

London Youth Employment Initiative Background Information - Paper Three

This paper is part of a series that provides background information for colleagues taking part in the development of programmes as part of the London Youth Employment Initiative (YEI).

There are four papers in the series:

Paper One – Provides a brief overview of the YEI and European Structural and Investment Funds (ESIF) in London

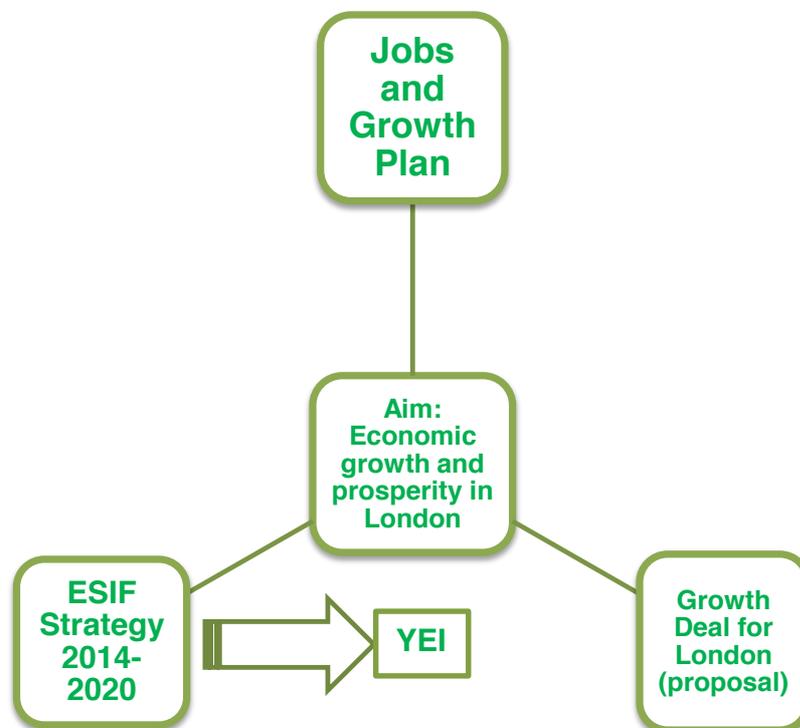
Paper Two – Provides a summary of the key responsibilities in the development of YEI programmes

Paper Three – Provides an outline of the programmes to be developed

Paper Four – Sets out the objectives for the Task and Finish Groups that have been established to develop programmes

This Paper gives an over view of the ESIF Investment priorities for London and the programmes that will be taken forward through the YEI

YEI and Related London Strategies



The London Enterprise Panel (LEP) sets out the following priorities for London in its Jobs and Growth Plan for London (May 2013), the overall aim of which is to achieve economic growth and prosperity in London:

- Skills and employment - to ensure Londoners have the skills to compete for and sustain London's jobs;
- Support and grow London's micro, small and medium-sized enterprises businesses;
- For the capital to be recognised globally as world leading hub for science, technology and innovation - creating new jobs and growth; and
- To keep London moving and functioning through improvements in infrastructure.

There will be activities of benefit to young people arising from each of these priorities but, for the purposes of the Youth Employment Initiative (YEI), the area of greatest interest is in the *Skills and Employment* priority.

In the London ESIF Strategy 2014-2020, the LEP has proposed that the Skills and Employment priority should comprise the themes and indicative activities shown in Table One below:

Table One: LEP ESIF Strategy – Investment Priorities (extract)		
Skills and Employment		
	Theme	Indicative Activities
Freedoms, flexibilities and funding incentives	Primarily 19-24	Targeted employability programmes for long-term and disadvantaged workless groups
		Job readiness and pre-apprenticeship support
		Support for jobless households / families
		Tailored support and advice for parents and carers returning to work
		Basic skills
	Primarily 15-18	Tailored support for hard-to-reach NEETs and at risk of NEETs
		Intensive support for the most disengaged young people
		Equipping NEETs with more relevant and higher level skills
		Brokering opportunities for young people and supporting the transition from education to work
Informed Customers	All ages	Bringing together schools, further education (FE) and higher education (HE) institutions and employers
		Improving the information available on post-16 career pathways
		Brokering progression opportunities and jobs mapping
Employer Engagement		Business support for SMEs
		Entrepreneurship
		Sector-specific business focused skills programme
		Developing better links between business and schools, FE and other education partners



