

CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

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RAISING THE AGE OF PARTICIPATION IN LEARNING

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Summary

Part 1 of the Education and Skills Act 2008 places a duty on all young people to participate in education or training. This report reviews progress in Medway towards meeting this Duty including update about those young people not participating in learning.

Careers guidance is an essential factor in assisting young people to explore options and identify learning and career pathways. During 2011, the Medway Youth Parliament published a report titled 'What Next?' within which it sampled views of young people about careers guidance. The report was considered by the Medway Children and Young People Overview and Scrutiny Committee during its meeting in May 2012 in the context that from 1 September 2012 schools and academies were to have a new Duty to secure impartial and independent careers guidance for their students. This report also sets out the framework for careers information, advice and guidance for young people in Medway and reviews the current situation.

1. Budget and Policy Framework

- 1.1 Part 1 of the Education and Skills Act 2008 places a Duty on all young people to participate in education or training until their 18th birthday. From summer 2013, young people will be required to continue in education or training until the end of the academic year in which they turn 17. From 2015, they will be required to continue until their 18th birthday.
- 1.2 The Government's strategy for achieving full participation of all young people is set out in *Building Engagement Building Futures* which was published during December 2011.
- 1.3 The Education and Skills Act 2008 places Duties on local authorities in relation to Raising Participation Age (hereafter referred to as RPA). Local authorities are required to:

- a) Promote the effective participation in education or training of all 16 and 17 year olds resident in their area; and
 - b) Make arrangements to identify young people resident in their area who are not participating.
- 1.4 These Duties complement the Duties that require local authorities to secure sufficient suitable education and training provision for all young people aged 16-18 (inclusive) in their area under sections 15ZA and 18A of the Education Act 1996 as inserted by the Apprenticeships, Skills, Children and Learning Act 2009.
- 1.5 Further local authorities are required under section 68 of the Education and Skills Act 2008 to make available to young people aged 19 and below support that will encourage, enable or assist them to participate in education or training. The Government's approach is to give local authorities freedom and flexibility to decide how to fulfil its statutory Duties but there is statutory guidance (April 2011) issued which will be reviewed by the Government by June 2014.
- 1.6 The Education Act 2011 inserted a new duty (section 42A) into Part VII of the Education Act 1997, requiring all schools (including academies and free schools) to secure access to independent careers guidance for pupils in years 9 to 11. The Duty states that careers guidance must be presented in an impartial manner and promote the best interests of the pupils to whom it is given. Careers guidance must also include information on all options available in respect of 16-18 education or training, including apprenticeships and other work-based education and training options.
- 1.7 The existing Duty on schools and academies to teacher careers education was repealed.
- 1.8 It is helpful to be clear about the definition of three terms used in paragraph 1.6 above within the context of the Education Act 2011. The following apply:
 - a) 'Independent' is defined as external to the school
 - b) 'Careers guidance' refers to services and activities, intended to assist individuals of any age and at any point throughout their lives, to make education, training and occupational choices and to manage their careers. The activities may take place on an individual or group basis and may be face-to-face or at a distance (including help lines and web based services). They include careers information provision, assessment and self-assessment tools, counselling interviews, careers education programmes, taster programmes, work search programmes and transition services.
 - c) 'Impartial' is defined as showing no bias or favouritism towards a particular education or work option.
- 1.9 The Statutory Guidance for Schools published during April 2012 states that to fulfil their Duty "schools should secure access to independent face-to-face

careers guidance where it is the most suitable support for young people to make successful transitions, particularly children from disadvantaged backgrounds or those who have special educational needs, learning difficulties or disabilities”.

- 1.10 Schools and academies received no additional resource to assist them to meet their new Duty and are expected to meet the demands of the Duty from existing budgets.
- 1.11 The Raising Participation Age policy is a ‘whole system’ issue that involves Medway Council (universal and targeted support services), schools, academies, Further Education college, post-16 training providers, Medway Youth Trust, employers and other services and agencies.
- 1.12 The Council’s budgetary framework relevant to these Duties is as follows:
 - 1.12.1 Medway Council has two 14-25 Commissioning posts.
 - 1.12.2 Medway Council through these posts directly provides and manages the ‘Your Choice in Medway’ website and the on-line UCAS Prospectus, with the aim of providing information on Post 16 options to all young people in Year 11. These sites are partly funded by schools, academies and training providers and partly from 14-19 project funding.
 - 1.12.3 Since 1 September 2012, Medway Council has commissioned Youth & Employment Services (YES Medway) under a contract with Medway Youth Trust. Funded under the Early Intervention Grant, the YES Medway replaced the Connexions brand.
 - 1.12.4 Medway Council, Medway Youth Trust and other partners worked together to successfully secure Raising Participation Age development funding from the Department for Education during 2011-12 and 2012-13 financial years. This funding (£75,000 per year) enabled additional activities to be undertaken and also to underpin salaried posts within the Council 14-19 Commissioning Team. The Department for Education ceases this development funding stream at the end of March 2013.
 - 1.12.5 Medway Council is the lead and accountable body through Medway Action for Families for the Government’s Troubled Families programme. A payment by results programme which started in April 2012 over three years, a portion includes a focus on young people and families not working or learning.
- 1.13 The Government’s Youth Contract contract started in September 2012 and is held by Skills Training UK with sub-contracts in Medway with Shaw Trust and Medway Youth Trust. These are also predominantly payment by results contracts.

