

# Engaging the disengaged: Providing opportunities for NEETs

**HARLOW  
COLLEGE**



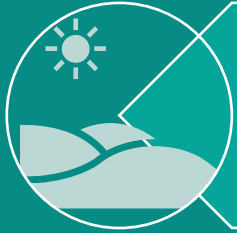
LEARNER OF THE YEAR  
**FAB 2024 AWARDS**  
AWARD WINNER



QUALIFICATION OF THE YEAR  
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AWARD WINNER



# What will we be covering today?



The NEET landscape



Curriculum for NEETs



Support for NEETs





# Youth Employment UK



**PRESENTED BY:**  
**Laura-Jane Rawlings MBE**





# About Us

Founded in 2012 as a not for profit, community interest company Youth Employment UK is the expert voice on youth employment.

To achieve full youth employment, support the economy and ensure all young people are able to fulfil their potential we must

- Improve transitions from education to employment
- Support employers to attract, retain and develop young people
- Ensure no young person is left behind



For organisations:

- Our **membership service** provides guidance, best practice, support and recognition through the Good Youth Employment Standards.
- **Employer Profiles** drive brand recognition, recruitment campaigns and connection with young people.

For Young People:

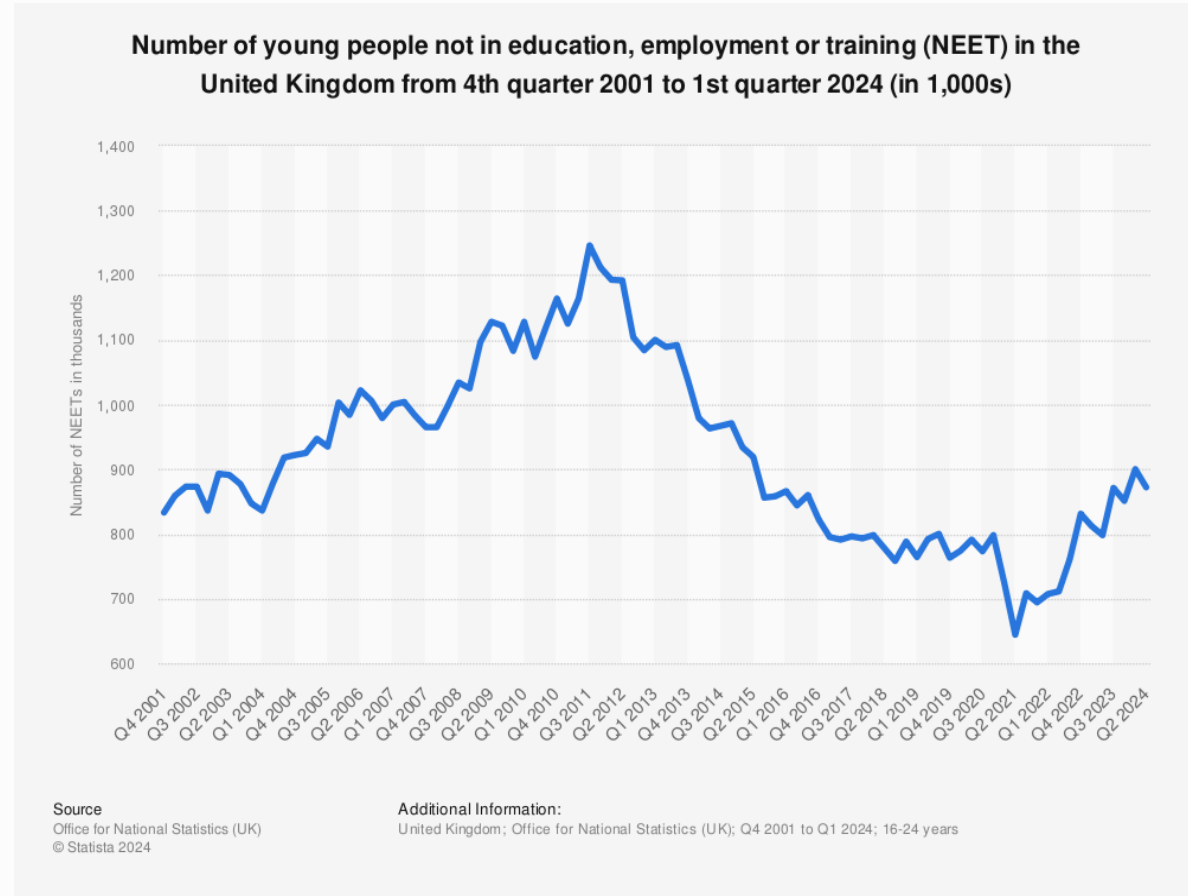
- We provide a trusted space for sharing their **voice** on the youth employment issues that impact them.
- Our **careers, skills and employability** content supports them to be more informed and prepared to navigate their next steps.

