



To: Scrutiny Co-ordination Committee

4th January 2012

Subject: Young People, Crime and Unemployment

Purpose of the Note

To brief Scrutiny Co-ordination Committee on the work happening across the city to support young people (16-25) who are not in education, employment or training (NEET), or at risk of becoming so, and also to prevent them from becoming affected by or involved in criminal and anti-social behaviour.

Recommendations

Scrutiny Co-ordination Committee is recommended to:

- 1) Note the content of the appendices and to identify any gaps in provision and further actions for officers.
- 2) Identify whether any issues need to be referred to individual Scrutiny Boards.
- 3) Accept an update on this area of work in six months time to monitor progress.

Information/Background

The chairs of Scrutiny Boards 2 (Children, Young People, Learning and Culture), 3 (Economy, Regeneration and Transport) and 4 (Environment and Community Safety), were concerned about the impact of the current economic climate, the rising number of NEET's in the city and also the increase, as identified through the Community Safety Partnerships Strategic Assessment, in young people involved as both victims and perpetrators of crime.

It was recognised that this work covered the remit of all three scrutiny boards, so to prevent overlap or duplication, the chairs requested further information from officers on what services were on offer to these young people and how this work was being co-ordinated.

A meeting was held with representation from the Community Safety Partnership, Youth Offending Service, Jobs Strategy and the Probation Service to share information with the chairs.

Subsequently, further information about the work of Coventry Partnership and from the 14-19(25) Team in Education and Learning Services within Children, Learning and Young People Directorate was received.

All three chairs attended the Coventry Partnership Annual Conference – Coventry working in Partnership to lead the way forward for Young People 16+ and following the workshops it was requested that consideration be made for young people with learning difficulties to be given Travel Training as part of the curriculum from year 10/11 as this helps the individuals to actually get to and from a place of employment as well as being a confidence building experience. Also there is a need to actively seek employers to give these young people a chance.

The information can be found in an overview prepared by the 14-19 (25) Team at Appendix 1 and further detailed information at Appendix 2.

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Appendix 1 - YOUNG PEOPLE NEET in COVENTRY - AN OVERVIEW of ACTIVITY

The Context

There has been considerable progress in Coventry and Warwickshire in increasing the rate of young people entering education, training or employment at age 16. In Coventry between 2006 and 2010 the percentage in education, training or employment has increased from 94.2 to 97.3. During the same period the 16 to 18 NEET rate in Coventry has fallen from 8.7% to 5.7%.

Spending time NEET for six months or more is a major predictor of later unemployment as well as having wider costs for society in terms of welfare payments, costs to health and criminal justice services, and loss of tax and national insurance revenue. The Government is firmly committed to continue to deliver reforms to increase opportunities for young people so that they can fulfil their potential.

Government policy

Supporting youth employment - An overview of the Coalition Government's Approach is the new publication (12 May 2011) from the Government which draws together existing announcements and policies and re-confirms the priority set by the coalition of supporting young unemployed people. The Government has five priorities for action, working with businesses, local government, voluntary groups and local communities:

1. Raising attainment and ensuring that young people have the skills they need to compete in a global economy, including through quality vocational education and training
2. Helping young people at risk of falling through the net, by supporting local partners to provide effective co-ordinated services - such as the Work Programme to support young people who have been on Jobseeker's Allowance for some time and the new £10m Innovation Fund to support third sector organisations who work with young people NEET
3. Encouraging employers in both the public and private sectors to help inspire young people and to offer more work experience, internships and Apprenticeship opportunities
4. Promoting personal responsibility by ensuring that work pays and that those on out-of-work benefits who can work prepare and search for work effectively
5. Creating the wider conditions for balanced, sustainable growth, including through protecting and extending the flexibilities of the labour market

The Government will publish a cross departmental Participation Strategy later in the year setting out how they intend to maximise participation of 16-24 year olds in education, training and work and tackle the long-term consequences of young people being NEET.

Key challenges over the next 12 months

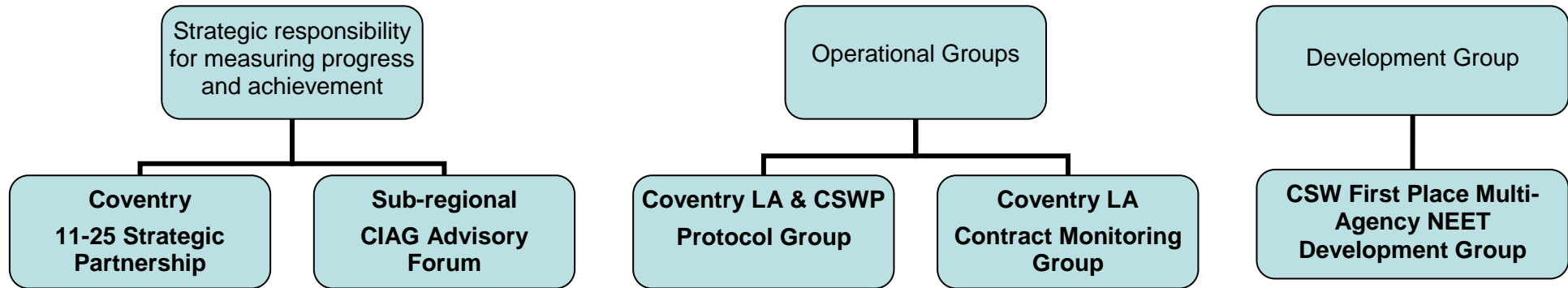
1. **Ensure coherence of provision and support for young people who are NEET or at risk of becoming NEET - led by the Coventry 11-25 Strategic Partnership**
2. **To progress the post 16 elements of the Overcoming Barriers to Learning (OB2L) programme - led by the 14-19(25) Team, Education and Learning Services**

