

CITY AND COUNTY OF SWANSEA

NOTICE OF MEETING

You are invited to attend a Meeting of the

EDUCATION AND YOUNG PEOPLE CABINET ADVISORY COMMITTEE

At: Committee Room 5, Guildhall, Swansea

On: Wednesday, 5 April 2017

Time: 4.00 pm

Chair: Councillor Des Thomas

Membership:

Councillors: J P Curtice, C R Doyle, C R Evans, M B Lewis, H M Morris, R V Smith, C Thomas and L V Walton

AGENDA

Page No.

- 1 Apologies for Absence.
- 2 Disclosures of Personal and Prejudicial Interests.
www.swansea.gov.uk/disclosuresofinterests
- 3 Minutes. 1 - 3
To approve & sign the Minutes of the previous meeting(s) as a correct record.
- 4 Update on European Projects. (Paul Relf)
- 5 Outcomes/Summary of Issues Raised. (Chair) 4 - 6
- 6 Workplan. 7 - 8



Huw Evans
Head of Democratic Services
29 March 2017

Contact: Democratic Services - 636923

CITY AND COUNTY OF SWANSEA

MINUTES OF THE EDUCATION AND YOUNG PEOPLE CABINET ADVISORY COMMITTEE

HELD AT COMMITTEE ROOM 5, GUILDHALL, SWANSEA ON
WEDNESDAY, 8 MARCH 2017 AT 4.00 PM

PRESENT: Councillor D W W Thomas (Chair) Presided

Councillor(s)

J P Curtice

L V Walton

Councillor(s)

C R Evans

Councillor(s)

M B Lewis

Also Present

Councillor J A Raynor – Cabinet Member for Education

Councillor C Richards – Cabinet Member for Services for Children & Young People

Apologies for Absence

Councillor(s): C R Doyle, H M Morris and R V Smith

Officer(s)

Martin Nicholls – Director of Place

Chris Cutforth - Capital Works Manager (Public Buildings)

Jane Whitmore – Partnership, Performance & Commissioning Manager

Katei Spendiff – Children’s Rights, Training & Development Officer

Gareth Borsden – Democratic Services

Kate Jones - Democratic Services

47 **DISCLOSURES OF PERSONAL AND PREJUDICIAL INTERESTS.**

In accordance with the Code of Conduct adopted by the City and County of Swansea, no interests were declared.

48 **MINUTES.**

RESOLVED that the minutes of the meeting held on 8 February 2017 be agreed as a correct record.

49 **FEEDBACK FROM CORPORATE BUILDING SERVICES ON YOUNG PEOPLE'S
READINESS FOR EMPLOYMENT.**

Martin Nichols and Chris Cutforth gave a verbal presentation outlining the issues that Corporate Building Services have experienced with young people’s readiness for work, particularly when recruiting apprentices.

They outlined and referred to a wide ranging area of influences and factors on the recruitment process and detailed varying statistics, including the following areas:

- 150 apprentices appointed since 2003
- 90% of qualified apprentices still employed and over 40% of current workforce are past apprentices

- Around 10% of the total workforce are apprentices, the annual recruitment of these is done following detailed workforce planning and profiling
- Revised 5 stage appointment process which includes aptitude test, phone interview, shortlisting, practical test & face to face interview
- Impact of New Modern Apprentice Scheme and NVQ qualifications on ages of recruits – 16-17 40%, 18-20 39%, 21+ 21%
- Provision of NVQ training is done via local colleges
- Real problems with young people's(16-17) interview techniques/training and issues around their ability to communicate properly particularly at the phone interview stage – the older young peoples(18+) "life experience" seems to help with this and deal with the pressure of face to face interviews
- Young peoples(16-17) lack of basic understanding of interview techniques, and the need for research to be undertaken for face to face interviews
- Problems with numbers of drop outs at aptitude test stage(can be up to 25%) and the various factors affecting this
- Lack of young people's social skills and parental advice/guidance
- Need to develop links with both Poverty & Prevention in developing training/taster experiences and links with NEETS team and Youth Service
- Issues around targeting of Cynnydd funding at older school pupils, maybe better spent targeting younger pupils
- Upcoming young people's Big Conversation event and opportunity for Corporate Building to attend and promote its opportunities
- Feedback from previous Big Conversation Events and issues raised regarding employment opportunities by young people
- Need to raise young people's hopes, aspirations and skills
- Real issues around recruitment of certain trades due to lack of and standard of applications
- Issues which affected the attendance and success of the Saturday Morning Trade School at Jubilee Court and the new revised Trade Bus Initiative which can be taken into local communities
- Need to link in Trade Bus with Careers Days and Events
- Welsh Government Enterprise & Business Committee recommendations from 2014 relating to these issues(to be circulated to Committee)
- Issues around the 2 week Work Experience for school pupils and the possible amendment of scheme to a ten week "one day a week" scheme, and the possible benefits to both employers and students of this change
- Revised "toolkit" being developed for work experience and training programme
- Success of pre apprentice scheme and the need to expand
- Likely impact of City Deal and Tidal Lagoon on local skills shortage and the authority's ability to carry on with its own building programme
- The need to plan to recruit and train young people into appropriate trades as a result of the above
- Need to better promote and encourage "trades" as a successful outcome and employment opportunity for young people leaving school, particularly with parents
- Need to change attitudes and perceptions for young people and parents that attending University and getting a degree isn't the answer for everyone and isn't the only option
- Need to promote and encourage non vocational courses

