



**Prosperous Communities  
Committee**

**Date: 18<sup>th</sup> July 2017**

**Subject: Youth Unemployment: Review of the work undertaken by  
Challenge & Improvement Committee and proposed “draft”  
Schedule of Work**

Report by:

Strategic Lead: Organisation Transformation and  
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Purpose / Summary:

To present a report to Members that:

- Sets out the context and purpose of the WL Employment & Skills Partnership.
- Summarises the work that has been undertaken by the Challenge & Improvement Committee on the subject of Youth Unemployment.
- Identifies a proposed schedule of work to be undertaken by West Lindsey Employment & Skills Partnership with support from the Employment & Skills Project Officer, in respect of the identified issues around youth unemployment.
- Offers members of this Committee an opportunity to help support solutions to address some of the issues raised within the report.

**RECOMMENDATION(S):**

That Members

1. Recognise the work undertaken to date by the Challenge & Improvement Committee - taking note of the issues raised, action to be taken and work currently underway to address the issues.
2. Review the “draft” schedule of work outlined in the report and provide feedback on any omissions or amendments by end August 2017.
3. Recommend that the schedule of work be co-ordinated by the Employment & Skills Project Officer with support from the West Lindsey Employment & Skills Partnership.
4. Nominate a member of committee to “champion” the Employment & Skills Partnership by attending quarterly meetings and to publically represent the Partnership at external meetings and events.

## IMPLICATIONS

Legal: None

Financial: FIN/39/18

Staffing: None

Equality and Diversity including Human Rights: None

Risk Assessment: None

Climate Related Risks and Opportunities: None

Title and Location of any Background Papers used in the preparation of this report:  
FIN/EB/17/18 – Operating Budget Request

### Call in and Urgency:

Is the decision one which Rule 14.7 of the Scrutiny Procedure Rules apply?

*i.e. is the report exempt from being called in due to urgency (in consultation with C&I chairman)*

Yes

No

### Key Decision:

*A matter which affects two or more wards, or has significant financial implications*

Yes

No

## 1 Introduction

1.1 This report provides Members of the Prosperous Communities Committee with:

- Background into the evolution of the West Lindsey Employment & Skills Partnership and its intended purpose.
- Contextual information relating to youth unemployment – see **Appendix 1**
- A summary of the issues raised by organisations that were interviewed – see **Appendix 2**
- The Employment & Skills priorities required in order to achieve growth & regeneration ambitions within the district.
- Identified issues and associated actions proposed to address these.

- A clearly identifiable schedule of work demonstrating progress to date and future steps to be taken.
- Feedback from an event held with young people to discuss the subject of youth unemployment – See **Appendix 3**

## 2 Context

2.1 The Greater Lincolnshire Strategic Economic Plan (SEP) sets out the priorities for growth across our region with an ambitious plan to increase the value of the economy by 3.2 billion by 2023. The Employment and Skills Board, working alongside the Greater Lincolnshire LEP have also set out a Skills Strategy that supports the goals set out in the Strategic Economic Plan.

- Supporting progression to higher-level qualifications; providing the best possible opportunities for residents who want to progress to further and higher education and meet growing employer demand.
- Seeking ways to ensure that all businesses, including those in rural areas, have access to good quality and relevant training provision, facilitating partnerships to overcome challenges of cost and accessibility
- Stimulating demand for traineeships, new apprentices and higher-skilled opportunities
- Supporting our SMEs to plan and deliver effective recruitment and induction strategies to create a better transition for young people from learning to the world of work.

The West Lindsey 2014-2034 Economic Growth Strategy, sets out the long-term vision for West Lindsey to become *“a resilient and diverse rural district which has embraced sustainable growth whilst retaining its quality, heritage and character for the benefit of all”*.

