

TITLE	Pathways to Learning: Advice and Guidance for Young People in Wokingham
FOR CONSIDERATION BY	Children’s Services Overview and Scrutiny Committee – 17 January 2017
WARD	Non-specific
DIRECTOR	Judith Ramsden, Director of People Services

OUTCOME / BENEFITS TO THE COMMUNITY

Effective support for young people’s engagement with Education, Employment or Training.

RECOMMENDATION

Members to question the content of the reports and to make recommendations.

SUMMARY OF REPORT

The report sets out processes for providing advice and guidance for career paths for young people in Wokingham, looking at what is on offer in schools for their pupils, and at the Wokingham Borough Council offer which operates in parallel.

Provision in Schools

Careers Education, Information, Advice and Guidance (CEIAG) at Wokingham Schools is an important part of school life with all students receiving this as part of their learning. Schools are committed to providing the appropriate activities and experiences to enable students to make successful transitions from Key Stage 3 to 4, 5 and further education, training programmes, apprenticeships or work. Related aims include support for choices and transitions, raising aspirations and personal skills, and providing information and sources of specialist advice.

Definitions

Schools’ statutory duty is to “secure that all registered pupils at the school are provided with independent careers advice for every pupil during the relevant phase of their education” *Careers Education (CE)* is a programme of learning activities designed to enable students to gain the skills, knowledge and understanding to make effective transitions throughout their careers. It comprises self-development, career exploration and career management. *Work-Related Learning (WRL)* helps students to prepare for the world of work. It comprises:

- Learning about work (what the workplace is like)

- Learning for work (gaining employability skills)
- Learning through work (Using work as a vehicle for other subjects and qualifications)

Key issues:

- Every child should leave school prepared for life in modern Britain. High quality, independent careers guidance is crucial in helping pupils emerge from school more fully rounded and ready for the world of work. Young people want and need to be well-informed when making subject and career decisions.
- Providing improved careers services will ensure that young people can select educational routes that are suitable for them. This will help young people to develop skills employers want to match the needs of our economy.
- The duty on schools, to secure independent careers guidance for all year 8-13 pupils, was intended to expand advice and guidance for young people so they are inspired and motivated to fulfil their potential. Schools should help every pupil develop high aspirations and consider a broad and ambitious range of careers.
- Schools should have a strategy for the careers guidance they provide to young people. The strategy should be embedded within a clear framework linked to outcomes for pupils and meet the needs of all pupils.

Provision

Schools make use of links with education, businesses, networks and the public and voluntary sectors to provide students with opportunities for:

- understanding the basic skills required by employers from their employees and what is 'work ready'.
- developing personal business and enterprise skills through activities embedded in departments' schemes of work
- encouraging personal business and enterprise skills through non-curricular activities available such as after school clubs, Duke of Edinburgh, World Challenge, Interact club, Bar Mock trial etc.
- work-related learning and/or work experience eg where related to their academic courses
- career case studies, fairs and events
- mentoring (to be mentored or mentor others)
- leadership opportunities

Students are made aware of relevant web based and telephone advice services including the National Careers Service and Adviza Berkshire. Schools also bring in expertise as part of their careers programmes to ensure independent provision. This may include

- invitations to local colleges and HE institutions
- invitations to individuals or organisations to undertake careers talks and business activities
- buying in independent expertise for 'face to face' individual student careers meetings and training events

Schools maintain destinations measures at KS4 and KS5 as required by the Department for Education. Measures identify the percentage of students progressing to further learning (in a school, further education or 6th form college, apprenticeship or higher education institution) as well as destinations covering employment in the two terms starting October and ending in March the year after the student leaves school.

