

Winchester City Council

**Young people: employment and education
mapping**

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1 EXECUTIVE SUMMARY

Research Brief

- 1.1 Winchester City Council commissioned this mapping exercise to ensure that it had a clear, evidence-based picture of unemployment amongst young people aged 16-24 in the Winchester District and to help it identify opportunities to improve these young people's life chances in a practical and affordable way.

Methodology

- 1.2 The research was conducted in the Winchester district, between February and April 2012, with data gathered through
- a review of UK-wide research into unemployment amongst 16-24 year olds;
 - face-to-face consultations with 13 young people aged 16-24 and living in the Winchester district;
 - face-to-face and telephone consultations with 41 local stakeholders representing the public, private and voluntary sectors.
- 1.3 Many government data sources include young people in full-time education, but who are seeking work, in their official unemployment figures. However, for the purposes of this study, we used the following definition of NEET:
- "..... those who are either unemployed or inactive and not in any form of education including part-time education or training schemes." ACEVO (2012: p83)*

Government policies

- 1.4 With increasing youth unemployment, the government has been introducing a range of policies intended to raise attainment, to help young people gain work experience, and to encourage employers to offer jobs and apprenticeships.
- 1.5 The most recent arrival has been the Youth Contract which includes:
- a £150 million programme that will support some of the most vulnerable 16-17 year olds who are NEET
 - up to £1,500 for each small or medium sized enterprise (SME) who employs a 16-18 year old apprentice
 - 160,000 job subsidies worth up to £2,275 for each business that takes on an 18-24 year old from the Work Programme
 - an additional 250,000 work experience places

The costs associated with unemployment

- 1.6 Unemployment imposes costs on individuals and on society in general. Whilst long-term unemployment is judged to have a negative impact on an individual's income (short and long-term) and on their health, a recent study¹ calculates that the cost to society includes lost output/ productivity and lost taxation along with more tangible benefit costs:
- 16-17 year olds who claim benefits cost the exchequer an average £3,559 per person per year
 - 18-24 year olds who claim benefits cost the exchequer an average £5,662 per person per year

Young people who are registered as unemployed

- 1.7 Whilst we had expected to find it difficult to accurately identify the number of young people who are unemployed in the Winchester district yet who are not registered as such, it also proved difficult to gather accurate and up-to-date data on those who are registered as unemployed.
- 1.8 The data we obtained on 16-24 year olds who are registered as unemployed is summarised in **Appendices 2-5**, but is inexact for a variety of reasons in that:
- the data available on 18-24 year olds who are registered as unemployed (obtained from government websites) relates to August 2011 and February 2012 and is rounded up or down to the nearest 5 i.e. 5,10,15, 20;
 - data on 16-18 year olds, provided by Hampshire County Council, is more recent (end of March 2012) but will not be accurate as the staff previously responsible for undertaking the ongoing tracking of this age group ceased this part of their role when Connexions ended in November 2011;
 - there is regular 'churn' whereby young people join or leave education, employment or training with an associated time-lag between their joining/ leaving and the notification of their changed status to Hampshire County Council.
- 1.9 With the above caveats, the quantitative data shows that relatively small numbers of young people are unemployed directly on leaving school (2% of Summer 2011 leavers). Whilst some young people drop out of their initial chosen destination, the figures remain relatively static as some school leavers join the unemployment register and others leave. For example, Hampshire County Council data shows that 22 Year 11 leavers in Summer 2011 were unemployed in early November 2011 and 19 were unemployed at the end of March 2012.

¹ ACEVO (2012) *Youth Unemployment: the crisis we cannot afford*. London, ACEVO

1.10 Whilst the number of young people who are unemployed at age 16, 17 and 18 has remained static or has reduced over the past three years, the number of 17+ year olds whose destination is "not known" has increased. This is because the 'currency' of their known destination expires if they are not followed up within a prescribed period of time, and their destination on the Hampshire County Council database changes to 'not known'.

Young people who are unemployed but who have not registered for benefits/ support

1.11 Our qualitative research sought to identify the extent to which there are young people in the Winchester district who are unemployed but who have not registered for benefits and/ or support.

1.12 Whilst we heard anecdotal evidence of such young people, it was difficult to find much concrete data. From our contact with young people, and from discussions with stakeholders, it appears that the majority of such young people tend to be those who:

- have completed, or dropped out of, a Level 3 course or a degree;
- are living with family members;
- are undertaking voluntary work, or part-time work, whilst seeking their ideal employment. Those who are working part-time are not, for the purposes of this study, considered to be unemployed.

Destinations of Year 11 leavers

1.13 The overwhelming majority (92.2%) of Year 11 leavers (Summer 2011) in the Winchester district entered post-16 learning. Only small percentages started an Apprenticeship (1.8%) or found a job (1.5%), with the remaining numbers becoming unemployed (2%), moving away from the area (1%), whose destination was unknown (1%) or entering a foundation learning programme (0.5%). Further details are provided in **Appendices 3 & 4**.

1.14 Whilst the percentage of those entering post-16 learning does not vary significantly from ward to ward across the district, the percentage entering a 6th form/ 6th form college or a general further education (FE) college does vary. For example, 96% of Summer 2011 Year 11 leavers in the St Paul ward entered a 6th form or 6th form college compared to 22.7% of those from Denmead - conversely, 74.3% of the Year 11 leavers from Denmead entered a general FE college compared to 4% of those from St Paul. Further research would be required to ascertain the factors leading to such significant differences.

1.15 An analysis of school leaver destinations over the past 3 years (as shown in **Appendix 2**) indicates that participation in post-16 learning has gradually increased whilst unemployment amongst this cohort has gradually decreased.

Conclusions

Young people who are NEET

- 1.16 Each young person categorised as NEET has his/her own individual combination of factors that causes them difficulty with engaging, or re-engaging, in post-16 EET. Therefore, any support needs to be tailored and flexible, to address their individual barriers to engagement and to involve a co-ordinated approach across/ between support agencies.
- 1.17 Being NEET is not necessarily a long term [nor a one-off] position. Neither is it one which most young people enter, or seek to enter, on leaving school. For example, most of the young people interviewed for this study had been engaged in post-16 EET at some point and the majority were hoping to re-engage in EET in the near future.
- 1.18 An analysis of unemployment data over the past three years indicates that the number of 'known' unemployed 16-19 year olds has dropped. We have also been informed that most 16-24 year olds who become NEET in the Winchester district progress into EET and leave the unemployment register within 6 months.
- 1.19 However, since November 2011, when the Connexions Service ceased in Hampshire, no-one has been responsible for checking on the "currency" of young people's known destinations, nor for tracking those who have dropped out of post-16 provision. These factors are contributing to an increase in the number of 16-19 year olds whose destination is "not known".
- 1.20 Whilst we heard some youth support agencies talk about young people who are unemployed but who are not registered as such, it was difficult to find any concrete data on this cohort. From our contact with young people, and from discussions with stakeholders, it appears that these young people tend to be those who:
 - have completed, dropped out of or are considering a Level 3 course or above;
 - are living in the family home, often with no requirement to make a financial contribution;
 - are undertaking voluntary work, or part-time work, whilst deciding upon their next step or seeking their ideal employment. Those who are working part-time or full-time are not, for the purposes of this study, considered to be unemployed.

Barriers to engagement in EET

- 1.21 Stakeholders feel that access to transport, and the cost of transport, cause difficulties for some young people seeking to engage in EET [although this was not cited in the consultations that were carried out with young people]. However, most young people who wish to undertake a vocational post-16 course need to travel outside the district and only one of the young people consulted is attending College. This barrier may also be the case for many young people with learning difficulties and/or disabilities.
- 1.22 Sporadic attendance during compulsory schooling reduces a young person's access to careers education, information, advice and guidance (CEIAG) and employability support, as well as to other aspects of their learning. Young people may engage with EET directly on leaving school but can then feel 'adrift' and unable to move forward if they drop out part way through as they have not developed the self-awareness, nor the knowledge of local opportunities, to be able to steer themselves onto a long-term learning or career pathway.
- 1.23 Most young people we spoke with felt that a lack of post-16 work experience was hindering their ability to find employment. They felt that, without this experience, local employers were not seriously considering their applications.
- 1.24 Apart from young people who are deemed to be the most 'vulnerable', young people in school and 16-17 year olds who are not involved in education or training do not have access to face-to-face careers guidance support from a qualified careers guidance practitioner. This means that they may be making learning and career choices that are not best suited to their interests, abilities and aspirations.