2.2 The West Lindsey Employment and Skills Action Plan provides the delivery focus for local partners in terms of the resources and activities required to collectively achieve the overall Vision. It identifies a series of deliverable individual projects, and sets out subordinate activities, together with associated costs, resources, timescales, deliverables, and who is responsible for each, linking back to the objectives in the Economic Growth Strategy.

2.3 Crucially, there is an explicit understanding that, in order to achieve real sustainable economic growth for West Lindsey, the Employment and Skills Action Plan requires a dedicated delivery partnership, which needs to be private sector led. This means a predominance of private sector representation, chaired by a private sector strategic champion, and supported and facilitated by West Lindsey District Council via a named officer, as well as other relevant public sector stakeholders.

- 2.4 The Chair and Strategic Champion for the Employment & Skills Partnership is currently Mike Johnson from LAGAT. The designated supporting Council Officer is Amanda Bouttell, Senior Employment & Skills Project Officer: Amanda.Bouttell@west-lindsey.gov.uk / 01427 676 562).
- 2.5 The overarching purpose of the Employment & Skills Partnership is to act as the designated, time-limited, partnership body responsible for driving, overseeing and promoting all aspects of the delivery of the respective action plan, and achieving associated objectives.
- 2.6 It is also intended that the very process of forging new relations and working closely together to deliver beneficial local outcomes, will in itself lead to new learning, insight and joint initiatives, and provide a useful platform and legacy for future action in its own right, as well as being a good reason to get involved.
- 2.7 In West Lindsey, the partnership is currently made up of 12 organisations that operate within the district. These are outlined below:
- West Lindsey District Council
  - LAGAT Training Services Ltd
  - The EBP
  - DWP
  - ACIS Housing Association
  - No Limits Enterprise
  - The Princes Trust
  - CLIP Community Learning
  - Riverside Training
  - Gainsborough College
  - Voluntary Centre Services
  - B G University

Along with the 12 core partners, there is additional support from key stakeholders including local employers, the County Council and Greater Lincolnshire LEP.

- 2.8 The Partnership have worked together to deliver or contribute to a number of activities and projects across the West Lindsey area and these include:
- Careers event at the Gainsborough Academy that benefited all students and resulted in 100% of Year 11 students with a destination at aged 16 (no NEETS!)

- Disability Confident Event at Gainsborough Old Hall that attracted over 40 employers and provided information and advice about the support available to help them recruit and retain people with disabilities.
- Commissioned two evaluation surveys through the Princes Trust Talent Match programme to obtain feedback from 18-24 years olds that are furthest from the labour market. The first survey focussed on apprenticeships and revealed a number of challenges for young people particularly around low pay and travel costs. The second was specifically about travel and this highlighted the challenges of some young people to access employers in more rural locations.
- The Partnership will be supporting CLIP Community Learning to deliver CareerNet - an ESF funded programme worth £400,000 that is aimed at 18-24 year olds in Gainsborough and Market Rasen with inspiring events and motivational speakers about jobs and careers within the Greater Lincolnshire area.
- An Employment & Skills Partnership event held recently at the Blues Club. This brought together employers, providers and voluntary organisations within Gainsborough to share information and advice on a range of different employment and skills support. The event attracted 180 local people and there were more than 65 job vacancies and Apprenticeship opportunities available. Over 50 people attended employability related workshops and 75% stated that they'd found the event helpful.
- Partners will continue to develop the mentoring scheme within The Gainsborough Academy that has successfully contributed to a positive NEET return and plans are in place to extend this into Gainsborough College.

### 3 Youth Unemployment

- 3.1 At the Challenge and Improvement Committee meeting of 22nd February 2016, Members received a briefing report on the subject of youth unemployment.