YEI Programmes

The LEP's Skills and Employment Working Group (meeting 4th March 2014) has agreed the substance of the programmes to deliver the above activities set out in its strategy. Through the YEI Planning Group¹, partner organisations have been charged to develop programme templates that will then be used by Opt-In organisations to commission provision. Building on the experience of previous funding rounds, it is intended to progress this activity through Task and Finish Groups in which a wider range of organisations will be invited to contribute.

The Programmes are outlined in Appendix One

Task and Finish Groups will report back to the YEI Planning Group, which will ensure that the programme templates are fit-for purpose, address the needs of young people and align with programmes targeting adults (for example in terms of geographic and sectoral coverage) and achieve the overall goals expressed in the LEP's ESIF Strategy for London.

Further Information can be found at these websites:

LEP Jobs and Growth Plan: <https://www.london.gov.uk/priorities/business-economy/publications/london-enterprise-panel-publishes-its-job-and-growth-plan-for>

London LEP ESIF Strategy 2014-2020: www.london.gov.uk/esif-draft-strategy

Skills and Employment Working Group:
<http://www.london.gov.uk/moderngov/ieListMeetings.aspx?CId=253>

¹ The YEI Planning Group comprises those organisations that have financial or statutory responsibilities for YEI, ESIF or young people's employment, education and skills in London.



Appendix One

London YEI Programmes: A Framework for Task & Finish Groups

	Programme	Strand	Lead
1	Preventative NEET		LC: YPES
		<p>Eligibility: young people aged 15-19 who are in education or training but are at risk of NEET as identified using Risk of NEET Indicators (RONIs).</p> <p>Approach: The intention is to have a single co-ordinated Pan-London programme that works with schools, colleges and learning providers and that we should resist from introducing further initiatives during the funding cycle (Jan 15- Dec 17). The programme should be delivered as separate lots for each sub-regional cluster.</p> <p>Local authorities should identify the learning institutions with young people (15-19) at risk of NEET and introduce the Prime Contractor (or delivery partner). In some boroughs, targeting schools with retention and / or achievement rates that are below average may also be appropriate. The institution and the contractor / provider will agree the young people with whom to engage and their individual programme of support. The Prime Contractor will notify the local authority of the young person's status (engaged or left).</p> <p>Building on the learning from programme delivered in the 2010-13 funding round, the programme should provide 'wrap around support' – a combination of mentoring and 1:1 support – to young people that encourages their retention in existing learning opportunities, rather than offer alternative learning pathways with limited progression routes. To prepare young people for further study or entry into the labour market, appropriate support will need to be given to ensure attainment of English and maths at GCSE grade C or above, or alternative appropriate qualifications assuring the young person's competence in literacy and numeracy. The programme should also incorporate gateways to progression, including Traineeships or Apprenticeships where this is more appropriate for the young person.</p> <p>The programme should provide for long-term interventions where necessary - enabling young people to be supported into sustained outcomes. This will mean providing intensive support programmes at key transition points (i.e. leaving school, completing courses etc.) Where the young person is 18+ and is claiming benefit, the provider will engage with the relevant organisation or if it is JSA, with the relevant JCP adviser.</p>	
2	NEET Re- engagement		LC: YPES
		<p>Eligibility: any young person aged 16-24 who is NEET. (<i>Starting age is 16 because there are separate statutory requirements for under-16 participation, participation of 16-17 year-olds and the participation of young people over 17</i>). It is proposed that there should be no other eligibility requirement in terms of age,</p>	