The six key areas of this work are:

- 1.1. Improve the transfer arrangements for vulnerable students who transfer from school to college or other providers at 16
- 1.2. Ensure that providers are able to make effective use of a wide range of data about the destinations and outcomes of vulnerable students
- 1.3. Further develop targeted support for vulnerable students
- 1.4. Embed the work on developing leadership opportunities for sixth form or gap year students in order to provide aspirational role models for underachieving groups
- 1.5. Establish arrangements for evaluating the future impact of changes in the funding of EMA and HE fees
- 1.6. Reduce the number of young people who are NEET

3. **Analysis and understanding of NEET data to help develop local policy recommendations - led by CSWP**

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GROUP	MEETING FREQUENCY	MAIN REMIT OF GROUP	REPRESENTATION
Coventry 11-25 Strategic Partnership	4 times a year	New purpose and terms of reference currently being proposed - overall purpose likely to be: <ul style="list-style-type: none"> To ensure an appropriate range of opportunities for young people to enable high levels of participation, achievement and progression 	<ul style="list-style-type: none"> Representative from the Local Area Partnership Board (LEP) 2 representatives from each of the Coventry East and West Partnerships Principal from each post-16 FE provider Head Teacher from a Special School Representatives from: <ul style="list-style-type: none"> Chamber of Commerce Coventry Local Authority Higher Education IAG Providers Independent Training Providers Voluntary sector
Sub-regional CIAG Advisory Forum	5 times a year	To advise and support CSWP on the following key themes: <ul style="list-style-type: none"> Improving availability and quality of CIAG Local delivery of services Sharing information and understanding issues and developments in the CIAG sector Partnership and collaboration to support delivery of new policy agendas 	<ul style="list-style-type: none"> Chief Executive CSWP Coventry City Council & Warwickshire County Council Coventry & Warwickshire Local Enterprise Partnership Coventry & Warwickshire Chamber of Commerce Coventry University & University of Warwick Coventry & Warwickshire Learning Providers Job Centre Plus (DWP) Skills Funding Agency (SFA) Ericsson Voluntary and Community Sector
Local Authority and CSWP Protocol Group	6 times a year	Information sharing on: <ul style="list-style-type: none"> NEET data September/January offer, results, destinations Funding opportunities Commissioning 	<ul style="list-style-type: none"> Coventry Local Authority Warwickshire Local Authority Chief Executive CSWP Manager Coventry CSWP Manager Warwickshire CSWP

Appendix 1 - YOUNG PEOPLE NEET in COVENTRY - AN OVERVIEW of ACTIVITY

		<ul style="list-style-type: none"> • Provider issues 	
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GROUP	MEETING FREQUENCY	MAIN REMIT OF GROUP	REPRESENTATION
Local Authority Contract Monitoring Group	4 times a year	<ul style="list-style-type: none"> • To monitor and review the delivery of the contracted IAG service 	<ul style="list-style-type: none"> • Coventry Local Authority x 3 • Head of Business Development and Delivery CSWP • Manager Coventry CSWP • Service Development Manager (Integrated Disability Service) CSWP
Coventry, Solihull and Warwickshire (CSW) First Place Multi-Agency NEET Development Group	Once a month	<p>To identify and develop best practice around:</p> <ul style="list-style-type: none"> • Early identification of students who are at risk of becoming NEET • Improving the handover from school to college • Establishing an early warning system for students falling off the trajectory • Developing a process to get students back on track as quickly as possible once they have been identified as NEET • Developing a mentoring system to keep students EET <p>To understand how the Health and other sectors can contribute to the NEET agenda</p>	<ul style="list-style-type: none"> • Chief Executive CSWP • Coventry Local Authority • Warwickshire Local Authority • Solihull Local Authority • Coventry PCT • Warwickshire PCT

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PROVISION for YOUNG PEOPLE NEET	
<p>Young People's Employment Placement Scheme</p> <p>Coventry City Council Economy and Community Division</p>	<ul style="list-style-type: none"> • Duration from 01 April 2011 to March 2012 • Supporting 50 young people aged 16+ on a six month employment placement • Employment placements with the private, public and community sectors - private sector to be targeted • Target groups include young people who are NEET, care leavers and LLDD
<p>ESF 14-16 NEET Prevention</p> <p>Coventry City Council Education and Learning Service</p>	<ul style="list-style-type: none"> • Duration April 2011 to December 2013 • Coventry Local Authority managing the contract to support 180 young people in Coventry • 1 CSWP transition worker will support the young people identified • Delivery partners include 29 partners across Coventry and Warwickshire
<p>ESF 16-18 NEET (SURF - Step² UR Future)</p> <p>CSWP Ltd</p>	<ul style="list-style-type: none"> • Duration April 2011 to December 2013 • CSWP managing the contract to support 639 people in Coventry and Warwickshire • Coventry and Warwickshire Local Authorities are key members of the partnership and will help steer delivery • 4 engagement workers will support young people into education, training and/or employment • Delivery partners: Coventry and Warwickshire Chamber, Henley College Coventry, City College, CWT, Princes Trust (from Apr 2012), Construction employment unit/Whitefriars, Trainbrains, Warwickshire College, North Warwickshire and Hinckley College, Stratford College

continued overleaf...