2. Background

Current Participation and non-Participation Levels

- 2.1 The Department for Education published data during January 2013 which shows the number of young people (by academic age) in full-time learning at the end of December 2012 (Table.1 below). This is the most recent national data which benchmarks Medway against the rest of the south east of England. The table shows participation levels in full-time learning amongst young people aged 16-18 (by academic age) during October, November and December in both 2011 and 2012 for purposes of annual comparison. The Department applies a mean average across these three month periods to ensure that any sudden peaks or troughs and data anomalies are smoothed. The table also shows a comparison in the mean average figures.
- 2.2 This table shows that in terms of full-time learning, there has been an improvement of 3.9% in participation in Medway during the twelve month period compared to a decrease in average of 4.4% across the south east and a decrease of 2.5% in England as a whole. It is important to note that this table shows participation by academic age rather than actual age; the raising of the participation age relates to actual birth dates.

	Academic Age 16-18 % Participating in Full-Time Learning								Change between Average
	2012-13				2011-12				
	Oct- 12	Nov- 12	Dec- 12	Ave	Oct- 11	Nov- 11	Dec- 11	Ave	
ENGLAND	69.2%	76.7%	78.7%	74.9%	72.5%	78.3%	79.5%	76.8%	-2.5%
SOUTH EAST	65.5%	72.5%	75.3%	71.1%	71.4%	74.6%	77.0%	74.3%	-4.4%
Bracknell Forest	76.4%	76.7%	77.9%	77.0%	74.1%	78.0%	78.1%	76.7%	0.4%
Brighton & Hove	73.3%	78.8%	79.3%	77.1%	65.2%	70.7%	75.0%	70.3%	9.8%
Buckinghamshire	84.6%	85.9%	85.9%	85.5%	86.2%	86.5%	86.6%	86.4%	-1.1%
East Sussex	69.6%	73.8%	75.4%	73.0%	64.9%	72.2%	73.7%	70.3%	3.8%
Hampshire	65.4%	74.9%	77.8%	72.7%	62.5%	63.6%	69.2%	65.1%	11.6%
Isle of Wight	63.7%	71.7%	73.4%	69.6%	70.4%	71.7%	77.6%	73.2%	-5.0%
Kent	73.4%	78.7%	79.0%	77.0%	75.2%	78.2%	78.3%	77.2%	-0.3%
Medway	85.2%	84.7%	84.0%	84.6%	81.3%	81.8%	81.4%	81.5%	3.9%
Milton Keynes	69.7%	82.3%	82.6%	78.2%	75.9%	82.1%	81.9%	80.0%	-2.2%
Oxfordshire	24.3%	30.0%	47.3%	33.8%	56.0%	59.8%	71.1%	62.3%	-45.7%
Portsmouth	73.0%	78.8%	80.0%	77.3%	64.9%	70.9%	76.0%	70.6%	9.4%
Reading	74.7%	78.6%	78.9%	77.4%	73.5%	77.1%	76.7%	75.8%	2.2%
Slough	65.1%	82.4%	84.3%	77.3%	66.0%	78.9%	83.2%	76.1%	1.6%
Southampton	65.0%	72.3%	75.2%	70.8%	67.6%	69.4%	74.1%	70.4%	0.7%
Surrey	53.0%	66.1%	72.4%	63.8%	74.3%	77.2%	77.4%	76.3%	-16.4%
West Berkshire	80.3%	81.0%	81.0%	80.8%	77.5%	78.0%	78.3%	77.9%	3.7%
West Sussex	55.2%	65.4%	66.2%	62.3%	78.7%	81.2%	81.4%	80.5%	-22.6%
Windsor & Maidenhead	77.6%	79.6%	77.8%	78.3%	64.6%	78.9%	80.8%	74.7%	4.8%
Wokingham	78.1%	82.9%	83.8%	81.6%	74.4%	83.4%	83.3%	80.3%	1.6%

Table.1 Participation in Full-time Learning by local authority at end December 2012 (academic age) (source: DfE)

- 2.3 Reflecting on participation in Medway by actual birth dates, the following summary table (Table.2) shows the proportion of Medway young people aged

16, 17 and 18 years who were participating and not participating at the end of February 2013:

Status at end February 2013	16, 17 and 18 year olds	
	Proportion	Number
Cohort total		10,625
In Employment, education or training (EET)	87.8%	9,328
In Learning (post Year 11)	79.3%	8,427
In employment with training	3.5%	369
In employment without training	2.2%	235
In training	2.8%	297
Not in employment, education or training (NEET)	6.7%	713
Other (not EET or NEET)	1.3%	133
Not Known	4.2%	451

Table.2 Summary of destinations at end February 2013 of 16, 17 and 18 year olds in Medway (by birth date) at end February 2013 (Source: Medway Client Caseload Information System (CCIS)).

