

PRD project – case study

Building effective practice in partnership working to support young adults (18- 24) to progress to employment, including apprenticeships



Project title – Mapping and partnership working for 18-24 NEET young people in Sussex

Worth reading if you are interested in:

- Current provision for 18-24 NEET young people in Sussex
- Engaging 18-24 NEET young people
- Progressing 18-24 NEET young people into employment, including apprenticeships

Contact information

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Name of Peer Review and Development (PRD) group: Sussex Council of Training Providers (SCTP) Foundation Learning Sub-Group

Participating organisation(s):

- Sussex Council of Training Providers (SCTP)
- asphaleia
- Sussex-based training providers and Colleges
- Sussex-based organisations with an interest in provision for 18-24 NEET young people

What the PRD group set out to do and why

- Map current provision for 18-24 NEET young people in Sussex
- Establish good practice for engaging 18-24 NEET young people
- Make recommendations for collaborative strategies and plans to support Sussex providers with engaging and progressing 18-24 NEET young people into employment, including apprenticeships
- Address gaps in delivery to improve the learning experience for 18-24 NEET young people

What has been achieved so far

Results of mapping

- Out of the training providers offering provision to NEET 18- to 24-year-olds, the breakdown of providers operating in each district area were: Brighton and

Hove (69%); Chichester (31%); Crawley, Horsham, Mid-Sussex (54%); Hastings and Rother (38%); Lewes, Eastbourne, Wealden (54%); Worthing, Adur, Arun (54%).

- The most widely offered services to NEET 18- to 24-year-olds by providers in Sussex, with over 80% of providers offering these services, were vocational programmes, employability skills, literacy courses, and numeracy courses.
- The least widely offered services to NEET 18- to 24-year-olds by providers in Sussex, with less than 42% of providers offering these services, were workplace support, job brokerage, and ESOL.
- The most widely offered vocational programmes to NEET 18- to 24-year-olds by providers in Sussex were: Business, Professional Studies, and ICT (62%); Health and Social Care (62%); and Media (54%).
- The least widely offered vocational programme to NEET 18- to 24-year-olds by providers in Sussex were in technical trades (23%).
- The most widely offered apprenticeships by providers in Sussex were in: Customer service (58%); Business admin and office work (56%); Management and team leading (48%); Childcare and play work (40%).

Engaging NEET 18-24 young people

- Providers in Sussex considered the most effective methods of recruiting NEET 18- to 24-year-olds to be: Referrals (84%); word of mouth (69%); open days (46%).
- Providers in Sussex considered the greatest challenges in progressing NEET 18- to 24-year-olds onto employment to be: a lack of motivation among young people (46%); lack of incentives to work (46%); lack of employment opportunities (38%).

Recommendations From surveys, interviews and workshop

- Need for a detailed system that gives JCP workers greater understanding of what providers are offering 18- to 24-year-olds.
- Develop one point of contact at each JCP location who has in depth understanding of what's on offer.
- Invite providers to organised meetings chaired by JCP with the aim of discussing progressing 18-24 NEET young people into employment, including apprenticeships.
- Providers and other stakeholders recommended developing an online resource (pathway model) which would inform stakeholders of what's on offer to help stakeholders identify suitable provision at pre-apprenticeship level.

What still needs to be done

- Further detailed mapping exercise of 18-24 provision focused on specific district areas of Sussex to gauge clarity of services offered by all providers.
- Potential workshops focused on improving outcomes for NEET 18- to 24-year-olds to be delivered within each district area of Sussex to develop partnership working throughout Sussex.
- Development of an online resource that stakeholders, providers and learners can access to research provision across Sussex for young people at pre-apprenticeship level.
- Develop action plan to increase effectiveness between Sussex providers and key referral routes for this target group such as JCP.

Resources to be shared with the sector

- final report and case study; and
- online questionnaire formats.

Key learning points

- Need for a data sharing protocol to enable providers to access and engage with 18-24 NEET young people.
- Developing effective Links between providers and JCP is essential for improving provider's access to 18-24 NEET young people.
- Other stakeholders emphasised the importance of gaining a much greater understanding of services on offer from training providers.
- Develop opportunities for all 18-24 providers to come together in a meeting/forum environment.
- Providers highlighted a lack of pastoral care for 18- to 24-year-olds and recommended a 'rescue package' for learners who are initially unsuccessful in gaining an apprenticeship or employment.
- Providers and other stakeholders recommended developing an online resource (pathway model) which would inform stakeholders of what's on offer for learners of various needs that would help stakeholders identify suitable provision.