		<p>duration of NEET or prior educational attainment.</p> <p>Approach: Although there will be a single programme for the whole of London, delivery will be through a single Prime Contractor in each sub-regional cluster.</p> <p>The delivery model should consist of:</p> <ul style="list-style-type: none"> • Outreach recruitment, with the delivery partners working in conjunction with each other and with local authorities • Providing impartial and independent personalised support – a combination of advice and guidance, personal planning, mentoring and on-going 1:1 support – to young people that encourages either their return to existing learning opportunities; participation in Traineeships or Apprenticeships; or entry into jobs, as appropriate for the young person • On-going 'wrap around support' - mentoring and 1:1 support - to enable young people to secure sustained outcomes and to overcome risk of early drop-out • Non-accredited provision, including personal tuition – especially in English and maths – that supports mainstream delivery • An 'elastic' programme that provides for longer-term support, both pre- and post-progression, where necessary • A 'structured ending' where support is gradually tapered off • Where the young person is 18+ and is claiming benefit, the provider will engage with the relevant organisation or if it is JSA, with the relevant JCP adviser. <p>The payment system should:</p> <ul style="list-style-type: none"> • Take account of the average length of stay on the current Youth Contract • Provide an enhancement based on the length of time entrants have been NEET and an appropriate weighting for progression and retention into an EET outcome. • Enable providers to make payments to participants in the form of an allowance in a similar way that mainstream schools and colleges use their bursary funds. <p>Although most young people are likely to re-enter learning, those who move into employment should be RPA compliant.</p>	
3	Targeted provision: NEET interventions	<p>Eligibility: Young people aged 15-24 who are NEET and whose background or characteristics suggests they require additional support into employment and training. These include:</p> <ul style="list-style-type: none"> • Refugee / migrant children • Children in care / care leavers 	GLA: Delivery Unit



			<ul style="list-style-type: none"> • Homeless young people • Travellers • Those who have been excluded from school, with special emphasis on those who are members of gangs or are prone to gang membership • Those with mental health difficulties • Those with drug/ alcohol abuse issues • LLDD • Teenage parents and parents-to-be • Young carers • Those in need of literacy, numeracy and ESOL training <p>The characteristics of these young people suggest that they are furthest from the labour market and often experience multiple barriers to their entry to and retention in formal study and employment.</p> <p>Approach: Each local authority should provide a short statement on the characteristics or localities they wish to prioritise. The statement should be refreshed at the end of the funding cycle.</p> <p>There should be a single Prime Contractor for each cluster that will be required to source appropriate delivery partners to deliver the requirements for each borough. This should result in better resourced niche provision (either from specialist organisations or local Third Sector Organisations). Local authorities will then be expected to work closely with delivery partners to engage with young people and provide more co-ordinated access to services and multi-agency support. Where the young person is 18+ and is claiming benefit, the provider will engage with the relevant organisation or if it is JSA, with the relevant JCP adviser. Participants will be offered a programme that is carefully tailored to meet their needs and based on the achievement of a personal goal, which may mean</p> <ul style="list-style-type: none"> • entry into an education or training course that provides the participant with the qualifications and credentials that enables subsequent progression • entry into a Traineeship, Apprenticeship or a job without training <p>Cluster-based networking between local authorities, Prime Contractors and delivery partners will be essential</p>	
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4	Enhancing the London Careers Offer	i) Building the capacity of organisations to offer guidance ²	<p>Approach:</p> <ul style="list-style-type: none"> Establish cluster-based networks who will identify and disseminate effective and innovative practice in schools and colleges that adds value to young people; supports them particularly at key transition points; and secures retention and progression. Identify and disseminate effective practice in engaging businesses and parents in helping young people plan their future. Provide school / college staff in each cluster area with information and professional support and facilitate collaborative working, employer engagement and links to Further and Higher Education. Improve teachers' and parents' awareness of the benefits of Apprenticeships to young people [via the cluster based networks] 	GLA: Education and Youth w/ London Councils
		ii) Recognition of employability skills and potential ²	<p>Approach: There are several borough-based employability initiatives being trialled and the common elements of their design could be better incorporated into a Pan-London Employability Framework (delivered by local, cross-borough or cluster-based initiatives)</p>	LC: YPES
		iii) Face-to-face guidance	<p>Eligibility / Target Group: all young people in London aged 15-24.</p> <p>Approach:</p> <ul style="list-style-type: none"> Address the lack of access to face-to-face guidance for young people who are NEET through an extension of guidance services offered by the National Careers Service to all young people, targeting those who are not currently engaged in learning Provide locally based brokerage services to ensure young people are supported through critical points and sign-posted to the most effective provider to meet their needs. 	LC: YPES
5	Employability Support	Education business links ²	<p>Approach:</p> <ul style="list-style-type: none"> Campaign and sales work to support an increase employer involvement in schools – including, governance, supporting the provision of employability skills, shaping the curriculum, helping assess vocational qualifications and participating in careers work Coordinate engagement with large employers Provide local support to develop links between education and small / medium-sized and micro 	GLA: Education & Youth