- 2.4 Table.2 above shows total participation in employment, education and training at the end of February 2013 at 87.8% (85.7% at end February 2012), the level of NEET at 6.7% (6.7% in February 2012) and the level of those whose destination is not known at 4.2% (6.1% at end February 2012).
- 2.5 A Department for Education *NEET Quarterly Brief* published on 28th February 2013 includes the latest (2012 Quarter 4) Labour Force Survey data on young people NEET. These quarterly figures, are not as robust as the annual participation estimates as they are taken from a small sample survey but they show that 8.4% of 16-18 year olds nationally were NEET. This places Medway at 6.7% as performing better than national average.
- 2.6 Table.2 shows that proportion of young people in employment without training at end February 2013 is 2.2% and this represents positive participation in the 'EET versus NEET' challenge. Young people in employment without training will not be included as a cohort participating in learning under raising participation age data and therefore should be separated for this purpose. However, it is important to note that the proportion of young people in employment without training in Medway has reduced from 3.3% at end February 2012.
- 2.7 Below, Table.3 sets out the proportion of 16-18 year olds NEET in Medway by Ward at the end of February 2013.

Proportion of 16-18 Year Olds NEET>	% of Ward Cohort	% of Medway Cohort
Wards		
Chatham Central	12.7%	0.8%
Cuxton & Halling	2.9%	0.0%
Gillingham North	8.2%	0.4%
Gillingham South	8.3%	0.5%
Hempstead & Wigmore	1.5%	0.0%
Lordswood & Capstone	7.8%	0.2%
Luton & Wayfield	10.4%	0.5%
Peninsula	5.8%	0.2%
Princes Park	5.0%	0.2%
Rainham Central	2.7%	0.1%
Rainham North	4.4%	0.1%
Rainham South	3.5%	0.1%
River	10.1%	0.2%
Rochester East	7.7%	0.3%
Rochester South & Horsted	4.9%	0.2%
Rochester West	3.6%	0.2%
Strood North	6.4%	0.3%
Strood Rural	3.8%	0.2%
Strood South	7.4%	0.4%
Twydall	8.1%	0.4%
Walderslade	3.3%	0.1%
Watling	2.8%	0.1%

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Table.3 Proportion of 16-18 year olds NEET in Medway (by birth date) by Ward at end February 2013 (Source: Medway Client Caseload Information System (CCIS))

There are nine wards with above the Medway average NEET population in this age group (as per paragraph 2.4 above). The second column shows the proportion of young people NEET in each ward as a proportion of the total Medway NEET cohort.

- 2.8 As progress is made towards achieving the Raising Participation Age in Medway, it is important to understand the variance in performance by age group.

	16 year olds	17 year olds	18 year olds	Combined
Young people NEET in Medway	5.56%	7.45%	7.01%	6.71%

Table.4 Proportion of 16, 17 and 18 year olds NEET in Medway (by birth date) by Age at end February 2013 (Source: Medway Client Caseload Information System (CCIS))

Table.4 shows a positive engagement of 16 year olds in EET but a significant drop out from learning at 17. Addressing this drop out from learning between 17 and 18 years will be critical to achieving Raising Participation in learning by 2015.

- 2.9 The following table looks further at the improvement and challenge across different age groups.

	16 year olds	17 year olds	18 year olds	Combined
September 2010	113	255	298	666
September 2011	78	226	294	598
September 2012	48	240	302	540

Table.5 Number of 16, 17 and 18 year olds becoming NEET in Medway (by birth date) during September (Source: Medway Client Caseload Information System (CCIS))

Table.5 shows that the number of 16 year olds leaving statutory school age to become NEET during September has reduced year on year since 2010. However, the figures remain relatively static for 17 and 18 year olds.

- 2.10 During the period September 2010 to current, Medway Youth Trust developed with support from IBM its approach to data mining and predictive risk modelling. This work has developed a unique Risk of NEET Indicator (RONI) approach which was profiled by central government in its key strategy *Building Engagement Building Futures* (paragraph 1.2 above) published during December 2011. This data modelling approach identifies young people in school most at risk of becoming NEET at the end of Year 11 and previously, the Youth Trust has deployed Connexions resource in a targeted way to support these young people. This data approach also resulted in February 2012 to Medway Youth Trust receiving the prestigious Gartner Inc¹ Business Intelligence Excellence Award for Europe, Middle East and Africa. This work is now also a global case study for Gartner and for IBM and has led to interest in Medway Youth Trust and Medway's developments from numerous local authorities, the Scottish and Welsh devolved governments, and agencies and governments across Europe, Australia, USA and Canada. Medway Youth Trust has subsequently secured the six month pro bono placement of an IBM consultant to help further develop the charity's capacity in this work.
- 2.11 Further evidence of the effectiveness of this targeted approach is the September Guarantee performance in Medway. September Guarantee is the term applied to the expectation that young people have an offer of learning in place in September.

