

**Update on actions to support young people who are not in Education, Employment or Training
November 2013 – March 2014**

In November 2013 the strategy to support those young people who are not in Education Employment or Training (NEET) was launched.

A six point plan with actions was announced. Those actions were:

- *Creating a single point of contact for individuals*
- *Create pre-employment training opportunities*
- *Engaging with the voluntary sector*
- *Early indication plan for Schools*
- *Provide support mechanisms to encourage employer participation*
- *Creating interaction with young people who are not in education, employment or training to break down barriers*

Below is an update on action since November 2013. Also attached is an update on the current numbers of young people who are defined as being 'not in education, employment or training' with statistics provided by the Social Security Department and the Careers Service School leaver statistics for 2013

1. Creating a single point of contact for individuals

Skills Guernsey to facilitate a workshop for all those key stakeholders who work with young people who are NEET on how we can work together more effectively.

Action: A seminar was held for employers, States departments and the voluntary sector in November 2013

Key issues that were raised:-

- The manifesto is comprehensive and has clearly identified how support for young people can be provided.*
- It is essential that young people have access to a curriculum that has flexible pathways that are appropriate to all students. Some of the proposed developments were particularly welcome such as the initiatives being considered by the Community Foundation, Prince's Trust and Karabiner.*
- The collation of pre-employment training opportunities is welcome and the revised, revamped Careers Website should ensure improved communication. Consideration should also be given to increased use of Twitter, Facebook etc.*

It was noted that there were opportunities to build upon the manifesto:-

- *All attendees recognised the importance and value of mentoring. It was encouraged that new initiatives should incorporate mentoring opportunities.*
- *The Children's Law especially when applied to 16-18 year olds ensures a duty of care on all island agencies. The requirement should be reflected in all interventions of support for young people.*
- *There was particular benefit in employers providing a variety of employment opportunities to young people, for example part time work and flexible contracts.*

Action: Chamber of Commerce has agreed to host a follow-up workshop for employers to discuss the employer perspective on young people who are not in education, employment or training.

Identify specific resources where a NEET area of responsibility can be redefined or added to the remit of support services. Explore how to structure and resource individual managers through Social Security Department and other services and agencies.

Action:

- *The Social Security Department's case manager has been given responsibility for coordinating support for those not in education, employment or training.*
- *Action for Children has increased Karabiner provision – now 4 sessions a year. In particular Action for Children will be running a Karabiner programme for school students in May/June – this will be targeted at young people who do not have a heavy exam timetable and may be at risk of becoming unemployed.*
- *The re-launch of the Careers Service as Careers Guernsey in March 2014 will create opportunities to target more individualised support for those who are vulnerable to unemployment – e.g. through a revised partnership with the States Prison*

2. Create pre-employment training opportunities

Review list of available NEET training opportunities and decide on future priorities and allocated resources.

Action:

- *A small number of new courses funded by the Social Security Department and delivered by the College of Further Education have been introduced for spring/summer 2014. The Social Security Department is also undertaking a review of the existing courses it funds that are available through the College. These courses can be accessed by young people who are vulnerable to becoming not in education, employment or training. The courses are being revised to incorporate clearer, measurable outcomes.*
- *The Community & Environmental Projects Scheme (CEPS) strategy has been updated and will reinforce the focus on developing a good work ethic and attitude to work. Throughout the length of each placement there will also be more focus on up skilling jobseekers, employer engagement and job seeking.*
- *Other training providers have also been consulted to ascertain if they can provide a service which could expand on the current training opportunities provided for NEET's.*

Review communication arrangements to ensure ease of access to employment/training opportunities.

Action:

- *The Careers Service has been re-launched and will be known as Careers Guernsey. As part of the re-launch the Careers Service has developed a website which will allow for more accessibility for all sectors of the community. See [Careers Guernsey](#)*
- *The Social Security Department has also included training opportunities on its website and is exploring communication options through social media – e.g. use of Twitter and text alerts.*

3. Engaging with the voluntary sector

Work with and support the Community Foundation to explore the opportunity of creating an Employment Trust (as a social enterprise). Skills Guernsey.

Action:

Education Department and Social Security Department representatives have met with the consultation team supporting the Community Foundation exploring options for creation of an Employment Trust. Supporting those who are vulnerable to becoming not in education, employment or training will be given a priority and will integrate with this strategy.

4. Early indication plan for Schools

Create a NEET indicator programme

Having reviewed this indicator programme the decision was that this would not be an appropriate or effective indicator for use in Guernsey due to the size of the cohort.

Encourage vocational/employability related education opportunities.

Action:

The Youth Commission will be introducing Prince's Trust programmes from September 2014. Initially these will target key stage 4 pupils in 2 of the High Schools as well as a mixed group (inc. pupils from Les Voies) of those identified as being most at risk of social exclusion/disaffection (and therefore by definition potentially most at risk of becoming NEET). From 2015 other Prince's Trust programmes will be introduced specifically targeting NEET school leavers.

