

Oxfordshire Health and Wellbeing Board

Detailed performance report

26 July 2012

1. Details

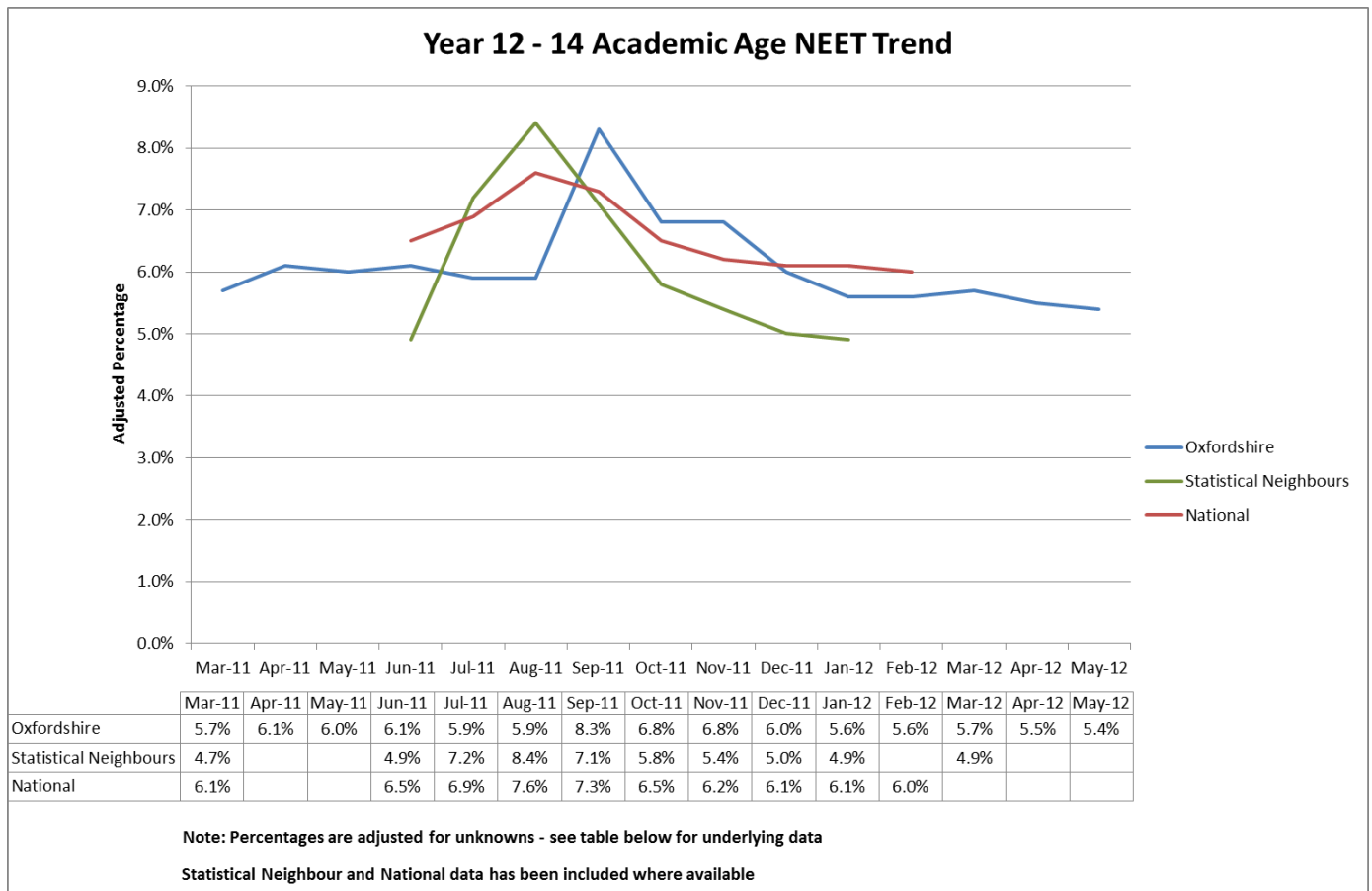
Strategic Priority: *Raising achievement for all children and young people*

Strategic Lead: *Frances Craven, Deputy Director, Education and Early Intervention*

PROGRESS MEASURE: *reduce the number of young people not in education, employment or training (NEET) to 5% or 864 young people (5.7% in March 2012)*