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SUPPORT for YOUNG PEOPLE NEET	
<p>Contracted IAG Service with CSWP Ltd</p> <p>Coventry City Council Education and Learning Service</p>	<ul style="list-style-type: none"> • Duration April 2011 - March 2012 • High quality impartial IAG service that is flexible and responsive • Meets both statutory and non-statutory requirements (universal and targeted support)
<p>Employment Delivery Team</p> <p>Coventry City Council Economy and Community Division</p>	<ul style="list-style-type: none"> • For those young people NEET aged 16-24 who are NOT able to access the Young People's Employment Placement Scheme the following support is available: <ul style="list-style-type: none"> ○ 1:1 advice ○ access to employability workshops to help develop skills, for example, in CV writing and attending interviews ○ access to the weekly Job Club held at Coventry Transport Museum every Thursday (10:00-13:00)
<p>Youth Service</p> <p>Coventry City Council Integrated Youth Support Service (IYSS)</p>	<p>Youth Worker - targeted support for young people post-16</p> <ul style="list-style-type: none"> • Every youth worker (28 across the city) has a responsibility as part of their specification to support vulnerable young people including those who are NEET and at risk of becoming NEET (approximately 10 young people per youth worker) <p>Volunteer/Training Support</p> <ul style="list-style-type: none"> • A Volunteer Co-ordinator has been in place since the end of April 2011 (John Taffe) • CSWP has identified 50 young people who have been NEET for some time (approximately 6 months) who may benefit from support from a youth worker to enable them to engage in a programme of volunteering supported by training/learning opportunities <p>School Support Team</p> <ul style="list-style-type: none"> • Targeted, time limited support for groups of young people (6-8) who are disengaged and/or disadvantaged • Long term support targeting vulnerable young people that aligns with the OB2L programme • Referral of young people (group of 6-8) by the school using set criteria (must meet 1 of 4 criteria) • Range of support categorised by type - personal and social development, intervention, diversionary
<p>Youth Offending Service</p> <p>Coventry City Council Integrated Youth Support Service (IYSS)</p>	<ul style="list-style-type: none"> • Two full-time education workers work with school-age young offenders (potentially pre-NEET) and NEET young people: <ul style="list-style-type: none"> ○ liaise with schools and extended learning provision ○ onsite placement at Chace Extended Learning Centre to support young people at risk of becoming NEET ○ from Sep 2011 will deliver basic skills/life skills for NEET young people (1 day per week/worker). • One full-time CSWP Careers Adviser based at Christchurch House in the YOS: <ul style="list-style-type: none"> ○ meets regularly with the education worker responsible for year 10 and 11 young offenders to track and monitor young people NEET ○ conducts initial assessments with young people NEET ○ signposts to appropriate provision ○ provides support (eg interview process) ○ from Sep 2011 is delivering basic skills/life skills (1 day per week) ○ co-ordinates the 3 days basic skills/life skills programme.

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<p>Teenage parents NEET</p> <p>Coventry City Council Strategic Services</p>	<ul style="list-style-type: none"> • Nationally the teenage parents NEET rate is 74%. In Coventry the rate is 84% (approx 300 young people) • In Coventry support for teenage parents NEET is currently being reviewed by a multi-agency working group (lead - Jane Craig). The group's aim is to establish clear referral pathways to EET using a new model and robust data to monitor the implementation of the model.
<p>Care Leavers Post-16</p> <p>Coventry City Council SEN and Inclusion Service</p>	<ul style="list-style-type: none"> • One full-time CSWP Careers Adviser <ul style="list-style-type: none"> ○ supports year 11 children looked after with transition in liaison with 2 advisory teachers from LACES ○ is responsible for ALL care leavers in the city (approximately 160) of which 50-60 are NEET and who may also have learning difficulties and/or disabilities ○ provides sharply focused support that aims to move the 50-60 young people NEET into positive activity - the Young People's Employment Placement Scheme, ESF 16-18 SURF programme, apprenticeship with the City Council ○ is supported by the engagement worker (0.5fte) from the ESF 16-18 SURF programme <p>Partnership working</p> <p>There is good partnership working across Council departments and with CSWP and Shaftesbury Young People.</p> <ul style="list-style-type: none"> • The Post-16 Care Leavers Apprenticeship Management Group meet twice a term - with representation from CSWP, LACES, Whitefriars, Customer and Workforce Services, and the Children's Champion. • CSWP, LACES and providers meet termly to progress the ESF 16-18 SURF programme • Joint conferences and engagement events take place regularly • More joined up work with the YOS and the teenage parents service is needed as a small number of care leavers also fall into these categories
<p>DfE Improving Outcomes Project</p> <p>CSWP Ltd</p>	<ul style="list-style-type: none"> • Duration April 2011 to March 2013 - CSWP has lead responsibility for delivery across Coventry and Warwickshire • A 10 week intervention programme to support young people who are at risk of not making successful transitions, particularly at age 14 and 16 (but with a focus on year 9 students) • Key outcomes: <ul style="list-style-type: none"> ○ Improvement in young people's attendance ○ Improvement in young people's behaviour ○ Improvement in young people's attainment ○ Increase in Year 11 young people participating in education and training at ages 16 and 17 and after leaving the programme • National Project Manager • Support workers for Coventry (1) and Warwickshire (2) to support 495 vulnerable young people across the sub-region • Support workers will deliver one to one and group sessions, work with families and refer to extra curricular and community activities to support with overcoming identified barriers • Coventry schools involved - Foxford, Barr's Hill, The Westwood, Chace ELC, Wyken ELC, The Grange

continued overleaf...