Local provision

- 1.25 As part of this study, we were asked to provide a summary of the existing agencies/bodies working with young people to support them into employment, the provision they offer and the relative effectiveness of this provision in addressing obstacles identified. Whilst feedback on local youth support agencies has been universally positive, and many offer (or have recently started to offer) support to help young people engage in/ re-engage in EET, most of the young people we spoke with were not aware of this provision. However, many were aware of (and were disappointed by) the demise of Connexions and the closure of Hampshire County Council's youth centres.
- 1.26 One key gap that emerged during this study was a lack of face-to-face careers guidance for young people who are not in learning. Whilst unemployed young people aged 19+ (or 18+ if registered with Jobcentre Plus) have access to face-to-face careers guidance through the National Careers Service, this is not available to those who have dropped out of compulsory education nor to 16-17 year olds who are NEET apart from those deemed to be the most vulnerable.

- 1.27 With the demise of the Connexions Service, and with an absence of marketing, most young people do not know who they can approach for job seeking support. If they do know who they can approach, they may not know when or where this support is available as services are only offered for a small number of hours each week.
- 1.28 Whilst there is a popular 6th form college in Winchester, there is little general further education provision. Learners interested in attending vocational courses have, in most cases, to travel outside the Winchester district. There are reportedly good transport routes, but there are concerns about travel costs and about some young people's ability/ motivation to travel but this is not mentioned by the young people consulted
- 1.29 Apprenticeships feature strongly in providers' and young people's views on local needs, and this is being addressed in very innovative ways by a number of local providers. A live directory of all apprenticeship opportunities exists online at www.apprenticeships.org.uk but some young people are not aware of this website, and some do not have ready access to a computer.

Careers education, information, advice and guidance (CEIAG)

- 1.30 Secondary schools have not yet decided how they will provide independent and impartial careers guidance for their Year 9-11 learners once free local authority careers guidance for schools ends in Summer 2012.
- 1.31 Many of those consulted for this study feel that some families will only consider 'A' levels, followed by higher education, for their child, even when this might not be the most appropriate route for their son or daughter to follow based on their interests and learning style.
- 1.32 As mentioned under the previous subheading, since the demise of Connexions in November 2011 most 16-17 year olds who are NEET cannot access face-to-face careers guidance. The new National Careers Service offers telephone or web-based information, advice and guidance (IAG) to this age group but face-to-face guidance is only available to those aged 19 or above (or those aged 18+ if they are registered with Jobcentre Plus).

Communication

- 1.33 Young people are often unaware of the range of support available to them, other than that provided by any learning institution they may be linked to.
- 1.34 Young people who drop out of post-16 provision without informing anyone of their plans, may not know where to go to seek help with accessing EET. For example, the Hampshire County Council 'Youth Tube'² website offers a range of links to help young people find local youth support but does not direct them to any sources of advice on employment or training in the Winchester district. Such links are shown for most other parts of Hampshire.

² <http://www3.hants.gov.uk/childrens-services/childrenandyoungpeople/youthtube.htm> [Accessed 20th April 2012]

- 1.35 Unless they have undertaken extensive research (as some have), educational and youth support providers are not generally aware of all the services available to young people in their locality. This lack of awareness inhibits their ability to signpost young people to appropriate provision.

Housing

- 1.36 Young people who are homeless face particular challenges when seeking to engage in EET such as not having a fixed address when applying for jobs and being unable to leave their belongings in a safe place when they go to work/ training.
- 1.37 Young people in supported housing, however, can access a range of individual support from their key workers and do not appear to face any housing-specific barriers to their engagement in EET. However, they and their key workers regret the closure of the Connexions service and the ending of specific support for this cohort of young people.

Recommendations

- 1.38 Our recommendations are outlined below. The recommendations that we consider most relevant to Winchester City Council's work are marked with an asterisk. We consider that Winchester City Council could play a particularly valuable role in bringing local services together to share information, cascade learning and continue to develop collaborative approaches. It can also continue to offer work experience/ work opportunities for young people and encourage others to do so as well.

Tracking

- 1.39 The 'currency'³ of young people's post-16 destinations needs to be tracked within the timescales specified by the DfE 'Management Information Requirement from the Client Caseload Information System' document.
- 1.40 The tracking team, to be funded through the Hampshire Schools Forum, should be established as a matter of urgency.
- 1.41 The post-16 destinations of Winchester district secondary schools should be analysed and published to identify trends. Where possible, this could be accompanied by 'early leaver' figures to show the number/ percentage of young people who drop out of each destination within the first twelve months.

³ Department for Education (DfE) regulations stipulate how often a young person should be contacted to ensure that their 'destination', as shown on the Client Caseload Information System (CCIS) database, is still accurate. If that follow-up does not take place within a defined period, the young person's destination 'currency' expires, and the young person's destination is then changed to 'not known'.

Targeted youth support

- 1.42 Young people who drop out of school before the end of Year 11, especially those who do not obtain any qualifications and/or miss the CEIAG inputs, are at a severe disadvantage. Processes need to be in place to follow up these young people and to offer them timely support to aid their re-engagement in EET.
- 1.43 If they have not already done so, secondary schools should share their effective practice in identifying and supporting learners who they consider to be at greatest risk of becoming NEET.

Tailored support

- 1.44 All young people who are NEET should have access to:
- someone who can provide them with 1-to-1 mentoring support, and who can help them to address any barriers to their engagement in EET;
 - a funding pot from which any items which could ease their engagement in EET could be paid for, if set criteria are met e.g. equipment for a college course; transport costs.
- 1.45 A coherent approach between agencies could be facilitated through closer collaboration, and joint planning, between those providing support for young people with specific needs. This could be assisted by, for young people identified to be at risk of disengaging from their provision, a single 'learning plan' agreed by the young person, their parents/ carers and their learning provider. It could follow them through their transition from compulsory to post-compulsory provision and onwards. The plan would be 'owned' by the young person and supported by all of the agencies involved to help their client achieve appropriate learning and career goals.

Local provision

- 1.46 An audit of the local post-16 curriculum offer should be undertaken to identify local provision and key gaps. Steps should then be taken to ensure that young people who are resident in the Winchester district have easy (and not costly) access to a range of appropriate learning opportunities. *
- 1.47 A weekly print-out of local apprenticeships should be placed on the wall/ door of local youth support agencies to ensure that young people who either do not know about the www.apprenticeships.org.uk website, or do not have ready access to a computer, can be made aware of local vacancies.
- 1.48 Further research should be carried out into the suggestion that transport is a potential barrier to post-compulsory education and employment and a review of possible solutions should be undertaken.

Employer engagement

- 1.49 The public sector should continue to use its procurement spend to encourage or require contractors to provide opportunities for young people, including work experience placements and apprenticeships. *
- 1.50 Close working links should continue to be developed between learning providers and businesses to enable learners to have regular opportunities to gain insights into and, wherever possible, experience a range of jobs and occupational sectors. The earlier that this starts the better.
- 1.51 Whilst business mentoring exists for young people in school or college, the recruitment of business mentors to support those who are disengaged from learning, or who are unemployed, is worth exploring across the Winchester district. *

Careers education, information, advice and guidance (CEIAG)

- 1.52 Learners should all experience a planned and developmental programme of careers education from Year 7 onwards, to help them develop their self-awareness, undertake research into the full range of opportunities available to them and make informed decisions e.g. about Key Stage 4 option choices and their post-school destination.
- 1.53 All young people should have ready access to independent and impartial one-to-one career guidance from a qualified guidance practitioner and know how to access this support.
- 1.54 Young people who are sporadic school attenders during Key Stage 4, will need to be followed up to ensure that they receive CEIAG support to help them consider their options ready for the time when they reach the end of their compulsory schooling.
- 1.55 Post-16 providers should continue to provide pre-entry information, advice and guidance (IAG) to applicants to help ensure that the young person is making an informed decision about their next step.
- 1.56 As young people tend to choose occupations that they are familiar with, those in learning should have opportunities to hear about/ experience a wide range of occupations and sectors.