For policy and research professionals:

- Our **expertise, connections and counsel** offer a unique breadth of insight and support.
- We provide the highly anticipated and respected annual **Youth Voice Census**.
- We are the secretariat for the APPG for Youth Employment.

# The landscape

- NEET rate at 946,000
- Confidence young people have is at an all time low
- Political change is coming:
  - Mission Led Government
  - Devolution
  - Skills England
  - Curriculum Review
  - Young Person's Guarantee
  - Welfare Reform





# Systemic Issues



**Who you are**



**Where you live**



**Education & Training**



**Global issues**



**Access to opportunities**



**Policy initiatives**



# Youth Voice Census 2024

The results are in, with insight from over 5,000 young people



7 years ago, we created the Youth Voice Census. Today, it is the largest data set of youth voices in the UK. This year we hit a milestone, capturing the views and experiences of more than 5,200 young people aged 11-30 from across the UK.

The findings provides key insight into what young people have to say about: where they live, where they study or work, their wider experiences they have of support and opportunities and the biggest issues they are facing in 2024.





# 1 **Anxiety, safety, discrimination and financial concerns** are the biggest worries for young people.

**Anxiety continues to impact young people, it is one of the biggest barriers young people face.**

**43%** of young people think anxiety will be one of their biggest barriers to finding work now or in the future.

**44%** of young people currently in work thought anxiety was a barrier when they were looking for work.

**3 in 5** young people indicated feeling anxious in their daily life.

**Discrimination is the biggest worry young people have for the country.**

**47%** of young people in education had personally experienced at least one instance of bullying or harassment.

**17%** of those in work had personally experienced at least one instance of bullying or harassment.

**61%** had witnessed at least one instance of bullying or harassment in their education setting.



## Young people are worried about safety where they live, work and study.

Young people are feeling 10 ppts less safe than last year.

**49%** of young people do not feel safe where they live.

**4 IN 10**

don't feel safe where they study.



Just over half felt they belong (**51%**) and **54%** feel that they can be themselves.

## Money worries are increasing,

with the cost of living influencing decisions on what young people can access both in terms of work and social experiences.

- The **economy is a major worry** for young people aged 14 onwards
- **33%** of young people in college or sixth form have **sought financial support** whilst in education

**1 IN 5**

respondents have not been able to cover non-essential living costs



# 2 Readiness for next steps has dropped

Whether it is preparing for secondary school, college, training or work, young people feel less prepared than they did last year.

## Life continues to lack stability.

Young people are reporting more disruption than last year, even higher than experienced at the height of the pandemic.

For those in education, this is up 28 ppts on last year and sits at **81%** reporting disruption.



This is predominantly driven by ill health and strikes.

## There is greater uncertainty regarding study and career plans.

**87%** of those looking for work changed the type of work they were looking for.

**2 in 5** young people in education have changed their study choices.

## Over half

of young people in work have **changed their career plans** in the last 12 months.

# Young peoples confidence in their skills is down from last year

It is leaving young people unsure what the best choices will be for their next steps.