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<p>DfE Raising the Participation Age (RPA) Project</p> <p>CSWP Ltd</p>	<ul style="list-style-type: none">• Duration April 2011 – March 2012 - locally led delivery project managed by CSWP• Key objectives:<ul style="list-style-type: none">○ Development and implementation of Risk of NEET Indicator (RONI)○ Implementation of managed moves protocol○ Information sharing between pre- and post-16 providers○ Capacity building - IAG for 13-16 year olds• Target 10 schools across three LAs - Coventry, Solihull, and Warwickshire - with the highest numbers of potential NEETs/non-participants• In Coventry the schools involved are Foxford, Barrs Hill and The Westwood
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Background

At a meeting on 31st October 2011, the Chairs of Scrutiny Boards 2,3 and 4 met with officers from services that support young people. Below is further information from the services represented at the meeting and also further services mentioned during the meeting.

Youth Service

Youth Worker - targeted support for young people post-16

- Every youth worker (28 across the city) has a responsibility as part of their specification to support vulnerable young people including those who are NEET and at risk of becoming NEET (approximately 10 young people per youth worker)

Volunteer/Training Support

- A Volunteer Co-ordinator has been in place since the end of April 2011
- CSWP has identified 50 young people who have been NEET for some time (approximately 6 months) who may benefit from support from a youth worker to enable them to engage in a programme of volunteering supported by training/learning opportunities

School Support Team

- Targeted, time limited support for groups of young people (6-8) who are disengaged and/or disadvantaged
- Long term support targeting vulnerable young people that aligns with the Overcoming Barriers to Learning programme (OB2L)
- Referral of young people (group of 6-8) by the school using set criteria (must meet 1 of 4 criteria)
- Range of support categorised by type - personal and social development, intervention, diversionary

Coventry Youth Offending Service (CYOS):

Education Provision and issues. (Sarah Newton)

Youth Justice Board (YJB) Target

The target Youth Offending Teams have previously been measured by regarding education provision is: –

To ensure that 90% of young offenders supervised by YOTs are in suitable full time education, training or employment (ETE)

This target is measured at the end of a young person's order. Although this is no longer one of the impact measures that will now be collected by the YJB, Coventry will continue to collect this data and will continue to look for ways of improving the number of young people engaged in ETE.

Issues- The target

- The 90% target is input-focussed; it centres on the number of hours a young person attends rather than the effectiveness of delivery (e.g. the number of hours of education provision made available to the young person) rather than outputs (e.g. progression or a young person's achievements). They do not recognise that some young people need to take smaller steps to build up to provision.
- The target is broken down into two categories- statutory school aged young people and post statutory aged young people.
- For school age young people it counts young people in 25hrs of education. If not 25hrs not classed as suitable education.
- For the 16 plus age group it counts young people in 16hrs+.

