

# Employment With Training: Raising the Participation Age Projects

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# Reducing NEETs and Preparing for Full Participation

Annual % NEET figures: 16 – 18 yrs

- 2011/12 - 5.9%
  - 2010/11 – 6.6%
  - 2010/09 – 7.3%
- 
- Overview of 2 employment with training projects

# Destinations of young people

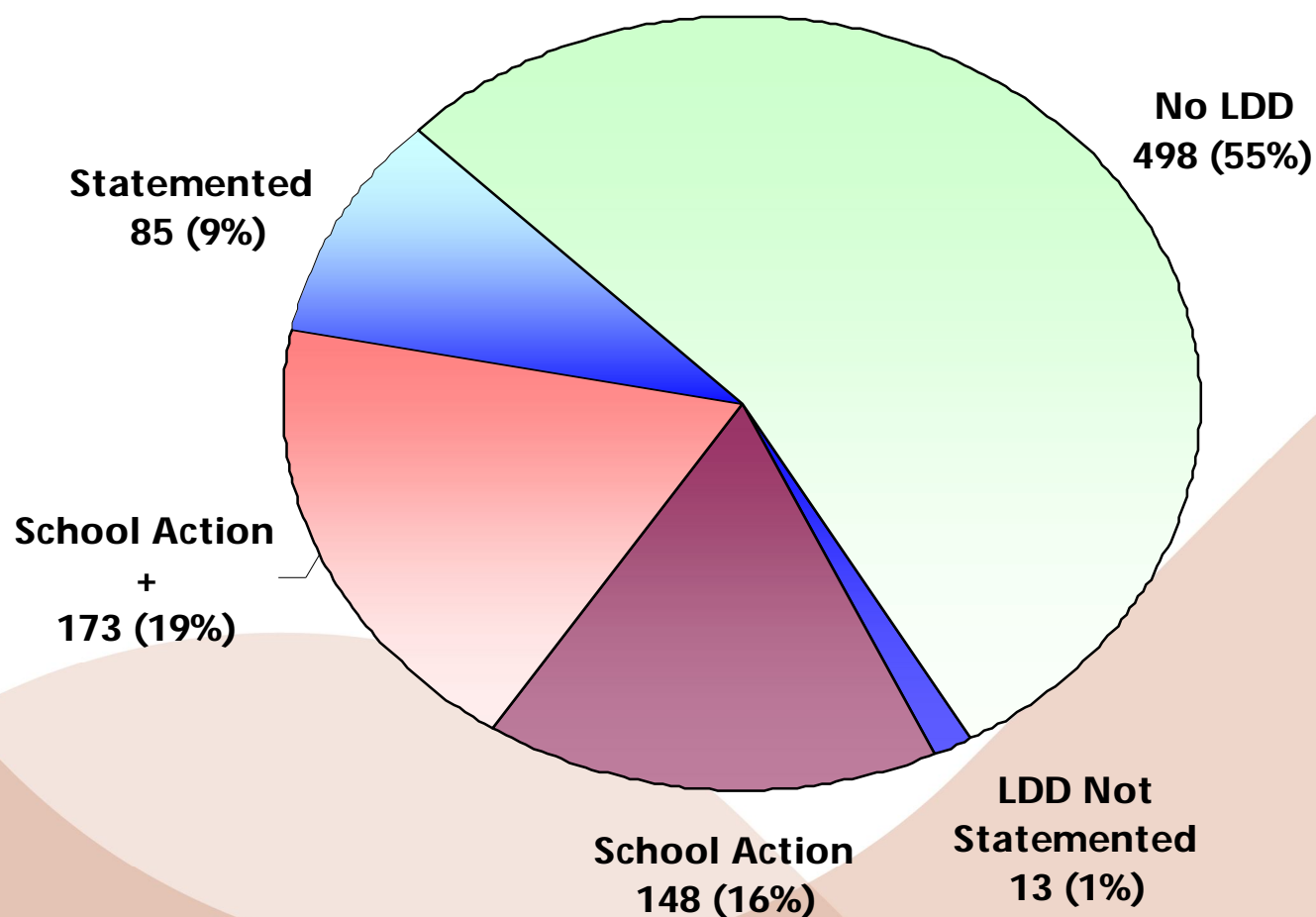
	Yr12	Yr13	Yr14	Total
Employment	376	696	1685	2757
Apprenticeship	185	251	392	828
Employment with training to NVQ 2 or above	38	77	206	321
<b>Employment without training to NVQ 2</b>	<b>78</b>	<b>224</b>	<b>673</b>	<b>975</b>
Employment with locally recognised training	37	81	234	352
Temporary employment	6	10	20	36
Part Time Employment	32	53	160	245

