

Unlocking Plymouth's Potential 2023 to 2025

Supporting the future of Plymouth's young people

Young
people Not in
Employment,
Education or
Training
(NEET)

Young
people Seeking
Employment,
Education or
Training
(SEET)

Young
people in
Employment,
Education or
Training
(EET)

Unlocking potential through early identification and interventions to support young people so that they confidently move into employment, education or training

Table of contents

1 Foreword	3
2 The Plymouth Plan	2
3 Bright Future	4
4 Skills 4 Plymouth	5
5 What is meant by NEET and SEET?	9
6 Where are we now?	9
7 What we know	10
8 Vision	13
9 Priorities	14
10 Outcomes and measures	16

I Foreword

Plymouth is an amazing place to live and work and we have a vision that all children and young people aspire and achieve, and are healthy, happy, safe and thriving in communities. A place where families, services, schools, colleges and employers work together to help children and young people achieve their full potential.

We are committed to reducing what has been agreed as an unacceptably high level of young people not in employment, education or training (NEET) and those where the situation is unknown. Spending time NEET can be detrimental on physical and mental health. Young people who are NEET are more likely to be unemployed, or in low paid, low quality work later in life. The effects of NEET young people do occur equally across the population, as the chance of being NEET can be affected by various factors such as living in areas of deprivation, social-economic position, parenting factors (such as employment, education or attitudes), growing up in care, having special educational needs and school experiences. Some young people find the transition from school into further education or employment challenging and they may have a lack of awareness or understanding of the opportunities available to them, or they may have low self-esteem. The coronavirus pandemic has had a significant impact on the labour market status of young people, with a large fall in employment and a rise in unemployment of 16 to 25 year-olds in 2020. Three years on our NEET, situation unknown and unemployment figures for young people under 25 still remains high.

We recognise that priority groups of young people will require additional support and no single agency can address the NEET or youth employment challenge in Plymouth on their own due to the range of factors that has resulted in a young persons' ability to engage with education, employment and training. Successful engagement and integration into the labour market and/or education and training requires strong multi-agency partnership at a strategic and operational level and early interventions.

Unlocking Plymouth's Potential is a single integrated plan which sets out the critical issues to be addressed over the next three years by Plymouth City Council and key partners. Together we will drive forward this ambitious plan, raise aspirations and improve outcomes through high-quality local opportunities and early interventions so that our young people are confident about their future and successfully transition into adulthood and beyond.



I am delighted to share with you our Unlocking Plymouth's Potential plan which supports the future of Plymouth young people to enable them to confidently transition into adulthood. Through this single integrated plan and early interventions we will transition young people from NEET and Unknown to SEET to EET.

Councillor Sally Ann Cresswell
Cabinet member for Education, Skills and Apprenticeships



2 The Plymouth Plan

The Plymouth Plan is a ground-breaking plan which looks ahead to 2034. It sets a shared direction of travel for the long-term future of the city bringing together a number of strategic planning processes into one place. It talks about the future of the city's economy and it plans for the city's transport and housing needs. It looks at how the city can improve the lives of children and young people and address the issues which lead to child poverty. It sets out the aspiration to be a healthy and prosperous city with a rich arts and cultural environment. It sets out the city's spatial strategy, incorporating the Plymouth-specific elements of the Plymouth and South West Devon Joint Local Plan.

The plan outlines the vision for Plymouth and how this will be implemented around three strategic themes:

- ◆ Healthy city
- ◆ Growing city
- ◆ International city

Each theme has a strategic outcome and objectives, underpinned by individual policies to achieve them. Skills 4 Plymouth aligns with a number of these, but is most directly connected with: Policy GRO1 'Creating the conditions for economic growth' (through its support for business start-ups, entrepreneurship, innovation and social enterprise) and Policy GRO2 'Delivering skills and talent development' (through its support for lifelong learning). It helps to create the conditions for people and communities to thrive.

There are two further strategic themes running through the plan: a Welcoming city and a Green city.



3 A Bright Future

Working in partnership, we want to make sure all children and young people in Plymouth have a Bright Future, supported by a system which works seamlessly to spot difficulties early, responds quickly and effectively, and makes sure help is there as long as it is needed.

Everyone has their part to play in achieving this, whether they work directly with children and young people or not. We recognise the central role parents and carers have in determining the best outcomes for their children and that supporting parents and carers alongside children and young people will be key in determining our success.

We will continue to work together with partners to address our shared priorities so that our children and young people can stay healthy and happy; be safe and aspire and achieve, making our vision for a Bright Future for all children and young people in Plymouth a reality.

4 Skills 4 Plymouth

Skills 4 Plymouth is an ambitious transformation programme that has been co-designed with local employers and businesses, skills providers and wider stakeholders. It is designed to make sure:

- ◆ People have the right skills they need now and in the future to get a job and progress in work
- ◆ Employers and individuals invest in skills and lifelong learning
- ◆ Employers have people with the right skills they need for recovery and growth