"We need to ensure that the young people in the UK have an understanding of the world of work by the time they are 14. This should then be built upon during the years from 14 to 21 when young people are preparing to enter the jobs market."
Recruitment and Employment Confederation (2010: p3)

Communication

- 1.57 Each local organisation's offer should be clarified in relation to young people's ages, transition points and needs. This would demonstrate clusters of, and gaps in, provision and would help agencies to identify opportunities for further collaborative working to maximise resources. This process could be started by arranging a district-wide 'process mapping' event, whereby participants can clarify their service offer on a timeline of a young person's journey from age 11 to age 25. Such an event could also be structured in a way that would enable agencies to learn about each others' work, share good practice and identify mutual interests. *
- 1.58 A directory of local youth support provision should be compiled. The draft Excel template which accompanies this report (sent separately to Winchester City Council) is offered as a possible way forward. As it is in a spreadsheet format, the data can be filtered to aid searches for provision. For example, post codes are separated so that a Google map could be presented of all providers in a specific area. Similarly, key words, age range and other relevant data are separated to enable the spreadsheet to be searched with a specific target group in mind. The spreadsheet is an initial draft, provided solely as an exemplar, and may therefore contain errors and omissions. However, it could be developed and made easily accessible via the Winchester City Council website. *
- 1.59 The Hampshire Youthtube website should be enhanced and contain information on provision available to help young people consider and decide upon their learning and career pathways. Young people's contributions should be sought to identify potential enhancements, develop appropriate content and consider appropriate marketing opportunities.

Housing

- 1.60 Further research into the experiences of, and support available to, young people who experience homelessness could be valuable to provide a more informed view of any specific support that they may require (aside from finding suitable housing) to successfully access and engage in EET. *

2 INTRODUCTION

"There are many reasons why people spend time not in education, employment or training. Most young people only spend a short time NEET before starting a course or taking up work or training. But others need more help if they are to avoid an extended and potentially damaging period outside learning or work." HM Government (2011: p4)

Background

- 2.1 Winchester City Council's economic strategy seeks to ensure that everyone in the Winchester District has enough to be able to enjoy a good quality of life. At a time of recession, and with changes underway in relation to various benefits and allowances, Councillors feel that young unemployed residents may need more support than ever in finding routes into work or further employment which will in turn enable them to make the most of their lives.
- 2.2 In late 2011, a panel of Winchester City Councillors met to explore the challenges faced by young people entering employment. This 'Informal Scrutiny Group' (ISG) heard evidence from a number of agencies involved in the wellbeing and development of young people and a consensus emerged that, whilst official figures showed that the Winchester District had a relatively small number of young people registered as unemployed for more than six months, it was very probable that there were others who had not registered. The size of this second cohort was completely unknown and the Councillors were keen to find out more about both groups of young people and to consider what role the City Council could play in helping them to find employment.
- 2.3 The Winchester District Community Strategy (2010 to 2020) sets out three overarching outcome areas - Active Communities, Economic Prosperity and a High Quality Environment - in which the Council and its partner agencies are committed to delivering real change for local people. There are five specific priorities for the period between 2010 and 2013:
 - helping people living in Winnall to have a good quality of life
 - helping people living in Stanmore to have a good quality of life
 - supporting older people
 - increasing access to Services
 - reducing the district's carbon footprint
- 2.4 Each commission issued by Winchester City Council is designed to support the delivery of at least one of the Community Strategy's outcomes and wherever possible at least one of the 2010-2013 priorities.

Research brief

- 2.5 Winchester City Council commissioned this mapping exercise to ensure that it had a clear, evidence-based picture of unemployment among young people aged 16-24 in the Winchester District, and to help it identify opportunities to improve these young people's life chances in a practical and affordable way.
- 2.6 The Council asked that this mapping exercise include:
- a) evidence as to the number and nature of NEET young people in the District between the ages of 16 and 24, both registered *and* unregistered; (see **Section 4**)
 - b) the approximate cost per annum to society per unemployed young person; (see **Section 3**)
 - c) a comparison of the relative rates of young people transferring from secondary school to college/ further education, analysed by postcode; (see **Section 4** and **Appendices 3 & 4**)
 - d) a summary of the obstacles which prevent or deter young people from finding (appropriate) training and work opportunities, including the impact of accommodation provision for those aged 16+; (see **Sections 5 and 6**)
 - e) anonymous case studies of four young people, two from Stanmore and two from Winnall, across the 16–24 age range to illustrate some of the obstacles identified; (see **Section 6**)
 - f) a summary of the existing agencies/bodies working with young people to support them into employment, the provision they offer and the relative effectiveness of this provision in addressing obstacles identified; (see **Appendix 6⁴**)
 - g) a series of recommendations for practical, sustainable and affordable programmes which could be taken in the Winchester District to help more of these young people into training and/or employment. These recommendations would potentially form the basis of an action plan for young people living in the priority neighbourhoods of Winnall and Stanmore; (see **Section 7**)
 - h) a suggested role for Winchester City Council in helping to deliver these recommendations, through its own services, partnerships or influencing powers. (see **Section 7**)

Research methodology

- 2.7 The research was conducted in the Winchester district between February and April 2012. Data was gathered through:

⁴ As this is an Excel spreadsheet, it cannot be appended to this document.

- a review of UK-wide research into unemployment amongst 16-24 year olds;
 - face-to-face consultations with 13 young people aged 16-24 and living in the Winchester district;
 - face-to-face and telephone consultations with 41 local stakeholders representing the public, private and voluntary sectors.
- 2.8 Stakeholder organisations were identified through Winchester City Council, through existing networks, through online research and following recommendations made by consultees. We sought consultations with young people via the organisations we were consulting.
- 2.9 Contact was sought with a wider range of local stakeholders, but responses were not forthcoming in a few instances. A list of the organisations that contributed to this research is shown in **Appendix 1**.

3 NATIONAL CONTEXT

"We owe our young people the very best support on their journey from school or college into the world of work." HM Government (2011:p3)

3.1 In this section we summarise the national context that is relevant to this study, particularly focusing upon:

- youth unemployment;
- the policy context in England;
- estimates of the costs, to society and to individuals, resulting from youth unemployment.

3.2 **Definitions:** organisations that produce statistical reports often define the NEET cohort in different ways to each other, which makes comparisons difficult. For example, most reports include young people in full-time education who are seeking full-time employment:

"Unemployment for young people in the UK aged 16 to 24 in October to December 2011 stood at 1.04 million, the highest number since 1986/87. Of these, 307,000 were full-time students who were actively looking for work but unable to find any to go alongside their study, accounting for around 30 per cent." ONS (2012: p1)

3.3 For the purposes of this study, we use the following definition of NEET:

"..... those who are either unemployed or inactive and not in any form of education including part-time education or training schemes." ACEVO (2012: p83)

3.4 Clearly, young people who are NEET are not a homogenous group - each person has his/her own individual past, needs and aspirations. Whilst there will be many young people who are actively seeking work, others will have different priorities; this could include young parents, young carers and those waiting to take up a job or an anticipated place at college or University.

a) National context

"Increases in unemployment have been driven by long-term factors including structural changes to the economy and more recent economic challenges brought about by the recession. The impact of these has been greater on young people." HM Government (2011:p5)

- 3.5 **Statistical accuracy:** recent funding and structural changes have meant that the accuracy of youth unemployment figures is in some doubt, both nationally and in Hampshire. Nationally, since the early part of the last decade, young people aged 16-18 have been 'tracked' by their local Connexions service. Depending upon their situation, there are Department for Education (DfE) regulations which stipulate how often the young person should be contacted to ensure that their 'destination', as shown on the Client Caseload Information System (CCIS) database is still accurate. If that follow-up does not take place within a defined period, the young person's destination 'currency' expires, and the young person is then deemed to be destination 'not known'. Due to cuts in government funding, many local authorities have ceased or reduced their Connexions service leading to a shortfall in staff to undertake this time-intensive tracking. The responsibility for tracking young people under the age of 19 lies with local authorities, but some do not have the funding to undertake this work to the extent required or do not regard it as a funding priority.
- 3.6 **Unemployment rates:** if we exclude young people who are registered as unemployed, but who are in full-time education, the most recent quarterly figures (October-December 2011) show that there were 731,000 unemployed 16-24 year olds (10% of the age group) which is an increase of 1,000 (or 0.2%) compared with July-September 2011.⁵
- 3.7 As can be seen by the above figures, youth unemployment is not a recent or temporary difficult linked to an economic recession. For example, the National Institute for Economic and Social Research (NIESR) looked at the labour market trajectories of 16-21 year olds between 1991-2008 and concluded that:
- "even when the labour market was buoyant, around 9% of young people left school and struggled to engage with the labour market over the following five years." ACEVO (2012: p23)*
- 3.8 **Jobseekers Allowance (JSA) claimants:** the claimant count for those aged 18-24 was 480,300 in February 2012, down 900 (or 0.2%) on January 2012 and up 68,200 (or 16.5%) on February 2011 (seasonally adjusted).⁶
- 3.9 The claimant count does not cover every unemployed young person as:
- few 16 -17 year olds can claim JSA
 - some 18-24 year olds choose not to claim the JSA;
 - others, such as full-time students, are not eligible.