Sussex  
City Council



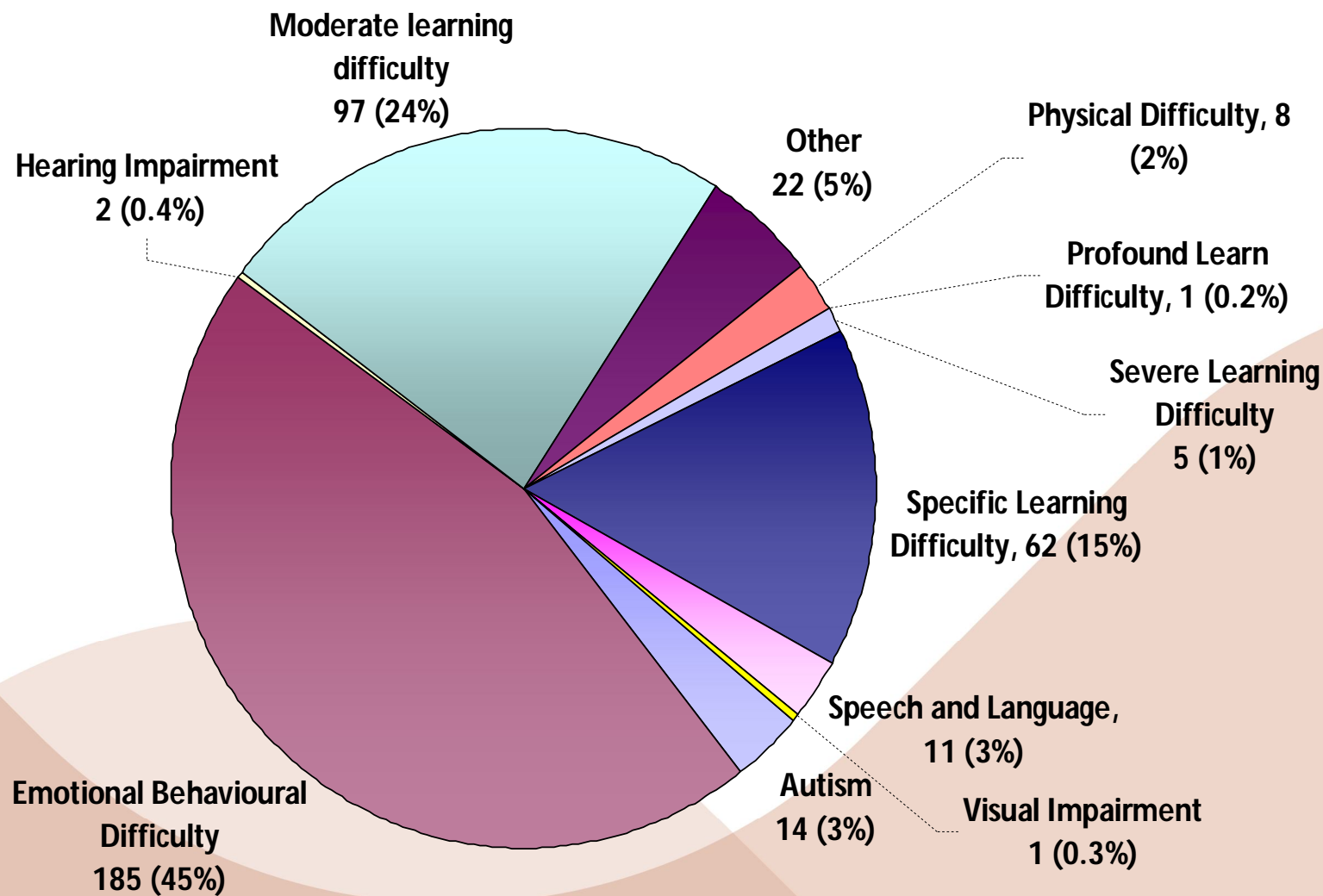
# Who are our NEETs?

