

Education, Skills and Children's Services Select Committee 10 March 2015

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8 YOUNG PEOPLE READY FOR WORK - UPDATE To review the implementation of the agreed select committee inquiry recommendations.	3 - 8

Contributors

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INVESTOR IN PEOPLE



Committee Assessment of Progress

	<i>Recommendation implemented to the satisfaction of the committee.</i>		<i>Committee have concerns the recommendation may not be fully delivered to its satisfaction</i>
	<i>Recommendation on track to be completed to the satisfaction of the committee.</i>		<i>Committee consider the recommendation to have not been delivered/implemented</i>

Recommendation	Comments on Progress Update provided by the Service	Committee Assessment
<p>1. Ready for- Work Passport: It is recommend that the department's work on producing a Ready for Work Passport be developed, in collaboration with the Local Enterprise Partnership and be offered to young people (via schools and colleges) upon completion of a certified demonstrable standard of basic "work-ready" skills. This should include a broad range of recreational and voluntary activities and aimed at engaging parents as well as the young people themselves.</p>	<p><u>Progress to date:</u> Aylesbury College were commissioned to develop the online platform for system in August 2014. Consultation with young people regarding the name of the product took place in October 14 and it has now been re-branded as "My Skills Bucks". This concluded the first stage of development in October 2014. Paula Buck retired in September 2014 and the two responsible officers are now Adam Johnson and Kate Walker.</p> <p>Consultation with employers took place on 27th November 2014 and this influenced revisions to the design and content of the product. Consultation then took place with a section of upper and grammar schools on 10th December 2014 and this influenced the learning content and interactivity within the system. Aylesbury College were then commissioned to develop some additional</p>	

	<p>online learning modules to incorporate within the product.</p> <p>Negotiations with Barclays Bank have also taken place and the Barclays 'life skills' videos are now embedded within the system. Schools were very supportive of this approach. On 12th February local employers will be filmed in a studio to enable the product to embed video content from local employers. Online learning modules will then be designed around these videos to re-enforce the user's learning points. Piloting with 4 schools is due to take place after February half term and the system will also be shared with the schools careers network in March 2015.</p>	
<p>2. Guidance to Schools: It is recommended that the Cabinet Member provide clear concise guidance on the appropriate careers guidance to the delivered in schools, in line with statutory and Ofsted inspection requirements, drawing on best practice and including raising awareness of employment and key employability skills and signposting key resources for young people, parents and schools.</p>	<p><u>Progress to date:</u></p> <p>The schools careers network has received up to date guidance has been issued to Careers Coordinators on how to meet statutory duties. Seven Buckinghamshire schools are currently undertaking Investors in Careers accreditation which is mapped against OFSTED criteria and fulfils and surpasses statutory guidance.</p>	
<p>3. Careers and Work Readiness Advice in Schools: It is recommended that schools be encouraged to strengthen their capacity for careers and work-readiness delivery through an independent specialist service such as the Connexions Service. This may be accompanied by the development of in-house teaching specialisms.</p>	<p><u>Progress to date:</u></p> <p>The Buckinghamshire Careeers Network has held two meetings with a third scheduled for the 5th March 2015. The group have looked at the quality of careers offer, work related learning and opportunities to share best practice.</p> <p>The Careers network has proved valuable for careers specialists who are new to role and need to know what works, and benefit from the support of more experienced colleagues.</p>	

