How ITPs can help tackle the NEET crisis

SCL GROUP

GMCA GREATER MANCHESTER COMBINED AUTHORITY

YOUTH EMPLOYMENT UK

aelp

gateway qualifications

LEARNER OF THE YEAR
FAB 2024 AWARDS
AWARD WINNER

QUALIFICATION OF THE YEAR
FAB 2024 AWARDS
AWARD WINNER

Introducing the panel

Lauren Mistry

Connect with me:

Stuart Allen

Connect with me:

Sharon Weetman

Connect with me:

John Hamilton

Connect with me:

Paul Stannard

Connect with me:

gateway
qualifications

What will we be covering today?

- The NEET landscape
- Curriculum for NEETs
- AELP perspective
- Panel Q&A

gateway qualifications

Youth Employment UK

YOUTH EMPLOYMENT UK

About Us

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

Over the years we have built evidence, insight and services to support the issues of youth unemployment. We are driven to ensuring a world where all young people can access quality opportunities and fulfil their potential.

Driving Quality Work

- Supporting a network of over 1,000 employers
- Supporting, Recognising and Rewarding excellence through Membership & the Good Youth Employment Benchmark
- Connecting young people to quality opportunities

Improving the System

- Leading research across key policy areas through the Youth Voice Census and Good Youth Employment Benchmark
- Partnership working, we work with the CEC, YFF, BITC and Movement to Work and many other organisations
- Policy influence, leading the APPG for Youth Employment & Co-Chair of the Youth Employment Group, and

Tools to Transition

- Empowering young people with the tools they need build, develop, explore, discover and connect to opportunities.
- Supporting influencers & the wider system. Giving guidance and support to parents, carers, educators and specialist communities
- Building pathways to opportunity for all young people, ensuring there is support for those who need it most.

WWW.YOUTHEMPLOYMENT.ORG.UK

YOUTH EMPLOYMENT UK

Changing demography

- Declining number of young people
- Increased diversity
- Migration
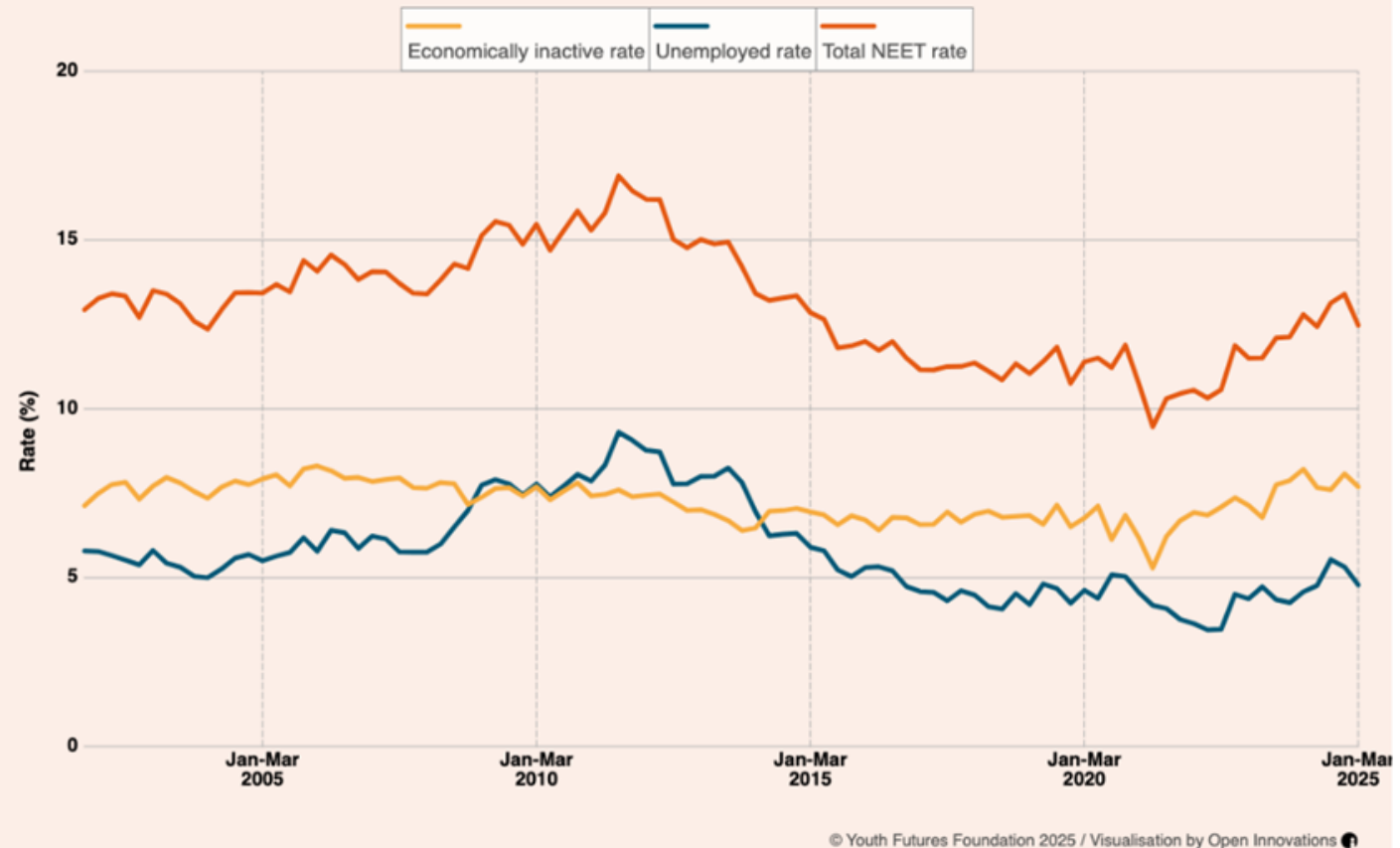
System structure