⁵ UK Parliament (2012) *Youth unemployment statistics - 14th March 2012* [Online]. Available from: www.parliament.uk. [Accessed 30th March 2012]

⁶ *ibid*

3.10 Approximately 60% of JSA claimants aged 24 or below were looking for a job in 'sales', or in 'elementary occupations' which are regarded as the lowest skilled roles in the economy. The main two 'elementary occupations' sought by young people were goods storage and personal services (including hairdressing).⁷

3.11 **Qualification levels:** various research studies have reported that the fewer qualifications a young person has, the more likely they are to be unemployed:

"...young people whose trajectory from 16 to 21 is characterised by long-term worklessness are more than 4 times more likely to have no qualifications than those young people who make a successful transition from education to work" ACEVO (2012: p36)

3.12 The Office for National Statistics (ONS) publication: 'Characteristics of Young Unemployed People' (February 2012) confirms these findings, and indicates that the higher your qualifications, the lower the likelihood of your being unemployed at age 24 i.e.

a) of those who left school with one GCSE qualification:

- approximately 25.9% of 16-year olds were unemployed;
- approximately 26.6% of 18-year olds were unemployed;
- approximately 12.8% of 24-year olds were unemployed.

b) of those who left education with at least one 'A' level:

- approximately 20.3% of 18-year olds were unemployed;
- approximately 6.7% of 24-year olds were unemployed.

c) of those who left University with a degree:

- approximately 24.8% of 21-year olds were unemployed;
- approximately 4.9% of 24-year olds were unemployed.

Government policy relating to 16-24 year olds

3.13 '*Building Engagement, Building Futures*', published by HM Government in December 2011, is the government's participation strategy covering 16-24 year olds and summarises many of its policies for this age group. It contains five priorities to maximise the proportion of 16-24 year olds participating in education, employment and training (EET). These priorities, and some of the linked actions, are summarised below:

1. **Raising educational attainment in school and beyond** to ensure that young people have the skills they need to compete in a global economy. This will include raising the participation age (RPA)⁸ to:

⁷ ONS (2012) *Characteristics of young unemployed people - 2012* [Online]. Available from: <http://www.ons.gov.uk/> [Accessed 23rd February 2012]

⁸ Young people will be expected to remain in education, training or employment with training

- age 17 in 2013
 - age 18 in 2015
2. **Helping local partners to provide effective and coordinated services that support all young people**, including the most vulnerable. This is intended to contribute towards the full participation of 16-17 year olds in EET by 2015 and will be supported by:
- schools playing 'the key role' in identifying and supporting learners who are at greatest risk of disengagement and ensuring that young people receive the support and advice they need to move on into a successful post-16 destination
 - colleges and providers working closely with local partners including Local Enterprise Partnerships (LEPs), local authorities and Jobcentre Plus to ensure they are making a strong contribution to meeting the social and economic needs of communities
 - support for the Education and Employers' Task Force programme of employer visits and speaking engagements in educational settings
3. **Encouraging and incentivising employers to inspire and recruit young people** by:
- offering more high quality apprenticeships. The budget for apprenticeship provision in 2012-2013 amounts to £1.4 billion and, from April 2012, all apprenticeships for 16-18 year olds will be for a minimum of 12 months
 - offering more work experience places
4. **Ensuring that work pays and giving young people the personalised support they need to find it**, through e.g.
- 18-24 year old claimants receiving extra support, including:
 - access to a careers interview from the National Careers Service⁹ in the first three months of their claim
 - additional Personal Adviser time from month 3 of their Jobseekers' Allowance claim
 - weekly, rather than fortnightly, signing at Jobcentre Plus from month 5
 - the Work Programme which will provide intensive personalised support for those at greatest risk of long-term unemployment. Support will be based on individual and local needs, with providers paid to help young people enter and remain in employment

⁹ The National Careers Service was launched on 5th April 2012. It offers web and telephone access to young people and adults, plus face-to-face contact for those aged 19 and above (or 18 and above if claiming JSA)

5. **Putting in place a new Youth Contract**, worth almost £1 billion, over the next three years to help get young people learning or earning before long term damage is done. The Youth Contract includes:
- a £150 million programme that will support some of the most vulnerable 16-17 year olds who are NEET
 - up to £1,500 for each small or medium sized enterprise (SME) who employs a 16-18 year old apprentice
 - 160,000 job subsidies worth up to £2,275 for each business that takes on an 18-24 year old from the Work Programme
 - an additional 250,000 work experience places

3.14 The government is also planning to introduce '**destination measures**' which will give information to young people and their parents/carers on post-16 routes taken by a school, college or training provider's former learners. The destinations will be shown for:

- the year after they completed their compulsory schooling (the 'Key Stage 4 measure')
- the year after they completed any 16-18 learning (the 'Key Stage 5/16-18 measure')

3.15 These 'measures' will be based on the young person's participation in both of the first two terms (October-March) during the year after they left that institution, and is intended to encourage those institutions to support and prepare their learners to help them progress into a destination that offers them an opportunity for sustained engagement. The measures are being introduced in two phases: July 2012 and spring 2013.

The costs incurred by youth unemployment

3.16 A range of studies have been undertaken into the costs incurred by youth unemployment in the UK, the most recent being '*Youth unemployment: the crisis we cannot afford*' which was published by the ACEVO Commission on Youth Unemployment on 6th February 2012. The Commission undertook extensive quantitative research into the estimated costs to the individual, and to society, of youth unemployment and the majority of figures shown below are from this source. They, and others, identify the following range of:

- *costs to society*: benefit payments; output/ productivity; taxation; anti-social behaviour
- *costs to the individual*: income; health

i) Cost to society

- 3.17 **Benefit payments:** ACEVO have estimated that, if youth unemployment stays at its current level, the total benefits bill is likely to reach almost £4.2 billion in 2012. ACEVO also estimated the cost, per person, of benefits payments to 16-17¹⁰ and 18-24 year olds
- 16-17 year olds who claim benefits cost the exchequer an average **£3,559 per person per year**
 - 18-24 year olds who claim benefits cost the exchequer an average **£5,662 per person per year**
- 3.18 **Lost output/ productivity:** ACEVO have estimated that, if youth unemployment stays at its current level, lost output is likely to be in the region of £10.7 billion in 2012. This figure is based on an assumption that young unemployed people would earn less, if in work, than the average young person currently in employment. They also sought to quantify the long-term 'scarring' effects of youth unemployment on lost output/productivity and estimate this to be £6.3 billion per annum.
- 3.19 **Taxation:** ACEVO have estimated that, if youth unemployment stays at its current level, taxes foregone are likely to be just over £600 million in 2012. This estimate is based on an assumption that young unemployed people would earn less than the average young person currently in employment. It also takes into account the extra costs incurred by a minority who could claim working tax credits were they employed.
- 3.20 **Anti-social behaviour:** other studies have found that young people who are unemployed are more likely to get involved in anti-social activity such as burglaries, thefts and drugs offences. A study in 2001, focusing upon England and Wales, found a positive correlation between youth unemployment and burglary, theft, fraud, forgery and total crime rates. A study conducted in 2000 found a stronger correlation between youth unemployment and crime rates than between adult unemployment and crime rates.¹¹

ii) Cost to individuals

- 3.21 Whilst there are clearly costs to society, the impact that unemployment has on the individuals concerned cannot be minimised.