	16 year olds	17 year olds
September 2011	93.20%	91.59%
September 2012	99.64%	95.83%

Table.6 Proportion of 16 and 17 year olds in Medway with a September Guarantee (Source: Medway Client Caseload Information System (CCIS))

Again, performance for 16 year olds is exceptionally positive and progress has been made for 17 year olds also.

- 2.12 Medway Youth Trust was commissioned by Medway Council to deliver the Connexion 2008-2012 and was awarded the contracted to deliver what is now

¹ Gartner Inc. is leading global data and IT consultancy listed on the US Stock Exchange

branded Youth & Employment Services (YES) with effect from 1 September 2013. The new YES service is much more targeted support service for young people.

A Medway Approach to Raising the Participation Age

- 2.13 The trajectory of participation level necessary to achieve Raising Participation Age is clear. Medway Council, Medway Youth Trust and other partners worked together to successfully secure Raising Participation Age development funding from the Department for Education during 2011-12 and 2012-13 financial years. This funding (£75,000 per year) enabled additional activities to be undertaken and also to underpin salaried posts within the Council 14-19 Commissioning Team.
- 2.14 This funding has provided a valuable opportunity to undertake specific activities to build capacity within Medway. Examples of some of the activities which have been implemented or are due for action are:
- 2.14.1 Creation of new short DVD films to be available to be used within careers education and guidance in schools, academies and community. The first film led by Canterbury Christ Church University includes interviews and footage with young people learning in different settings in Medway including 6th Forms, Mid Kent College and each of the Universities. The film was tested with Medway Youth Parliament and Headteachers as well as the 14-19 Youth Matters Board and subsequent revisions were made. The second film carries a series of interviews with local employers about the characteristics they seek in young employees.
 - 2.14.2 Presentations on apprenticeships have given students within schools.
 - 2.14.3 A research project about best practice in use of alternative curriculum provision and commissioning will be complete by end March 2013. This is designed to enable improvement in range, capacity and quality of provision.
 - 2.14.4 Research, develop and test a plan to improve attainment within English and Maths. This will be complete by end January 2014.
- 2.15 These activities have not however led to an overarching Medway strategy which brings together all strands of work. During late Autumn 2012, Medway Youth Trust maintained that a 'whole system' strategy is needed and offered to lead its development. Following consultation with Medway Council, schools, academies and partners, a framework has been developed and this is set out in Annex A. This framework reinforces the 'whole system' approach necessary to achieve Raising Participation Age. The framework for example acknowledges the importance of the Youth Contract for 16-17 year olds and the Medway Action for Families programme.

Careers Information Advice and Guidance

- 2.16 Careers information advice and guidance (IAG) is a very important part of achieving the Raising Participation Age. On 31 May 2012, the Children and

Young People Overview and Scrutiny Committee considered concerns from Medway Youth Parliament about sufficiency and accountability of careers service provision and also the quality of the Council's Your Choice in Medway on-line Prospectus and application system.

2.17 Specifically, the Youth Parliament made four recommendations:

2.17.1 That a review is carried out regarding the matter of independent careers advice, its structure and possible means of improvement and efficiency savings.

2.17.2 A complete repackaging of the Your Choice in Medway (YCIM) website and its user friendliness

2.17.3 An immediate review into the academies to find out which are not continuing to use Your Choice in Medway and for those which are not, which independent careers package they are using under their legal requirement to provide independent advice.

2.17.4 That it should be made clear where the responsibility lies for ensuring that future legal requirements are met and the provision is monitored.

These recommendations were made some time prior to the change in Duty to schools and academies. The Youth Parliament has continued with its national campaign to try to address the fourth recommendation about the accountability and monitoring of sufficiency and quality of careers guidance for young people. This report reflects on the recommendations.

2.18 Whilst the Education Act 2011 introduced a new duty to each school (including academies and free schools) with effect from September 2012 to secure independent and impartial careers guidance for its students in years 9, 10 and 11, it made no provision for those young people between year 11 and their 18th birthday. The Government did however commit to consult on whether the new Duty should be extended from Year 8 up to a young person's 18th birthday in the context of the raising of the age of participation from 2015. The national consultation closed in August 2012, the Duty was subsequently been extended by Government and it will take effect from September 2013.

2.19 All schools including academies in Medway committed resources to support the Council's Your Choice in Medway website during the current academic year. In the previous year, one school did not commit resources. Whilst there was complete support for the on-line prospectus part of the site (where schools, academies, Further Education colleges and work based training providers set out their post-16 learning offer), there is not the same degree of buy-in to the on-line applications functionality. Hence, there continues to be a mix of on-line and paper application processes for young people in Medway for post-16 learning. It is not known at this point whether schools and academies will commit resources to the on-line prospectus for the 2013-14 year.