Current indicator RAG Rating: Amber

2. Trend Data



3. What is the story behind this trend? Analysis of Performance

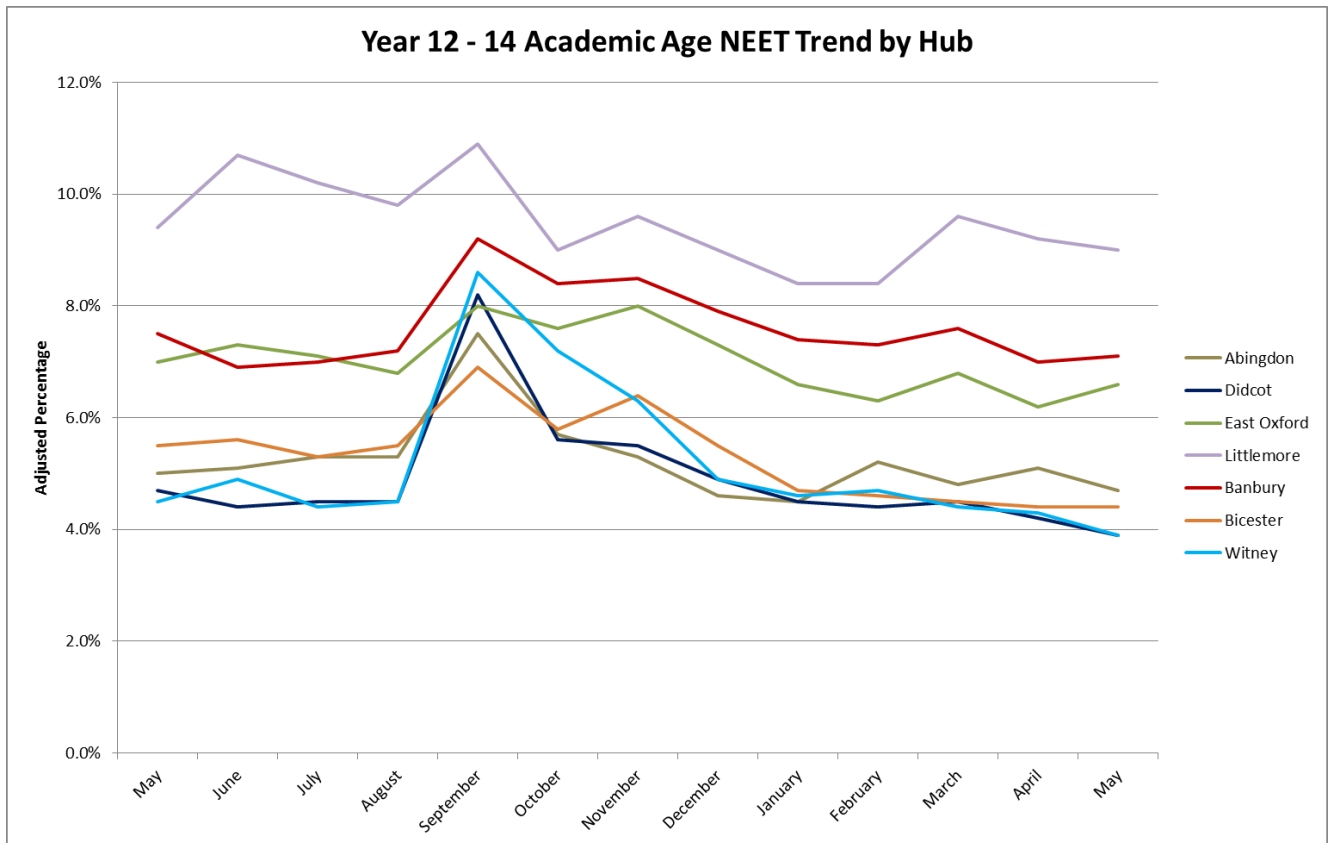
3.1 The NEET trend in Oxfordshire is downwards

- The NEET trend is downwards in Oxfordshire, which means young people are finding jobs and training. This is in line with national and statistical neighbour trends.

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- The job market in Oxfordshire is buoyant in relation to young people with over 300 jobs, apprenticeships and learning opportunities consistently advertised.
- Oxfordshire is performing well with 'Looked After' young people, as most of them are participating in Education, Employment or Training - EET (78.5%).
- The trend information masks some concerns with regard to different types of young people and geographic areas of the county.

3.2 NEET is not evenly spread across the county



- Banbury, East Oxford and Oxford Littlemore are NEET hotspots in the county. (Banbury 7.1%, Littlemore 9%, East Oxford 6.6%, Witney 3.9%, Bicester 4.4%, Abingdon 4.7% and Didcot 3.9%)
- The East Oxford hub area is of particular concern as the trend is upward
- Information down to ward level shows the area of highest NEET in Oxford are Northfield Brook, Barton and Sandhills, Blackbird Leys, Littlemore and Rose Hill and Iffley whilst in Banbury the wards are Grimsbury and Castle and Ruscote.