" Young people who are currently not participating are more likely than their peers to have low skills, to go on to be unemployed in the future, to earn less and to suffer from poor health or depression, which can have an impact well into adult life. This can fuel an inter-generational effect that acts as a block to social mobility." HM Government (2011: p5)

¹⁰ Most 16-17 year olds are not eligible for benefits

¹¹ Summarised in Bell, D & Blanchflower, D *Youth Unemployment: Déjà Vu?* (2010)

- 3.22 **Income:** another recent research report has estimated that, if an 18 year old were to be on Job Seekers Allowance (JSA) for the whole of their working life, and engaged in no paid employment, they would receive £166,876 based on current payment levels. This is judged to be 10.3% of what the average graduate could hope to earn. If the JSA claimant supplemented this through the minimum number of permitted part-time hours, they would earn 25.6% of a typical graduate income.¹²
- 3.23 **Health:** ACEVO identified, through a literature review, that "*unemployment increases susceptibility to illness, mental stress, and helplessness, and loss of self-esteem leading to depression.*" ACEVO (2012: p13)

¹² First Steps to Wealth: a study of career and earning opportunities for young Britons, Skandia (2012) p6

4 LOCAL CONTEXT

"Young people become NEET for different reasons. They need different solutions to get them into work or learning. Councils and their partners must understand the nature of their local NEET cohort and tailor their responses." Audit Commission (2010: p17)

- 4.1 Winchester District is characterised by high skills levels, low unemployment rates and high gross domestic product (GDP). It is also, in many parts, an expensive place to live and shop, meaning that the economically challenged may feel particularly isolated.
- 4.2 In 2010, there were 114,300¹³, people resident in the Winchester district of whom 13,859¹⁴ were aged 16-24.
- 4.3 As in other parts of the country, significant financial and structural changes are underway in Hampshire and the County Council is *"faced with a shortfall in government funding of £77m between 2011 and 2015"*¹⁵ leading to some difficult decisions being made. Recent and impending changes of relevance to this research include:
- the closing of Hampshire County Council's Connexions service - some staff are still working in schools and colleges but their role is primarily focused upon support for the most vulnerable young people rather than careers guidance provision for the whole cohort. Their role will cease this Summer, unless their services are purchased by educational institutions;
 - in light of the above, the ongoing tracking of young people's post-school destinations (previously undertaken by the Connexions service) has ceased. However, at the time of writing this report, there are indications that the Schools Forum has allocated some funding to appoint staff to recommence this work;
 - the closing of the county's youth services and its replacement, over the coming year, with commissioned targeted provision through the voluntary sector;
 - from September 2012, secondary schools will have a duty to secure access to independent and impartial careers guidance for their learners;
 - from September 2013, the participation age will be raised to 17 and, from September 2015, to age 18. The government is not proposing to impose any sanctions, at least for the first year, as it is hoping that all young people will participate in education, training or employment (with training);

¹³ www.nomisweb.co.uk

¹⁴ <http://www3.hants.gov.uk/factsandfigures/population-statistics/pop-estimates/small-area-pop-stats.htm> (2011-based; accessed on 4th April 2012)

¹⁵ *Protests can't stop controversial cuts*, This is Hampshire, 1st March 2012

- the cuts in transport have emerged as a strong factor in young people's ability to engage both in education and in employment.
- 4.4 **Local Children's Partnerships (LCPs)** are the 'delivery arm' of the Hampshire Children's Trust and cover specified geographical areas. The LCPs are responsible for implementing the Hampshire's Children and Young People's Plan (CYPP) priorities through the development and implementation of LCP delivery plans. LCP members meet to discuss the CYPP priorities, and then define local priorities and actions to improve outcomes for local children and young people - these are shown in their LCP delivery plans.
- 4.5 There are three LCPs operating within the Winchester district - these are Winchester Central, Winchester Alresford and Eastleigh. Further information can be found at: www3.hants.gov.uk/childrens-services/childrens-trust/local-childrens-partnerships.htm
- 4.6 **Local Enterprise Partnerships (LEPs)** are public/ private partnerships created by the coalition government to support and sustain economic growth at a local level. The Winchester district lies within the Enterprise M3 LEP. One of its action groups covers 'Skills & Employability' and this group's priorities for 2012 include:
- developing entrepreneurship culture and skills, particularly in Higher and Further Education
 - making it easier for small and medium size companies to recruit apprentices
 - expanding internships

Youth unemployment

- 4.7 Until its demise in November 2011, Hampshire County Council's Connexions Service maintained contact with young people below the age of 19 (or up to 25 for those with learning difficulties and/or disabilities). Since November 2011, the County Council's youth support service is focusing its support on the groups that it considers to be the most vulnerable (young people in young offenders' institutions; young people with learning difficulties and/or disabilities; young people in the looked after system) with broader youth support being commissioned from a range of local agencies. The small number of 16-17 year olds who are entitled to benefits, and wish to claim them, need to register with the youth support service and obtain a signed ES9 form.
- 4.8 Jobcentre Plus has regular contact with unemployed young people aged 18 and above - however, it can also work with 16-18 year olds, depending upon the young person's circumstances, wishes and eligibility for benefits. Further details on their respective roles and responsibilities can be found at:

"The role of schools and local authorities in careers guidance":
<http://www.education.gov.uk/a0064052/the-role-of-schools-and-local-authorities-in-careers-guidance>

"Statutory guidance for local authorities on targeted support services for young people":

<http://media.education.gov.uk/assets/files/pdf/l/la%20guidance%20apr%202011.pdf>

"Delivering services in relation to young benefit claimants from April 2011: benefits liaison":

<http://www.dwp.gov.uk/docs/young-benefit-claimants-services.pdf>

4.9 **Registration:** neither they, nor other agencies, know the size of the group of young people who are unemployed but who are not registered with either organisation. However, some providers of local youth support services feel that this is a sizeable cohort and may include young people who would benefit from further assistance. This is the main reason for this research being commissioned, and we sought to identify the number of young people in the Winchester district who are a) unemployed and registered as such and b) young people who are unemployed but who have not registered.

4.10 **Youth unemployment in the Winchester district:** as part of this research, we were asked to:

i) provide a comparison of the relative rates of young people transferring from secondary school to college/ further education, analysed by postcode

ii) gather evidence of the number and nature of 16-24 year olds who are NEET - registered and unregistered - and who live in the Winchester district

4.11 We sought to gather both quantitative and qualitative data i.e.

a) *quantitative data:* we obtained anonymised data from Hampshire County Council and from Jobcentre Plus.

- **Hampshire County Council:** were able to provide a wide range of anonymised data on the destinations of Year 11 students who had completed compulsory education in Summer 2011. However, it was unable to provide i) Year 11 destinations on a school by school basis, as permission was required from each individual secondary school ii) Year 11 destinations by the young person's home postcode, as the Council felt that this could breach Data Protection regulations even though the information would be anonymised. The Year 11 leaver destination data has therefore been analysed by ward, with the results shown in **Appendix 3**.

- **Jobcentre Plus:** this data was obtained from a website - www.nomisweb.co.uk. The figures are not exact as, when downloading the data, the site offers the option of the data being

rounded to the nearest 5, 10, 15 and upwards. There is no option given to download the exact figures.

b) *qualitative data*: we obtained this information through discussions with young people and with local providers and stakeholders.

4.12 The qualitative findings are outlined in **Sections 5 and 6** of this report, and our analysis of the numerical data is shown below. This data has been taken from:

- the Youth Support Service 'Year 11 activity survey: Winchester district 2010/11'
- quarterly data (July 2009 - January 2012) showing the current destinations of the previous year's Year 11 leavers
- an anonymised report showing the destination history of young people who were NEET as at week beginning 19th March 2012

4.13 We have included more data than was originally requested by Winchester City Council, as it provides some useful contextual data to inform local decision making.

The destinations of Year 11 leavers in the Winchester district

4.14 Before discussing the destinations of Year 11 leavers, firstly for the whole of the Winchester district and then by ward, it is important to explain what is meant by the "currency" of a young person's destination data. Department for Education (DfE) regulations, as outlined in "*Management Information Requirement from the Client Caseload Information System: 2011-12*", state that a young person's last known destination needs to be followed up within a defined period. For young people who have completed their compulsory education, the follow-up frequencies are shown in **Table 1**.