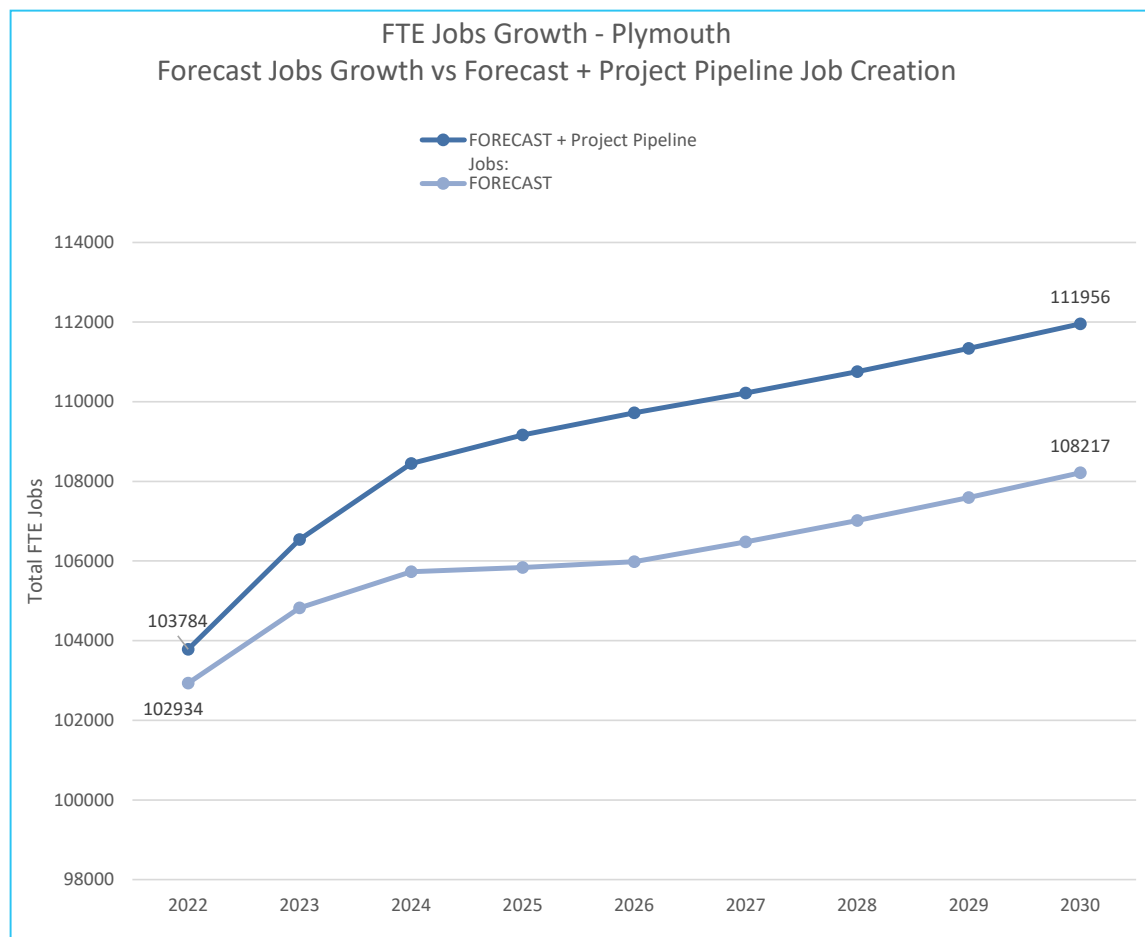
The key aim of Skills 4 Plymouth is to close the skills gaps (in the current workforce) and skills shortages (difficulties in recruiting) that have been holding Plymouth back economically. As a city we do not have enough engineers, technicians, construction professionals, tradespeople, health care professionals, social care workers or hospitality and tourism workers, to meet the growing demand of our local businesses and key sectors. Employers report recruiting difficulties in these areas as a key constraint; redressing this is critical to improving productivity, competitiveness and growth. We also recognise that social enterprises are a vital partner in the city's economy, they address social need, strengthen communities and create a fairer, more inclusive economy. Employers are at the heart of defining the local skills needs and post-16 provision to ensure that technical education and training aligns to what employers want and need.

Skills Demand

Current skills demand is best illustrated by the Advanced Modelling of Regional Economies (AMORE) forecast carried out by Plymouth City Council's Economic Development team in November 2021. The AMORE is used by a number of organisations, including local authorities, to forecast future jobs and is built on the Business Register and Employment Survey (BRES) produced by the Office for National Statistics (ONS).

Using the AMORE model, Plymouth is projecting growth of **5,283 Full Time Equivalent (FTE) jobs** between 2022 and 2030. These forecasts are based primarily on the Office for Budget Responsibility (OBR) national forecasts (including the impact of the Covid-19 pandemic) as well as the historical trends seen for each sector in Plymouth. However, this forecast does not include the pipeline of projects for Plymouth and subsequent job creation, such as the developments at the Plymouth and South Devon Freeport, Devonport Naval Base, Derriford Hospital and the Civic Centre and Guildhall. When this local data is factored in, the growth rises to **8,173 Full Time Equivalent (FTE) jobs**.

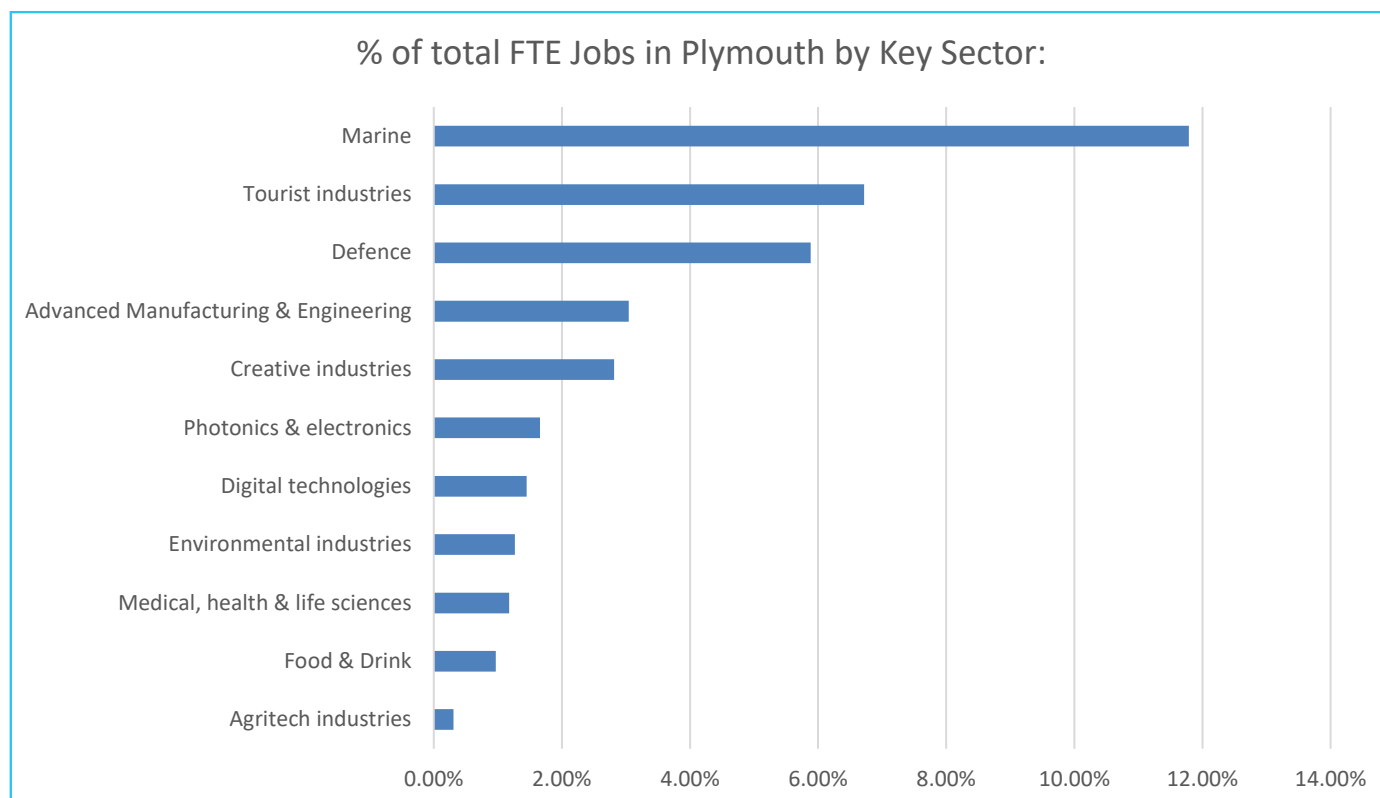
This is shown in the graph below:



The data also reveals that 43 per cent of the job growth will be in graduate level and higher skilled roles, with the majority of these roles in marine (75 per cent) followed by: environmental industries, photonics and electronics, advanced manufacturing and engineering and medical, health and life sciences. This is largely reflected in the city's key sectors, where the highest employing sectors are:

- ◆ Advanced manufacturing and engineering
- ◆ Agritech industries
- ◆ Creative industries
- ◆ Defence
- ◆ Digital technologies
- ◆ Environmental industries
- ◆ Food and drink
- ◆ Marine
- ◆ Medical, health and life sciences
- ◆ Photonics and electronics
- ◆ Tourist industries

In addition to the higher skilled roles, which will drive Plymouth's productivity, the importance of traditional sectors such as tourism and hospitality should not be ignored. This is also highlighted in the graph below:



One final observation concerns the high number of job roles in defence and infrastructure. It is worth noting that security clearances are required for these roles and this needs to be factored in to planning.

Skills Gaps

Current skills gaps are best illustrated by the number of unique job vacancy postings in Plymouth. This data is sourced from Lightcast, the market leader in labour market data. In Plymouth there were 61,903 total job postings through the whole of 2022, of which 27,122 were unique. These numbers give us a Posting Intensity of 2-to-1, meaning that for every 2 postings there is 1 unique job posting.

The table below shows the number of unique job vacancy postings per month.

Unique Job Vacancy Postings	
Year	Average number of unique job vacancy postings per month
2019	1,360
2020	1,543
2021	2,104
2022	2,260

Source: Lightcast

As can be seen, Plymouth has seen relatively higher than average levels of job vacancy postings in 2022 when compared to pre-pandemic levels, up by over 60 per cent since 2019.

This is compounded by the number of vacancies requiring a Level 4 qualification or higher. Over 60% of unique job postings require a Level 4 qualification or higher, but only 27.5 per cent of Plymouth residents are qualified to this level (some apprenticeships are Level 4). The city also fares poorly in comparison to England as a whole, with 33.9 per cent of the population holding a Level 4 qualification or higher; a gap of 6.4 per cent.

This is highlighted in the two tables below:

Education Demand

Qualification Level	Unique Postings	% of Postings with Qualification Level Required
Level 1 and 2 (GCSE or equivalent)	1,641	19.57%
Level 3 (A levels or equivalent)	1,395	16.63%
Level 4 and 5 (HNC/HND or equivalent)	1,106	13.19%
Level 6 (Bachelor degree or equivalent)	2,856	34.05%
Level 7 (Master's Degree or equivalent)	1,047	12.48%
Level 8 (Doctorate or equivalent)	342	4.08%

Source: Lightcast

Census 2021

Highest Level of Qualification	% of People in Plymouth	% of People in England
No Qualifications	17.3%	18.1%
Level 1 (1 - 4 GCSEs)	9.8%	9.7%
Level 2 (Grade 5 or above GCSEs)	14.1%	13.3%
Level 3 (2 or more A Levels)	21.7%	16.9%
Level 3 and 4 Apprenticeship	7.2%	5.3%
Level 4 (HNC) or above	27.5%	33.9%
Other (Vocational or work-related)	2.4%	2.8%

Source: Office for National Statistics

A further analysis of Plymouth's most in-demand industries is also revealing, with 56 per cent of unique job postings in only two areas in 2022:

- ◆ Administrative and Support Service Activities
- ◆ Human Health and Social Work Activities

In-Demand Industries

Industry	Total Postings	Unique Postings
Administrative and Support Service Activities	14,809	7,281
Human Health and Social Work Activities	15,990	3,854
Professional, Scientific and Technical Activities	4,115	1,927
Education	2,320	1,373
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	2,555	1,128
Accommodation and Food Service Activities	2,257	950
Manufacturing	1,742	736
Construction	923	474
Information and Communication	1,064	460
Public Administration and Defence; Compulsory Social Security	678	386
Transportation and Storage	830	328
Other Service Activities	556	297
Real Estate Activities	531	286
Financial and Insurance Activities	565	240
Arts, Entertainment and Recreation	228	133
Water Supply; Sewerage, Waste Management and Remediation Activities	64	39
Electricity, Gas, Steam and Air Conditioning Supply	43	35
Mining and Quarrying	21	13
Agriculture, Forestry and Fishing	5	4

Source: Lightcast

5 What is meant by NEET and SEET?

Most young people succeed in education and make a positive transition to adult life and the world of work. But there is a proportion (approximately 1 in 10 in young people) who do not and become NEET or are in an unknown situation.

When we use the term NEET we are referring to those young people 'Not in Education, Employment or Training'. NEET young people are unemployed (people who have been seeking work in the last four weeks and are available to start work within the next two weeks) or economically inactive (which means they are not working, not seeking work in the last four weeks and/or not available to start work in the next two weeks).

A person is considered to be in education or training if they:

- ◆ Are enrolled on an educational course and are attending or waiting for the term to start or restart
- ◆ Are doing an apprenticeship
- ◆ Are on a government supported employment or training programme
- ◆ Are working or studying towards a qualification
- ◆ Have had job-related training or education in the last four weeks.

Anyone aged 16 to 24 years-old who is not in these forms of education or training and who is not employed, is NEET.

The national measure includes all 16 to 17 year-olds who are not in any form of education, or training. In the city we will also look at all 16 to 24 year-olds and anyone under 25 years-old that may be unemployed or:

- ◆ Young people who are assessed as 'not yet ready' to enter any form of work or learning
- ◆ Young people taking part in personal development opportunities to help prepare them for learning
- ◆ Those waiting for an appropriate place to learn
- ◆ Those who have a start date but have not yet started
- ◆ Those who are unavailable for EET because they are young carers, teenager parents, in the stages of pregnancy, suffering from continued ill-health, not available on religious grounds or are unlikely to ever be economically active.

In addition, there are those in a 'situation not known', where despite best efforts, it has not been possible to determine what they are doing in relation to EET or NEET activity or inactivity.