<p>4. Careers Governance and Accountability in Schools: It is recommended that school governing bodies appoint a lead member for careers advice and hold Head Teachers to account over their statutory duty to provide every child with high quality careers guidance.</p>	<p><u>Progress to date:</u> Revisions were made to the Bucks Learning Trust annual activity plan with an additional key performance indicators added to ensure this action is completed from September 2014. This will now be reviewed at contract monitoring meetings between the Bucks Learning trust and the County Council.</p>	
<p>5. Inspiring Children into the World of Work: It is recommended that primary schools include some appropriate degree of awareness raising of pupils so that young people start to become aware of work ready skills at an early age. This could form part of the preparation transition to secondary school.</p>	<p><u>Progress to date:</u> Primary Future programme information shared with Headteachers and Primary Liaison Officers encouraged involvement. Primary schools involved in a variety of activities to raise pupil awareness – eg. mini-enterprise.</p>	
<p>6. Getting Business into Schools: It is recommended that schools be encouraged to invite local businesses and former pupils to speak to pupils about being ready for work as part of careers and life-skills aspects of their programme for personal, social and health education (PSHE).</p>	<p><u>Progress to date:</u> In December 2014 the Buckinghamshire Thames Valley Local Enterprise Partnership (BTVLEP) secured just over £200k of funding to contribute to this area of work. A <i>Shaping School and Employer Engagement</i> event was organised by Buckinghamshire County Council and the BTVLEP in collaboration with the Buckinghamshire Association of Secondary Heads (BASH). The event took place on Wednesday January 7th 2015. The overall aim of the event was to enable schools and colleges to participate in employer facilitated workshops to help co-create and shape an implementation plan for school, college and employer engagement work within Buckinghamshire. Delegates came up with a number of shared ideas and concepts that could be implemented and these will now be taken forward by the BTVLEP in partnership with schools, colleges and other education and training providers.</p>	

	<p>The BTVLEP will also be co-writing a skills strategy for Buckinghamshire, which will support applications for external funding in order to mainstream some of the ideas that were generate at the workshop event.</p> <p>The National Careers Service is making an employer engagement offer to schools across the country, through the "Inspiration Agenda". In Buckinghamshire 10 of the 34 secondary schools have received an offer with 2 progressing with projects around the careers agenda.</p>	
<p>7. Local Connexions: It is recommended that the Connexions Service review their arrangements for referral of jobs and apprenticeship opportunities to make sure that local businesses are linked with local applicants.</p>	<p><u>Progress to date:</u> The Connexions Apprenticeship Brokerage Service has expended and changed focus to ensure those furthest away from the labour market are supported to get into work via an Apprenticeship. The brokerage has increased from 0.6 FTE to 1.4 FTE in order to support more young people. A traineeship incentive has been introduced in order to support those who are not quite ready for an apprenticeship and a vulnerable learner support fund been introduced to help break down barriers to participation. All of this has been achieved within the existing funding envelope and this will all ensure more emphasis is placed on supporting the vulnerable, in particular looked after children and care leavers.</p> <p>Buckinghamshire Going for Gold has also been launch as a joint project between the Buckinghamshire Thames Valley Local Enterprise Partnership and Buckinghamshire based Apprenticeship providers. The aim of the project is to raise the quality and quantity</p>	<p>The only reason for this recommendation not being agreed is the contractual requirement placed on Apprenticeship Providers to ensure that all Apprenticeship job opportunities are advertised via the National Apprenticeship Service (NAS) Website. Young people from across the UK will continue to be able to apply for apprenticeships via the NAS website</p>

	<p>of apprenticeships on offer in Buckinghamshire. Connexions are a key partner and will ensure that any apprenticeship vacancies they need to advertise are advertised via Going for Gold. Going for gold aims to make the process of recruiting an apprentice more streamlined so the experience is improved for both the employer and the applicants.</p> <p>Connexions Buckinghamshire are currently offering a Key Stage 5 work experience offer to schools around the country. An in depth support service for vulnerable learners is also being developed to enable young people with barriers to employment to access appropriate and rewarding work experience.</p> <p>The National Careers Service, Connexions Buckinghamshire, BBF and the LEP have been developing a role to provide Careers Professionals, Teachers, and other support staff with accurate and up to date local labour market information. This post will be in place from April and support BBF research teams to provide valuable</p>	
8. Business Links: It is recommended that local businesses be encouraged to form links with schools and colleges within their local community and within the County, so as to increase pupil's awareness of work and business in their community.	<p><u>Progress to date:</u> The progress report against recommendation six also includes the activities detailed in recommendation eight.</p>	
9. Supporting Young Parents into Work: The commitment to the delivery of young parents' careers and skills development through Children's Centres is applauded and we recommend that programmes specifically aimed at supporting young	<p><u>Progress to date:</u> The Chesham project has successfully supported 3 cohorts of lone parents in Chesham. This partnership project, led by BCC has been supported and delivered by Children Centres, DWP, Health and</p>	

parents be continued.	Connexions Buckinghamshire. This programme will be rolled out to High Wycombe and Aylesbury through the 2015/16 financial year with all partners committed to this valuable project.	
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