- Poor quality of current vocational training, particularly for NEET children
- Success of Military style boot camps held in Landore
- Need to further Corporate Buildings links develop links with Careers Wales and CITB

Members and Officers discussed at length the issues and topics listed above, and the proposals, initiatives and challenges going forward.

50 **PROPOSALS FOR ENGAGING WITH YOUNG PEOPLE AND WITH PARENTS.**

Jane Whitmore & Katie Spendiff outlined a powerpoint presentation which detailed the current approaches to Engagement & Current Work on Transition to Adulthood.

The areas outlined in the presentation included:

- Current Position in Swansea – embedding of UNCRC into Councils Policy Framework
- Quality Approaches to engaging Children & Young People – The Big Conversation, which is underpinned by participation standards and enquiry techniques
- What's important to Children & Young People(CYP) – 8 priorities identified by CYP through the Big Conversation
- How do CYP want to learn and achieve – relating to the ethos, physical environment and teaching methods of schools
- What areas of support CYP need to progress
- Which topics and subjects they wish to study
- Issues and factors affecting the Transition to Secondary School
- CYP's aspirations for the future
- Next steps

They also referred to a paper developed with CYP which outlines the key areas they have identified for improvement to help them achieve, thrive and progress in school which include the following:- Facilities & Equipment, Eating/Cafeteria Options, Recreational Space & Physical Activity, Use of Technology, Teaching Styles, Methods and Lesson Format, Expanding of Options & Transition & 6th Form.

Members commented on the issues above and asked questions of the Officers who responded accordingly.

Issues and areas arising from the presentation as requiring further discussion and development were: parental input/support and engagement, impact of Donaldson proposals, 'i Learn' trail scheme, developing of CYP's confidence and emotional health and wellbeing and raising of aspirations, need to encourage CYP to take risks and assess situations.

51 **WORKPLAN.**

RESOLVED that the Workplan be noted.

The meeting ended at 5.40

CHAIR

Agenda Item 5

Education and Young People CAC - Outcomes

The main outputs / outcomes from the Education and Young People CAC have been as follows: -

1) Early intervention with pupils covering the following areas.

a) The CAC looked at how schools use the NEET statistics and SIMS and how can this be expanded and better utilised, including current examples of good practice within Swansea and in other Welsh local authorities; how schools can reduce NEETS; questionnaire sent to all schools asking the following: -

1. How do you use the VAP data that you receive?
2. What strategies or interventions do you put in place as a result of knowing which pupils are most vulnerable?
3. How do you evaluate the effectiveness of these?
4. For secondary schools, what is your rate of NEET school leavers for the past five years?
5. Do you consider how to address this, using the VAP data as a method of predicting who might become NEET and targeting them, to reduce the numbers leaving and becoming NEET?
6. What do schools use the NEET statistics and SIMS for and how can this be expanded and better utilised?
7. Could schools list and share any current examples of good practice within Swansea or in other Welsh local authorities that they are aware of/involved in?
8. Ask schools if they have any ideas how can NEET'S be reduced?

Unfortunately, there was a very poor response from Schools to the survey, despite reminders

b) Investigation into the process of Schools allocating Vulnerability Assessment Profile (VAP) Data scores and the supply of this information to Colleges

Schools had identified the following six key areas where the VAP data proved particularly useful for them: Target Setting; Intervention Strategies; Safeguarding; Parent Liaison; Multi Agency Partnerships; Transition Support. Areas where Schools had identified as of beneficial use to them: Benefits of moving young people from level five to two; Ability to track performance backwards; Ability for teachers to group pupils of different abilities into separate streams of learning

The following amendments had been outlined by schools as areas which could prove useful, and as such the following amendments to the VAP Data from next term would be made: SEN Input & Indicators – will now be expanded from 2 to 4; Free School Meals Measure – will be extended to include Welsh Index of Multiple Deprivation; Introduction of Formal Training Sessions for Schools on VAP Data

Need to encourage all schools to further utilise and embrace the revised VAP data.