The term NEET itself can be unhelpful, as it encourages interventions to focus on the symptoms rather than the causes of disengagement. Through a trauma informed approach, we will use the term SEET externally to employers, educators and training providers as young people seeking employment, education or training (SEET), so that the interventions focus on actions and support that will ultimately lead to enabling our young people to become financially independent (through employment or business start-up).

6 Where we are now

- ◆ Significant volume of job vacancies, with a further 8,173 new jobs forecast by 2030
- ◆ High number of unique vacant job postings in the city and a high number of early career vacancies
- ◆ High number and growing number of apprenticeships and other early careers opportunities in the city
- ◆ High number of vacancies in the early career opportunities in the city, across all sectors
- ◆ High number of social enterprises in the city and business start ups in comparison to region
- ◆ The proportion of 16 to 17 years olds NEETs in 2022 was 4.2 per cent compared to 2.9 per cent across the South West and 2.6 per cent across England. In addition our situation Unknown numbers remained high in Plymouth: 8.7 per cent compared to 5.3 per cent across the South West, and 4.7 per cent across England
- ◆ Significantly fewer people in the city go on to study at a higher level
- ◆ Attainment and engagement in education amongst our disadvantaged children including those with special educational needs and disabilities (SEND) and care experienced young people is below average
- ◆ Increase in mental health and anxiety challenges in young people following the Covid-19 pandemic.

7 What we know

Year 12 - 14 NEET and not known % - Last 3 months

Month	Cohort	NEET	Not known	% NEET	% Not known
January 2023	8,386	501	280	6.0%	3.3%
February 2023	8,386	481	265	5.7%	3.2%
March 2023	8,390	508	301	6.1%	3.6%
3 month average	8,387	497	282	5.9%	3.4%

Year 12 - 14 NEET and not known % - For year 2022

Month	Cohort	NEET	Not known	NEET %	% Not known
January	8,184	438	281	5.4%	3.4%
February	8,179	425	272	5.2%	3.3%
March	8,178	444	257	5.4%	3.1%
3 month average	8,180	436	270	5.3%	3.3%

Year 12 - 14 NEETs

- ◆ 148 NEET not available
- ◆ 211 NEET not yet ready for placement
- ◆ 103 NEET seeking employment or training
- ◆ 38 NEET seeking employment only
- ◆ 5 NEET on a personal development opportunity
- ◆ 3 NEET with an agreed start date

3,698 UC Claimants 16 to 24 years old

- ◆ 251 16 to 19 year olds and 759 20 to 24 year olds, total of 1,011 young people searching for work
- ◆ 129 16 to 19 year olds and 912 20 to 24 year olds, total 1,041 in work claimants
- ◆ 258 16 to 19 year olds and 1,384 20 to 24 year olds, total 1,642 available, planning and preparing for work

Young people with experience of the care system

There are currently 500 young people (aged 0 to 17 inclusive) in care in Plymouth, with 187 aged 14 to 17. There are a further 180 young people aged 18 to 20 and 82 aged 21 to 24. At 91 per 10,000 children, Plymouth has more looked after children than the South West (56) and England (67) average. This has risen from 78 per 10,000 in 2019, showing how the pandemic has hit this target group. Our entrants into care in the pandemic fell into two groups broadly - very young children and adolescents where family relationships broke down.

The number of looked after children, with at least one fixed term exclusion from school increased from 12.06 per cent in 2017 to 16.04 per cent in 2019. This compares to 11.38 per cent nationally. Unauthorised absences have also increased from 0.9 per cent to 2.3 per cent over the same period, also higher than the national average.

Young people in care are also more likely to have additional / complex needs, with the number of looked after children identified as having Special Educational Needs (SEN), but not necessarily with a statement or plan, at 44.4 per cent in 2019 compared to a national rate of 28.1 per cent. Substance misuse is also a more prevalent issue with 5 per cent in 2021 identified as having a problem, compared to 3 per cent nationally.

Young people with experience of the criminal justice system

In 2019, 340 young people aged 10 to 17 were first time entrants to the Youth Justice System. This is again higher than the South West (195) and England (208) average. The number of young people, within the same age group, who have been cautioned or sentenced is 43.6 per 10,000, compared to 31.5 for the South West and 34.90 for England.

Young people with physical or learning disabilities

In 2021, 2.4 per cent of pupils in Plymouth secondary school have an Education, Health and Care (EHC) Plan, compared to 2 per cent in England and 2.3 per cent in the South West. This rises to 13.1 per cent of Special Educational Needs secondary school pupils without a plan.

As of September 2022 the total number of students with an EHCP in Plymouth is:

Year 9	278	Year 12	155
Year 10	140	Year 13	150
Year 11	186	Year 14	177

Young carers

It is estimated that there are over 700 young carers in Plymouth and 1 in 3 of these young people are likely to experience educational difficulties or miss schooling. If unsupported, young carers can continue to struggle in school and have significantly lower educational attainment at GCSE level, but when supported young carers achieve. 1 in 2 young carers report mental health problems linked to their caring responsibilities and get up through the night to care for loved ones.

Service children

Over 5 per cent of children in the city have a parent or parents who are service personnel. Many service personnel are actively deployed, and their families are highly mobile and this can have a detrimental impact on the children's or young person's emotional well-being and their educational attainment (particularly for those young people with SEND who transfer to different areas).

Low-income families

Children in low-income families has increased from 12.9 per cent in 2017 to 14.1 per cent in 2020. This continuous upwards trend is also above the South West average (10.8 per cent to 11.7 per cent). Educational attainment continues to be an issue for Plymouth, with a 5.2 per cent deficit gap in the number of pupils achieving Grade 5 or above in English and Maths at Key Stage 4 in 2019. This gap grows to 7.5 per cent for those identified as disadvantaged i.e. those who attract pupil premium funding.

One of the more worrying trends for Plymouth is the growing gap in the employment rate between those with a long-term health condition and overall employment. Since 2016, this gap has increased from 9.1 per cent to 13.7 per cent. The gap has reduced in England (from 11.5 per cent to 10.6 per cent) and only slowly widened (from 9.3 per cent to 10.3 per cent) in the wider South West.

Children Missing Out On Education (CMOOE)

All children, regardless of their circumstances, have a right to a full time education which is suitable to their age, ability, aptitude and any special educational needs they may have. A child missing out on education is a potential indicator of abuse or neglect, they are also at increased risk of underachieving, being a victim of abuse, being sexually exploited and/or becoming NEET on reaching school leaving age.