**Confidence continues to decline for those in education...**

**36%** of young people in secondary school think they understand the skills employers are looking for.

**A third** of young people feel like their school supports them.

**Young people in education feel less confident across all employability skills.**

**but remains steady for those on their journey to work.**

**51%** feel they understand the skills employers are looking for, a rise of 6 ppts on last year.

Those out of education feel more prepared.

But, they still don't feel they will progress into a good job.



# 3 Opening up opportunities

Overall, opportunities for **enrichment, careers extracurricular activities and fun** are **down** again this year.

**In addition the majority of careers exploration opportunities are down this year for young people in secondary school.**

**There are groups still getting less.**

Marginalised groups are getting less opportunities than their peers.

**Work experience** is up for young people in secondary school, with the biggest increase seen for 14 - 16 year olds.

While more young people were able to go on school trips this year, we saw:

- Access to sports clubs is **down 6 pts**
- Access to learning a musical instrument is **down 7 pts**
- Access to enrichment and enrichment activities is **down 9 pts**

Over **1 in 10** young people did not participate in any activity over the last 12 months.

**36%**

**of young people had access to work experience in secondary school.**

## Where you live matters.

Location is a bigger factor in decisions about study and work than in previous years.

Young people in education are finding travel and location more challenging to manage this year

**Cost, access and safety** of travel play a big part in what extracurricular activities young people can participate in.

**Parents are more likely to be picking up support for all areas.**

This year it has increased by:

- **4 ppts** for mental health support
- **5 ppts** for financial support.

**1 IN 4**

**young people reported that they cannot access support for their mental health issues.**

**1 IN 5**

**indicated that they could not access financial support.**

# 4

## Overall, work is a positive place for young people.

83%

think that their working environment is supportive.

70%

of respondents are happy in their current job role.

70%

of respondents would describe their employer as youth friendly.

The number of respondents happy in their current job role is slightly down on last year. **This is largely driven by young people wanting fairer pay.**

This is **especially true for apprentices**, there are more young people considering another job alongside their apprenticeship this year.



# But workload, stress and pressure is increasing

For young people in work, **3 in 5** have reported an increase in stress and pressure over the last year.



**55%**



**Just over half** of young people are confident that they will be able to **progress into a good job**.

For those looking, it is **harder to find and access quality work this year**, a growing trend for young people.

**10%**



**of young people think that they will be able to access quality work where they live.**

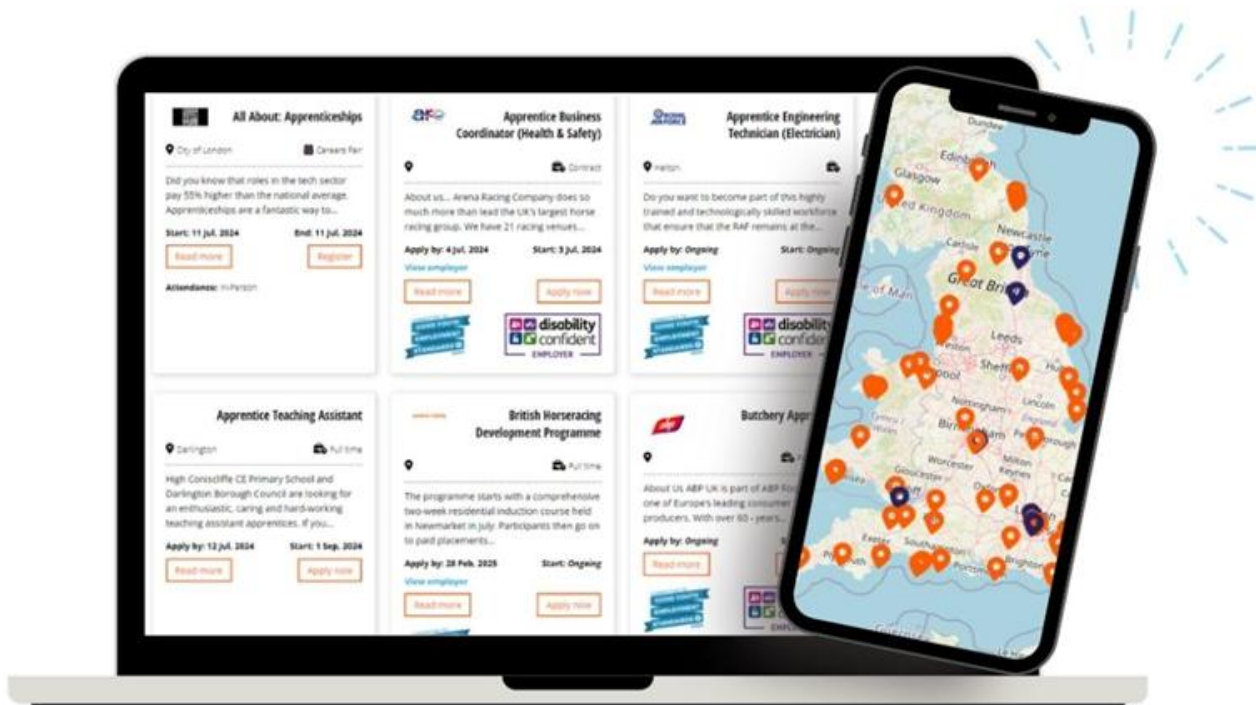
**Young people are looking for an employer** with fair pay, opportunities to progress and be promoted, and employers being supportive and inclusive of young people.