² It is anticipated that due to interdependencies this initial task and finish group will include the following three areas: Building the capacity of organisations to offer guidance, recognition of employability skills and potential, and education business links. Relevant sub working groups will be agreed as required.



		<p>businesses</p> <ul style="list-style-type: none"> • Support employers to identify and design work experience placements that deliver practical business benefits as well as opportunities for young people. • Provide mentoring support to employers to increase the success and sustainability of opportunities. • Linking companies and universities with schools to help mentor students to encourage entrepreneurship and understand related business concepts and processes 	
	Promoting Apprenticeships and encouraging businesses to employ young people	<p>Approach: Campaign and sales work to support employers to provide a more comprehensive offer of work opportunities, including work experience and Apprenticeships (including 16-18 apprenticeships). This extends to considering a possible range of incentives that could be offered to both participants and employers, especially SMEs.</p> <ul style="list-style-type: none"> • Co-ordinate the engagement of businesses of all sizes and types in education, skills and employment offer in London • Develop the capacity of London's businesses to provide young people with opportunities for work experience, employment and skills progression <p>Conduct activities that boost the credibility of Apprenticeships and Traineeships and address the low uptake in London, for example:</p> <ul style="list-style-type: none"> • Provide opportunities for advocates (both young people and businesses) of Apprenticeships and Traineeships to promote the benefits of the programmes to their peers • Align the promotion of Apprenticeships and Traineeships to locally-targeted recruitment and training initiatives • Increase access to higher level skills provision, especially Apprenticeships, in sectors and opportunity areas most closely associated with London's economy. 	GLA: EBPU
	Encouraging entrepreneurship	<p>Approach: Develop innovative approaches to promote entrepreneurship opportunities to unemployed young people. This could include:</p> <ul style="list-style-type: none"> • Creating opportunities with large companies to develop talent, raise aspirations and enable unemployed young people to demonstrate entrepreneurial and employability skills 	GLA: EBPU



	Employment Support	<p>Approach:</p> <ul style="list-style-type: none">• Provide targeted assistance to young unemployed people, especially those at some distance from entering the labour market• There should be an emphasis on building: independent learning skills, employability skills and potential, and resilience. Work experience, internships and voluntary work in both Public and Private Sectors or in The Third Sector and / or part-time, evening or week-end work may also be incorporated into individual programmes to develop and demonstrate the employability skills of participants.• Programmes will need to be personalised where young people are in receipt of JSA.• All individual programmes will need to incorporate on-going support to participants as they access, enter and remain in learning or employment destinations. The programme may need to use a broad range of outcomes appropriate to differing circumstances of young people.	London Councils
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