Children missing out on education is defined as a child or young person of statutory school age who does not or cannot attend full time school education in the usual way. Some of these children are not on a school, others are on a school roll but are not attending full time or are attending alternative provision.

In October 2022 there were in excess of 700 students (2 per cent) of children missing out on education in the city. 7 out of 10 children of secondary school age and 3 out of 10 children of primary school age, of which 40% (in total) had received SEND support.

<p>Attendance is inextricably linked to attainment levels and in 2022, 59% of KS2 pupils in Plymouth met the expected standard in reading, writing and maths:</p> <ul style="list-style-type: none"> ◆ 64.6% of pupils who had more than 90% attendance achieved expected standard in reading, writing and maths ◆ 43.8% of pupils who had less than 90% attendance achieved expected standard in reading, writing and maths ◆ 7.1% of pupils who had less than 50% attendance achieved expected standard in reading, writing and maths <p>In 2022 45.9% of KS4 pupils achieved a strong pass in English and maths</p> <ul style="list-style-type: none"> ◆ 58.7% of pupils who had more than 90% attendance achieved a strong pass in English and maths ◆ 30.7% of pupils who had less than 90% attendance achieved a strong pass in English and maths ◆ 3% of pupils who had less than 50% attendance achieved a strong pass in English and maths 	<p>Detailed analysis of the 1,000 pupils with the lowest attendance:</p> <ul style="list-style-type: none"> ◆ 11.6% in year 7 ◆ 17.9% in year 8 ◆ 27.7% year 9 ◆ 23.5% year 10 ◆ 24.3% year 11 <p>Of which:</p> <ul style="list-style-type: none"> ◆ 1% have been excluded (10) ◆ 13.5% have been suspended (135) ◆ 2.9% are part of a service family (29) ◆ 3.8% speak English as an additional language (38) ◆ 17.7% are from Black, Asian, Minority Ethnic background (177) ◆ 7.1% have an ECHP (71) ◆ 34.4% receive SEN Support (344) ◆ 13.5% known to Children's Social Services (135)
---	--

Reduced Timetable

A child subject to a reduced timetable will attend school for less hours than the specified day. A reduced timetable over a fixed time period can be a successful strategy to reintegrate a child back into full-time education. However, where a pupil is subject to a reduced timetable without a plan to return to school full time they are missing out on education. As of October 2022 there were 190 children on reduced timetables (81 primary, 88 secondary, 21 SEND). The key reasons for missed education are behaviour, SEND and medical needs.

Children Missing Education (CME)

Refers to any child of compulsory school age who is not registered at any formally approved education activity e.g. school, alternative provision or elective home education and has been out of education for a substantial period (usually agreed as two months). There were 105 children missing as of October 2022 (38 primary and 67 secondary). The Key reasons for being CME include moving out of area (waiting for confirmation of a new school), resident of Plymouth and waiting to be admitted to a school or failed elective home education.

Electively Home Educated (EHE)

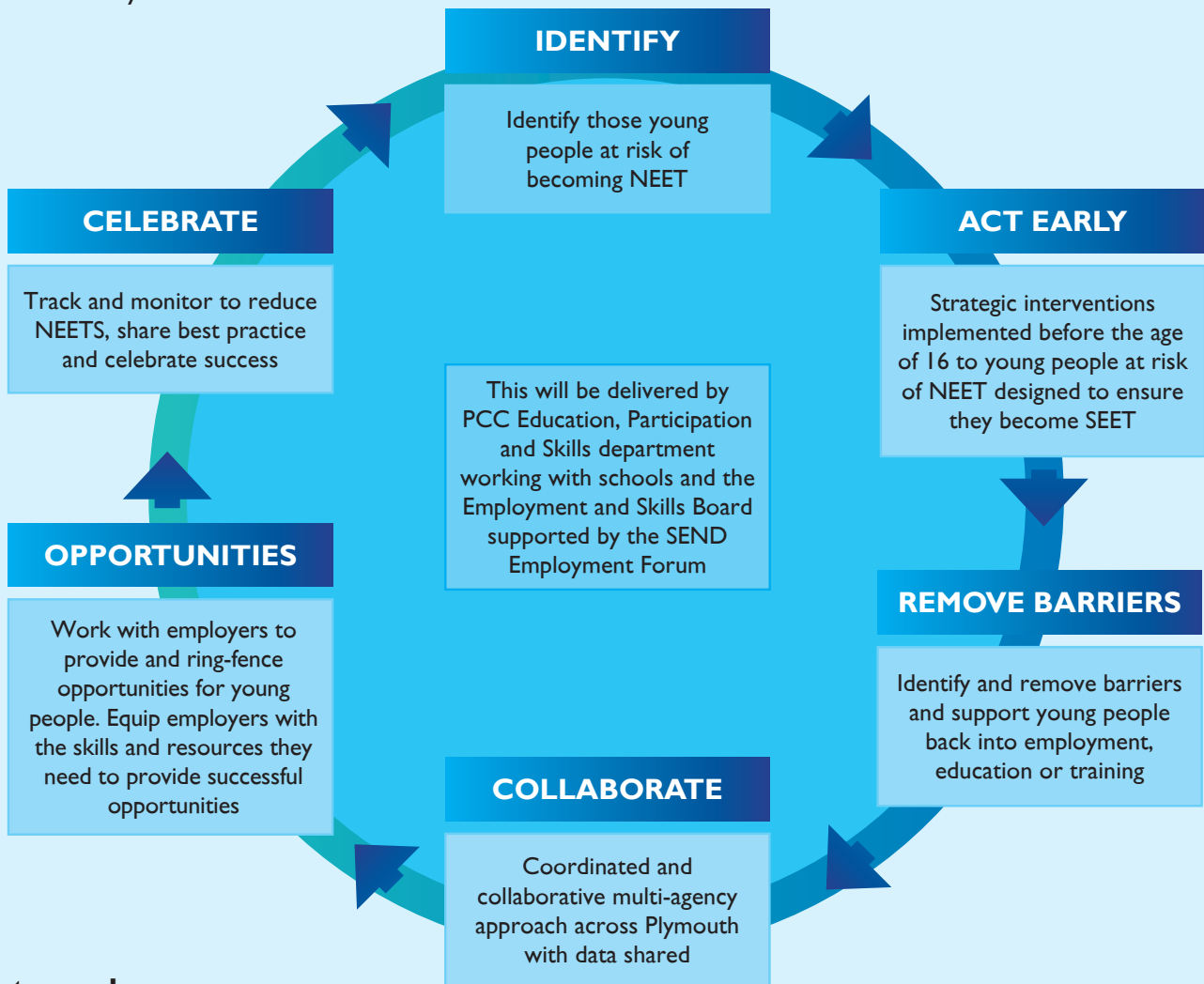
The numbers of statutory school aged children being de-registered from schools to be electively home educated continues to increase (an increase in 29 children in year, compared to the previous year). As of October 2022 139 children were being home educated (40 primary and 99 secondary) of which 45 required SEN support and 50 are known to Children's Social Care. The key reasons for home education are issues with school, mental health and health/medical conditions.

