



Action Plan

NEET Reduction Strategy 2019-2021

Salford City Partnership

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1. Improving our understanding and identification of young people who are at risk of becoming neet

Ref.	Action	Partners	Timescales
1.1	Continue to work with local secondary schools to identify Yr 11 students who are 'at risk of NEET', using a RAG rating system and revise data sharing arrangements to support transition into post-16.	Schools	December 2018 and ongoing
1.2	Support schools to utilise the Transition Referral Form (TRF) to share appropriate information with post-16 providers for the most vulnerable learners, to ensure personalised support and guidance can be put into place.	School Salford City College Post-16 providers	December 2018 and ongoing
1.3	Establish a working group to develop the transition process further into a new 'Post-16 Transition Policy' which will include even earlier identification, specific packages of transition support which young people are entitled to and closer working with a broad range of partners to support schools.	Schools Providers Specialist support e.g. mental health GMCA GM organisations	December 2018
1.4	Work with local post-16 providers to develop suitable 'summer' programmes to engage those identified as 'risk of NEET' and communicate these with schools to market to young people and their parents.	Salford City College Training providers Connexions	February 2019 and annually

Ref.	Action	Partners	Timescales
1.5	Work with internal services to refresh Salford's Risk of NEET Indicator (RONI), which is aligned to the Primary Transition Policy and will include identifying young people from Yr 7.	0-25 Primary Transitions Group SCC ICT team SCC Admissions	February 2019 and ongoing
1.6	Ensure characteristics and RONI are captured and recorded specifically those relating to low attainment, SEND, exclusions, alternative provision, young carers and social care involvements.	Career Connect	March 2019

2. Supporting more young people to make better transitions into appropriate post-16 education and training

Ref.	Action	Partners	Timescales
2.1	Connexions advisor linked to vulnerable groups to offer targeted IAG. Groups to include Alternative Provision (AP), Elective Home Education, Virtual School Team and Children Missing from Education (CME). SLAs to be introduced.	Connexions SCC AP Coordinator Elective Home Education Coordinator Corporate Parenting Officer Virtual School Headteacher Head of services to schools	January 2019
2.2	Connexions Advisor linked to Salford City College to support those at risk of dropping out of provision early. This support will help to develop a clear offer for these young people and help to shape the connectivity to the college apprenticeship team and SEARCH, as well as other provision and support, such as JCP. An SLA will be introduced between Connexions, Salford City College and LA to support statutory data requirements and ensure regular dialogue around needs of the NEET cohort.	Connexions Salford City College College Apprenticeship Team SEARCH JCP	January 2019
2.3	Develop new funding model arrangement between Salford City College and VST/Next Step Leaving Care Service, for those young people who are on AP provision during Yr 11 into a post-16 placement. Link to 1.2 and 1.3	Salford City College VST Corporate Parenting Officer	March 2019

Ref.	Action	Partners	Timescales
2.4	<p>Alternative Provision Innovation Fund (APIF) to test approaches that improve transitional support for YP currently on AP into improved post-16 progression.</p> <p>This will work with a group of learners from City West AP, a group from other AP provision and a group of AP leavers who are NEET. The groups will be provided with 'Build Salford' employer consortium interventions with the support of a transition mentor. The aim of improving progression outcomes for them and learning what works with this group.</p>	<p>Transition Mentor</p> <p>City West Housing</p> <p>Salford City College</p> <p>Build Salford partners</p>	<p>January 2019 and ongoing until August 2020</p>
2.5	<p>Careers and Enterprise Company (CEC) Personal Guidance fund is targeted at 'cold spot' schools where qualified IAG is fragmented and monitor impact on destinations and retention.</p>	<p>Career Connect</p> <p>GMCA</p> <p>Schools</p>	<p>January 2019</p>
2.6	<p>Coordinate Salford's Careers Network and establish a steering group to oversee the delivery of resources for disadvantaged young people in Salford funded by the CEC. This includes oversight and support to the schools who will have access to the CEC 'Virtual Wallet' and disseminate learning from the new Careers Hub.</p>	<p>GMCA</p> <p>Schools/Careers Network</p> <p>Employers</p> <p>Providers</p>	<p>February 2019</p>
2.7	<p>Develop a 'Post-16 Transition Policy' Working Group, which will shape and influence delivery of transition activities and interventions for those at risk of becoming NEET. It will specifically look at engagement with providers at an earlier stage, which is well planned to meet the needs of individual learners. Linked to 1.3</p>	<p>Schools</p> <p>Providers</p> <p>Support Services</p>	<p>December 2018 and ongoing</p>
2.8	<p>Generate best practice examples and case studies from the GM Careers Hub schools/colleges to share with all our schools. This work will support our Post-16 Transition Policy developments.</p>	<p>GMCA</p> <p>Hub schools</p> <p>All schools</p>	<p>December 2018 and ongoing</p>

