

Joint Executive (Cabinet) Committee

Forest Heath & St Edmundsbury councils

West Suffolk
working together

Title of Report:	Youth Unemployment and Young People not in Education, Employment or Training (NEET)	
Report No:	CAB/JT/19/004	
Report to and date:	Joint Executive (Cabinet) Committee	22 January 2018
Portfolio holder:	Cllr Susan Glossop SEBC Portfolio Holder for Planning and Growth Tel: 01284 728377 Email: susan.glossop@stedsbc.gov.uk	Cllr Lance Stanbury FHDC Portfolio Holder for Planning and Growth Tel: 07970 947704 Email: lance.stanbury@forest-heath.gov.uk
Lead officer:	Julie Baird Assistant Director (Growth) Tel: 01284 757613 Email: Julie.baird@westsuffolk.gov.uk	Kirsty Pitwood Principal Growth Officer Tel: 01284 757109 Email: Kirsty.pitwood@westsuffolk.gov.uk
Purpose of report:	To request approval for £200,000, from existing internal growth section budgets, to be used over a two-year period for a place-based approach towards 'youth unemployment and young people not in education, employment or training'.	
Recommendation:	It is <u>RECOMMENDED</u> that: <ol style="list-style-type: none"> (1) The place-based approach towards 'youth unemployment and young people not in education, employment or training' be noted. (2) £200,000 from existing internal growth section budget be used for a place-based approach towards 'youth unemployment 	

	and young people not in education, employment or training’.	
Key Decision: <i>(Check the appropriate box and delete all those that do not apply.)</i>	<i>Is this a Key Decision and, if so, under which definition?</i> Yes, it is a Key Decision - <input checked="" type="checkbox"/> No, it is not a Key Decision - <input type="checkbox"/> <i>(a) result in any new expenditure, income or savings of more than £100,000 in relation to the Council’s revenue budget or capital programme</i>	
<i>The decisions made as a result of this report will usually be published within 48 hours and cannot be actioned until five clear working days of the publication of the decision have elapsed. This item is included on the Decisions Plan.</i>		
Consultation:	<ul style="list-style-type: none"> • Consultation has taken place with various stakeholders, including: West Suffolk Council’s Families and Communities team; Suffolk County Council’s Skills Team and Early Help Team; the Department for Work and Pensions; One Haverhill Partnership; West Suffolk College; and voluntary and community sector organisations that work in this specialism. 	
Alternative option(s):	<ul style="list-style-type: none"> • Do nothing – however we would be missing an opportunity to use devolved funding from Suffolk County Council and Suffolk Pooled Business Rates funding (already approved). We would also be unable to support the retention of the existing successful Haverhill model outlined in the report below. • Employ the ‘coaches’ directly rather than commission West Suffolk College – however this would require additional internal recruitment and management resources and there is a time limit. 	
Implications:		
<i>Are there any financial implications? If yes, please give details</i>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> • It is proposed that the additional funding required (to match the funding from Suffolk County Council and Suffolk Pooled Business Rates) be taken from existing growth budgets.
<i>Are there any staffing implications? If yes, please give details</i>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<i>Are there any ICT implications? If yes, please give details</i>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<i>Are there any legal and/or policy implications? If yes, please give details</i>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> • Agreements will need to be drawn up between the parties involved.

Are there any equality implications? If yes, please give details		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Risk/opportunity assessment:		<i>(potential hazards or opportunities affecting corporate, service or project objectives)</i>	
Risk area	Inherent level of risk (before controls)	Controls	Residual risk (after controls)
If the proposed Year 1 outcomes are not achieved, in Year 2 we may not receive the same level of funding from Suffolk Pooled Business Rates.	Medium	A monitoring and evaluation model will be used to ensure that outcomes can be measured accurately and assessed regularly, in order that any issues can be looked into and resolved before the end of Year 1.	Low
Any new initiative takes time to become established – however the project needs to achieve the outcomes in order to be eligible for the same level of funding for Year 2.	Medium	Ask the Haverhill Youth Skills Manager to provide a mentoring role to the newly-recruited coaches for the rest of West Suffolk and to be part of the staff training.	Low
There are not enough apprenticeship opportunities available.	Medium	West Suffolk College's Employer Engagement Team will liaise with businesses to promote the benefits of apprenticeships, working with West Suffolk Council's Economic Development team.	Low
Details of the NEET individuals held by Suffolk County Council are not provided to West Suffolk College in a comprehensive and timely manner.	Low	A data sharing agreement will be put in place between Suffolk County Council and West Suffolk College.	Low
Services to prevent and support NEETs are duplicated.	Low	Both West Suffolk College and One Haverhill Partnership will be expected to work with the SCC Early Help Team to ensure that duplication of services does not take place and this will be reflected in the grant agreement.	Low
Ward(s) affected:		All wards	
Background papers: <i>(all background papers are to be published on the website and a link included)</i>		None	
Documents attached:		None	

1. Key issues and reasons for recommendation(s)

1.1 Background

- 1.1.1 Young people who are not in education, employment or training (NEET) refers to 16 and 17 year olds who are not in education, employment or training and therefore not meeting the Department for Education's requirements for RPA ('raising the participation age'). Anybody who is 18+ and not 'participating' is classed as unemployed.
- 1.1.2 The demise of the 'MyGo' youth unemployment/NEET provision commissioned by Suffolk County Council (SCC) (never available in West Suffolk) and West Suffolk Council's discussions with SCC regarding the benefit of locally targeted provision, resulted in SCC devolving the youth unemployment/NEET budget to districts.
- 1.1.3 In July 2018, Suffolk Public Sector Leaders (SPSL) approved an investment of £200,000 for 2018-19 from pooled business rates to support place-based approaches to tackle NEET and youth unemployment, with a match of £200,000 from SCC for 2018-19. The same funding is potentially available for a second year.
- 1.1.4 In December 2018, SPSL agreed that:
- a) Year 1 – funding to be split equally between the four areas in Suffolk – therefore each area will receive £100,000 in Year 1;
 - b) Year 2 – Funding split will be decided based on impact of the first year and potentially need; and
 - c) Contracts will need to be created for one year, with a potential for a second year extension depending on funding. If all projects demonstrate impact then there will be an argument to continue with a four way split for the second year.