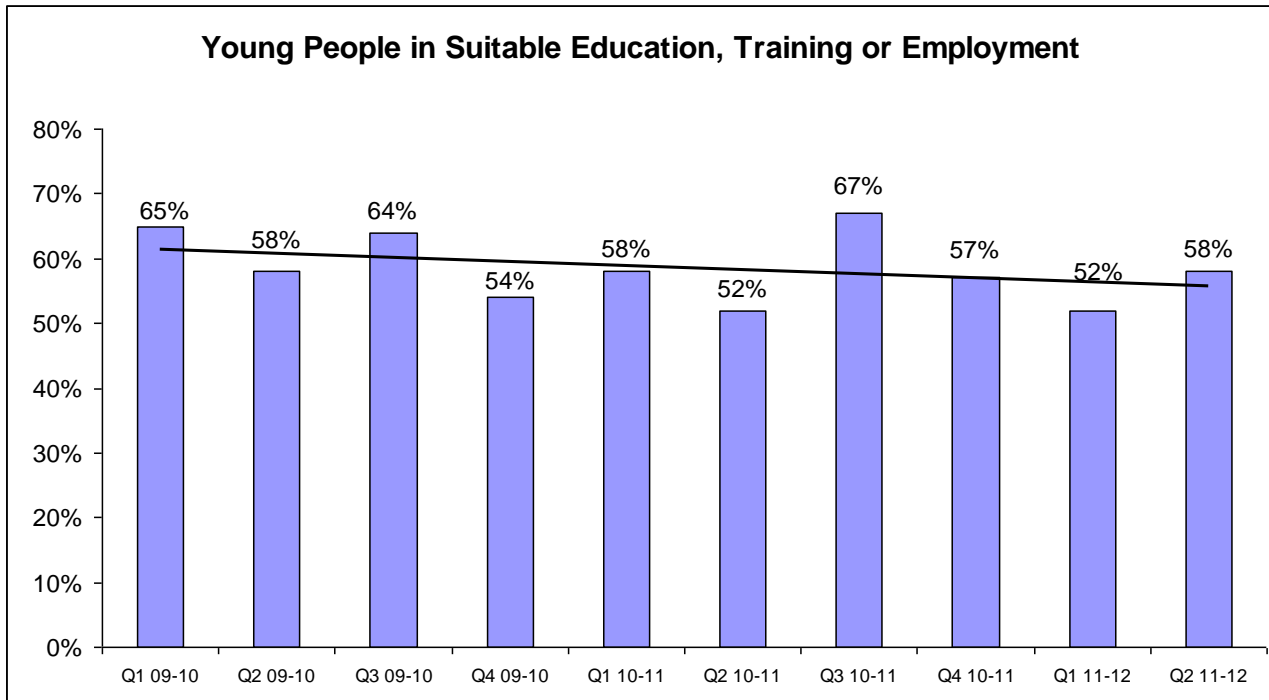
The figures for CYOS

For statutory orders ending in 2010-11, 66% of young people of statutory school age were in suitable ETE compared to 53% above statutory school age.

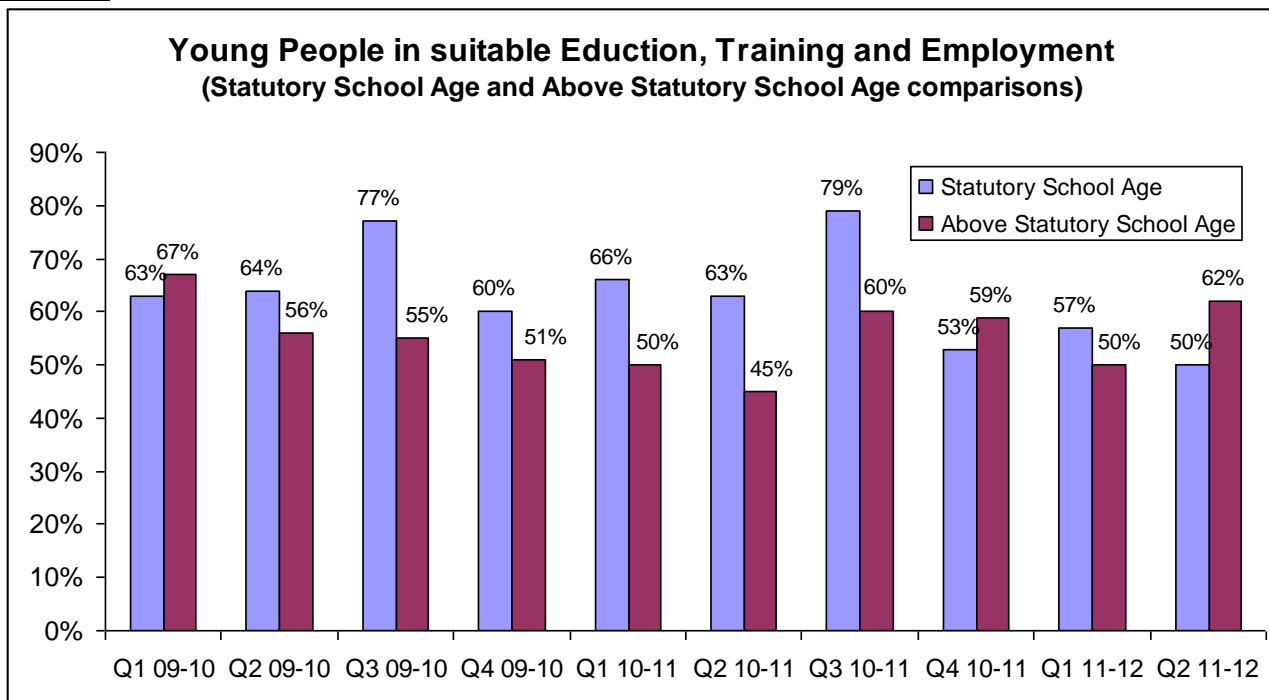
Appendix 2 - Supplementary Information from Providers – Young People, Unemployment and Crime

The graphs below show the overall ETE figures and the figures broken into statutory school aged and post statutory school age. Graph 1 shows the % of young people in Education Training and Employment ETE. It is usually the young people in the post statutory age that pull the overall ETE figure down as can be seen in Graph 2. Although the figures fluctuate over the quarters the trend line does show a gradual reduction.

Graph 1



Graph 2



Please note – the figures are based on percentages, the total number in a cohort can change between quarters. A small sample size can affect the proportions.

Appendix 2 - Supplementary Information from Providers – Young People, Unemployment and Crime

The number of young people Not Engaged with Education or Training (NEET) rate for young offenders in Coventry has remained around 40% for a number of years, irrespective of the interventions and provisions introduced.

Exacerbating factors include:

- The young people within the Criminal Justice System have more complex needs and entrenched behaviours.
- These are some of the most disengaged young people in Coventry.
- Young people present with low basic/functional skills; often compounded by other barriers. Many school leavers are not ready to access Education Training and Employment.
- Local unemployment rate.
- Unwillingness to engage in ETE without financial incentive. The loss of EMA support for our young people will result in further resistance to positive ETE engagement for those requiring incentives.
- Intergenerational attitudes to ETE.