This provided Members with:

- An overview of the issue
- A definition of youth unemployment
- Detail of the then current and historic rates of youth unemployment (both locally and nationally) – **See Appendix 1**
- An analysis of potential contributory factors
- Case studies of interventions taken by other local authorities
- Concluding remarks and potential solutions

- 3.2 Members took on board the content of the paper and determined to set work in motion to take a focused, structured look at the issue.
- 3.3 At the following meeting of the Committee on 5th April 2016, Members received a further report setting out a structured, chronological approach for consideration. This proposed that a series of bodies be invited to the Committee, starting with education through to careers advice (or equivalent), employers' bodies and finally the Department for Work & Pensions and/or supporting job scheme/training partner agencies.
- 3.4 The approach was intended to map the 'journey', interventions and approaches taken at differing stages by agencies to identify and remedy the issues that face the youth of the District in obtaining required qualifications, work skills and experience which support sustainable, rewarding employment.
- 3.5 Members supported the suggestions and work commenced. Hence, over recent committee meetings, Members have received presentations from a number of agencies involved in addressing and affected by the issue of youth unemployment. **See Appendix 2.**
- 3.6 Challenge & Improvement Committee have acknowledged the work that the Employment & Skills Partnership are doing in relation to tackling the issues across the district and through dialogue with these agencies there have been a number of identified actions for both the Partnership and members of West Lindsey District Council to take forward together – specifically around Youth Unemployment.

#### **4 Economic Growth Strategy Priorities:**

- 4.1 The table below sets out the Employment & Skills priorities for West Lindsey until 2034. The district requires a balance of higher level skills to address future demand in Growth and Investment whilst recognising the importance of regeneration and upskilling/improving opportunities for all of our residents.
- 4.2 The Employment & Skills Partnership have identified a set of aims and objectives that tell us what individuals and employers across the district need to achieve in order to realise our Growth and Regeneration ambitions:

Category	What are we trying to achieve?	Baseline performance	Desired performance
Strategic	<p>A highly skilled and productive workforce, with local jobs and training options to meet their needs:</p> <ul style="list-style-type: none"> <li>• Improve levels of qualifications</li> <li>• Reduce unemployment</li> <li>• Reduce youth unemployment</li> <li>• % increase in the number of employers reporting growth (workforce)</li> </ul>	Level 3 qualification or above – 51.1%	Level 3 qualification or above – 55% by July 2018
		Claimant Count – 1.8%	Claimant Count – maintain at 1.6%-1.9% but no increase.
		Youth Unemployment – 4.0%	Youth Unemployment – 3.2% by July 2018
		Obtain result from 6-10 key local businesses	TBA
AIM 1	<p>All learners within education or training are given the opportunity to develop their knowledge, understanding, skills and attitudes regardless of social background, race, gender or ability. Furthermore they will have access to the information advice and guidance they need to make informed choices about their learning or development along with visible and specific skills pathways, available at the point of need, to enable them to enter and progress in work.</p>		
Objectives	<ol style="list-style-type: none"> <li>1. Ensure that all individuals across West Lindsey that are unemployed, low paid or low skilled have access to targeted and relevant provision focused on enabling them to move into or to progress in sustainable employment.</li> <li>2. Increase the number of pre-16 learners attaining 5 or more GCSE's including Maths, English and ICT and ensure there is sufficient provision and capacity to improve literacy, numeracy and digital skills within pre/post-16 education and training.</li> <li>3. Improve the Ofsted rating of all West Lindsey education and skills provision to "good" or above so that our young people have access to an equal standard of education and training no matter where they live.</li> <li>4. Increase the number of 16-18 year olds completing level 3 qualifications through education, employment and training and significantly reducing the "drop out" rate within this specific age group.</li> <li>5. Learners should understand industry, future employment opportunities and be motivated to achieve the "employability skills" required by employers.</li> <li>6. Reduce the number of existing NEETs and those young people aged 16-24 becoming NEET.</li> <li>7. Increase the number of higher level Apprenticeships (Level 3 and above) on offer and ensure a better "yield" of Apprenticeship successes.</li> </ol>		