2.20 The new Duty provided schools and academies with flexibility and freedom to choose the type and scope of careers guidance provision for its students. Medway Youth Trust played an active leadership role during 2011 and 2012 in

providing information and support to schools and academies in Medway, preparing them for the changes. The Youth Trust provided regular briefings and held individual meetings with Headteachers/Principals and Careers Coordinators from October 2010 onwards. As part of the support package, Medway Youth Trust published its "Toolkit for Commissioning and Procuring Careers Services" which was very well received by schools in Medway. It has subsequently been requested by forty plus schools across the country, a number of local authorities and all Further Education colleges in Kent and Medway. The Toolkit is currently being refreshed.

- 2.21 As at end February 2013, fourteen schools in Medway are purchasing careers guidance services from Medway Youth Trust's TrustCareers non-profit service, one is purchasing from Prospects Ltd, a national organisation. One other is now in discussion with Medway Youth Trust and looks likely to purchase services. The contracts are a matter of commercial confidence between customer and independent supplier and so it is not appropriate to disclose the details of the contracts. However, the following information provides useful context and understanding.

2.21.1 School spending during the current academic year across the fourteen schools purchasing from Medway Youth Trust ranges from £1,200 to £13,500. Whilst resource allocation alone is a weak measure, it does provide a useful indicator of intent but more important within this report, the figures here demonstrate a wide variance in approach amongst schools and academies.

2.21.2 The Medway Youth Parliament report in 2011 recommended a review in to the engagement with Your Choice in Medway by academies and if they did not engage with the Council website, to ascertain what arrangements they had made for impartial and independent careers services for their students. Schools are approaching their Duty in different ways and to different extents but there is no evidence available to Medway Youth Trust to suggest that academy or maintained school status is a defining line for any such difference. Special schools and Pupil Referral Unit have found it more difficult to be clear about where their duty to secure careers services (paragraph 1.6 above) and the Council Duty to support vulnerable learners (paragraph 1.4 and 1.5 above) meet. It is not known what if any arrangements one maintained school has made for its students to date.

2.21.3 Medway Youth Trust worked with schools and academies to develop a transparently costed prospectus of careers guidance services. This provides a wide choice of services linked to wider school improvement, curriculum and Ofsted judgement criteria. As a result, schools and academies are rightly taking advantage of the flexibility and choice and thus there is in place across Medway a strong mix of 1:1 careers guidance interviews, group sessions and longer term programmes in place. The Government gave schools and academies the freedoms and flexibilities to choose the type and scope of careers provision (paragraph 1.2 above) and thus this commercial market place for schools raises a question about variation of access of careers guidance services for young people throughout Medway.

2.22 Medway Youth Trust encouraged schools to work together, to share resource and thus reduce the cost to schools. This has also helped schools and academies to mitigate against inefficiencies and waste in their approach. The Youth Trust's Careers Guidance and Student Support prospectus also has services for primary schools but to date, no action has been taken by the charity to directly market these services. The Youth Trust's transparent approach as a supplier of careers services to schools appears to be unusual and during March 2103, Medway Youth Trust was invited to contribute to a national research publication.

2.23 In addition to direct services in to schools, Medway Youth Trust is currently maintaining at its own cost Medway wide careers guidance initiatives for young people, schools and other learning providers :

2.23.1 Hosted first Medway Career Convention. Over seven hundred students from Medway secondary and primary schools attended where they had opportunity to (a) speak with forty plus employers, universities and learning providers, and (b) attend a choice of workshops and seminars

2.23.2 Kent & Medway Higher Education Convention: this was removed by the Council from the then Connexions specification in September 2012 but Medway Youth Trust has committed to continue to support it to ensure Medway young people have access to the event. It will be held during April 2013 at the University of Kent in Canterbury and currently, thirteen Medway schools are scheduled to attend. Approximately 850-1000 young people from Medway are expected to participate in 2013.

2.23.3 Careers Education Information Advice & Guidance (CEIAG) Group: This group of careers coordinators (or their equivalents) from schools, academies, Further Education College, secure estate and some training providers meet regularly with Medway Youth Trust's professional Advisers to review and explore careers guidance policy and practice. Last month, one Careers Coordinator from a Medway school wrote to the national Association for Careers Education and Guidance to say that Medway Youth Trust "brings in outside speakers, keep each other informed of national and local developments and share good practice. Medway Youth Trust has acted quickly to ensure it provides a high quality service and most schools in Medway and also some in Kent buy services from MYT".

2.23.4 Connect publication: Four times each year, Medway Youth Trust issues a free publication to keep schools informed and to stimulate challenge in policy and practice. These are very well received and schools are encouraged to share their own practice. The President of the National Association for Careers Education and Guidance said during February 2013 "your newsletters are excellent".

2.23.5 Investors in Careers: Medway Youth Trust provides support to and assesses schools and academies to achieve either Level 1, 2 or 3 of the national Investors in Careers kitemark. This quality mark examines policies, practice, governance arrangements and implementation of a whole school approach to careers.