- Skill level
- Qualifications
- Local access

60%

Will pass English and Maths GCSE.

NEET rate for all young people (16-24)

Economically inactive rate | Unemployed rate | Total NEET rate

Rate (%)

20

15

10

5

0

Jan-Mar 2005 | Jan-Mar 2010 | Jan-Mar 2015 | Jan-Mar 2020 | Jan-Mar 2025

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987,000

NEET young people

13.2% Men

11.7% Women

Data Source : YFF; https://data.youthfuturesfoundation.org/dashboard/neet/

Systemic Issues

Who you are

Where you live

Education & Training

Global issues

Access to opportunities

Policy initiatives

YOUTH EMPLOYMENT UK

Youth Voice Census 2024
Key Findings

YOUTH EMPLOYMENT UK

Results are in
YOUTH VOICE CENSUS

1 **Anxiety, safety, discrimination and the cost of living** are the biggest issues for young people.

2 **Readiness for next steps has dropped:** young people are less confident in thier future choices.

3 **Opening up opportunities** for careers education, enrichment and extracurricular activities for all

4 Accessing **Quality work** is becoming more difficult for young people.

YOUTH VOICE CENSUS 2024 REPORT

What can we expect from the 2025 data?

1 **Safety, discrimination and economic concerns** are the biggest worries for young people. for the country and in their local areas

2 **Readiness for next steps continues to stagnate** particularly for young people ageing out of education support

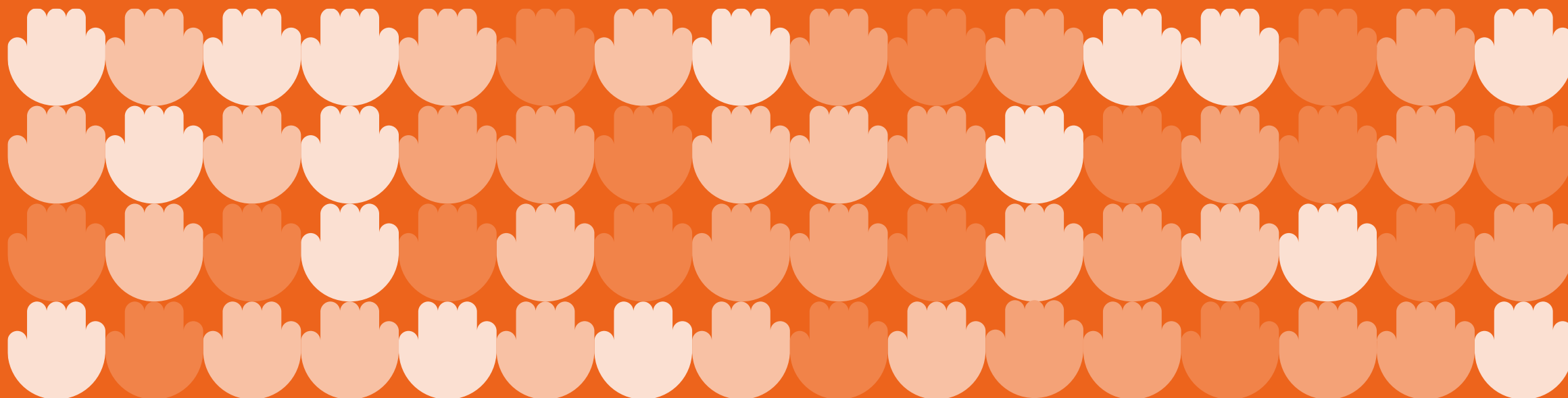**3** **Local access to training and jobs increasing concern,** young people do not think that these opportunities exist

Results are in

YOUTH
VOICE
CENSUS

How can Youth Employment UK help?