Districts were therefore tasked with producing a proposal for their area.

1.2 Principles

- 1.2.1 SCC has not imposed any restrictions on the funding, so long as it is used to reduce the number of young people who are NEET or unemployed. The funding cannot be used solely for preventative measures.
- 1.2.2 The only existing place-based approach in West Suffolk is in Haverhill, with dedicated support for Haverhill's NEETs, led by the Youth Skills Manager and her Apprentice. However funding for these roles is temporary. A West Suffolk proposal must look to support the retention of the model that operates in Haverhill.
- 1.2.3 The proposal should seek to promote apprenticeships across West Suffolk, through employer engagement and promotion in West Suffolk schools, since increasing apprenticeships should be a key priority for West Suffolk.
- 1.2.4 The proposal should enable the delivery of training courses, with accreditation, aimed at re-igniting a passion for learning and encouraging the NEETs to seek employment in sectors that we know have skills gaps and

vacancies in West Suffolk - i.e. construction, hospitality, and health and social care (plus these sectors are likely to be facing even more shortages with Brexit). For example, for hospitality there could be elements of English and Maths, food hygiene, and communications. For social care there could be elements of safe moving and handling and food hygiene.

1.3 **Project proposal**

- 1.3.1 **Part 1:** Commission West Suffolk College (WSC) to deliver a 'One Step Closer' (project title to be confirmed) project over two years, with a break at one year, at a cost of £160,000 per annum.
- 1.3.2 The project will identify and select individuals who are NEET and have yet to be successful in securing employment. WSC will provide them with targeted coaching (it is envisaged that there will be three 'talent coaches' to cover West Suffolk, excluding Haverhill – see paragraph 1.3.4) and training in order to prepare them with skills, attitudes and behaviours that will ensure success in further education, the apprenticeship job market, or employment. WSC will work with local voluntary and community organisations as appropriate in order to find the best solution for each individual young person.
- 1.3.3 There will be regular monitoring of outcomes and success measures will include a reduction in NEETs in West Suffolk; a 10% increase in apprenticeships in West Suffolk; a 10% increase in traineeships in West Suffolk; and engagement/re-engagement with a minimum of 125 young people in year 1. The outcomes will be finalised and agreed as part of the partnership agreements.
- 1.3.4 **Part 2:** Contribute towards the retention of the Haverhill model (Youth Skills Manager and her Apprentice) over two years, with funding support of £40,000 per annum.
- 1.3.5 The Haverhill model is delivered through the One Haverhill Partnership/Haverhill Town Council and provides a dedicated support for Haverhill's NEETs, led by the Youth Skills Manager and Apprentice. This model is regarded as best practice by others in this space. The initiatives they deliver include:
- a) Apprenticeships - supporting businesses to take on apprenticeships, advertising apprenticeship vacancies and supporting young people to take on an apprenticeship (if appropriate for that young person).
 - b) Job searching - assistance in applying for college bursaries, work experience placements, support with job applications and CVs and a Weekly Job Hub.
 - c) Schools - visit both academies and support individual students by offering a personalised support package depending on their requirements.
 - d) Training courses – as skills gaps are understood, training providers/courses are sourced and funding is sought, for example: Aspire, Prince's Trust (10 Week Team Programme 16-25), Moving Towards Work (4 week course for age 18+, designed to improve confidence and employability skills).

- e) Signpost project – supporting young people (age 16-24) into employment, training or college, by providing the next step, building their confidence and employability skills.
 - f) Haverhill LifeLink – whilst not specifically aimed at NEETs, Haverhill LifeLink aims to connect people (16+) to the many social activities, clubs and groups that are on offer in the community and so this will often help in terms of moving people closer to employment. This will be rolled out to other areas in West Suffolk.
- 1.3.6 The project proposal will cost £200,000 for year 1 and £200,000 for year 2. Funding for the project has been secured as follows:
- a) £100,000 per annum from West Suffolk Council’s internal growth budgets, for two years; and
 - b) £100,000 per annum jointly from Suffolk County Council and Suffolk Pooled Business Rates, for two years (with the caveat outlined in paragraph 1.1.4).
- 1.3.7 Whilst other options were considered (see ‘Alternative options’ above), this project proposal ensures that all the complementary approaches to support young people who are likely to be NEET, or who are already NEET, are drawn together in one comprehensive proposal. Furthermore, this proposal follows the Families and Communities approach of ‘Asset Based Community Development’, with facilities and support available across West Suffolk.
- 1.4 **Next steps**
- 1.4.1 The project outcomes will need to be finalised and agreed by all parties and formal agreements will need to be drawn up
 - 1.4.2 SCC have asked that the place-based approaches across Suffolk start by the end of March 2018 (ideally), so swift mobilisation by all parties will be required and groundwork is already underway to ensure that this can be achieved.