- *16 – 18 year old NEET by Status*

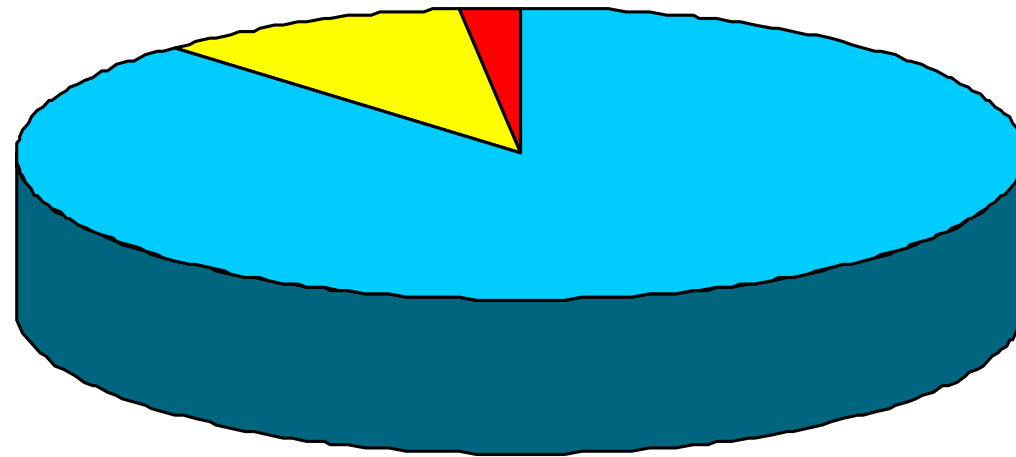


# Who are our NEETs ?

- *What category/type of LDD are our LDD NEETs*



## BUSINESS SIZE IN EAST SUSSEX



■ Businesses with <10 staff   ■ Businesses with 11-49 staff  
■ Businesses with > 50 staff

- In East Sussex 88% of businesses employ fewer than 10 staff

# L-EARN

- Focused on young people NEET with behavioural, emotional and social difficulties
- Delivered by a partnership of social enterprises and small training providers
- Target of 10 learners
- Supported employment and training

# L-EARN: Key features

- 26 week programme
- 16 hours paid work – sign off benefits
- Supportive social enterprise employers
- Work benefits individual and community
- Practical training
- Progression support
- **Project funded** at £30,000 for 10 learners – included paying 16 hours a week at minimum wage
- Can be delivered on £100 - £120 a week
- YPLA Funding for 16 glhs a week



# What we have found:

- “I’m sick of having nothing to do all day. I want to work.”
- “I want to go to College but I need to build my confidence so I don’t
- drop out again.”
- “I hate signing on”

# Outcomes and Next Steps

- 9 out of the 11 participants went into EET (3 into employment with training, 2 into apprenticeships, 2 into FE course, 2 into Foundation Learning with DV8 and 2 unknown  
Another project in January 2011 for 30 learners
- Establishing a 14-16 'Bridging Programme'
- Application to YPLA for 'Gaps in Provision'
- Discussions with private training providers to mainstream the programme

# Partner organisations



# Work Pairing

- Commissioned Working Rite to develop model for 'Work Pairing in England
- Pilot project with two FE Colleges
- Mentoring approach
- Project co-ordinator – contacts employers, health and safety, recruits learners, on-going support to learners and employers
- Target 15 learners

# Funding

- Learners get paid a 'training allowance' of £10 a day from the employer
- 26 week programme
- Funded from weekly aims or qualification aim as the young people progresses
- One co-ordinator for 30 learners

# Work Pairing: lessons learned

- Young people must be work ready
- Range of employers involved, sole traders, SMEs and County Council
- Sustainable through YPLA Weekly Aims funding
- Stepping stone to apprenticeships, further training or full time employment
- Time and costs to establish the programme

# Outcomes and next Steps

- 9 learners, 2 into employment with training, 3 into apprenticeships, 2 placements extended, 2 referred back to Connexions
- Both colleges offering as part of core programme in 2011/12
- Proposal to YPLA for gaps in provision
- Discussions with private training providers
- Working Rite and ESCC offering package of support to other local authorities to set up Work Pairing

# Support from Government

- 2009, at the Conservative Party Conference, Lord Freud:
- *"Inspired by the successful Working Rite model, we will match up 100,000 young people with sole traders for a 6 month's work experience."*

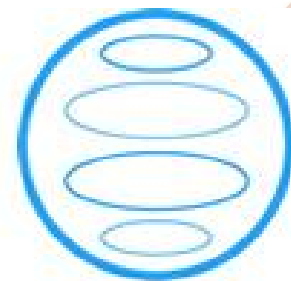
*The model of Work Pairing was commended in Alison Wolf's review of vocational education, and highlighted in the government's response as good practice.*

*'...if employers are going to continue hiring 16 and 17 year olds post-RPA, workable models for training release and for recognising (but not necessarily accrediting) workplace training need to be developed. A highly promising model for providing workplace experience is that developed by Working Rite*

*Professor Wolf (Wolf Review of Vocational Education 2011)*



# East Sussex Work Pairing



Sussex  
Coast  
College  
Hastings