Labour Market

The labour market in Plymouth remains strong with over 8,000 new jobs being created by 2030 and on average 2,000 job vacancy postings per month. Many local employers are struggling to attract, recruit and retain people with the right skills, and skills shortages are evident across all sectors. The employment and skills board and local employers recognise that they need to find new ways to unlock and reach new potential talent in the city.

8 Vision

We will deliver a responsive, single system through early identification and interventions of young people 'at risk' of becoming NEET to move them confidently into employment, education or training, so they transition successfully into adulthood and beyond.



A system where:

- ◆ Systems are in place for early identification (from year 8) and interventions are embedded to keep children and young people in education to prevent young people becoming NEET
- ◆ Systems are in place to progress young people that are NEET so they can confidently move into SEET and they are fully prepared for the world of work
- ◆ Young people can access skills, jobs and support (on their doorstep) to thrive in Plymouth
- ◆ Employers, colleges and training providers are supported to provide opportunities and create new opportunities and new innovative pathways
- ◆ A system that works for all young people, across all communities, so that every young person and their parents or carers can access impartial careers advice and access the support necessary to enable them to make informed decisions as they enter into adulthood
- ◆ By the end of year 10, all young people are equipped with information, skills and the ambition to make informed choices about their next stage of their education, employment or training
- ◆ At the end of year 11, leavers enter into high quality further education, key stage 5, employment or training
- ◆ We collectively grow the post-16 curriculum and employment offer so that it provides high-quality courses and employment opportunities for every young person
- ◆ We have a simplified, responsive single system that shares best practice and innovates, providing a clear plan and measures outcomes and progress
- ◆ Young people are embedded in the design and make operational delivery decisions
- ◆ Young people have the opportunity to sit on boards eg Employment and Skills Board (ESB), SEND Employment Forum etc, where they will be involved in making decisions.

9 Priorities

Unlocking Plymouth's Potential will be underpinned by a delivery plan, delivered through the Employment and Skills Board to coordinate the actions of employers, sectors, educators, training providers and other stakeholders, working together in partnerships to deliver the following priorities:

We will improve the support offered to young people who are NEET by:

- ◆ Working with key partners to co-design and deliver an effective and efficient place-based approach, particularly focused on neighbourhoods/wards where challenges and barriers for NEET young people are most prominent
- ◆ Working with social housing providers to co-design and deliver employment and training opportunities, with specific focus to those living in supported accommodation, care experienced young people and young offenders
- ◆ Work with key stakeholders across the city to embed youth participation into NEET actions, interventions and decisions. By offering a range of roles from consulting young people to allocating opportunities for them to be in a position to make decisions or govern eg representation on Employment and Skills Board, SEND Employment Forum and other Task and Finish groups established to deliver particular projects
- ◆ Ensuring young people live in suitable accommodation to meet their needs, whether at home or independently
- ◆ Sharing data and data agreements to enable a shared understanding of the young person and interventions to date
- ◆ Focusing support and interventions to help transition those young people ready for and seeking work into employment, education or training opportunities
- ◆ Fast tracking support and interventions for those young people not ready for work
- ◆ Developing sector insight programmes of inspiring site visits, taster days, paid or unpaid work experience and volunteering for those post-16 seeking employment opportunities with local businesses
- ◆ Removing barriers for those who are not currently available for work such as mental or physical health issues and housing problems
- ◆ Actively encouraging NEET young people to become members of Skills Launchpad Plymouth, so they can access personalised information, advice and guidance and develop a personalised action plan to support them into employment, education or training
- ◆ Embedding youth voice, participation into design and delivery of interventions
- ◆ Developing a system where parents and carers buy-in, and support interventions and programmes that lead to nationally recognised qualifications or employment
- ◆ Supporting and access to mental health services and advice so that young people can think positively about their next steps
- ◆ Review the post-16 curriculum offer (map current provision and complete gap analysis)
- ◆ Establish a post-16 provider forum
- ◆ Supporting training providers to develop new post-16 offer
- ◆ Making sure young people know how they can participate, if they want to
- ◆ Committing to make opportunities accessible for everyone
- ◆ Ensuring all staff and volunteers on key boards such as the ESB, SEND Employment Forum etc. are trained and they have the right resources to champion youth voice and participation.

Additional support to SEND NEET young people

- ◆ Starting conversations from the age of 14 years and onwards to help young people make an informed choice on where they want to live and learn independent living skills
- ◆ A programme of employability skills to help SEND young people understand relationships at work and personalised support to help them confidently transition into employment, education, training and volunteering opportunities
- ◆ Training and support for employers and educational providers so that they can successfully on board and employ SEND young people and adults
- ◆ Working with employers to ring-fence SEND Internships and Supported Apprenticeship opportunities
- ◆ Establish a SEND Employment Forum
- ◆ Develop personalised EET action plan for SEND NEET young people
- ◆ Celebrate contribution that children and young people with SEND make to their communities
- ◆ Bespoke mentorship programme which is responsive to need with those with the most complex needs to help identify and remove barriers for employment, education and training

Increase the number of young people who make positive transitions from NEET to SEET to EET through:

- ◆ Coordinating services through Skills Launchpad Plymouth to ensure targeted and personalised IAG support and action plans
- ◆ Enhancing the post-16 training offer through pre-employability programmes, traineeships, internships, apprenticeships and other early career opportunities. Increase number of Supported Internship placements and Supported Apprenticeships by developing an effective Plymouth City Council-led Supported Internship Programme
- ◆ Support parents and carers with the skills, resources and opportunities to ensure their children successfully transition into EET
- ◆ Work alongside Job Centre Plus and Department of Work and Pensions youth work coaches and school liaison teams, to ensure that NEET young people are swiftly transitioned into SEET through bespoke actions plans, skills assessments and pre-employment course
- ◆ Working with employers to grow new entrant opportunities in future demand areas and develop an effective model for work experience, volunteering, apprenticeships, higher apprenticeships, and T-Level placements co-designed with employers
- ◆ Working with employers to ring-fence opportunities and create short term paid jobs where individuals receive support to help them transition from NEET and UC Claimants into permanent roles
- ◆ Embedding Labour Market Intelligence (LMI), and run a programme of high-profile careers and sectoral careers events across the city, so that every child can attend at least one event a year (with multiple employers and post-16 training providers)
- ◆ Developing an Employer Hub as part of Skills Launchpad Plymouth including a specific focus to aid inclusive recruitment and employment, and support/resources for employers to better navigate the skills and employment landscape and support young people from disadvantaged or vulnerable backgrounds
- ◆ Embedding a trauma-informed approach in the sourcing of opportunities (including upskilling and training for employers)
- ◆ Establishing multi-agency panels to collectively identify and propose personalised options for young people who are SEET to enable them to move swiftly into EET
- ◆ Establish a pool of inspiring young people from further education and higher education who will mentor and coach young people from NEET into education and training
- ◆ Embedding youth voice, participation into design and delivery of interventions.