Table 1: Frequency of contact required to check currency/ accuracy of a young person's destination		
Destination/ activity	Minimum frequency of follow up	Currency to expire....
Full-time education	Once a year	12 months from last confirmation. Cannot be extended beyond the end of the course. For those in higher education this can be extended to two years
Employment with training, including apprenticeships	Once a year	12 months from last confirmation. Can in certain circumstances be extended to 2 years for those 18 and over

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Employment without training	Every 6 months	6 months from last confirmation
Training	Every 6 months	6 months from last confirmation. Cannot be extended beyond the end of the course
Temporary employment; part-time learning; part-time employment; Gap Year students	Forward review date according to circumstances	4 weeks after date of review unless contact has been made to confirm status
Custodial sentence/ asylum seekers/refugees yet to be granted citizenship	Forward review date according to circumstances	4 weeks after date of review unless contact has been made to confirm status
NEET: available to labour market	Every 3 months	3 months from last confirmation
NEET: not available to labour market; on personal development opportunity; supporting family; illness; pregnancy; other reason why not available	Forward review date according to circumstances	4 weeks after date of review unless contact has been made to confirm status

- 4.15 If this follow-up is not conducted within the defined period, the young person's destination changes to "not known". Hampshire County Council's Connexions team undertook this follow-up activity but, since the service's demise in November 2011, this activity ceased. It is important to bear this in mind when considering the destination patterns shown in **Appendix 2** as the reduction in tracking activity is leading to an increase in the number of 16-18 year olds whose destination is "not known".
- 4.16 Whilst there are peaks and troughs, between July 2009 and January 2012, in the number of young people whose destination is "not known" it is important to compare the January figures (2009-2012) for 16-18 year olds as it is these figures that have increased significantly over the past year:
- 16-18 year old "not knowns" (January 2010) = 166
 - 16-18 year old "not knowns" (January 2011) = 216
 - 16-18 year old "not knowns" (January 2012) = 413
- 4.17 When considering the data, it is important to bear in mind that the destinations shown in **Appendix 2** are those deemed to be their "current destination" at or near to 1st November 2011. The purpose of the annual activity/destinations survey is to find out what learners are doing once they have left compulsory education.

- 4.18 A brief comparison was undertaken of Hampshire County Council destination data alongside that of its statistical neighbours i.e. the 10 local authorities¹⁶ that have the most similar learner cohort profile. The comparative data for November 2011 (which was the most recent we could obtain) shows that Hampshire's 'not known' figure for 18 year olds is significantly higher than that of the mean indicator of its ten closest statistical neighbours (37.5% compared to 12.8%).
- 4.19 Much of the data on young people who entered post-16 education in September 2011 will have been taken from post-16 providers' admissions lists and may not take account of all their early leavers i.e. those who dropped out at an early stage of their studies. Whilst these young people would previously have been followed up by someone from Connexions, whilst Connexions was in existence, this follow-up is no longer deemed to be a priority for the remaining staff who are supporting schools and colleges until the end of August 2012 i.e. until responsibility for the provision of careers guidance switches from the local authority to individual educational institutions.
- 4.20 Post-16 providers who have signed up to the Hampshire County Council data sharing protocol submit a monthly report showing the young people who have joined and those who have left their provision over the previous month. This has helped to keep the CCIS database relatively up-to-date and to ensure that the early leavers are made aware of other local provision as their contact details are circulated to providers in their locality who contact them to tell them about their offer and to invite them in for a discussion.
- 4.21 A range of factors are likely to be contributing to the feeling that some young people in Winchester district are unemployed but unregistered i.e. not known to the "authorities". These factors include:
- it no longer being a priority for anyone to follow up young people who have dropped out of post-16 provision to find out what they are doing and whether they need any support;
 - the majority of unemployed 16-17 year olds not being entitled to benefits. The exceptions are those young people who meet one of the criteria shown in the Department for Work and Pensions (DWP) document mentioned at paragraph 4.8 - for example, young people who are estranged from their parent(s); who are responsible for a child etc;
 - the closure of youth centres run by Hampshire County Council and a gap before the commencement of newly commissioned youth provision;
 - incomplete awareness about local provision for young people and, in some cases, gaps in provision.

¹⁶ Central Bedfordshire; West Sussex; South Gloucestershire; North Somerset; Essex; Worcestershire; West Berkshire; Hertfordshire; Cambridgeshire; Cheshire East

Summer Year 11 Leaver Destinations by Ward

- 4.22 **Appendix 3**¹⁷ provides a summary of Year 11 leavers' destinations (Summer 2011) by Winchester district ward, at or near to 1st November 2011. This data was gathered during the activity survey undertaken by Hampshire County Council's Youth Support Service during October 2011, and is held on its CCIS database.
- 4.23 The overwhelming majority (92.2%) of Year 11 leavers (Summer 2011) in the Winchester district (as at 1st November 2011) progressed into post-16 learning. The other destinations were, in descending order:
- unemployment (2%)
 - apprenticeships (1.8%)
 - jobs (1.5%)
 - moved away from area (1%)
 - destination unknown (1%)
 - foundation learning¹⁸ (0.5%)
- 4.24 An analysis of the Hampshire County Council CCIS data for January 2009-January 2012 (see Appendix 2) shows that school-leavers' participation in post-16 learning has increased over the past three years (from 90.38% in January 2009 to 93.65% in January 2012) whilst unemployment amongst the same age group has decreased (from 2.92% in January 2009 to 1.21% in January 2012).
- 4.25 Whilst the percentage of those entering post-16 learning does not vary significantly from ward to ward across the district, the percentage entering a 6th form/ 6th form college or a general further education (FE) college does vary. For example, 96% of Summer 2011 Year 11 leavers in the St Paul ward entered a 6th form or 6th form college compared to 22.7% of those from Denmead - conversely, 74.3% of the Year 11 leavers from Denmead entered a general FE college compared to 4% of those from St Paul.
- 4.26 There were no 'known' unemployed school leavers in 15 of the 26 wards in the Winchester district. Of the remaining 11 wards:
- 7 had **one** resident unemployed school leaver (Bishops Waltham; Boarhunt & Southwick; Denmead; Littleton & Harestock; St Bartholemew; Swanmore & Newtown; Wonston & Micheldever)
 - 2 had **two** resident unemployed school leavers (Shedfield; The Alresfords)
 - 1 had **five** resident unemployed school leavers (St John & All Saints)
 - 1 had **six** resident unemployed school leavers, two of whom were deemed to be 'unavailable for work'¹⁹ (St Luke)

¹⁷ Please note that the figures in Appendix 3 have been rounded up or down. Therefore, they do not always add up to 100%

¹⁸ Foundation learning (post-16) replaced the Entry 2 Employment (E2E) training programme

¹⁹ One is a teenage parent and one is unwell

4.27 We analysed data showing the qualifications being sought by those who had progressed into post-16 learning (see **Appendix 4**²⁰). This information is also relevant as many of the stakeholders we spoke with commented that many young people in the district aspire to 'A' levels and progression into higher education. It was felt by some of those we consulted that this is sometimes an aspiration that has not been fully considered as it may not match with the young person's learning style/ interests/ long-term career aims. It is felt that it is some of these young people who, when they realise that further academic study is not what they want/ are best suited to, drop out and form a proportion of the "unregistered unemployed" in the Winchester district.

4.28 As can be seen in **Appendix 4**, of those who progressed into post-16 education in a school, 6th form college or further education college:

- 65.75% (649 young people) are studying for 'A' levels (ranging from 42% in Wickham and Upper Meon Valley wards through to 88% in the St Paul ward)
- 13.17% (130 young people) are studying for an NVQ level 3, or its equivalent (ranging from 0 in the St Paul ward through to 32% in Upper Meon Valley ward)
- 10.63% (105 young people) are studying for an NVQ level 2, or its equivalent (ranging from 0 in the Itchen Valley and Olivers Battery& Badger Farm wards through to 28% in Boarhunt & Southwick ward)
- 7.59% (75 young people) are studying for an NVQ level 1, or its equivalent (ranging from 0 in the Itchen Valley, St Michael, St Paul and Upper Meon Valley wards through to 19% in the Wickham ward)
- 1.71% (17 young people) are studying for an unspecified qualification on a full- or part-time basis
- 0.70% (7 young people) are studying for one or more GCSEs
- 0.10% (1 young person) is studying for a higher education qualification

16-24 year olds in the Winchester district who are registered as unemployed

4.29 **Summer 2011 Year 11 leavers registered as unemployed (1st November 2011):** An analysis of the anonymised data on the twenty-two Summer 2011 Year 11 school leavers who were unemployed in October-November 2011 shows that:

- Gender: 11 were male and 11 were female
- Availability for work: 19 were available for work and 2 were unavailable (one was a teenage parent and one was unwell)
- Individual circumstances: 1 young person had learning difficulties and/or disabilities and 1 was in the looked after system

²⁰ Please note that the figures in Appendix 4 have been rounded up or down. Therefore, they do not always add up to 100%

- Qualifications gained:
 - 13 had at least 1 GCSE (or equivalent) at A*-G
 - 9 had 5 or more GCSEs (or equivalent) at A*-G
 - 0 had 5 or more GCSEs (or equivalent) at A*-C, including English and Maths
 - 4 had GCSE English at A*-G
 - 0 had GCSE Maths at A*-G
- Intended destinations: during Year 11, young people are asked what they are planning to do at the end of their compulsory education. Of these 22 young people:
 - 10 were seeking a place at college
 - 5 were seeking employment
 - 3 were seeking a training place or apprenticeship
 - 1 was undecided
 - 3 had 'other' plans that were not specified

4.30 **Summer 2011 Year 11 leavers registered as unemployed (23rd March 2012):** Hampshire County Council also provided a brief anonymised list of the 19 Summer 2011 Year 11 leavers who, on 23rd March 2012, were shown as unemployed on its CCIS database.

