

PRD project – case study: Phase 2

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



Project title - Partnership working around NEET young people (18-24) 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
- Best practice in pre-employment training for the NEET group
- Progressing 18-24 NEET young people into employment, including apprenticeships

Contact information

Main contact: Neil Matthews

Name of Peer Review and Development (PRD) group:

Sussex Council of Training Providers (SCTP) Foundation Learning Sub-Group

Participating organisation(s):

Brighton

DV8 Training
 asphaleia training
 Brighton and Hove City Council
 Collyers College
 Sussex Downs College
 Newcep
 Sussex Central YMCA
 Nacro
 National Apprenticeship Service
 Access to music
 Youth Employability Service
 MPCT
 JTL Training
 Sussex Council of Training Providers (SCTP)

Hastings

JTL Training
 IH academy
 Job Centre plus
 Hastings Borough Council
 Avanta
 Childsplay Training
 Sussex Downs College
 Respond Academy
 MPCT
 East Sussex County Council
 Dv8 Training

Worthing

JHP training
 Outset youth
 West Sussex
 asphaleia training
 Horsham matters
 Sussex Central
 Icon Training
 Northbrook Col.
 Collyers College
 Carers support se
 Job Centre Plus
 Chichester Col.
 Jace Training

What was the original PRD project designed to achieve?

In Phase 1 of the project we set out to...

- 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

and we achieved

Results of mapping

- Out of the training providers offering provision to NEET 18-24 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 18-24 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 18-24 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 18-24 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 18-24 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 18-24 year olds to be: Referrals (84%); word-of-mouth (69%); open days (46%)
- Providers in Sussex considered the greatest challenges in progressing NEET 18-24 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 18-24 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

How did the phase 2 activities embed or extend the work undertaken in phase 1 of the project?

In phase 2 we wanted to....

Deliver Three 'roadshow' workshops across separate district areas of Sussex to develop partnership working that supports young people (18-24) into employment, including apprenticeships. As 88% of stakeholders in phase 1 identified awareness of services to be essential in supporting partnership working, we wanted each workshop to focus on further developing knowledge of provision in Sussex for NEET 18-24 year olds as well as provide information sharing and learning among organisations to support the development of best practice in pre-employment and apprenticeship provision for NEET young people.

Intended outcomes:

- To engage a wide range of organisations through delivering three separate workshops across Sussex in 'roadshow' style (10-15 organisations per workshop)
- Bring together organisations, including training providers, colleges, and other stakeholders such as JCP and employers, to encourage partnership working that will support young people (18-24) by: improving referral process; opening up opportunities for joint funding; minimising duplication; sharing best practice; developing programmes that meet employer and learner needs
- Information resource produced following each workshop detailing provision for NEETs (18-24), leading to increased awareness of local provision

and we achieved or are working towards achieving....

In total 50 delegates from across 30 organisations participated in the project. The workshops brought local organisations together to encourage the development of partnership working and to develop discussion around current provision, best practice and strategies to support NEET young people into employment, including apprenticeships. We sought to bring together experts from the field, using their knowledge and expertise to inform the project. We hope

the feedback and input from this project will be used effectively to inform future strategy and practice in supporting young people into employment, including apprenticeships. We are working towards sharing the learning from the workshop activities as well as knowledge gained about current provision. We disseminated an 'information resource' which went out to participants in order to share the content of the workshops.

In order to improve outcomes for NEET young people aged 18-24 in Sussex, we recommend the following to the Sussex Council of Training Providers (SCTP) Foundation Learning Sub-Group:

A joined-up approach to engaging employers: Providers, colleges and other key stakeholders should work collaboratively to develop an action plan of selling apprenticeships, and the benefits of employing young people, to employers. A strategy whereby one organisation is responsible for engaging employers may be the best solution. In today's competitive environment employers are often approached by many organisations regarding apprenticeships and this may discourage them from seriously looking into apprenticeships. A joined-up approach in targeting employers and developing an action plan for selling the benefits to them may prove to be much more effective. Delegates at the workshops in this project highlighted the importance of engaging employers and suggested many employers have little understanding of apprenticeships and in particular the benefits of employing an apprentice. In order to increase opportunities for young people, it is essential that organisations work together to sell the benefits in supporting and employing young people, whether this be via apprenticeships, traineeships or general work experience.

Regular networking to maintain an awareness of provision: Currently, the provision available for NEET young people across Sussex is somewhat confused by limited awareness of what other organisations are delivering. In an ever changing landscape of provision it is difficult for organisations to maintain a full understanding of the provision available for young people. However, networking, steering groups and meetings remain important for organisations to gain an up-to-date understanding of provision. A lack of awareness will lead to duplication of provision. Without one central system mapping the landscape, such as an online resource, organisations will have to actively work to maintain an understanding through regular networking with those in their field.

Sharing best practice and working in partnership: With the importance of increasing participation in apprenticeships high on the national and local agenda it is important that organisations continue to share best practice in supporting young people at pre-apprenticeship and apprenticeship levels. This project has touched on the factors important in pre-apprenticeship or pre-employment provision and how young people at risk of dropping out of an apprenticeship or out of employment can be best supported. Sharing of best practice will help to increase the number of young people participating in apprenticeships and progressing into employment, and will help inform how to support young people to successfully maintain an apprenticeship or position of employment.

What has been the main impact of the project and how will this affect key stakeholders such as learners, the PRD group and participating organisations?

Definition – impact = “A change in behaviour as a result of engagement with the PRD activity.”

The main impact for the PRD group has been or will be

The workshops discussed the most current issues in the field of training provision for NEET young people. The PRD group can take forward this learning to inform future strategies and best practice, particularly in partnership working to support young people into employment, including apprenticeships. For instance, the new traineeships programme was discussed and the learning around this is something the PRD group will need to take forward if this is something that will materialise as a structured pre-apprenticeship programme.

The main impact for the participating organisations has been or will be

Training providers, Colleges and other organisations have been brought together through this

project which has supported networking, increased awareness of provision and allowed participants to share their industry knowledge, which will potentially impact best practice and learning among those in the field.

The main impact for the learners has been or will be

This project will indirectly impact learners. Improved awareness of provision, networking and building partnership working between organisations, and increasing knowledge and awareness of best practice in supporting young people can all help improve provision for young people.

Has there been an impact for other stakeholders?

The workshops further provided Local Authorities, Job Centre Plus and other stakeholders to learn about provision available for NEET 18-24 year olds and also allow them to share and impact best practice.

What will be done differently and what are the key learning points?

- Networking, steering groups and meetings remain important for organisations to gain an up-to-date understanding of provision. A lack of awareness will lead to duplication of provision
- Mapping provision - Development of an online resource that stakeholders, providers and learners can access to research provision across Sussex for young people at pre-apprenticeship level is still highly recommended
- The PRD group could focus on developing a more joined-up approach to engaging employers, so that there is an effective strategy to increase opportunities for young people locally. This should include collaboratively engaging with employers to find out about their expectations and need, looking at how organisations can collectively address the gaps

What resources should be shared with the FE and Skills sector?

(Please list and submit with the case study)

Information resource for delegates