# What works?

- Recognising young people for who they are, and where they are at
- Tailoring support including key skills, careers information support and experiences of work
- Partnerships between education, employment and third sector



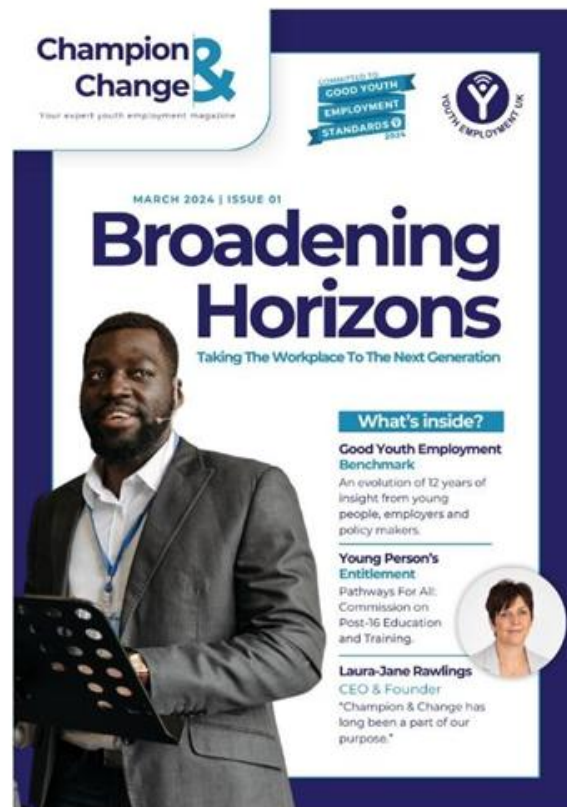
# How Youth Employment UK helps Young people



- Free careers and skills training for 11-30 year olds
- Virtual work experience
- Advice and inspiration
- Connections to Good Youth Employers



# How Youth Employment UK helps Employers



- Membership
- Benchmark Tool
- Recruitment
- Virtual Work Experience
- Expert advice and support



# Contact & Connect

## Address

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## Phone

01536 513388

## Email

[info@youthemployment.org.uk](mailto:info@youthemployment.org.uk)

## Website

[www.youthemployment.org.uk](http://www.youthemployment.org.uk)

