD NEET cohort to provide more tailored support.	Baljeet Nagra/ Alison Bunker/ Paul O'Brien	Closer working between 14-19 Team, Disabled Children's Team, Community Learning and Disability Team and Revs and Bens to identify EET LDD young people and establish what extra support might be needed for specific young adults.	Monthly meetings from April onwards. Use of Revs and Bens database from March.	Green – in place. Initial meeting reduced Unknown cohort by 19.5%. Subsequent meetings on place with other teams in All Age Disability Service.	
Improve access to and take up of 'access to work' funding to facilitate transition from NEET to EET for young people with LDD.	Baljeet Nagra/ Alison Bunker	Young people ready for employment to be made aware of Access to Work funding through: Preparing for Adulthood Pathway; Careers Information, Advice and Guidance; EHC review; and College reviews.	Take of up Access to Work to be monitored over a year from April 2017 to assess increased take up.	Green – in place.	Follow up will be needed to obtain evidence of improved access and impact of NEET to EET. Cohort, baseline and success criteria needed.

Teen Parents

What are we doing?	Who is the owner?	How will we do it?	When will it be completed?	Progress (R/A/G)	Issues to consider
Support teen parents financially to mitigate the loss of Care to Learn funding when attending courses.	Gill Wilson	Set up a fund for short courses / work experience, where Care to Learn funding cannot be accessed, for teen parents up to aged 20.	Community Solutions to provide £7.5K - £10K from April 2017.	Green.	Only viable for short courses / work experience. Support for long term courses such as apprenticeship will not be financially viable and will need to await national decision. Lobbying has begun with MPs.
Devise/develop a suite of short courses that would result in a recognised educational qualification for teen parents.	Gill Wilson Clare Warren (BDC)	Working in partnership with Barking and Dagenham College to identify units that can be accredited that will form part of Baby to Briefcase course. Develop Baby to Briefcase to enable modules to be completed by the young person in alternative environments to include working from home, children's centres, or any venues preferred by the young person.	Development underway. Completion will be subject to accreditation.	Green.	Timescales for development and accreditation likely to be September. Will need to ensure sufficient numbers of young people are engaged.