AIM 2	Employers are able to articulate their skills needs clearly to providers and other stakeholders and for providers to offer accessible "output" data that demonstrates they are responsive to those needs. This will give employers the confidence to support workforce development, invest in their people and the broader skills system.
Objectives	<ol style="list-style-type: none"> <li>1. Facilitate a better transfer of information about local industry so that all providers understand what the labour market needs, and they are incentivised to provide innovative solutions that responds to that need.</li> <li>2. Education providers must have up to date knowledge and skills to deliver the professional and technical high level training required within our key sectors.</li> <li>3. Support employers to implement succession planning strategies so they can manage and accommodate a growing, ageing workforce.</li> <li>4. Gain commitment from employers to offer a range of paid work with training opportunities including Apprenticeships, Traineeships, Internships and Work Experience.</li> <li>5. Encourage employers to plan and implement recruitment and induction strategies that will enable people to achieve sustainable employment outcomes and progression in work.</li> <li>6. Ensure that rurality issues such as travel and limited provision does not become a barrier into quality, relevant and flexible learning.</li> </ol>

## 5 Challenge & Improvement: Schedule of Work

- 5.1 Challenge & Improvement committee have identified the key issues and priorities relating to Youth Unemployment identified in the table below. It is proposed that this will form a schedule of work to support the Growth & Regeneration agenda and be co-ordinated by the Employment & Skills Project Officer with support from the West Lindsey Employment & Skills Partnership and appointed members from West Lindsey District Council.
- 5.2 It is important to note that some of the work below is already underway within the wider Employment & Skills context and that to achieve the overall aims and objectives outlined previously the Schedule of Work must remain a "fluid" document that is subject to change and re-prioritisation.

Issue		Action	Priority	Progress to Date	Next Steps
Fragmentation		Facilitate, or undertake the role of a brokerage/hub approach to bringing schools, colleges and employers together	High	West Lindsey Employment & Skills Partnership comprise 12 x organisations. They have been working on the WL Skills Action Plan for around 18 months.	<ul style="list-style-type: none"> <li>E &amp; S Project Officer will continue to provide facilitation and admin support to the Partnership in order to deliver 4 x Quarterly Meetings and an AGM.</li> </ul>
Data Sharing/Tracking of NEETS		Provide expertise in this area e.g. advice on data sharing agreements	Medium	Feasibility project underway to assess the appetite for a Public Service Hub. Recommendations to be published within 12 weeks.	<ul style="list-style-type: none"> <li>E &amp; S Project Officer to help co-ordinate the key stakeholders and to continue as the point of contact for the appointed Consultants during outline and detailed feasibility phase.</li> </ul>
Mismatch between skills required and skills available	Suitable employment	Ensure we are communicating up to date local labour market information/skills analyses that is qualitative and helps Members become community careers champions for local employers, large and small.	High	Progress in place to align with the GLLEP skills strategy to provide better quality LMI. Events, information booklets, video clips are currently being planned and developed.	<ul style="list-style-type: none"> <li>E &amp; S Partnership to deliver an Employer skills event before end 2017 to highlight the importance of local employers promoting their business to local people and students.</li> <li>E &amp; S Partnership to ensure promotion of the LMI produced by the GLLEP</li> </ul>
		Perhaps a couple of Member representatives on the West Lindsey Skills Partnership – more specifically non Gainsborough?	High		<ul style="list-style-type: none"> <li>Members to agree a representative to attend future E &amp; S Partnership meetings and feedback progress to Committee where applicable.</li> </ul>
		Use procurement procedures to tackle youth unemployment by placing	High		<ul style="list-style-type: none"> <li>Ensure that the skills statement is adopted for all new planning applications and developments</li> </ul>