- 2.23.5 Medway Youth Trust actively seeks innovation and is currently working with Balfour Ltd to develop careers resources for their staff to use in schools.
- 2.24 There has been national debate and development about how the quality of careers guidance services should be judged. The following developments are reported:
- 2.24.1 The Department for Education recommends to schools that any careers service provider carries the Matrix quality kitemark. Matrix is the Department for Business Innovation and Skills quality mark for providers of advice and guidance.
- 2.24.2 During 2012, the Government promised that a thematic review of at least forty sites would be undertaken by Ofsted during early 2013. The fieldwork has now started and during March 2013 Ofsted representatives met with Medway Youth Trust at one of the schools in Kent in which the Youth Trust provides careers services. The Ofsted review is expected to be published during the summer 2013 and will report on how schools are responding to the new careers Duty and will inform future improvements in the quality of provision. At the end of February 2013, Ofsted gave its strongest indication yet that it is considering that it will bring school approach to careers within routine inspection framework and judgements.
- 2.24.3 The Education Select Committee published the report of its recent inquiry into young people's careers guidance on 23 January 2013. The Committee reported:
- concern that the quality and quantity of careers guidance services nationally has deteriorated since September 2012
 - concern that too many schools put their own interests above their pupils in the desire to fill 6th Form places
- The Committee recommended that schools and academies be required to produce an annual careers plan and to be held to account for it. The Government is yet to respond to the report
- 2.25 In addition, Medway Youth Trust provided all schools and academies with a toolkit which set out ways for schools to assess and ensure quality of provider and delivery.
- 2.26 The Government also intends to use the destination of students to publicly hold schools to account for the progression of their students. Pupil destinations one year after the end of Key Stage 4 and Key Stage 5 will be made publicly available. The local authority has the Duty to track destinations of all 16-18 year olds and those for whom the destination is Not Known is also recorded (see Table.2 in paragraph 2.3 above). Ofsted inspectors will review the published information as part of their preparation for a school inspection; both the new schools framework and common inspection framework ask inspectors to consider the progression and destination of students.
- 2.27 Each Autumn, the Annual Activity Survey of Year 11 full-time students, September Guarantee and October pupil destinations will be used to inform

Department for Education analysis. The Department intends to use a combination of National Client Caseload Information System data from each local authority area and learner data from the Education Funding Agency.

- 2.28 The following criteria are being applied to the destination measures for schools (note: independent schools are not currently included in these measures but may voluntarily publish their data):

2.28.1 Key Stage 4: the percentage of students progressed to a positive destination within one year of ending Key Stage 4. A positive destination includes 6th Form, Further Education College, Work Based Learning or Apprenticeship or Employment with Training.

2.28.2 Key Stage 5: the cohort is currently based only on those with qualifications equivalent to A Levels. The percentage of students progressed to a positive destination within one year of their 16-18 learning including entered Higher Education, continued in Further Education or entered employment. For this cohort, the Government is using qualifications 'comparable to an A Level' so for example a student entered for one A Level is counted as is a student entered for a BTEC National Award; however, a student entered for an AS Level only will not be counted in this Key Stage 5 progression cohort.

Participation in education, employment or training must occur in all of the first two terms (ie; October and March) to be counted.

- 2.29 The Government currently classifies these progression measures as experimental statistics until the work is fully tested and the data validated.

Your Choice in Medway

- 2.30 The fourth recommendation (paragraph 2.17.2 above) from Medway Youth Parliament focused on concerns about the quality of Medway Council's Your Choice in Medway on-line prospectus and application system. Discussions took place during 2012 with representatives of the Youth Parliament about the website and some progress has been made.

- 2.31 The primary purpose of the YCIM site is to provide information to students in Year 11 concerning their options for post-16 learning, including a directory of provision. The site has included the facility to make on-line applications and this has attracted some criticism on the grounds that it is not user-friendly. Research by Medway Council during 2012 (and reported to Overview and Scrutiny Committee during May 2012) found that few institutions valued the on-line facility, preferring to use their own application arrangements.

- 2.32 The Your Choice in Medway site is now a simple access point and has been refreshed in its design. The prospectus and application processes are now located for the current year the UCAS website. This is not Medway specific but young people can enter areas of Medway as the basis for the search for courses, and then specify a radius of travel. Initial feedback from the Youth Parliament to Medway Council was that these initial improvements were

welcome but it was decided during 2012 that the Council would not fund the applications website costs for 2013-14 academic year.

- 2.32 The costs of the sites have during the current academic year been met by Medway Council with schools/academies, Mid Kent College and other post-16 learning provides contributing also. During 2011-12 academic year, one school did not contribute and therefore was just had its contact details listed without any course information. During the current year, all schools have contributed.
- 2.33 Usage however amongst students varies significantly. As at 4th March 2013, just 32% of students in Year 11 had used the on-line applications system; 62.7% of those students which have used the system to date come from just four schools. There remains a mix of on-line and institution specific paper based application systems in place for young people.