Education Team

The YOS education team consists of:

- 2 YOS Education staff
- 1 Connexion's worker

Although these staff have slightly different remits and work with different age groups they work closely together to develop and share working practises. They all have a common agenda which is to uplift the ETE figure for the CYOS.

Role and Responsibilities

- The key role for education staff is to focus on forming the vital, long-term strategic links that will enable young people who have offended to access mainstream provision.
- The YOS role is not to teach young people and deliver the curriculum although they do offer basic skills and programmes that will support young people to engage with education provision.
- Education staff influence and broker provision for young people.
- For school aged young people the education officers main responsibility is to ensure that appropriate mainstream provision is provided and if not the LA and schools are providing suitable accommodation.
- For post school aged the education officers role is to complete a basic skills assessment and then work with the young people to look for suitable education, employment or training.
- Check if the ETE information inputted to MIS system is accurate and updated regularly.
- Ensure appropriate referrals are being made to education staff and Connexions workers where young people were NEET. A regular monthly meeting takes place to ensure this happens and drive developments forward.

Actions currently being taken locally to increase rate:

CYOS is committed to raising educational standards and continues to invest a considerable level of resource in this area. Although unsuccessful in achieving significant improvements in raising the ETE figure, young people are supported in a manner that will enable them to achieve more positive outcomes in the long-term. It is envisaged that this will prevent future offending.

To improve the number of young people engaged in ETE at the end of their order CYOS works closely with the LA, schools and other education providers.

Things in place:

- Arrangements have been made for obtaining pupils' statements of SEN, and a consent procedure has been agreed.
- A pro forma has been developed for schools to give information to aid the writing of court reports, and an agreement is in place for schools to complete this within a set time.

Appendix 2 - Supplementary Information from Providers – Young People, Unemployment and Crime

- Protocols are in place with schools and colleges regarding the management of young people who are being electronically monitored.
- Regular meetings between ETE practitioners and ETE providers are being held to discuss specific cases and ensure young people gain access to appropriate provision as soon as possible (monitoring and tracking is vital).
- The LA representative is informed of concerns and issues relating to the needs of young people who have offended.
- CYOS is represented at educational meetings at strategic, operational and practitioner level. This ensures an integrated approach to overcoming educational issues. Examples include: Missing from Schools Group, Special Educational Needs (SEN) reviews and weekly contact with all Extended Learning Centres (ELCs).
- Adequate advice and support is being provided to schools.
- A robust system exists to ensure the assessment and monitoring of educational needs of all young people entering the youth justice system. The (recently updated) LA Management Information System (MIS) continues to be a useful tool in enabling education staff to gain accurate data on young people. Previous reticence of some schools to complete and return school information request forms has now dissipated. This form has recently been reviewed to ensure it elicits the required information.
- Monthly reviews of young people registering as NEET on Youth Offending Information System (YOIS) and ASPIRE, the Connexions information management system, ensures regular monitoring. Non attendees are home visited to support engagement.
- CYOS continues to further develop relations with local training providers, including Arthur Rank Training, Heart of England, Rathbone, Whitefriars Housing, and Princes Trust. The Connexions PA monitors all referrals and placements of young people. We also negotiate with new providers to increase training opportunities to meet individual need.
- Education and Connexions staff attend Detention and Training Order (DTO) review/pre-release meetings to aid continuity of education for school age clients and successful ETE placements upon release.
- CYOS is committed to working closely and collaboratively with schools, particularly where a significant number of students are known to CYOS. For example, an Education Officer spends approx 3 days weekly at The Chace ELC where 66% of students are known to us. This also encourages other CYOS staff to meet with clients at the school base and has resulted in another Emotional and Behavioural Difficulties (EBD) school requesting similar support.
- Since September 2010, in accordance with the Apprenticeship, Skills and Children's Learning Act 2009, the learning for young people in youth custody has become the responsibility of the host local authorities. Provision has been made within the act for the exchange of educational information about young people in custody between the host and home authorities. Transfer of information should be transferred in 3 working days. CYOS collects and transfers the educational information.

Ongoing things to improve:

- How to motivate young people to participate in education, training or employment, through offering the right balance of an engaging curriculum, mainstream and specialist support. What works for most young people may not work with this group. Although many of these young people can and should be educated through mainstream colleges and schools, some will only respond to other learning environments which do not replicate the traditional classroom.
- Alternative provision needs to be meaningful, with accredited learning that clearly led to progression.
- For the post 16 age group we need to develop better links with local employers so we can develop positive work experience placements.
- Need flexible provision that enrolls young people through out the year.

Jobs Strategy (Rebecca Young)

The Young People's Employment Placement Scheme

The Young People's Employment Placement Scheme (YPEPS) will offer six month paid work placements of 30 hours per week, to support young people into work with a variety of employers within the private, public and community sectors.

The project provides an opportunity for them to develop the soft skills and training that employer's need within their workforce. This project will act as a catalyst for young people wishing to move into sustainable work and/or apprenticeships within the private sector.

