
Report to:	Economic Scrutiny
Date:	16 November 2022
Subject:	Current programmes for young people

Director:	Phil Witcherley, Interim Director of Economic Services
Author:	Michelle Burton, Head of Employment and Skills

1. Purpose of this Report

- 1.1. This report provides an overview of current Combined Authority programmes to support young people's careers.

2. Information


Context

- 2.1. Around 3,100 young people aged 16 and 17 were not in education employment or training (NEET or unknown) between December 2021 and February 2022 (latest data). This is around 5.5% of all 16- and 17-year-olds compared to an England average of 4.7%. The prevalence of NEETs varies across West Yorkshire local authorities, with the highest proportion in Leeds at nearly 8%.
- 2.2. Young people in receipt of SEN Support, classified as having Special Educational Needs and Disabilities (and have an education, health and care plan) and with mental health needs are most likely to be NEET.
- 2.3. The vast majority (87%) of local pupils entered a sustained education destination following KS4 (GCSE or equivalent) in West Yorkshire in 2020/21, equal to the national average of 87%. The proportions of pupils entering an apprenticeship or employment at this age are both relatively small.
- 2.4. Similar destination data are available for young people in the academic year after completing 16 to 18 studies (finishing year 13, usually aged 18). Overall, 78% of local students from state-funded mainstream schools and colleges entered a sustained education, apprenticeship or employment destination in 2020/21, similar to the national average of 79%.
- 2.5. The take-up of apprenticeships in West Yorkshire is relatively strong. With 14,528 apprenticeship starts during the 2020/21 academic year, there were around 13.7 apprenticeship starts per 1,000 people in employment, somewhat above the national average of 12.3.

Overview of Combined Authority employment and skills delivery

2.6. This paper focuses on careers support for young people. However, the Combined Authority also delivers programmes and commissions employment and skills provision to support employers and adults and the graphic below provides a summary of the full offer. Some of this is funded through devolved sources and some is externally funded including by Department for Education, Careers and Enterprise Company and Department for Work and Pensions.

Employment and skills offers delivered by the West Yorkshire Combined Authority and Leeds City Region Enterprise Partnership



Young People				
FutureGoals Campaign to inspire and inform young people about careers.	Employment Hub Providing support through individual advice, guidance, apprenticeship and employment opportunities.	Schools Partnership Matching business volunteers to schools and colleges for promotion of career pathways and labour market information and raising aspirations for young people in West Yorkshire.	SEND Support Careers resources to support those with special educational needs and disabilities (SEND), educators within SEND schools and colleges, parents and carers and businesses.	
Adults				
FutureGoals Campaign to inspire and inform adults about careers and support them to upskill or change career.	Skills Connect Courses for individuals to retrain and upskill in key sectors including digital, construction, manufacturing and engineering and creative sectors.	Adult Education Budget Supports West Yorkshire residents who are unemployed to gain sustained employment and increase the skills for employed individuals to progress whilst in work.	Employment Hub Linking all age groups with training and retraining, employment and apprenticeship opportunities and self-employment.	Enterprise West Yorkshire Supports individuals from diverse communities to find out if starting a business is right for them and learn how to run a start-up business.
Business				
Employment Hub Provides businesses with access to employment or recruitment support including apprenticeships and a talent matching service for individuals seeking employment.	Skills for Growth Supports business skills and growth needs by engaging with the wide range of education establishments in the region.	Enterprise Adviser Network Engages employers to volunteer as an Enterprise Adviser to develop careers support in schools.	Apprenticeship Levy Transfer Supports businesses not spending all of their levy funding, to transfer up to 25% of their annual contribution to fund apprenticeships in other organisations.	Enterprise West Yorkshire Supports start-up businesses from diverse communities to grow through online and face to face workshops and tailored advice.

2.7. Through these programmes:

- Over 1,000 businesses have been supported over 2 years to create a pipeline of talent
- £3.2m apprenticeship levy transfer secured to fund apprenticeships in SMEs
- In partnership with LAs, over 10,000 people provided with employment support since 2019 (41% ethnic minority; 21% disability or learning difficulty)
- 1,000 people from diverse backgrounds are being supported to explore setting up a business
- Strategic commissioning of £70m annual devolved adult skilled funding has prioritised funding on the most disadvantaged residents, while also tackling key job shortages such as bus drivers and telecoms engineers
- In 22/23, over 2,500 adults are being supported to upskill and re-train in our most acute skills shortage areas
- Reach of 3.2m in 21/22 through futuregoals all-age careers platform
- Supporting 184 schools and colleges to improve careers standards and young people's destinations

Futuregoals

- 2.2 The WY all-age careers platform <https://www.futuregoals.co.uk> provides careers inspiration and support and achieved reach of 3.2m in 2021/22. Improvements continue to be made via user testing, focus groups to review navigability and functionality and working with external organisations to review existing content. The organic views and returning visitors to the site remain high, and the resource is well-used in schools and by careers professionals. Future areas for development for the site include the 2022 labour market report which is currently being designed and will be launched on the platform in 2023. Work is being undertaken to evaluate the existing content, particularly for school staff, careers leaders and parents, in order to ensure this is relevant and is up to date.