3. Advice and analysis

3.1 The following headlines are important to consider:

- Local authorities have a duty to achieve 100% participation in education or training amongst young people until they reach their 18th birthday or gain a Level 3 qualification. From summer 2013, young people will be required to continue in education or training until the end of the academic year in which they turn 17. From 2015, they will be required to continue until their 18th birthday.
- Achievement of the Raising Participation Age is a whole system issue and a strategy is now developed but it needs championing at all levels.
- Albeit with some slight fluctuation month by month, the proportion of young people aged 16-18 NEET in Medway has not increased since February 2012 and it remains lower than the national average.
- The proportion of young people in jobs without training has reduced during the last twelve months
- The proportion of 16 year olds leaving school at end Year 11 in to NEET at the beginning of the new school year has continued to decline and this is linked better early targeting and performance in September Guarantee.
- The proportion of 17 and 18 year olds NEET is significantly higher than at 16 years of age.
- Usage of Your Choice in Medway is at 32% but is not being widely used by students in all schools.

4. Risk management

4.1 There are numerous risks linked to the focus of this report but six particularly key risks are set out:

Risk	Description	Action to avoid or mitigate risk	Risk rating
Reduction in Youth & Employment Services contract to Medway Youth Trust	The decision to reduce the Medway Youth Trust contract by £290,000 for 2013-14 will necessitate some changes in service provision.	Discussions between Medway Council and Medway Youth Trust continue to determine the best use of the resources available.	Red
Lack of 'buy-in' from all partners to a Raising Participation Age strategy	This is a 'whole system' issue and requires all parts of the system to be collaborating to ensure no child is left behind in their learning.	A strategy framework is now developed but it needs to be championed by all partners and at all levels	Red
Financial vulnerability of independent and charitable learning providers	Post 16 learning is a competitive environment in which learners attract funding to the provider. During the year, one Medway provider has needed to cease some of its provision as it sought to consolidate and save costs. Another Maidstone provider has closed its centre in that town.	There is very little which can be done other than ensure that young people have access to all information and options, and that informed and impartial careers advice and guidance is available	Amber
Special Educational Needs legislation and expectation of new learning places in Medway	There is need to adjust to the new Single Plan Assessments, the Education, Health and Social Care Plans and the creation of appropriate learning opportunities in Medway for young people post 16 with SEN.	Ongoing work with SE7 Pathfinder, Medway SEN Team, Mid Kent College, Rivermead School, Medway Youth Trust and other partners.	Amber/ Red

Reduction or inconsistency in school and academy approach to careers services	There is already significant variation in spending by schools. From September 2013, their Duty widens further and they must continue to resource the services from existing budgets. There is risk that careers services in to schools may reduce.	Medway Youth Trust is refreshing its commissioning Toolkit for schools to ensure value for money from their provider. Medway Youth Trust operates its TrustCareers services as a non-profit entity and encourages schools to collaborate for efficiency and financial gains.	Red/ Amber
Lack of independence and impartiality in careers work in schools	The Education Select Committee raised concerns about the risks associated with the perceived self-interests of schools needing to balance impartial advice and guidance with a need to recruit to 6 th forms.	Need to increase the involvement of external independent, impartial provision by qualified professional Careers Advisers	Amber

5. Consultation

5.1 The following consultation has taken place regarding matters reported in this document:

5.1.1 As part of the production of the first Raising Participation Age film, Medway Youth Parliament, a sample of Headteachers, Mid Kent College, post 16 learning providers, and National Apprenticeship Service were consulted.

5.1.2 Medway Youth Parliament was consulted with the changes to the Your Choice in Medway website and UCAS online applications system. Schools, academies, Mid Kent College and post 16 learning providers were consulted in that they were invited to contribute costs.

5.1.3 In the development of the Raising Participation Age strategy framework, Medway Youth Trust has consulted with various Medway Council departments, Headteachers/Principals, other services/agencies.

6. Financial and legal implications

6.1 The Youth and Employment Services (YES) contract to Medway Youth Trust will reduce by £290,000 effective from 1st April 2013. Some services will cease and the organisational restructure and resultant loss of frontline posts will be completed by end June 2013.

- 6.2 The Department for Education has confirmed that its Raising Participation Age development funding to all local authorities will cease at the end of March 2013. This has amounted to £75,000 in each of the 2011-12 and 2012-13 financial years.

7. Recommendations

- 7.1 It is recommended that Members note the report.

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Background papers

- Building Engagement Building Futures – Department for Education led cross Government strategy for participation amongst 16-24 year olds published December 2011
- Education Select Committee report in to young people's careers guidance published on 23 January 2013
- Statistical First Release: Participation in Education, Training and Employment of 16-18 year olds in England from Department for Education published on 21 February 2013.
- Statutory Guidance for local authorities on Duties relating to the participation of young people in education, employment or training
- Medway Youth Parliament 2011 Annual Conference Report: "What Next"
- Statutory Guidance for Schools – Careers Guidance
<http://www.education.gov.uk/aboutdfe/statutory/g00205755/statutory-guidance-for-schools-careers-guidance-for-young-people>
- <http://www.education.gov.uk/childrenandyoungpeople/youngpeople/a0064052/the-role-of-schools-and-local-authorities-in-careers-guidance>
- Your Choice in Medway
<https://www.yourchoiceinmedway.org.uk/CAP/Home.aspx>