		employment and skills obligations on contractors			delivered through the Gainsborough Developer Partnership. This requires all new contractors to commit to using local labour and to taking on Apprentices in both construction and development phases.
Poor quality of work experience, apprentice and training opportunities	Pledge to make best use of apprentices	High	WL Skills Partnership have organised events to promote “disability” confident employers. This will help target and tackle the hardest to reach and most vulnerable people within the community and offer reassurance within the workplace	<ul style="list-style-type: none"> <li>E &amp; S Project Officer to work with HR team at WLDC to maximise the impact of the Apprenticeship Levy.</li> </ul>	
	Encourage employers to participate/sign up to youth friendly schemes	Medium	The GLLEP have commissioned the development of an “employer champions” website that employers will be able to sign up to.	<ul style="list-style-type: none"> <li>E &amp; S Project Officer and the E &amp; S Partnership will provide input to GLLEP employer champion’s project.</li> <li>Partners will each engage with at least one local business and nurture them to become a local employer champion</li> </ul>	
	Provide inspirational work experience and on-going commitment	High		<ul style="list-style-type: none"> <li>TBC</li> </ul>	
Focus on academic attainment	Lobby government for a more proportionate emphasis be placed on vocational attainment	High	West Lindsey District Council are represented on the GLLEP Skills Board as observers are also practically involved through the Skills Officers Group. WLDC recently submitted a report to the	<ul style="list-style-type: none"> <li>E &amp; S Project Officer to continue to represent West Lindsey at Employment &amp; Skills Board meetings.</li> <li>Provide timely update/briefing for Skills Partners, members and the</li> </ul>	

				LEP Board on CEIAG which highlighted issues around Careers Guidance in Schools.	Public Sector Compact. <ul style="list-style-type: none"> <li>Use the Growth Team e-brief to inform and encourage feedback from employers regarding vocational skills needs.</li> </ul>
Work Readiness	Lack of role models, aspiration and support	Pro-active engagement with the new sponsor of Gainsborough Academy; Wickersley Academy Trust.	High	Employment & Skills Officer has been working with the Senior Leadership Team at the Gainsborough Academy for almost 2 years. Outcomes include: a mentoring scheme, a Business Champions event that brought a range of local employers into the school, a Careers Day, introduction of initiatives such as Project Lumen, Young Enterprise and NCS.	<ul style="list-style-type: none"> <li>Initiate a meeting with the Acting Principal – Anna Leng.</li> <li>Propose that a nominated member attend the meeting.</li> <li>Propose a timetable of support that could be delivered by the E &amp; S Project Officer and the E &amp; S partnership during the academic year Sept 2017-Sept 2018.</li> <li>Encourage the school to appoint a representative to attend Partnership quarterly meetings.</li> </ul>
		Hold careers fairs and fund transport to ensure schools can attend	Medium	As above – the Careers events were held in the school and prevented the need to provide/fund transport.	<ul style="list-style-type: none"> <li>E &amp; S Partnership will propose to deliver a Careers Fair at either QEHS of Gainsborough Academy. Pupils from both schools will have access to this event.</li> <li>E &amp; S Partnership will propose to deliver a Business Champions event at either QEHS or Gainsborough Academy by engaging local employers to deliver inspirational careers advice to pupils.</li> </ul>