Improved VAP data links with Colleges established.

c) EOTAS Pupils – additional support required to reduce the trend of becoming NEETS during the academic year, need for replacement premises with outside play areas, the need to build on the success of the Step Ahead

scheme and current “in house” schemes developed by schools, the need to always consider the very difficult personal circumstances of individual young people

2) Pentrehafod Alternative Curriculum and Education (PACE) Scheme.
Excellent success of the project in re-engaging disaffected young people and the need to “roll out” the good practice across schools in the City that do not already operate a similar scheme

3) Current Engagement with Young People.

- Listening and Participation Scheme with Children and Young People.
- Services provided by the Tier 1 Outreach Team and the Youth Offending Team’s involvement with young people
- Big Conversation and keys topics identified by CYP going forward relating to both the school learning environment and post 16 employment & training opportunities
- Pupil Forum Voice
- Links with Careers Wales and their staff and the Year 10 Career Check Survey

4) Future Issues.

- Review of current EOTAS provision and proposals for the future operation of the service.
- Need for ongoing and continued Improvement of Literacy Performance in Schools.
- Sustainability of the current Post 16 provision and the current suitability and outcomes of courses particularly for NEET pupils
- There needs to be strong links between home and school and the possible use of "Learning Logs" which provide parents with information on what their children will be undertaking each week, this could include home tasks etc
- Level of current job readiness and skills of young people entering employment for the first time needs improving – issues such as interview techniques, research self-promotion, parental guidance/advice etc
- Importance and availability of alternative curriculum/non academic Qualifications, and the promotion and support needed for young people who don’t want to go to University
- Need to change parent/pupil perceptions regarding post 16 options for young people, in particular support and promotion for non-vocational courses and trades/apprenticeships
- Development and future impact of both the Cynydd & Cam Nesa Projects
- Potential impact of new Pioneer Schools Project
- Potential for amendments to current Work Experience programme for school children to make it more meaningful and beneficial to both children and employers
- Involvement of Corporate Building Services in future Careers days and events in particular the use of the Trade Bus to encourage young people into the trade via the pre apprentice scheme
- Opportunity for Corporate Building Services to further develop and enhance their current apprentice scheme
- Encourage companies who are awarded contracts as part of the City Deal/Tidal Lagoon to utilise the local workforce particularly apprentices

Conclusions

Attention/resources/support should be focused on those with the most need, at an early age.

Effective use of data should be a sub-theme arising from all strategies, methods, actions, e.g. Leadership / Teaching / Parental Engagement.

Need to further develop and encourage the alternative curriculum.

Agenda Item 6

Education & Young People Cabinet Advisory Committee – 5 April 2017

WORK PROGRAMME 2016/17

Date	Subject Area	Lead
8 June 2016	Feedback on VAP Data. Literacy Advisor	Lindsay Harvey Sharon Jones
13 July 2016	Update on European Projects EOTAS Legal Update VAP Data Proposed Visit to Pentrehafod Comp	Paul Relf Nick Williams Mike Jones Chair
10 August 2016	Careers Wales to attend re Job Readiness Feedback from School Use of VAP Data. NEETs School Figures	Deferred Lindsay Harvey Jo-Ann Walsh
14 September 2016	Visit to Pentrehafod Comp (1pm) Careers Wales to attend re Job Readiness Proposals for Engaging with Young People and with Parents	Chair Deferred Jane Whitmore
12 October 2016	VAP Data Training (3.00pm) Tier 1 Outreach Workers Youth Offending Team	Mike Jones Gavin Evans Richard Henderson
9 November 2016	Presentation from Pentrehafod School Careers Wales to attend re Job Readiness	Katie Miller Wendy Williams (CW)
14 December 2016	Meeting Cancelled	
11 January 2017	Proposals for Engaging with Young People and with Parents Good Practice in Supporting Young	Jane Whitmore Deferred

	People into Employment Cynnydd Project	Gavin Evans David Bawden
8 February 2017	Proposals for Engaging with Young People and with Parents	Jane Whitmore Deferred
8 March 2017	Feedback from Corporate Building Services on Young People's Readiness for Employment Proposals for Engaging with Young People and with Parents	Martin Nicholls Jane Whitmore
5 April 2017	Update on European Projects Outcomes/Summary of Issues Raised	Paul Relf Chair
Future/Ongoing Topics		