Additional support for SEND young people

- ◆ Work with employers to significantly increase the number of SEN Internships and Support Apprenticeships across the city
- ◆ Support employers in understanding SEND workplace adjustments
- ◆ Support employers so they have the confidence to offer SEND Internships, SEND Apprenticeships and other employment opportunities
- ◆ Ensure young people with SEN are encouraged to make their own decisions, are listened to and get the support they need

Additional support for Care Experienced Young People

- ◆ Work with employers to ring fence employment opportunities for care experienced young people and put additional support eg work buddy in place to enable care experienced young people to confidently transition into and progress in work

Additional support for young people known to the criminal justice system

- ◆ Work with employers and training providers to ring fence opportunities and provide mentoring / coaching support

Additional support for young parents

- ◆ Work with employers and training providers to secure part time and flexible work and upskilling opportunities with supporting child care / crèche facilities

Early identification and interventions of young people ‘at risk’ of becoming NEET will provide young people with the best chance of remaining in education or training and reduce the risk of disengagement.

- ◆ Improving vital integrated support with education at key transition points
- ◆ Working closely with schools to improve the understanding and identification of young people who are at risk of becoming NEET and providing early personalised support to the school and young person to ensure that they stay in education

- ◆ Working with schools and alternative settings to identify from year 9 students who are 'at risk' of NEET
- ◆ Supporting schools and alternative settings with the most vulnerable / highest risk of becoming NEET young people with speedy, robust personalised support and guidance with effective feedback to support next steps
- ◆ Working with post-16 providers and employers to develop a personalised programme of support to re-engage those young people identified 'at risk' of becoming NEET
- ◆ Rolling out the 5E Plymouth Education Careers model and career pathways so that we have a systematic and independent service across the city, where young people can meet more employers and visit workplaces
- ◆ Supporting schools to involve parents/carers more in Careers Education Information Advice and Guidance (CEIAG), through public careers events, local LMI, post-16 sectoral pathways, high quality work experience, mentoring and coaching programmes
- ◆ Developing a compelling career route map with progression pathways aligned to growth sectors.

Additional Support to SEND young people

- ◆ Encourage young people and adults with SEND to share their employment experiences with their peers and develop case studies
- ◆ Develop the SEND skills of early year practitioners in the city
- ◆ Establishing a post-16 working group to help shape and influence delivery of transition activities and interventions of those at risk of becoming NEET
- ◆ Roll out trauma-informed training across nurseries, schools and educational settings (trauma informed practitioners)
- ◆ Work with employers to prioritise work experience, site visits and taster days to priority cohorts of young people
- ◆ Establish a multi-agency panel for young children 'at risk' of becoming NEET to implement rapid interventions

Additional Support for Inclusion

- ◆ Monitor across all schools and settings with less than the agreed attendance rate and support schools and settings with effective interventions to re-engage those children and young people

10 Outcomes and measure of success:

Outcome 1

Higher percentage of young people employed and employed in highly skilled jobs

Outcome 2

Employers, colleges and training providers ring fencing opportunities for NEET young people to enable them to transition from SEET to EET

Outcome 3

Effective systems in place to identify barriers and young people 'at risk' of becoming NEET

Outcome 4

Increased engagement of young people, higher percentage of young people 'at risk' of becoming NEET have raised aspirations, good attainment levels in English, Maths and STEM subjects and improved levels of work readiness

Outcome 5

More NEET young people and young people 'at risk' of NEET progressing into higher education and further education, achieving a level 4 qualification or above

Outcome 6

More employer engagement by our large employers and growth sectors to provide an agreed level of support through their social value schemes to support coaching and mentoring programmes for young people and a commitment to create opportunities such as work experience, taster days, site visits and paid / unpaid work experience programmes