## Socials



**Twitter:**  
[@YEUK2012](https://twitter.com/YEUK2012)



**Facebook:**  
[@youthemploymentuk](https://facebook.com/youthemploymentuk)



**LinkedIn:**  
[@youthemploymentuk](https://linkedin.com/company/youthemploymentuk)



**Instagram:**  
[@youthemploymentuk](https://instagram.com/youthemploymentuk)



**Tracy Mucci**

Head of Academy

**Sophie Evans**

Assistant Head of Academy







**Anxiety – One of the biggest barriers**

**Huge impact on daily life**

**33% young people sought financial help  
whilst at College / 6th Form**

**Confidence is continuing to decline**



Students had  
not been in  
education  
recently

Poor  
experience of  
education

Challenging  
life outside of  
education

Poor mental  
health

SEN needs

Non  
diagnosed  
SEN

High  
deprivation  
area

Parents not in  
work

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# Choices Programme

## Certificate in Progression

1 year - L1

Maths & English (team)

Various starts

Enrichment (supported)

121

Bespoke tutorial

## Diploma in Progression

1 year - L1

Maths & English (mainstream)

Sept start

Enrichment (Mainstream)

121

Bespoke tutorial





Open evening

Application

Interview & enrolment

Learners grouped together

Tour

iPad provided with accessibility features

Delayed induction & start date

Free breakfast

3-hour lessons

Enrichment

Work experience

Wrap around support



**121 sessions**



**Class  
discussions**



**Student voice**



**Digital  
Ambassadors**



**Student  
Ambassadors**



**Student survey**





I really enjoy learning

My confidence has increased

I trust my teachers

I can be me and its enough

I have made some friends

My confidence has increased

My Mum and Dad are really proud of me

My attendance has improved

College is a safe place

People believe in me



# HINTS & TIPS



Staggered start dates

Base classroom

Set class members

Break out room

121's

Communication with home

Moving on event

Feedback

"Choices has helped my son to reintegrate back into education after such a long time.

He has struggled with his Mental Health & this course has helped him thrive in more ways that we as parents could imagine. He now has friends and is on a programme that is only dreamt of."

*Parent of Choices Learner 2023*

"Choices helped me with my confidence and getting back into college.

I was with them for 2 years with lots of support. I then went onto study L2 Gaming and now am on the L3 Gaming course!"

*Stanley – Choices student*





Harlow College is  
officially rated '**Good**'  
in all areas by Ofsted

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*"Students aged 16 to 18 have a positive attitude towards their studies."*

*"They apply themselves diligently to classroom activities."*

*"They develop new skills, knowledge, and behaviours as a result of their studies, and are well prepared to progress."*

*"Students with high needs are an integral part of the college community. They enjoy their time at college and value the opportunity to develop their independence."*

**Ofsted inspection Harlow College 2024**





A stylized illustration of a person in a wheelchair, surrounded by various creative tools and materials. The person is depicted in a simple, rounded style. To their left is a large camera on a tripod, a paint palette with a brush, a pair of scissors, a sewing machine, and a roll of fabric. To their right is a large, textured sphere, possibly a ball of yarn or a sculpture. The background is a solid light blue.

# DEVELOPING = CAREER-READY WORKFORCE =

WEDNESDAY 23<sup>RD</sup> NOVEMBER 2022



## How do we develop this??

- WORK EXPERIENCE
- OFFERING OF COURSES
- IT'S A SOCIETAL SHIFT
- MENTORING
- SUPERVISION

## How do we get there??

- MAKE IT ATTRACTIVE
- START FROM A YOUNG AGE
- INCLUSIVE COURSES
- CRITICAL THINKING

## What.....

- KNOWLEDGE
- PROBLEM SOLVING
- DATA INTERPRETATION
- GLOBAL CLIMATE
- TECHNICAL SKILLS

## SKILLS

- DEVELOP & BROADEN THE SKILLS
- WORKING WITH OTHERS
- ANALYTICAL
- MATHEMATICS

## BEHAVIOURS

- GLOBAL ATTITUDE
- HUMAN SKILLS
- COMMUNICATION

BEHAVIOUR IS THE MOST IMPORTANT THING

## WHAT'S IMPORTANT

IMMERSE the student into the WORK



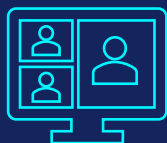
## ACTIONS



TRY BEFORE YOU BUY

The idea....