The placement scheme is targeted at Coventry residents who are:

Unemployed young people (16 – 24) that are not in education, employment or training (NEETS)

Care Leavers – 10% of placements have been identified specifically for this group.

Those with disabilities and learning difficulties – 15% of placements have been identified specifically for this group

Graduates with individual circumstances (i.e. learning difficulties/disabilities/other issues)

The City Council has invested £266k for 2011/12 for this scheme. 100% of the funding goes directly to young people through wages and training travel and equipment. This is facilitated by using the current staff already funded within the E&C Division.

Working collaboratively with the Children's Learning Young People Service, Connexions, the Employment Support Service for Learning Difficulties and Disabled people and local colleges provide an excellent link into the client group. Additionally, jobs fairs, open days and events are organised to provide maximum exposure to the scheme to enable all young people to engage with the programme.

Making Progress Project

This is a partnership project led by E&C Division involving the Staffordshire & West Midlands Probation Trust, local Housing Associations including Whitefrairs and Job Centre Plus. The project is designed to help people with recent convictions to get a job. This reduces unemployment and re-offending rates in Coventry. Making Progress works with people who are supervised by the Probation Trust. A multi-agency team of staff give one to one assistance to people referred to the project. Staff identify individual routes toward suitable employment opportunities, promote local vacancies and deliver a range of support to address the individual needs of each person. The target number of people into jobs for 2011/12 is 25, which we are currently on track to achieve. A job club is in place to support young offenders into employment. The job club is held every Thursday and due to the nature of the client group, youth workers provide this service to make a more comfortable and supportive environment.

Recently we have established some positive links with employers who are willing to consider this client group as a group they would consider recruiting from. We are looking to build on this work, using E&C local business contacts. There is an opportunity to become a sub-contractor for the government's Work Programme provider who has won an ESF contract to support offender back into work.

Shared Apprenticeship Scheme and Construction Training

The Construction Employment Unit which is a partnership organisation led by the E&C Division have been supporting 16 – 18 year olds registered as NEET (Not in Employment Education or Training) for several years using ESF funding. The main aim of both projects has been to provide practical plastering, tiling and brickwork training. The courses have provided an excellent grounding for just over 200 disengaged youngsters to enter into a career in the construction industry. Projects came to a close at the end of June 2011 due to the funding ending. Sustainability results are very good, with 60% of the learners have already positively progressed into further training or employment.

Appendix 2 - Supplementary Information from Providers – Young People, Unemployment and Crime

The Construction Employment Unit has also been instrumental in helping to set up the Construction Shared Apprenticeship scheme. The general principle of the scheme is to offer 30 local young people (NEET's) the chance to achieve a construction related apprenticeship in a climate that is currently averse to investing in young people. The apprentices are "employed" onto the scheme by a host company (BAM Construct) but actually carry out their training on a carousel basis by spending time with various placement employers according to what work experience those employers can offer and according to the modules needed by the individuals to complete their apprenticeship. We currently have 8 apprentices actually out on site.

TESS

TESS is the Council's specialist supported employment service for disabled young people and adults. We support individuals who are eligible to receive support from Community Services Directorate's Adult Social Care Services; this includes services such as Lamb Street, Curriers Enterprises, Brandon Wood Farm, Community Learning Disabilities Team and the Community Mental Health Teams. This year we have also started working with Special Schools and young people in transition.

In effect TESS provides a bridge between adult social care and mainstream employment, supporting people who would be labelled as unemployable to gain real and meaningful employment. From 14 year olds thinking about the life ahead of them to 53 year olds starting their very first job. TESS supports people with:

- Severe and enduring mental health difficulties
- Learning disabilities
- Physical/sensory impairments
- Autism Spectrum Disorders

Wider Employment Provision for Young People

Through the Division's Employment Team, young people have been identified as a key group for support into work. Employment Advisers work with the young person to help them access work. Additionally, individual and tailored support is provided to enhance their skills and opportunities. Ongoing post employment support is also provided to ensure that any young person we help secure work are settled into jobs.

The Flexible Fund

Funding has been applied for from Job centre plus to create a project involving young people. It will pay for both the Belgrade and deliverers of PX2 course to run courses that will provide advice and guidance as well as support to help young people into employment. Currently awaiting final confirmation of funding.

Schemes that have Recently Ended

The Future Jobs Fund

The City Council successfully secured Future Jobs Funding from October 2009 to September 2011 of £2.47m. This was national government funding. Funding for this programme has now ended but has proven to provide effective routes into sustainable work for young people.

FJF was particularly successful in placing young people into third sector and other public sector placements. To date over 28% of placement leavers have moved into sustainable work, with a high percentage of these being offered sustainable work in both of these areas.

Currently there are in excess of 150 people still in work placements across the city, so tracking of outcomes will be ongoing.

The Employment Placement Scheme

Appendix 2 - Supplementary Information from Providers – Young People, Unemployment and Crime

Coventry's Public Service Board approved the Employment Placement Scheme (EPS), as a targeted response to the employment needs of local people. It was launched in October 2009. Funding for the scheme has now ended. The target of 140 people into placements between October 2009 and March 2011 was met. To date 58% of all placement leavers have moved into sustainable employment, and tracking of leavers will continue till the third quarter of this 2011/12.