Parents

Parents are a key influence on their children's choice of career, and schools aim to assist parents to:

- be aware of the resources available to help with Careers Education and Work Related Learning
- understand the options available to their children
- be aware of career fairs and other events which they can attend

Wokingham Borough Council

The Borough Council has a strong and supportive offer for all young people in Wokingham aged 16-18 (up to 24 for those with identified Special Educational Needs) to participate in education, employment or training. Currently the percentage of young people who are Not in Education Employment or Training (NEET) within Wokingham is 1.7% compared to the national figure of 3.0% and those that are unknown are 10.5% compared to the national not known of 12%.

Years 12 - 13

	Wokingham	National	South East
% NEET	1.7	3.0	3.6
% Unknown	10.5	12.0	10.3
Total	12.2	15.0	13.9

The achievement of these figures is linked to the Borough's support through Elevate Me and the commissioning of advice services. Elevate was created for young people in Wokingham to access help, advice and support on careers guidance, employment, education and apprenticeships. WBC has also commissioned support from Adviza. Through Elevate and Adviza WBC has ensured that statutory responsibilities for the Participation of Young People in Education Employment or Training are met.

The Wokingham offer for young people is undertaken using a variety of methods including:

- Web based Information Advice and Guidance services
- Face to face e guidance and support for 16-18 year old young people
- Tracking of all young people resident in Wokingham regardless of where they are educated or participating in Education, Advice and guidance. This data is shared with the Department for Education as per statutory guidance.

Under Section 68 of the Education and Skills Act 2008 WBC ensures that young persons and relevant young adults for whom it is responsible have access to such services as it considers appropriate to encourage, enable or assist the effective participation of those persons in education or training. This is met by services offering face to face guidance & support for those who are at risk of becoming, or are NEET, including Intensive support allocated to WBC vulnerable groups (Looked after Children, care leavers and young

offenders). The current provision provides intensive support into employment and training for all NEET young people aged 16 to 24. This is done through collaborative working with internal WBC services such as Here4U and Youth Offending Service (YOS) teams as well as Adviza and Elevate and ensures that young people are intensively supported and tracked to encourage employability/education activity.

Over the last 18 months Wokingham has strengthened its offer to the young people of Wokingham by using Elevate as a hub that has a strong offer of support for all young people. Elevate has achieved the following over the last 18 months:

- Provided intensive support for all young people in Wokingham into employment and training if they are Not in Education Training or Employment at the age of 16 to 24.
- Worked directly with internal WBC services such as Social Care, Here4U and YOS teams to ensure that the most vulnerable are supported.
- Negotiated and monitored employment skills plans with developers and suppliers to Wokingham Borough Council
- Brokered young people into work experience and apprenticeship opportunities developed through local businesses.
- Introduced the Wokingham Borough Council Supported Apprenticeship Service. This has been effective through the support offered by WBC internal Human Resources. They have attended business partner meetings to identify friendship posts and broker vulnerable people into these positions as well as provide additional support to both the manager and the new apprentice to ensure that the appointment is sustainable. A monthly support group for all WBC apprenticeships has been set up and is active.
- Maintained a strong network involving partners, such as the National Careers Service who deliver support to adults of all ages through the Elevate Wokingham hub and other organisations such as JCP, Catch 22, Princes Trust and JAC to provide additional resource and opportunity for young people. This includes local Further Education colleges and training providers.
- Hosted and arranged the annual Careers Fairs. This annual event is run on behalf of the Federation of secondary school head teachers. The careers fair is an annual event attended by nearly all the secondary schools in Wokingham Borough. Generally between 40 and 60 exhibitors attend and we have been able to cover costs through sponsorship and contributions.
- Job Club – run every Tuesday afternoon at the hub
- There has been development of Project work which has created opportunities for young people to be part of and create a local business: this includes Dinton Pastures, Create and Elevate and Shutters café.

In 2017 there is a proposal to support the ongoing delivery of skills and employment work. The proposal is to ensure integrated the delivery of all NEET prevention work, with the vision that the NEET reduction service is aligned with the existing Elevate provision and the adult education service to create a more efficient and better aligned service which supports the transition for young people into adulthood.