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An Approach to RPA in Medway (MYT v4 - 12/Feb/13)

Work Theme		Activities					
Planning & Review	1. Knowing the cohort	<ul style="list-style-type: none"> ● Trajectory plotting (1.1): understanding the cohort and needs further ahead 	<ul style="list-style-type: none"> ● Segmenting (1.2): deploying resources in a targeted way to match effect with effort 	<ul style="list-style-type: none"> ● Predicting for early intervention (1.3): MYT's Risk of NEET Indicator approach 	<ul style="list-style-type: none"> ● Monitoring and tracking (1.4): Ensuring we know where young people are, what they are doing and how to engage them 	<ul style="list-style-type: none"> ● Choices & Qualification levels (1.5): Ensuring we have sufficient knowledge about attainment 	<ul style="list-style-type: none"> ● Dashboard monitoring (1.6): MYT will be making interactive data dashboards open to partners
	2. Managing risk	<ul style="list-style-type: none"> ● Learner funding reforms (2.1): what change this will bring to up and the system 	<ul style="list-style-type: none"> ● Funding constraint (2.2): Ensuring the system 'shrinks together' not apart 	<ul style="list-style-type: none"> ● Policy change (2.3): eg. SEN Policy & possible rise to learner vulnerability 	<ul style="list-style-type: none"> ● Approach to impartial careers IAG (2.4): different schol acad approaches to IAG & its impartiality for students 	<ul style="list-style-type: none"> ● Inconsistent messages (2.5): Lack of awareness and coherent view to what RPA is and is not 	<ul style="list-style-type: none"> ● Offsetted (2.6): New approach – eg. LAC. Learn from themed IAG & careers review
Delivery	3. Right mix of provision	<ul style="list-style-type: none"> ● Breadth, depth & progression of learning offer (3.1): 	<ul style="list-style-type: none"> ● Flexible starts (3.2): To build on the January Starts offer across the year 	<ul style="list-style-type: none"> ● Apprenticeships (3.3): To build on the successful 100 in 100 campaign 	<ul style="list-style-type: none"> ● Labour market information (3.4): ensuring LMI informs learning provision and careers education/IAG 	<ul style="list-style-type: none"> ● Employer engagement (3.5): Particular focus on jobs without training and apprenticeships 	<ul style="list-style-type: none"> ● Employability (3.6): ensuring young people are work ready
	4. Addressing complexity	<ul style="list-style-type: none"> ● Tailored support (4.1): targeting at individual level 	<ul style="list-style-type: none"> ● Bespoke programmes (4.2): targeted provision down to individual level 	<ul style="list-style-type: none"> ● Post 16 PRU provision (4.3): exploring alternatives for some young people. Link 	<ul style="list-style-type: none"> ● Transition support (4.4): staying with most vulnerable during the summer (eg. National Citizen Service) 	<ul style="list-style-type: none"> ● YES, Youth Contract, ESF and Action for Families: (4.5): exploring these enabling programmes 	
	5. Automation	<ul style="list-style-type: none"> ● Your Choice in Medway (5.1): providing ease of access to young people 	<ul style="list-style-type: none"> ● Register (5.2): automated communication to MYT from all providers 	<ul style="list-style-type: none"> ● Register (5.3): automated communication to MYT from providers 	<ul style="list-style-type: none"> ● MYT website (5.4): ave 900 visits per day currently being further developed 	<ul style="list-style-type: none"> ● Jobcentre website (5.5): ave 400 visits per day currently being further developed 	
	6. Communication	<ul style="list-style-type: none"> ● Collaboration (6.1): building on existing partnerships and collaborative practice 	<ul style="list-style-type: none"> ● Common Message (6.2): simple message for all partners. MYT offer to sch/acad to provide parents' eve. 	<ul style="list-style-type: none"> ● Cohort information sharing (6.3): Amend confidentiality agreements to allow wider sharing 	<ul style="list-style-type: none"> ● Menu of Provision and activities (6.4): automate menu to enable greater responsiveness 	<ul style="list-style-type: none"> ● Impartial and independent careers IAG (6.5): link to 2.4 	<ul style="list-style-type: none"> ● Resources (6.6): ensure the system 'shrinks together'
	7. Assessment & monitoring	<ul style="list-style-type: none"> ● Participation levels (7.1): measure progress through interactive dashboards 	<ul style="list-style-type: none"> ● Narrowing the Gap (7.2): use interactive dashboards and case review. Link 1.6 	<ul style="list-style-type: none"> ● September Guarantee (7.3): build further on good progress during 2012 	<ul style="list-style-type: none"> ● School/academy destination measures (7.4): accountability link 1.4 and 6.3 	<ul style="list-style-type: none"> ● Progressive learner journey (7.5): link 3.1, 3.2, 3.3, 4.1, 4.2, 4.4 and 4.5 	<ul style="list-style-type: none"> ● Opportunity costs (7.6): MYT will develop cost base as additional impact measure