Ref.	Action	Partners	Timescales
2.9	Meet annually with each school to analyse and evaluate their previous years NEET cohort. Look at specific characteristics, experiences and other indicators which will inform how they work with similar young people as part of transition.	School SLT	Annually – spring term
2.10	Develop a referral and tracking process (including a data sharing process) for Early Help Practitioners, IYSS and Humankind, who are working with families where there are at risk of NEET/NEET young people, to Connexions or other specialist support services. This will also ensure regular tracking of the NEET cohort to meet statutory tracking requirements.	Early Help Practitioners Connexions IYSS Humankind	January 2019
2.11	Work with new Early Help Coordinators in schools to develop a training package for those to develop their understanding how they can support at risk of NEET young people and strengthen their knowledge of the post-16 offer and support available.	EH School Coordinators Connexions Schools	January 2019
2.12	Support schools, including specialist provision, to develop meaningful employer encounters for every young person, every year they are at school. Develop a tracking process to support schools to record and monitor these employer encounters and support schools to analyse impact.	GMCA Schools Employers	January 2019
2.13	Support schools to involve parents more in CEIAG, through regular sharing of schools careers programme, local LMI, post-16 pathway options and how to access support for their son/daughter.	Schools Enterprise Advisers GMCA	July 2019
2.14	Careers Application Platform to be introduced to all secondary schools, including special schools to support access to the full range of the post-16 offer, supporting careers education resources and application process to apply for post-16 opportunities.	GMCA Schools	September 2019
2.15	Ensure schools are utilising the NCOP/GM Higher funds to support activities that engages disadvantaged young people to raise aspirations, attainment and decision making.	GM Higher Schools	January 2019 and ongoing

3. Improving the support offered to young people who are NEET

Ref.	Action	Partners	Timescales
3.1	Work with key partners to look at how resources/programmes can be collaboratively delivered to develop a place-placed approach to neighbourhoods where challenges and barriers for NEET young people are most prominent. E.g. NEET Design.	Social housing providers Connexions Third sector Neighbourhood Managers	December 2018 and ongoing
3.2	Arrange working group with social housing providers to look at their offer and develop their understanding and commitment to supporting tracking and identification of NEET young people, how they can engage with NEET young people and support them to develop their employment and training opportunities. This will include specific focus to those living in supported accommodation, Care Leavers and young offenders.	Housing Strategy Team Social Housing Providers	January 2019
3.3	Regular review and monitoring of Humankind as part of the Helping Families programme, to look at who and how many NEET young people they are supporting and what impact this is having.	Humankind	January 2019
3.4	Explore options to work with GMCA and other LAs to develop the tracking of 18+ cohort, in line with Hidden NEET research recommendations and explore funding opportunities.	GMCA GM LAs	December 2018 and ongoing

Ref.	Action	Partners	Timescales
3.5	Develop a 'directory' of the support service and training offer aimed at parents and young people, which is linked to the EHWB directory, SCC Local Offer, Talent Match Opportunities Hub and new GM Careers Application Platform. This should make clear the support on offer for mental health and will be adapted for professionals and should include clear information of the key pathways of: Traineeships, Apprenticeships and Supported Internships.	Community and Voluntary sector Connexions Providers Emotional Health and Wellbeing Team Portal	March 2019
3.6	Set up a working group between providers, community based organisation and JCP to ensure clear communications re: 'Youth Obligation' and the broader JCP offer and to develop activity to tackle the 'stigma' of claiming benefits.	JCP Providers Community and Voluntary sector	January 2019
3.7	Task the working group to develop suitable programmes for non-benefit claimants to access suitable training and support. This should be based around the local industry need and the skills and interests of young people. Where possible the JCP should be supported to open up their programmes for non-claimants where possible.	JCP Social housing providers Talent Match Princes Trust Salford City College Training Providers	January 2019 ongoing
3.8	Support the JCP to develop further outreach opportunities to reach 'Hidden' NEET young people.	JCP Support services SEARCH	January 2019