		More mentors – to work within the schools and Colleges that impact the district. (Cllr Sheila Bibb currently the only member that is mentoring.)	Medium	The existing mentoring scheme has stalled due to changes at the Academy and a drop out of volunteer mentors. However around 30 pupils at TGA have engaged with mentoring since the scheme started 18 months ago.	<ul style="list-style-type: none"> <li>E &amp; S Project Officer will continue to engage in dialogue with the new Acting principal of the Gainsborough Academy to explore the most effective way to develop the mentoring programme.</li> </ul>
		Democracy Working Group progress implementation of Youth Council	Medium	WLDC hosted a “young persons” event at Trinity Arts Centre with a focus on Youth Unemployment. Members learnt about the issues facing young people when trying to seek job opportunities.	<ul style="list-style-type: none"> <li>E &amp; S Project Officer to work with senior leaders and members to scope out a framework for a Youth Council.</li> </ul>
Linkages/engagement with Business		Support with the promotion of Employment & Skills activities to rural areas where there may be hidden NEETS (those not claiming JSA or other types of income support)	High		<ul style="list-style-type: none"> <li>E &amp; S Project Officer and the Skills Partnership will work closely with members to identify hidden NEETS. The Partnership will provide honest brokerage to ensure “person-centred” support is provided on a needs basis.</li> </ul>
		Support the town of Gainsborough to become a focal point for apprenticeships specifically in key sectors such as manufacturing, engineering, construction and the visitor economy.	High		<ul style="list-style-type: none"> <li>E &amp; S Project Officer and the E &amp; S Partnership Employer will co-ordinate an employer event that will promote Apprenticeships and will be hosted in Gainsborough before the end of 2017.</li> </ul>
Funding		Support a proposal for an operational budget that will provide assurance that we	High	Budget proposal for £10k has been scoped and will be presented to Entrepreneurial	<ul style="list-style-type: none"> <li>E &amp; S Project Officer and the E &amp; S Partnership will utilise the budget to match fund activities and</li> </ul>

	can deliver the activities outlined in the Employment & Skills Partnership action plan		Board on 3 <sup>rd</sup> July 2017 for £10k.	<p>events outlined in this plan.</p> <ul style="list-style-type: none"> <li>• Develop a “brand” and marketing materials that will help promote the activities of the Partnership to external organisations.</li> </ul>
Reduced number of programmes on offer	Council partake in and offer meaningful apprenticeship and training programmes	High	The Council is utilising the Levy and currently recruiting Apprentices and Higher Level Apprenticeships where appropriate.	<ul style="list-style-type: none"> <li>• Assist the HR team to source providers of Apprenticeships – particularly those offering higher level</li> </ul>
Lack of funding, capacity and awareness on the part of schools to deliver effective careers advice	Provide a source of expertise and liaison in this area	High	Through joint work with the GLLEP the E & S Officer developed a research paper around CEIAG. The report recommends the appointment of a funded Employer Co-ordinator to work with Lincolnshire schools and bridge the gaps between schools and employers.	<ul style="list-style-type: none"> <li>• E &amp; S Project Officer to lobby the GLLEP to recruit an Employment Co-ordinator through the Careers &amp; Enterprise Company. This is a national initiative not yet implemented by GLLEP but is available in all other LEP areas.</li> </ul>
Travel costs for young people	<ul style="list-style-type: none"> <li>• Support rural transport initiatives.</li> </ul>	Medium	WLDC have explored the opportunity to develop Lea Road Station – working with partners to create an attractive gateway and transport interchange facility, which will serve Gainsborough’s growing population and business community.	<ul style="list-style-type: none"> <li>• E &amp; S Project Officer will progress the Lea Road Station Project.</li> <li>• Work with Grant White to explore funding options around travel for young people</li> </ul>

ENDS

## Appendix 1: Youth Unemployment – Data & Statistics

1.1 West Lindsey generally has an above average employment rate at almost 80% and individuals with higher level qualifications are also above the regional average. However, these figures mask a recurring issue within our key market towns.

1.2 Youth unemployment affects young people aged between 18 and 24. The data supplied below shows that during the period April 2016 to May 2017, the rate of youth unemployment has fallen in the District by 1.1% points to 4.0%. This compares favourably with no change in rates for England and the East Midlands. However the rate of unemployment remains significantly above the figures for both England and the East Midlands, where rates of 2.7% and 2.4% prevail.

<b>Unemployment Rates (18-24)</b>				
<b>Region</b>	<b>Apr 2016</b>	<b>Jan 2017</b>	<b>May 2017</b>	<b>% pt Change</b>
England	2.7%	2.5%	2.7%	0.0%
East Midlands	2.4%	2.2%	2.4%	0.0%
West Lindsey	5.1%	4.1%	4.0%	-1.1%

1.3 The West Lindsey related data has been broken down to show absolute numbers by Ward. This shows that as at May 2017, across the District, there were 70 fewer unemployed young people than in April 2016. This represents a decrease of 21%.