The Employment Placement Scheme recognised that the national Future Jobs Fund scheme did not meet the needs of all local people, and was therefore designed to target the following groups:

1. Unemployed local graduates (graduated within the last 12 months)
2. Unemployed managers and professionals
3. Unemployed young people (16-18) that are not in education, employment or training (NEET's)
4. Care Leavers

EPS offered six month work placements, training and employment advice, to support local people into work (and back into work), with a variety of employers. It has provided a crucial bridge into the workplace, and proved to be a very effective route into sustainable work for unemployed people, at a time when this support has been critical for them.

Probation Service (Sarah Chand)

Members were informed about the services offered by Probation. They work with adults aged 18+. Between Oct 2010 and Sept 2011 29% of their caseload was 18-25 year olds. A large proportion of these will have ETE issues. All offenders have a skills check and if they need support then they are offered advice and guidance and under the Skills for Life initiative they can be assessed for an adult education programmes through City College or Adult Education Service. There is an ETE Probation Service Officer who is there specifically to offer advice and guidance and provide motivation for employment, training and education. Having a job is the greatest factor in someone not re-offending. They run several Partnership projects, for example, Making Progress as part of the Jobs Strategy and also one at Foleshill 396. This financial year they have an ETE Mentor who works with individuals to provide extra support. They also have recruited 14 volunteers to offer a variety of support to offenders which can include ETE. The Probation Service recognises that there are often complex family issues and that there is a need to raise aspirations across generations of families. This also follows the approach by the Family Intervention Programme through CLYP and the Overcoming Barriers to Learning programme

Overcoming Barriers to Learning


Coventry headteachers, principals, agencies and the City Council have decided to work together to develop the cross-phase multi-disciplinary Overcoming Barriers to Learning (OB2L) Programme after:

- Considering the implications of significant national research;
- Exploring the Coventry data for key underachieving groups;
- Identifying local and national examples of effective strategies, including the work with Jo Shuter and her colleagues from Quintin Kynaston School in London.

The key aim of the Overcoming Barriers to Learning Programme is to

Ensure that the whole community, including students, parents, providers and local agencies, aspire to improve students' life chances through educational achievement and a relentless focus on overcoming significant barriers to learning.

The Programme is organised into eleven strands. These have been grouped into five interrelated areas, with the strand of raising aspirations running across the other 10 strands, as indicated below-

Strand 1)	Area	Overcoming Barriers to Learning Strand
 Raising Aspirations	Secure transition & tracking	2) Transition and transfer
	Engaging provision	3) Communication skills
		4) Learning strategies and the curriculum
	Supportive relationships	5) Student support, relationships and views
		6) Family learning
	Effective multi-disciplinary working	7) Performance indicators
		8) Multi-disciplinary interventions
		9) Extended learning
		10) Behaviour and attendance
	Aligned capital investment	11) Access to ICT

Key target groups

The OB2L Programme is focusing on all students who face barriers to learning, with a particular focus on those groups who are furthest from the City average by ages 11 and 16. The evidence suggests that students from these groups have the potential to achieve significantly more if they are able to overcome the barriers to learning that they face.

The key groups that the Programme is therefore focusing on are:

- Children in poverty;
- Looked after children;
- Transient students, including those who move schools within a key stage;
- Students experiencing emotional and behavioural difficulties;
- Students with special educational needs or disabilities;
- Low attenders;
- Black or Mixed / White Black students;
- Gypsy / Roma students;
- Young carers.

Many children may of course be members of more than one of these groups.

Exploring cross-phase and multi-disciplinary strategies

The national research and our local experience suggests that these many of these students face significant barriers throughout their educational careers and that these can adversely impact on their learning at any point in the journey from the early years to college, university or leaving school. The programme is therefore exploring a range of effective strategies across all these different phases.

Appendix 2 - Supplementary Information from Providers – Young People, Unemployment and Crime

The research also indicates that whilst schools and providers can make a real difference to students during this journey, it is not easy for them to help students to overcome these barriers on their own. Schools and providers are much more likely to have an impact if they work in partnership with the other agencies who work with students, families and local communities.

It has therefore been agreed that the OB2L Programme will be both cross-phase and multi-disciplinary.

Coventry Partnership

The Economy Learning Skills and Employment sub-group of the Partnership works very closely with the Coventry and Warwickshire LEP to support and co-ordinate work to:

- Create the conditions for growth and enterprise for Coventry and Warwickshire's economy.
- Create a diverse range of businesses, jobs and apprenticeships to meet the aspirations and potential of all residents.
- Support people to develop the capabilities to access jobs and ensure local people benefit from the growth of the sub-region and increase their household income.
- That Coventry and Warwickshire's economic well-being is continually improving

There is a particular focus of this work on young people and also alleviating family poverty. Currently they are in the process of identifying measures, baselines and enablers to deliver the work. This will include some of the projects listed above. The role of this group will be to co-ordinate work across the sub-region to support jobs and growth, ensuring effective partnership working, best use of limited resources and avoiding duplication.

The Coventry Partnership's Annual Conference, in December, will draw together key decision makers and influencers from all sectors to work together to deliver positive change within the city through the Sustainable Community Strategy by supporting and focusing on 16-24 year olds. The conference will highlight young peoples aspirations; celebrate opportunities; as well as considering what practical steps can be taken to ensure Coventry leads on this agenda and forges new partnerships to achieve efficient and effective support necessary.