Presence

Online presence with young people and providers that receives over 4 million views a year

Driving quality opportunities

Working with employers to improve quality & quantity of opportunities

Expert insight

Nationally recognised Youth Voice Census : with local and regional analysis

Grounded in expertise

12 years of expertise, including national and local policy

Consultation, research, evaluation and project leadership experience

Supporting resources

Digital tools connecting young people and providers with - employability programmes, virtual experiences, careers inspiration & opportunity finders

Policy placement

Leadership of the Youth Employment Group & APPG for Youth Employment

Connected community

Partnerships with CEC, NCS, M2W, YFF & others

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A city region perspective on NEET

Lack of policy cohesion lands disconnected "projects" in a Place

4373 16-17 year olds NEET (up 299 from same point last year)

42.4% increase in NEET for those who need most intensive support

Post 16 sufficiency gaps

UKSPF NEET programme is "keeping a lid on" the increases

£20m to increase FE capacity

Local Authority led – informed by young people

Hyper local commissioning small scale & targeted

Moving into Integrated Settlement providing continuity

Funding for ITP delivery not confirmed

NEET Prevention in GM

Working to support and help prepare all young people to actively **participate and thrive in the economy**. We are doing this by building on their **ambitions, qualities and skills –** and providing strong **line of sight to great jobs in our economy.**

Providing fair access to the opportunities available across Greater Manchester.

The Greater Manchester Baccalaureate (MBacc)

GM Youth Guarantee 16-24 (Get GM Working)

Post 16 Sufficiency

Utilising Adult Skills Funding & Employment Support

Youth Hubs & Digital Services

Inclusive Pathways for All

SCL CORE SKILLS LEEDS NEET PROJECT – BEYOND YOUR LIMITS (DFE GAP)

PROGRESS TO DATE

SCL CORE SKILLS - LEEDS NEET PROJECT

Commercial Headline Summary (24/25 Academic Year)

Sept to July Delivery
- 48 band 5 enrolments (SCL College Powered by Yorkshire Cricket)

Jan to July Delivery
- SCL Core Skills Powered by Leeds Rhino (Programme One) – 40 learners
- SCL Core Skills Powered by JCC – 25 learners
- SCL Core Skills Powered by Shine – 40 learners
- SCL Core Skills Powered by Leeds Rhino (Programme Two) – 50 learner
- Total Impacted – 203 Learners

	Band 5 Programme		Band 1 Programme One (Venue One) (Leeds Rhinos)			Band 1 Programme One (Venue Two) (JCC)				Band 1 Programme Two (Venue Three) (Shine)			Band 1 Programme Three (Venue Four) (Leeds Rhinos)		
	Nov-24		Jan-25	Feb-25	Mar-25	Mar-25	Apr-25	May-25	June 25	May-25	June-25	July/Aug-25	May-25	June-25	July/Aug-25
Cohort One (Venue One)	48		20	20	20	25	25	25	25	20	20	20	25	25	25
Cohort Two (Venue One)	0		20	20	20					20	20	20	25	25	25
Total	48				40				25			40			50

LEEDS NEET PROJECT – LEARNER PERFORMANCE

Progress against 24/25 Success Measure	24/25 Success Measure	Apr 25	May 25	June 25*	Distance Travelled*	Variance Against 24/25 Success Measure
Attendance	80%	91%	90%	90%	=	10%
Retention	80%	100%	95%	95%	=	15%
Learners Recommend SCL	90%	92%	92%	92%	=	2%
Learners Feel Safe	90%	93%	93%	93%	=	3%
Safeguarding Referrals Successfully Closed	100%	N/A	100%	100%	=	=
'Good or Better' Sites	100%	N/A	100%	100%	=	=
Learners Completed Meaningful/Relevant Work Experience	65%	N/A	28%**	65%	+37%	-=
Achievement Rates for Awards	80%	N/A	N/A	90%	N/A	+10%
Learners with Positive Destinations	65%	N/A	N/A	75%**	N/A	+10%

Includes performance at Rhinos and JCC venues
**Rhinos destinations % (to date)*

PROJECT IMPLEMENTATION

PROJECT ENGAGEMENT

Involved in Gap Case

- SCL Combined Authority Engagement Strategy
- Leeds City Council partnership meetings
- DfE Account Manager relationship