# Intent



Develop employment ready behaviours



Provide more flexibility & options to support retention



Focus on English & Maths to support Progression



Enhanced wraparound support and specialist Tutors



Support Fairer Futures & reduce NEET risk



Improve readiness for progression to next level of study



# Impact



175%  
enrolment  
against  
target

10% increase  
in retention

English &  
Maths  
achievement  
increased by  
30%

Virtual Work  
Experience &  
Employer  
opportunities  
for all  
Students

Enrichment  
through  
Active Citizen  
and Action  
for Youth  
Programmes



Those on courses at level 1 and below develop their independence and skills for life as a result of high expectations of staff, very well considered and tailored teaching and very specific support, based on students' education, health and care plan targets.

## L1/L2 Vocational Pathway

- Level 1 Certificate in Vocational Studies
- Employability & Vocational pathway/Options
- For Students wanting to take a vocational option/exploring future aspiration

## E3/L1/L2 Progression Pathway

- Entry 3/Level 1 or 2 Certificate in Progression
- Employability & Study Skills
- For students wanting to focus on English and Maths for progression

## E3/L1 Transition Pathway

- Entry 3/Level 1 Certificate in Progression
- Personal & Study Skills
- For Students requiring additional support to transition to College/mainstream education



L2 & 3 Study  
Programmes

# Vocational Pathway (Certificate in Vocational Studies)



## Core 2 days/12 hours

- Employability Units (4 hours)
- Tutorial (1 hour)
- English (3 hours)
- Maths (4 hours)

## Vocational 1 day/5 hours

Students can choose between Industry/ subject pathways or options pathway where they can select up to 3 options

## Employability Core:

- Conduct at Work
- Communication Skills for Work
- Career Planning

## Options Pathway

- Block 1: 1 \* Beauty Unit
- Block 2: 1 \* Hair Unit
- Block 3: 1 \* Business Unit

## Options:

- Art
- Beauty
- Business
- Care
- Construction
- Digital/Media
- Engineering
- Hair
- Motor Vehicle
- Hospitality & Catering



# Transition & Progression Pathways (Certificate in Progression)



## Progression Pathway

- Employability Skills Units (3 hours)
- Study Skills Units (3 hours)
- Active Citizen (2 hours)
- Personal Development (2 hours)
- English (3 hours)
- Maths (4 hours)

## Transition Pathway

- Personal Skills Units (7 hours)
- Active Citizen (2 hours)
- Tutorial (1 hour)
- English (3 hours)
- Maths (4 hours)

## Example Units:

- Time Management [E3]
- Skills for Employability [E3]
- Improving Own Learning & Performance [L1]
- Personal Career Planning [L1]

## Example Units:

- Making Choices [E3]
- Managing Social Relationships [E3]
- Healthy Living [L1]
- Negotiation Skills [L1]

# Student Case Study



John joined the College wanting to go into the Police



He has an EHCP and ADHD diagnosis



He struggled with Social Skills and Self Confidence



Completed Transition pathway focusing on personal skills



He has now completed a Public Services course gaining a Merit

# Our approaches



Students streamed into Core groups based on their English & Maths requirements

Students start a week earlier as the Campus is less busy.

1 hour lesson blocks used to maximise Student engagement

Students on Vocational pathway can adjust their options in year

A scaffolded sequenced approach is used to build skills by level and as the year progresses

Specialist Staff are utilised effectively both to support Core and the Vocational options

Experiences broadened through Action for Youth and Active Citizen programmes

Close partnership work with internal & external support services

Free breakfast for all students and reduced timetabled days to reduce travel costs



# Panel Q&A

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# Contact us



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