4.31 Of the 19 unemployed young people, 10 were male and 9 were female. Sixteen (84%) had been unemployed since leaving school whilst the remaining 3 had entered at least one post-16 destination before becoming unemployed:

- one had started a course at a 6th form college or school 6th form
- one had commenced an apprenticeship but had left after a couple of months
- one had started a course at a further education college, left and become unemployed then started an apprenticeship which she left after six weeks

4.32 The presence on this database of so few young people who have dropped out of their initial post-16 destination indicates that the database is either not completely up-to-date, as is acknowledged by Hampshire County Council staff, or that young people are moving swiftly into their next destination.

16-24 year olds in the Winchester district who are unemployed but who are not registered as such

4.33 Unfortunately, because they are not registered as unemployed, there is no data available on the total number of young people in this cohort who are resident in the Winchester district. It must also be borne in mind that the majority of those aged 16-17 are ineligible for benefits and therefore would not be registered for benefits with either the youth support service nor with Jobcentre Plus.

- 4.34 Through our consultations with local stakeholders we sought to identify the size of this cohort but few organisations were able to put us in contact with any of their clients in this situation nor to quantify the number that they were working with. (See paragraphs 5.17 and 5.18)
- 4.35 **Unemployment amongst 18-24 year olds:** whilst the above information focuses upon young people who completed their compulsory education in Summer 2011, and are therefore currently between 16 and 17 years of age, there is some (albeit less detailed) data available on the older age groups. For example, **Appendix 3** provides details of the last known status of 16-19 year olds according to Hampshire County Council's CCIS database. It is important to remember, when looking at this data, that the Connexions Service was only required to record the whereabouts of young people up to their 19th birthday - the data on 19 year olds is therefore likely to be out-of-date as is data on the younger age group due to the cessation of the Connexions Service and its universal support for 16-18 year olds.
- 4.36 The reduction in tracking of young people's current status, and the targeted approach taken by the HCC youth support service, also means that this information will be out-of-date as staff are no longer seeking to maintain contact with the whole cohort of 16-18 year olds.
- 4.37 Once they reach 18 years of age, unemployed young people can register with Jobcentre Plus for benefits and for job search support. Jobcentre Plus registration data is available online at www.nomisweb.co.uk and this was analysed to identify the number of 18-24 year old registrants in the Winchester district. These figures are not exact as, when downloading the data, www.nomisweb.co.uk offers the option of the data being rounded to the nearest 5, 10, 15 and upwards. There is no option given to see or download the exact figures.
- 4.38 In February 2012, there were 310 Jobseeker's Allowance (JSA) claimants aged 18-24 in the Winchester district. Of these:
- 260 (83.9%) - had been claiming for less than 6 months
 - 35 (11.3%) had been claiming for between 6-12 months
 - 15 (4.8%) had been claiming for more than one year
- 4.39 This indicates, as was confirmed by Jobcentre Plus, that most unemployed 18-24 year olds in the district who are registered with Jobcentre Plus move off the unemployment register within 6 months. This leads to a 'churn'/turnover in those who are registered as unemployed and who are seeking support.
- 4.40 **Table 2** provides details on 18-24 year olds, by ward, who were claiming Jobseekers Allowance (JSA) in February 2012. The data is only available at a rounded level i.e. to the nearest 5.

Winchester City Council
Young People: Employment and Education Mapping

Table 2: 18-24 year old JSA claimants by Winchester ward (February 2012)²¹		
Ward	No.	Ward ranking²²
Bishops Waltham	30	=2
Boarhunt &Southwick	5	=6
Cheriton & Bishops Sutton	5	=6
Colden Common & Twyford	5	=6
Compton & Otterbourne	10	=5
Denmead	20	=3
Droxford, Soberton & Hambleford	5	=6
Itchen Valley	0	7
Kings Worthy	5	=6
Littleton & Harestock	15	=4
Olivers Battery & Badger Farm	5	=6
Owslebury & Curdridge	5	=6
Shedfield	10	=5
Sparsholt	5	=6
St Barnabas	20	=3
St Bartholemew	20	=3
St John & All Saints	30	=2
St Luke	35	1
St Michael	20	=3
St Paul	10	=5
Swanmore & Newtown	10	=5
The Alresfords	10	=5
Upper Meon Valley	5	=6
Whiteley	5	=6
Wickham	15	=4
Wonston & Micheldever	10	=5
Total	310	

4.41 We are aware that data on JSA claimants does not provide a complete picture of benefit claimants in each ward, and we therefore sought out additional data. We interrogated statistics²³ held on the Department for Work and Pensions (DWP) website to identify the number of 16-24 year olds claiming any benefits and specifically:

²¹ www.nomisweb.co.uk

²² 1=highest number of JSA claimants; 7=lowest number of JSA claimants

²³ <http://research.dwp.gov.uk/asd/>

- income support
- incapacity benefit/ severe disablement allowance
- disability living allowance

4.42 The most recent data is for August 2011 and the findings are summarised at **Appendix 5** of this report. However, whilst this data provides additional contextual information regarding benefits claimants, it does not provide an accurate figure at that point of who was unemployed or in work (or even in education) as:

- someone could be claiming more than one of the benefits, and therefore be counted in more than one column;
- people in work, and in some cases in learning, can claim one or more of the benefits shown. It is therefore not an accurate indicator of unemployment in Winchester.

4.43 However, despite the caveats, **Appendix 5** does provide a more complete picture of the range of benefits claimed by 16-24 year olds in Winchester.

Other data

4.44 The Wessex Youth Offending Team provided a snapshot of young people from the Winchester district who were receiving its support in the latter part of March 2012.

"Winchester has low levels of first time entrants [to the youth justice system]...this has remained static during the three year period."²⁴

4.45 At the end of March 2012, the YOT was working with 33 young people between the ages of 11 and 18. Their ages and gender are summarised in **Table 3** along with the YOT intervention that they were involved in.

Table 3: Young people receiving support from the Wessex YOT (Winchester district) - March 2012	
Intervention	Age and gender
Final Warning Programme	14 year old male 16 year old female 17 year old male 18 year old (gender unspecified)
Referral Order	15 year old males (3) 16 year old male 17 year old female 18 year old males (4)
Remand in Custody Status/ Order	17 year old male
Youth Conditional Caution	18 year old (gender unspecified)
Youth Rehabilitation	14 year old (gender unspecified)

²⁴ Winchester Community Safety Partnership (2010) *Winchester District: strategic assessment crime and disorder review (2010-11)* [Online]

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	14 year old male 16 year old males (2) 16 year old female (1) 17 year old males (2) 17 year old female (1) 17 year old (gender unspecified) 18 year old males (2) 18 year old female
Diversion Programme	11 year old male 12 year old male 15 year old female 15 year old (gender unspecified) 16 year old (gender unspecified) 17 year old male

4.46 We had hoped to analyse additional anonymised data on these young people, to identify their current engagement in EET, their educational needs and whether those who had completed their compulsory schooling possessed any educational qualifications but, as the data was incomplete, a reliable analysis was not possible.

5 FEEDBACK FROM STAKEHOLDERS

5.1 A summary of the feedback gained from the 41 stakeholders consulted during this research study are summarised below.

a) Transport

5.2 A shortage of affordable transport [or, in some cases, the lack of transport per se] was cited by many stakeholders as a key reason for some young people not engaging in education, employment or training (EET).