Ref.	Action	Partners	Timescales
3.9	Work with JCP and partners to discuss levels of conditionality and how this can be managed.	JCP Providers Community and voluntary sector	January 2019

4. Improving the access to mental health support for NEET young people

Ref.	Action	Partners	Timescales
4.1	Ensure Connexions Lead for Mental Health is linked to LA Health and Wellbeing board to feedback on frontline experiences of young people and feedbacks to LA and YEP on developments.	Connexions Mental health lead Health and Wellbeing Board	Ongoing feedback
4.2	Support implementation and design of 'Emotionally Friendly Settings' into local post-16 providers.	SCC Admissions Educational psychology Providers	Ongoing
4.3	Work with CCG and GM Health and Social Care Partnership to explore joint planning and commissioning of mental health and wellbeing services that support NEET young people.	CCG Greater Manchester Health and Social Care Partnership GMCA	January 2019 and ongoing
4.4	Capture characteristics on IYSS related to mental health of NEET young people. Monitor this with Connexions and ensure this is fed into programme design and delivery to ensure young people are supported appropriately.	Career Connect	November and ongoing
4.5	Support Work and Health to support more young people through their offer and work with existing young people to provide further progression support where needed through facilitation and brokering opportunities.	Salford Health Works Providers	January 2019 ongoing

5. Enhancing and developing the post-16 education and training offer

Ref.	Action	Partners	Timescales
5.1	Support the NEET Provider Network to feedback on specific employment and training barriers faced by NEET young people, with a solutions focussed element for each network meeting.	Providers Connexions	Quarterly
5.2	Regularly review the NEET data with the NEET Provider Network. Ensure provision matches the neighbourhoods where need is greatest, encouraging satellite and flexible provision based on best practice of what works.	Providers Connexions Neighbourhood Team	Quarterly
5.3	Local provider Partnership Agreements are managed and reviewed 6-monthly to keep them meaningful and fresh based on current levels of NEET and offer.	Providers	Termly
5.4	Expansion of Pre-employability programmes through Traineeship Development Fund, in line with Build Salford model as best practice, where there is clear evidence of employment opportunities from local employers and proven interest from young people. This will provide a minimum of 4 programmes per annum to provide reduction to NEET of between 7-10 young people per programme. A schedule of activity will be designed to inform partners planning and support offer.	Providers Employers	Ongoing
5.5	Build Salford to expand to support more young people, through the support of APIF, which will support Yr 11's on AP and Post-16 NEET young people to access pre-employment, re-engagement activities and prepare the young people to be more 'job ready' and improve training and progression outcomes for this group.	Transition Mentor Providers Salford City College	January 2019 – August 2020

Ref.	Action	Partners	Timescales
5.6	Coordinate and publish the provision offer across the city from all providers. The LA to support the management and coordination of targeted events for the NEET/at risk of NEET cohort to support EET progression.	Providers	Ongoing
5.7	Regular review meetings with Salford City College to keep developing their specialist re-engagement provision, which meets the needs of NEET/at risk of NEET young people.	HOPs at SCC Connexions	Termly
5.8	Set up meeting between JCP 'Support to Schools' staff and Salford City College to develop interventions and offer which will help to tackle the 'stigma' of claiming benefits for young people who are completing study programmes or those at risk of dropping out early, ensuring college staff are able to signpost appropriately.	JCP Support to schools staff Salford City College	January 2019
5.9	Work with GMCA to explore the utilisation of devolved or locally determined funding streams e.g. AEB, ESF, Talent Match, Big Lottery, to develop the pre-employability offer for 'Hidden' NEET young people, who are not accessing mainstream welfare benefits. This will consider how local grass roots organisations can benefit from local and sub-regional commissioning either directly or through sub-contracting from larger providers.	GMCA ESF Sub-contractors	January 2019 onwards
5.10	Keep local organisations up to date, through the YEP, with LA and GM funding developments and link them in where relevant e.g. Adult Education Budget.	Skills and Work Board GMCA Providers	Quarterly