Measures

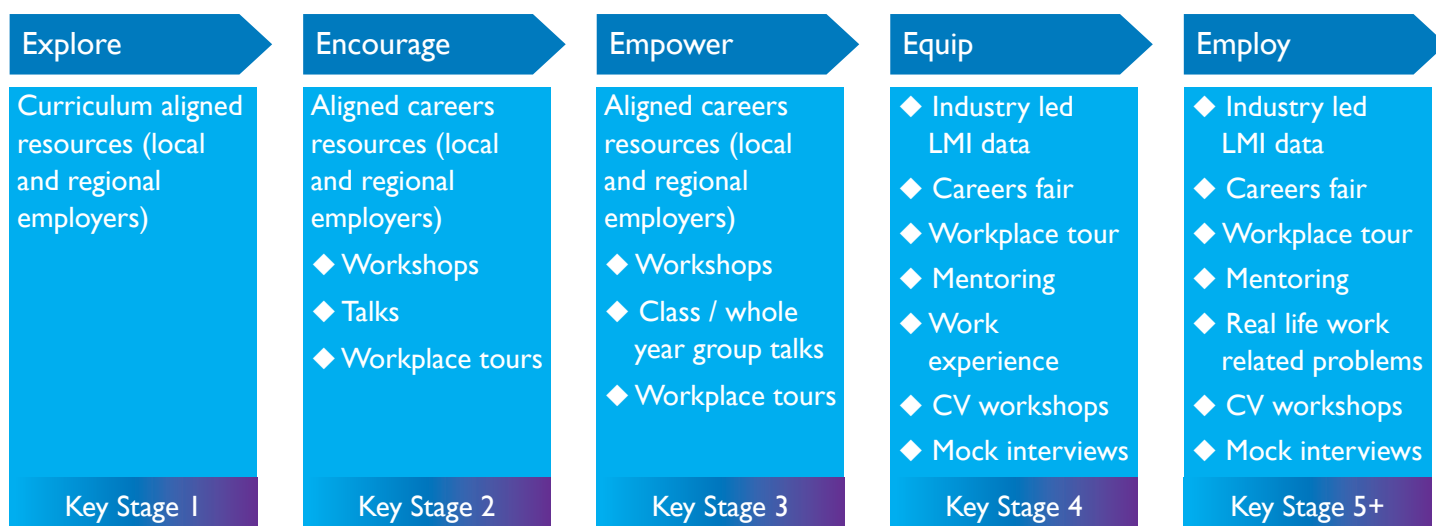
Outcome	Measure	Year 1	Year 2	Year 3
Outcome 1 Higher percentage of young people employed and employed in highly skilled jobs	1.1 Apprenticeships starts and completions for NEET young people (includes supported apprenticeships)	track	5% increase	5% increase
	1.2 Apprenticeship starts and completions for young people 'at risk' of NEET (includes supported apprenticeships)	n/a	n/a	track
	1.3 Traineeship starts and completions for NEET young people	track	5% increase	5% increase
	1.4 Traineeship starts for young people 'at risk' of NEET	n/a	n/a	track
	1.5 T-Level starts and completions for young people	track	5% increase	5% increase
	1.6 Supported Internship starts	track	10% increase	10% increase
	1.7 NEET 16 to 18 year olds	at 5% or below	at 4% or below	at 3% or below
	1.8 UC claimants 16 to 24 years old	national average or below	0.5% below national average	1% below national average
	1.9 Number of unique visitors to Skills Launchpad Plymouth website and sign ups	ongoing reporting for trend analysis	ongoing reporting for trend analysis	ongoing reporting for trend analysis
	1.10 Number of personalised action plans through Skills Launchpad Plymouth and destination	ongoing reporting for trend analysis	ongoing reporting for trend analysis	ongoing reporting for trend analysis
	1.10 % of young people moving from NEET to SEET	ongoing reporting for trend analysis	ongoing reporting for trend analysis	ongoing reporting for trend analysis
	1.12 % of young people moving from SEET to EET	ongoing reporting for trend analysis	ongoing reporting for trend analysis	ongoing reporting for trend analysis
Outcome 2 Employers, colleges and training providers are ring fencing opportunities for young people to enable them to transition from SEET to EET	2.1 Number of supported apprenticeships started and completed in the city	track	10% increase	10% increase
	2.2 Number supported Internships completed across the city	track	10% increase	10% increase
	2.3 Number of employers offering supported Internships	track	10% increase	10% increase
	2.4 Number of new pathways created to transition young people from SEET to NEET to EET	track	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	2.5 Number of employment opportunities ring fenced for NEET	track	10% increase	10% increase
	2.6 Number of employers ring fencing opportunities	track	10% increase	10% increase
	2.7 Number of training opportunities ring fenced for NEET	track	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis

Outcome	Measure	Year 1	Year 2	Year 3
Outcome 3 Systems in place to identify barriers and young people 'at risk' of becoming NEET	3.1 Number of data sharing agreements in place with schools, colleges and settings	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	3.2 Number of young people identified from year 9 'at-risk' of NEET	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	3.3 Number of interventions / programmes in place to support schools, colleges and setting	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	3.3 % of ECHP plans at year 9 that record the young persons aspirations for adult life			
3.4 % of ECHP plans at year 10 that record the young persons aspirations for adult life				
3.5 % of ECHP plans at year 11 that record the young persons aspirations for adult life				
Outcome 4 Increased engagement of young people, higher percentage of young people 'at risk' of becoming NEET have raised aspirations, good attainment levels in English, Maths and STEM subjects and improved levels of work readiness	4.1 % if young people transitioning into EET	national average or above	0.5% above national average	1% above national average
	4.2 Attainment	national average or above	0.5% above national average	1% above national average
	4.3 Destination	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	4.4 Number of educational interventions (Plymouth 5E Careers Education model)	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	4.5 Number of events attended across the city (schools and students)	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	4.6 Number of schools achieving Gatsby Benchmarks	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	4.7 % of English and Maths retake	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
Outcome 5 More NEET young people and young people 'at risk' of NEET progressing into higher education and further education, achieving a level 4 qualification or above	5.1 Number of NEET young people transitioning into, staying and completing FE	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	5.2 Number of NEET young people transitioning into, staying and completing HE	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	5.3 Number of 'at-risk' NEET young people transitioning into, staying and completing FE	n/a	n/a	Ongoing reporting for trend analysis
	5.4 Number of 'at-risk' NEET young people transitioning into, staying and completing HE	n/a	n/a	Ongoing reporting for trend analysis

Outcome	Measure	Year 1	Year 2	Year 3
Outcome 6 More employer engagement by our large employers and growth sectors to commit an agreed level of support through their social value schemes to support, coach and mentoring young people and a commitment to create opportunities such as work experience, taster days, site visits and paid / unpaid work experience programmes	6.1 Number of employers signed up to provide opportunities	Ongoing reporting for trend analysis	10% growth	10% growth
	6.2 Number of students on mentoring and coaching programmes with employers	Ongoing reporting for trend analysis	10% growth	10% growth
	6.3 Number of work experience opportunities across the city for 'at-risk' or NEET	Ongoing reporting for trend analysis	10% growth	10% growth
	6.4 Number of Supported Internship Programmes	Ongoing reporting for trend analysis	10% growth	10% growth
	6.5 Number of Supported Internship Placements	Ongoing reporting for trend analysis	10% growth	10% growth
	6.6 Number of Supported Apprenticeships	Ongoing reporting for trend analysis	10% growth	10% growth
	6.7 Number of at-risk or NEET people on a traineeship	Ongoing reporting for trend analysis	10% growth	10% growth
	6.8 Number of at-risk people on a T-Level	Ongoing reporting for trend analysis	10% growth	10% growth
	6.9 Number of 'at-risk' or NEET young people on a new pathway	Ongoing reporting for trend analysis	10% growth	10% growth
	6.10 Number of STEM and Industry Ambassadors	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis

Plymouth 5E – Careers Education Model

Provides a new strategic framework to embed local Labour Market Intelligence and careers, information, advice and guidance across primary, secondary, SEND, further and higher education institutions to focus on preparing children and young people for the world of work so they that they are better informed about the city's career opportunities and confidently transition from education into positive destinations.





Plymouth

Britain's Ocean City

Skills4Plymouth
Education, Participation and Skills
Plymouth City Council
Ballard House
Plymouth
PL1 3BJ

skillslaunchpad@plymouth.gov.uk

© Plymouth City Council 2023

NEETS Strategy v2.2 230623