3.3 There are a high number of young people in employment without training

- Oxfordshire is at 5.4% NEET (May 2012), so is doing well, but there are a higher number of young people in employment without training compared to our statistical neighbours
- 23.5% of young people in the county have employment but are not deemed to have learning with their employment (Not in Learning). This is of concern and potentially an issue for the future. Young people who do not continue to receive formal learning are less likely to be economically active throughout their lives and statistically will be paid less.
- The legislation to 'Raise the Participation Age' (RPA) comes into operation in September 2013. Young people in the current Year 10 will be expected to continue

to participate in learning until they are 17 years. By 2015 all young people 16 –18 years will need to be participating in learning. Employers wishing to employ young people will be expected to provide accredited learning or time off for young people to attend. The final statutory guidance is expected soon but this represents a potential risk in Oxfordshire, which is being addressed collaboratively through the Early Intervention Service and the Business and Skills Bureau.

3.4 There are a number of vulnerable groups who need particular attention

Additional Targets	May 2011 %	May 2012 %
Post Compulsory Offenders in EET	41.5%	39.3%
Teen Parent in EET (Age 16-19)	28.2%	17.4%
LDD in NEET	14.7%	8.3%
Young Carers in EET	70.6%	71.7%

- Young people with a Learning Difficulty or Disability (LDD) are numerically the single highest group of NEET young people. Over the last year we have been successful in almost halving the number of LDD young people who are NEET. The current figure of 8.3% is low.
- LDD young people are prone to moving in and out of Education, Employment and Training (EET). These young people are more likely to be involved in low level training than employment. There remains a shortage of suitable employment opportunities for this group. The new Specialist NEET service will target LDD young people to support them to move into EET, sustain their EET position and develop further skills to progress. There are particular challenges in finding employment for this group and work to increase employment options needs action.
- The number of young parents actually in Employment, Education and Training are very low this year compared to last year. There may be an issue with collecting the data but further work is proposed urgently to address this downward trend.

3.5 The length of time Not in Education, Employment or Training (NEET) has an impact on future employment prospects

- In the last year 1059 young people were NEET for more than 4 months, 908 for more than 6 and 476 for more than 12 months.
- The longer young people remain in NEET the more difficult it is to find suitable and sustainable education, employment or training.
- Of NEET young people in the vulnerable groups 77.6% have been NEET for six or more months – these young people will be targeted by the Specialist NEET service.
- Action to target young people who have been NEET for six months or more will also be addressed through the revised area NEET/‘Not In Learning’ groups.

3.6 A number of young people frequently move in and out of education, employment and training

- It is difficult to quantify numbers in relation to this but data evidences this ‘revolving door’ effect showing young people in Oxfordshire moving between training providers and/or employment.
- This is most often as a result of young people not being ready for employment, education or training at 16, making ill informed choices about what they want to do or responding to family pressure to take any job.
- Young people in this group are not usually developing skills, knowledge or experience that supports their progress to sustained EET situations for the future

4. What is being done? Current initiatives and actions

There is already a clear set of initiatives underway to address the issues identified. This includes improving the Council's ability to 'track' young people who become NEET, using work from other Local Authorities to develop an indicator for risk of becoming NEET (RONI), and sharing student information with schools where there is a high risk of NEET identified.

Skills UK are working with Hub Teams to target families where substantial familial unemployment is an issue and all Year 11 students at Meadowbrook College (the Pupil Referral Unit) are now automatically referred to their local Early Intervention Hub for targeted support. The Specialist NEET Service has been set up to target the most vulnerable NEET young people with workers located with the Hubs to ensure coherence.

The 'Passport' is a web-based facility for young people to develop employability skills through training – in particular, areas that have been identified as gaps by local employers. There is also a web-chat facility which offers discussion forums for young people struggling with employment issues.

5. What needs to be done now? Initiatives and actions

Action	By Whom & By When
<ul style="list-style-type: none"> To carry out an option appraisal on tracking mechanisms and agree way forward. 	Youth Engagement and Opportunities Team (Sept 2012)
<ul style="list-style-type: none"> Continue to develop and implement the Passport, to support young people into employment. 	Business and Skills team (Sept 2012)
<ul style="list-style-type: none"> Re-focus the NEET Area meetings to Early Intervention areas and assertively address hot spots, in particular length of time in NEET. 	Early Intervention Service (July 2012)
<ul style="list-style-type: none"> Target employers to take on young people particularly developing employers understanding of disabled young people. 	Business and Skills Team (Sept 2012)
<ul style="list-style-type: none"> Continue to work with employers to build suitable training opportunities within their employment. 	Business and Skills Team (Sept 2012)
<ul style="list-style-type: none"> To ensure every school knows their students who are at risk of becoming NEET and has an action plan to intervene. 	Youth Engagement and Opportunities Team (Sept 2012)
<ul style="list-style-type: none"> To work with maternity services, Family Nurse Partnership team and primary care to ensure the issue of teenage parents is addressed. 	Early Intervention Service (2012)

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