Ref.	Action	Partners	Timescales
5.11	As part of social value and improved place-based approaches, encourage providers to deliver more re-engagement programmes (e.g. Kickstart programmes) to increase participation and connectivity to other mainstream programmes and provision.	Third sector Connexions Employers Procurement SCC Commissioners	Ongoing
5.12	Inform and support the role of the VCSE sector in delivering volunteering, training, work experience and routes into employment for young people.	Salford CVS (LHBL) Unlimited Potential	Ongoing
5.13	Work with Salford City College to develop an offer to young people completing FE programmes to access support and provision to help them with their next steps, specifically where they do not have a positive onward destination confirmed.	Partners - Salford City College, Princes Trust, ESF, DWP	March 2019 and ongoing

6. Creating more meaningful employment opportunities and encounters for our young people, including those with more complex needs and barriers

Ref.	Action	Partners	Timescales
6.1	The Enterprise Adviser Network is working across all Salford schools, including special schools and the college, with the support of an Enterprise Coordinator.	GMCA Schools	Ongoing
6.2	The Skills and Work team and Business team should work together to create a joint statement about; the social and economic context of our young people and the whole city, what the LA offer is to employers and what we want from employers to support NEET young people. This can be used by either team when meeting old and new businesses in the context of social value and will support each team's understanding and priorities.	Business Team Procurement	February 2019
6.3	Develop the Mayor's Charter to include youth friendly recruitment practices, which include providing feedback to all applicants. Best practice examples should be showcased to support this.	Employers Business Team	
6.4	Supported Internship Development Plan in place and is reviewed quarterly. This should track the number of Supported Internship starts by provider, whether the learner has an EHCP or not and age of learner.	Salford City College Salford Royal Providers	November 2018
6.5	Attend and support the GM Public Sector Working group to shape and develop employment opportunities which prioritise care leavers in the public sector, which includes 'youth friendly' recruitment processes.	GMCA Next Steps	Ongoing
6.6	Work with the Salford Corporate Parenting Officer and council HR to develop new recruitment processes which gives care leavers priority for new apprenticeship and entry level roles within the Salford City Council. This should include specific activity to support Care Leavers to be 'work ready' to ensure successful transition into employment.	Corporate Parenting Officer HR	Ongoing

Ref.	Action	Partners	Timescales
6.7	Work with Next Step to develop an outward facing business offer to develop opportunities for Looked After Children and Care leavers, which is linked to the GM Care Leaver commitment and Care leaver Covenant.	Corporate Parenting Officer GM Employers	March 2019
6.8	Use of transferral of apprenticeship funds to develop an offer that encourages more SMEs to create well-paid apprenticeship opportunities for young people in Salford. This will be linked to the 'levy transfer' funds from key businesses in the city, including the Salford City Council as part of the Salford Skills for Business Apprenticeship Fund (SSBAF).	SMEs Apprenticeship Levy Lead	January 2019 and ongoing
6.9	Coordinate funds from GMCA out to local SMEs to support salary costs for new apprentices whilst developing growth and awareness across the business community. Based on specific criteria set locally to support disadvantaged young people.	SMEs GMCA	January 2019
6.10	Developing a Specialist Employment Pathway for improving outcomes for post-16's with autistic spectrum condition.	SEN Team IYSS Unlimited Potential Salford CVS Preparation for Adulthood Network	February 2019 and ongoing
6.11	Work with local training providers to support them to get more young people 'work ready' so they are able to access the opportunities created through the SSBAF'.	Connexions Princes Trust ESF Other support services SSBAF steering group	

7. Governance and accountability

Ref.	Action	Partners	Timescales
7.1	Skills and Work Board membership to be revised to include key employers in the city.	Board members	April 2019
7.2	Monitor the 'Hidden' NEET population locally and sub-regionally on a quarterly basis.	GMCA	Quarterly
7.3	Monitor the recommendations from the Hidden NEET research and the NEET Reduction Action Plan to ensure implementation.	Skills and Work Board Partners Providers	Quarterly
7.4	Youth Employment Partnership to be maintained and developed to ensure NEET Reduction Strategy is implemented and any barriers are addressed. This should include standing items of agenda: Current NEET Overview, progress towards strategy action plan and associated monitoring.	Partnership	Quarterly
7.5	Monitor schools and the colleges termly against: <ul style="list-style-type: none"> • their achievement of the Gatsby Benchmarks by completion of COMPASS assessment • number of meaningful employer encounters by school/college • providing examples of best practice • destinations and outcomes (annually) 	GMCA Schools/college Connexions Enterprise Advisers	Termly
7.6	Circulate destination performance by schools to headteachers on a bi-annual basis to analyse destinations of all young people, specifically those who are NEET and support identification for future cohorts.	Career Connect	Biannually