Employment Support

- 2.3 The Employment Hub, funded via Gainshare, provides a flexible support programme to all-age residents across West Yorkshire addressing post pandemic employment issues. Delivery, in partnership with our five West Yorkshire local authorities, commenced in August 2021 and will run until March 2023. So far 57% of people supported (2349) have been aged 15-24.

School partnerships

- 2.4 The Combined Authority works with 185 secondary schools and colleges to improve careers standards and the destinations of the young people of West Yorkshire, particularly the most disadvantaged. This is co-funded by the Government's Career's and Enterprise Company. Through a team of 14 staff – strongly rooted in local teams – the Combined Authority works closely with Careers Leaders and Headteachers to:
- Recruit Enterprise Advisers (business volunteers) to work strategically with schools
 - Improve schools' performance towards the Gatsby benchmarks of good careers guidance
 - Ensure that young people, particularly the most disadvantaged, have meaningful engagement with employers, as this is proven to have a positive impact on destinations
 - Support young people, their teachers, parents and key influencers, to understand the career opportunities that West Yorkshire offers, and how to access them including through T-levels and Apprenticeships
- 2.5 Working closely with Local Authorities to complement their provision and address local needs, the Combined Authority's school partnerships activity commenced in 2016, and is the Combined Authority's longest running

education and skills offer. Throughout the Covid lockdowns, this support was integral to ensuring that schools were able to offer virtual work experience to mitigate the negative impacts particularly on our most disadvantaged young people.

2.6 In recent months, the Combined Authority's school partnerships offer has included:

- Transition to a West Yorkshire Careers Hub (WYC hub) which will provide free support to the region's secondary schools and colleges to have a modern 21st century, gold-standard careers system, rooted in local information and careers support. In addition to mainstream schools and colleges, SEND/ PRU's and Alternative Provision schools, apprenticeship and in-work training providers and businesses of every size and sector can join. This support will enable all young people in West Yorkshire to raise their aspirations and will contribute to their individual motivation, resilience, employability, destinations and social capital. It will build on learning from our EAN network, SEND Hub, Kirklees and Calderdale and Regional Hub which is now all encompassed within the WYC hub.
- Positive progress has been made towards the target to support all 185 schools and colleges in the network to make progress in the delivery of quality careers education (measured by the Gatsby benchmarks).
- Specific interventions to address takeup of career options by young people with different protected characteristics, including increasing girls' awareness of sectors where women are under-represented.
- Working with Ahead Partnership we have launched the Green Skills Youth Programme which will be developed and delivered with the support of the Green Jobs Taskforce. This programme will help bring green jobs to life for young people, developing essential employability skills including teamwork, critical thinking, analysis and research, creative thought, advocacy and communication skills.

SEND support

2.7 Schools partnerships activity includes specific activity to support young people with special educational needs and disabilities due to their disadvantage in the labour market. In particular:

- Launch by the Mayor of a toolkit to encourage employers to offer work experience and employment opportunities to young people with SEND <https://futuregoals.co.uk/learn/send-support/>

- The Burberry Foundation has co-funded activity to enhance creative skills in five Special Educational Needs and Disability Schools. This is now complete with a full evaluation and case studies. Learning will be considered prior launching a final round of Raising Aspirations funding in Jan 2023 where we hope to see around 10-15 schools and colleges directly support disadvantaged pupils.

3. Tackling the Climate Emergency Implications

- 3.1. Careers support for young people includes a focus on raising awareness of the opportunities that green jobs present, including through the recent green skills youth programme.

4. Inclusive Growth Implications

- 4.1. Activity to support young people particularly targets those most disadvantaged including those with special educational needs and disabilities and from the most disadvantaged parts of the region.

5. Equality and Diversity Implications

- 5.1. CA programmes proactively target educational institutions with the most diverse intake and specific interventions target young people with different protected characteristics, including increasing girls' awareness of sectors where women are under-represented. Through Futuregoals, case studies showcase the vast range of career opportunities that the region offers and particularly highlights people from underrepresented groups in particular sectors. Through the Employment Hub, 50% of participants so far (2,080) have been from an ethnic minority and 23% (955) have declared a disability.

6. Financial Implications

- 6.1. There are no financial implications directly arising from this report.

7. Legal Implications

- 7.1. There are no legal implications directly arising from this report.

8. Staffing Implications

- 8.1. There are no staffing implications directly arising from this report.

9. External Consultees

- 9.1. No external consultations have been undertaken on this report.

10. Recommendations

10.1. That the Committee notes and comments on the report.

11. Background Documents

None.

12. Appendices

None.