1.4 However, of the overall total, 160 (62%) reside in the three Gainsborough Wards; emphasising the particular issues Gainsborough faces.

<b>18-24 Claimant Count</b>	<b>Apr-16</b>	<b>Jan-17</b>	<b>May-17</b>	<b>Change</b>
Bardney	10	5	5	-5
Caistor and Yarborough	10	10	5	-5
Cherry Willingham	10	15	10	0
Dunholme and Welton	15	5	10	-5
Gainsborough East	75	45	55	-20
Gainsborough North	55	55	50	-5
Gainsborough South-West	65	50	55	-10
Hemswell	10	5	5	-5
Kelsey Wold	5	5	0	-5

Lea	0	5	5	+5
Market Rasen	20	20	15	-5
Nettleham	0	5	5	+5
Saxilby	5	10	5	0
Scampton	5	5	5	0
Scotter and Blyton	15	5	10	-5
Stow	5	5	5	0
Sudbrooke	5	5	5	0
Torksey	5	10	5	0
Waddingham and Spital	5	5	0	-5
Wold View	10	5	5	-5
<b>Total</b>	<b>330</b>	<b>265</b>	<b>260</b>	<b>-70</b>

Source: Nomis

1.5 A note of caution has to be applied to the data supplied as it only relates to official statistics i.e. those recorded as unemployed. Hence there may be an element of under-recording due to the unidentified numbers of young people termed NEETS (young people not in education, employment or training) and are not captured in official statistics.



## **Appendix 2: Issues raised by representative from the Careers, Employment & Skills Sector**

1.1 Members of the Challenge & Improvement Committee heard a number of common threads from the attendees, which exacerbate the issue and hinder agencies in their attempts to provide support and remedies for the individuals affected. These included:

1.2 **Careers Service** – this presentation was offered against the backdrop of the cessation of the Lincolnshire County Council Careers guidance service from September 2016. Issues raised included the uncertainty over future provision and the general lack of quality and appealing apprenticeship/training places across the County. Due to reduced public funding there has been a reduction in the number of programmes on offer. A general lack of aspiration on the part of some young people was also regarded as a contributory factor. Inadequate data tracking and information sharing, so as to reduce the incidence of NEETS who ‘disappear’ from official records, results in an under-recording of the numbers affected.

1.3 **Schools** – Capacity and funding issues to effectively support careers advice were a common thread. There is a general lack of awareness within schools of the external provision and support that is available; along with the means to access and implement it. The focus on academic as opposed to vocational attainment, results in significant numbers of young people not being adequately prepared for the world of work. The absence of suitable employment and effective linkages to the employment market and employers in the local area was raised as problematic, along with lack of family support and role models. Travel costs for young people and the limited subsidies available were believed to have an adverse impact on peoples’ choices.

1.4 **Colleges/Training Providers** – Many of the issues raised by the schools were repeated. Additionally a fragmented approach was reported by the colleges/training providers who recognise the need for a brokerage service to match young people with suitable providers. The quality of careers advice provided by schools was questioned and the level of engagement and relationships with local employers were considered poor. Issues in tracking the onward journeys of young people and data sharing implications were also referred to.

1.5 **Employers** - A mismatch was reported between the skills available locally and those that employers require. Work experience was deemed to be of poor quality and not extensive enough. Young people lack a clear idea of their preferred form of employment or career and seem to lack even a rudimentary understanding of the content of real jobs. In recent years apprenticeships have proved to be less successful than previously was the case.