Curriculum Offer

- 'Destination Focused' curriculum
- Leeds City LMI skills and job demands
- Curriculum proposal and Leeds City Council 'Sign Off'.
- Pathway One – Employability and Personal Development
- Pathway Two – LMI Skills Pathways
- Flexibility of Gateway Qualifications' approach
- SCL USPs

PROJECT ENGAGEMENT

Leeds City Council Engagement

- NEET Provider Working Group
- Biweekly NEET Strategy Meetings
- DfE & Council Progress Reviews
- Relentless Communication & Relationship building

Sourcing Venues

- SCL USP & Partnerships
- Deprivation Ward Targeting
- Agile Pop-Up Curriculum Delivery

PROJECT ENGAGEMENT

Learner Recruitment

Flyers with QR Code Distribution

Targeted Campaigns with SCL Partners

Promoted via NEET Engagement Team

Text and WhatsApp Learner Outreach

Youth Hub Event Participation

Daily Monitoring with City Council

Face-to-Face Enrolment Days

Weekly Conversion Progress Meetings

PROJECT ENGAGEMENT

Success Measures	KPI
Education Sites 'Quality of Education' Good or Better	100%
Attendance Rates	80%
Retention Rates for Awards	80%
Achievement Rates for Awards	80%
Achievement Gaps Between Learner Groups (Gender, Age, LLDD, Ethnicity, Disadvantaged)	No more than 3%
Learners Recommend SCL	90%
Learners Feel Safe	90%
Safeguarding Referrals Successfully Closed	100%
Learners Completed Meaningful/Relevant Work Experience	65%
Learners with Positive Destinations (including paid employment, apprenticeships, internal progression to Pathway programme, progression into other FE programmes)	65%

Tracking (Recruitment and Performance)

SCL Data Dashboard

- Tracks enrolments & KPIs

Monthly Performance Meetings

- DfE & Council

Weekly Internal Meetings

- Review learners' progress

Monthly Safeguarding and H&S reviews

- Conducted with external agencies

Monthly 'Employer and Destination' reviews

- Focus on employer and destination outcomes

PROJECT ENGAGEMENT

Progression and Destinations

Employer Sponsorship & Engagement

Work Experience: Rhinos & JCC

Leeds JCP Employer Links

Top 10 Leeds Employers

Council-led FE Progression Pathways

LMI Skills Pathways (Pathway Two)

CHALLENGES AND MITIGATIONS

CHALLENGES FACED AND OVERCOME

Balancing priorities:

- Balance national skills priorities with local skills needs, job demands, and learner preferences.
- **Mitigation – Focus on local skills needs and job demands for 'Destination Focused Curriculum'**

Local Routes to Employers:

- Signs of slow local routes to employers and vacancies.
- **Mitigation – Work relentlessly and closely with Leeds City Council links**

Contract vs Curriculum:

- Tension between fulfilling contract requirements and implementing innovative, flexible, learner-focused curriculum programmes.
- **Mitigation – Rely on our experience with NEETs to deliver positive outcomes**

Staff Recruitment:

- Recruiting challenges due to temporary nature of contract.
- **Mitigation – Focus on recruiting youth workers and appropriate teachers while building SCL Core Skills Leeds for sustained employment.**

Converting Leads:

- Challenges in converting interested learners into enrolment due to their confidence and behaviour issues:
- **Mitigation – Partner effectively with Leeds City Council and SCL internal onboarding and delivery teams who understand these learners**

REQUIRED IMPROVEMENT (POLICY LEADS)

REQUIRED IMPROVEMENTS FOR POLICY LEADS / CA OPPORTUNITY

Funding Rules:

Current funding rules for ITPs are inflexible and do not address learner needs. There is a suggestion to return to Traineeship style funding and for CAs to address these issues.

National Policy:

The national policy does not align with the needs of NEET (Not in Education, Employment, or Training) young people, particularly in relation to English and Maths Condition of Funding (E&M CoF).

Income Needs:

NEET young people need an income and often take work as they find it, which impacts their attendance, retention, and achievement.

External Optics:

The DfE, CA, Treasury, and external optics view ITPs as potential solutions for the national NEET pandemic if they are trusted and funded adequately.

Future Thinking:

The devolution of funding for 16 to 18-year-olds could either make or break national ITPs.

Funding & Policy Landscape

- A complex picture

- 16-19 funding and policy churn
- Skills and growth levy
- Foundation apprenticeships
- Adult skills
- English and maths
- Youth guarantee
- Gatsby & Careers advice and guidance

- All of this is before we think about the curriculum assessment review outcomes, the white paper and the potential impact of Skills England

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How could funding and policy support ITPs?