5. Provide Support mechanisms to encourage employer participation

Find innovative ways to promote information and incentives that are available to employers actively supporting young people who are NEET into work. / Investigate the concept of an employer- led mentoring project. Skills Guernsey

Action:

The Social Security Department's "Stepping In" scheme which is delivered in partnership with the Housing and Commerce & Employment Departments has increased awareness of financial incentives available to employers. Information about the recruitment grant scheme is also made available to employers. Job Centre services aimed at jobseekers and employers were promoted at the Careers Show on 2 April 2014

Support agencies such as the Job Centre, the Careers Guernsey and GWEX work experience in their drive to co-ordinate their approach to employer engagement.

Action:

Officers from Careers Guernsey and the Job Centre meet three monthly to review initiatives and to ensure that there is collaboration in working with employers.

6. *Creating interaction with young people who are not in education, employment or training to break down barriers*

Work with the Youth Commission for Guernsey & Alderney and other bodies to organise a series of events designed to bring dialogue between employers and young people who are NEET

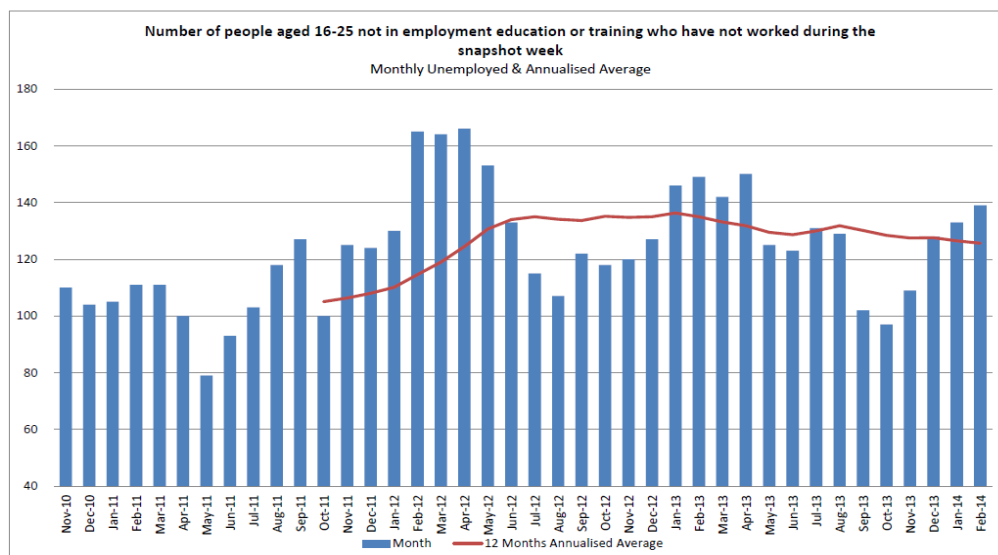
Action:

One of the priority workstreams of the Youth Commission for 2014 is to provide a voice for young people across the Bailiwick through, for example, the development of a Youth Forum and input to the Children & Young People's Plan. Ensuring dialogue between young people (inc. those that are, or at risk of being, NEET) and politicians, States Departments & all sections of the wider community (inc. employers) will form a key part of this.

7. Statistics identifying young people who are not in Education, Employment or Training.

The table below identifies the numbers of young people who are defined as not in education, employment or training according to the definition applied in the formulation of the strategy.

That definition is: 'Those young people who are classified as jobseekers with no earnings'



The graph demonstrated a slight seasonal increase in those who are classified as 'not in education, employment or training'. The number of young people who are not in education, employment or training is fewer than in 2012 and 2013.

School leaver statistics 2014

In January 2014 the school leaver statistics for 2013 were announced. This figure is taken of all young people who left school in July 2013. These students who are defined as 'not in education, employment or training' will include recent school leavers who have left school, are not in work but have not registered at the job centre

The 2013 school leaver destinations again show a low proportion of NEETs amongst those young people who went through educational transitions in Summer 2013. Both the number and proportion of young people describing themselves as NEET in this survey is lower than that reported in 2012. The most marked reduction was amongst the Year 13 population, from 3.5% in 2012 to 2.4% in 2013.

Census Date: 1st November 2013	Total No. of Young People (%)	NEET - Available (%)	NEET - Not Available (%)
Year 11 Leavers (16 year old cohort)	649 (100%)	21(3.2%)	2 (0.3%)
Year 12 Leavers	581 (100%)	15 (2.6%)	2 (0.3%)
Year 13 Leavers	430 (100%)	8 (1.9%)	2 (0.5%)
Total	1660 (100%)	44 (2.6%)	6 (0.4%)
* Data from Guernsey Careers Service census of 2013 school/college leavers			