1.6 **DWP** – Welfare reform changes with reviews of entitlement conditions and the continuing roll-out of Universal Credit (with full implementation due across West Lindsey by May 2018), form the backdrop against which the DWP support young unemployed people. A poor state of work readiness was reported as a significant issue, as was the problem of identifying ‘hidden’ NEETS who fall through gaps in provision, or are not adequately tracked.

## 2. Summary of Issues

2.1 The table below provides a read across of all issues raised and the bod(ies) that raised them. This illustrates the cross-cutting nature of many of the issues.

Issue	Careers	Schools	Colleges/Training Providers	Employers	DWP
Lack of funding, capacity and awareness on the part of schools to deliver effective careers advice	√	√	√	√	√
Fragmentation	√	√	√		
Travel Costs for young people	√	√	√		
Data Sharing/Tracking of NEETS	√	√	√		√
Work readiness				√	√
Linkages and engagement with Business	√	√	√	√	√
Lack of role models, aspiration and support	√	√	√	√	√
Mismatch between skills required and skills available				√	
Focus on academic attainment	√	√	√	√	
Suitable employment	√	√	√		√
Poor quality of work experience, apprentice and training opportunities		√	√		
Reduced number of programmes on offer	√	√	√		

2.2 The key messages that are conveyed by the work undertaken with the various bodies that have made representations is that the problem of youth unemployment is multi-faceted and plays out on both a macro and micro scale. A number of cross-cutting issues have been raised and the Council must determine which it can most readily influence and identify those which require the Council to play alternative roles.

2.3 The recent changes in the provision of Career's Advice are a major concern due to potential issues surrounding the capacity and ability for schools to effectively deliver such advice to young people in a consistent manner across the District.

2.4 Within the education sector, the keen focus on academic attainment as opposed to vocational attainment is also regarded as a major issue. This results in a

significant number of young people not experiencing the world of work while in education and therefore they are not work ready when they formally enter the employment market.

2.5 Effective linkages between all agencies and business are essential to support young people in determining their career aspirations and to ensure the skills available match those required by the labour market and the employment available becomes more suitable. A more holistic approach should provide some remedy to the issue surrounding the poor quality of work experience, apprentice and training opportunities. Use of meaningful data is also key to this and the Council can support via facilitating the production and sharing of appropriate market analyses.

2.6 Poor role modelling and the raising of aspirations on the part of young people are substantial issues and were raised by all bodies.

2.7 Additionally, data sharing to track the onward destinations of young people, is also problematic. This leads to young people 'falling of the radar' and contributes to the unquantified number of NEETS.

### **Appendix 3: Feedback from young people**

1.1 To conclude the study into youth unemployment, it was considered worthwhile to hear the direct experiences of young people, via the holding of an informal event attended by a mixture of young people that are currently in education (school/college), undertaking training/apprenticeships, or experiencing unemployment.

1.2 The event was held at Trinity Arts Centre on 14<sup>th</sup> June and was attended by a number representatives from Talent Match (Princes Trust), individuals on work experience, LAGAT Training Services Ltd and Queen Elizabeth High School. The Chair of the Challenge & Improvement Committee and the Chair and a Vice-Chair of the Prosperous Communities Committee also attended.

1.3 The discussions that ensued (based on three questions designed to draw out their experiences, issues they face and opinions on the assistance provided for them, in their efforts to identify career paths and secure rewarding, sustainable employment) was lively. It provided officers and Members with a good insight into the issues faced by the attendees.

1.4 The issues raised concurred with those identified via the previous work of the Committee. Of main concern were:

- I. The issue of fragmentation (many providers offering similar schemes; all chasing the same client group)
- II. Inflexibility on the part of the DWP (rigid, rules based system operated on a seemingly tick-box policy)
- III. Availability and quality of work experience opportunities in the District
- IV. Future debts accrued following university
- V. Availability and quality of school's based careers advice

8.5 Attendees welcomed the opportunity to discuss their issues and experiences and were appreciative of the interest the Council had taken in the subject matter.