Better choices, Better futures

Removing barriers, Maximising hidden capacity

Core & More: Funding Innovation
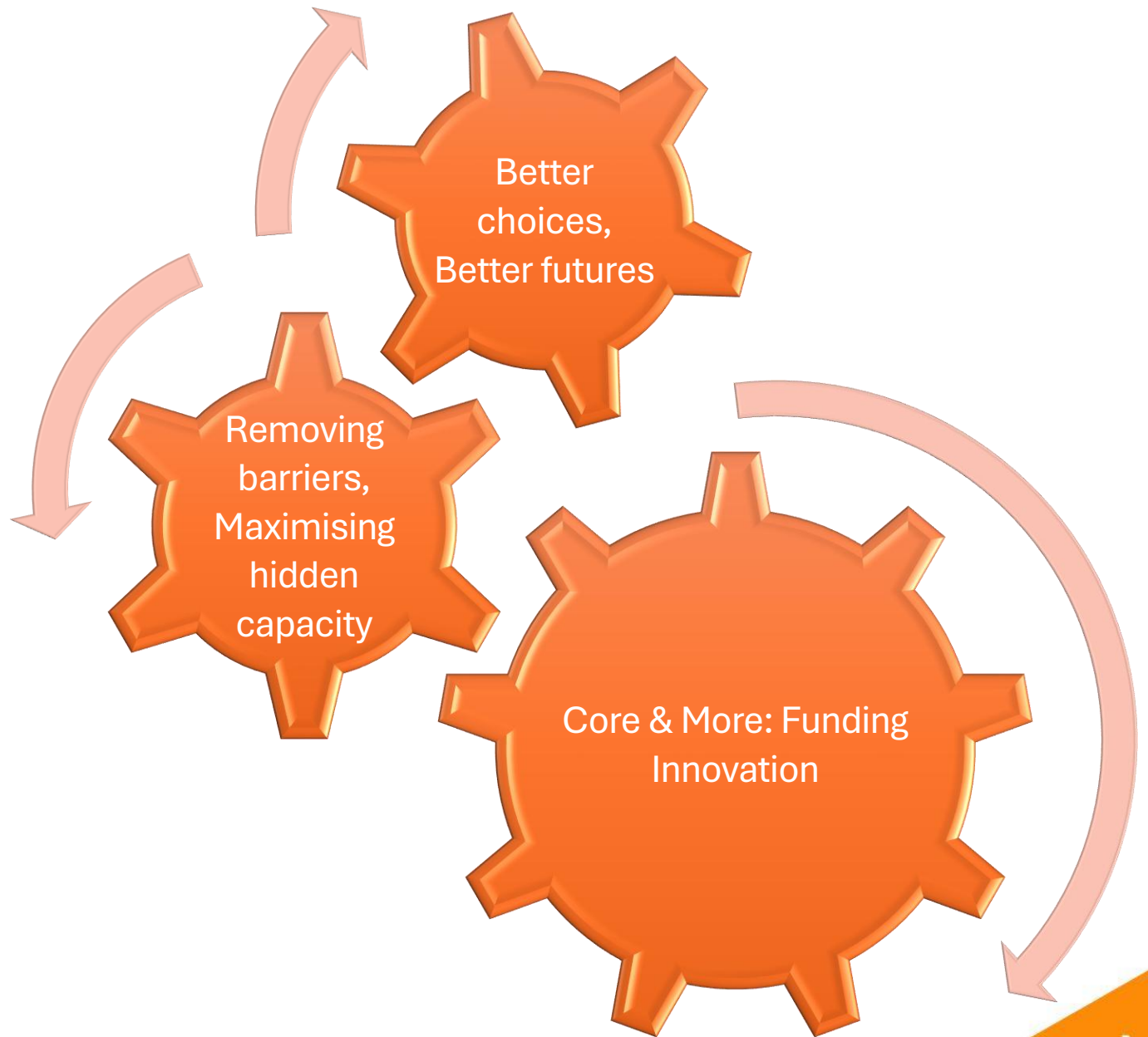
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What can we do to raise the profile of ITPs?

- Unashamedly shout about and promote your success!

- Send AELP your
  - good news,
  - MP visits,
  - officials visits

- Host an 'FE Immersion visit'
  - Visits from officials with the view to learn about your organisation, the sector and the work that we do with young people, apprentices and adults
  - It's not an inspection, but it is an opportunity to show officials what you do and communicate key issues
  - More detail to follow as we agree the process and scope with DfE

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Fixing the workplace digital skills gap

Join our workshop

Tuesday, 12.20 pm

in the

Innovation Zone

Working together to close the workforce essential digital skills gap

future.now   aelp

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