5.3 In the Hampshire County Council document: *Hampshire Local Transport Plan – Part B: Three Year Implementation Plan (2011-2014)*, the Council states:

“The bid comprises six elements common across the six towns..... The County Council is working closely with public transport operators, district councils and community groups to ensure they play an active role in developing these bids and the subsequent delivery of measures, if successful.”

5.4 The six elements of Hampshire's bid were:

- supporting the local economy (through workplace travel planning, traffic management measures and optimising capacity at signal-controlled junctions);
- carbon reduction (electric vehicle charging points, promotion of home working, park and ride and eco-driving);
- influencing travel behaviour (personalised journey planning, social marketing, cycle training, travel planning work with schools);
- improving travel information (via website, real time information at public transport hubs, and via mobile phones);
- healthy and sustainable access to stations (station travel plans, secure cycle storage compounds); and
- improving town centre vitality (measures identified through TAPs, promoting walking, parking management and supporting sustainable tourism).

5.5 Hampshire County Council received its settlement from the Government in relation to the above bid, and this is reflected in the County Council's annual capital and maintenance programmes.

5.6 Young people who may be keenest on vocational provision include those who face the greatest barriers to travelling to college or work-based learning. They sometimes lack the organisational skills as well as the funding to reach their intended destination.

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- 5.7 Hampshire County Council's Home to School Transport Policy 2012 [effective September 2012] states: '*Home to college transport costs for students from low income families is removed for new entrants to the phase of education*'. If our understanding of this is correct, these changes could affect a significant percentage of Winchester district young people who embark upon a vocational course. [27% of Summer 2011 Year 11 leavers progressed onto a general Further Education College].
- 5.8 It would appear that there are some rural transport initiatives to link to further education and other provision in the area, but it would be useful to research existing models to identify any effective practice, and whether this might be used to promote and encourage participation in Vocational Learning. One example of an initiative starting in September 2012 is shown below - the college is not located within the Winchester district but is the chosen destination of some Winchester learners.

Eastleigh College will be offering a travel bursary to its students from September 2012. The bursary is not linked to household income and will provide:

- every young person living over 3 miles from the college with some funding support;
- every young person living over 7 miles away with £300 per year (£100 per term) towards their travel costs.

Young people will also receive an additional sum if their household income is below a certain level.

The college has tried to discuss negotiating a favourable rate for its students with a local bus company but has not received a positive response. The bus company said it might consider this if the college undertook the associated administration, however the cost of this to the college did not make it financially viable so it is offering a travel bursary instead.

- 5.9 Some youth support agencies, including the Prince's Trust, are able to help some young people with their transport costs - decisions are reached on a case-by-case basis and are based on a set of criteria. This type of support is particularly crucial as, as mentioned earlier, with such low numbers of young people who are unemployed there is little targeted support for this group in the Winchester district requiring young people to travel to other areas including Eastleigh, Southampton and Basingstoke.

b) Aspirations and opportunities

- 5.10 A lack of opportunity coupled with low self-esteem and low expectations are cited as factors that contribute to youth unemployment in the Winchester district. This combined with low family expectations [or, indeed, unrealistically high expectations] appear to be a strong influence on the success of young people moving into further education or employment. When these factors are coupled with a shortage of low-skilled employment opportunities, made worse by the current economic climate, or the make-up of the general local social environment this can bring about a self-fulfilling prophecy.

c) Information on youth support provision and service users

- 5.11 In many cases there is incomplete awareness, from stakeholders and from young people, about local sources of support for young people. Not only do young people often not know where to go for the information and support they need, but many find it difficult to identify what information and support they require. It would appear that whilst young people who attend school receive a careers education programme, this may not be the case when they are poor-attenders or non-attenders. If they become unemployed on leaving school, this lack of self-awareness and lack of knowledge about local opportunities can have a profound impact on their ability to progress.
- 5.12 Since the local Connexions service ended in November 2011, each school and college receives support from a Careers Adviser (previously known as a Connexions Personal Adviser [PA]) for 2 days per week irrespective of the institution's size. These Careers Advisers are now focusing solely on targeted work, rather than universal careers guidance, and their local authority funded roles will cease at the end of this academic year. Schools are then responsible for arranging independent and impartial careers guidance for their Year 9-11 learners, and are currently considering what approach to take. The Winchester 14-19 Consortium is holding a planning event in May, and the future provision of careers education, information, advice and guidance (CEIAG) is on the agenda.
- 5.13 There are concerns about the demise of Connexions and the loss of its tracking role: *“will 16-17 year olds fall into a black hole until they become entitled to benefits?”* This concern was voiced by many of the youth support agencies. Concern was also expressed that there was no longer ‘one agency’ that had an overview of young people's needs and situations, knew about all local provision and that had responsibility for keeping in contact with all young people who may require support.
- 5.14 The closure of local authority youth centres led to many stakeholders feeling that local provision has become fragmented and a consequent lack of clarity about what provision exists, plus when and where it is available. Young people would previously have known about Connexions, and that it could provide them with information on a range of local provision, but many stakeholders now feel that young people have nowhere to go for advice on a range of issues (or do not know what exists).

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- 5.15 There appears to be no formal structure to either map which youth support services young people have used, nor any way of tracking where they go if they cease their involvement with a particular youth support provider. A few stakeholders felt that it was therefore possible to end up with the 'double counting' of service users, and potentially investing a great deal of money in one person without being aware of this and without any measurable outcomes. However, the new 'tracking' roles, to be funded through the Hampshire Schools Forum, may address this issue as we understand that a key function of this team will be identifying which individuals are engaging with individual youth support agencies as well as with learning providers.
- 5.16 There also appears to be a 'middle group' emerging: young people who are not deemed to require targeted support but who would welcome/ benefit from generic youth support provision e.g. drop-in youth centres. Some stakeholders felt that, without this type of engagement offering positive activities for young people, some young people may be risk of joining a 'targeted' group in the future.

d) Data on young people who are unemployed and unregistered

- 5.17 Our qualitative research sought to identify the extent to which there are young people in the Winchester district who are unemployed but who have not registered for benefits and/ or support. Whilst we heard anecdotal evidence of such young people, it was difficult to find much concrete data.
- 5.18 Most stakeholders interviewed during this study feel that it is impossible to accurately identify the size of this group other than to gather anecdotal 'at this point in time' feedback. Many stated that young people's current activity status is often transient with a regular 'churn'/ turnover in those who are unemployed, in learning etc. It must also be borne in mind that the majority of those aged 16-17 are ineligible for benefits and therefore would not be registered for benefits with either the youth support service or with Jobcentre Plus.

e) The profile of young people who are NEET

- 5.19 The 'traditional' profile of an unemployed young person is that they generally have few if any qualifications and are from a low socio-economic background. However, there is a growing group of 18 year olds and above, often from fairly affluent backgrounds, who are unemployed and who are financially supported by their families. Others are working in part-time roles, or are volunteering. It is these young people who were most often mentioned during consultations as being those most likely to be unemployed and unregistered.
- 5.20 As Winchester does not have a large number of young people who are unemployed, there is little specific provision to support them when compared with other areas with larger cohorts.

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- 5.21 Where there is a University, or a population of young people who are attending /or have attended university, many of the low paid jobs that might otherwise go to the less able and less financially stable groups, are being taken by undergraduates/ postgraduates who are prepared to work for a small wage whilst their accommodation and keep is met by their parents/carers. These young people are not registered as NEET as they are in employment, even if it is not their intended long-term destination.
- 5.22 Whilst some agencies say that they are working with a 'large' cohort of young people who are unemployed, their evidence tends to be anecdotal. Whilst some were able to provide numerical data showing that they were working with a small number of young people who are NEET, and some work with definite referrals who are classified as NEET in order to meet the requirements of the referral, others were unable to provide data to substantiate their comments.
- 5.23 A number of learning providers across the Winchester district have signed up to a data sharing protocol with Hampshire County Council. On the 15th of each month, these providers tell the Council who has started with them and who has left (and for what reason). This is entered onto the Council's tracking database which records each young person's last known destination. In return, Hampshire County Council sends a list of 16-24 year olds who are thought to be NEET and who live in the area covered by that provider.
- 5.24 Also, with the current absence of any structured tracking once young people leave support programmes, it is difficult to a] measure the impact of the programme and b] ascertain whether their NEET status has changed. Whilst some programmes have individual exit plans, and a focused transition programme at the end of their intervention, they do not keep ongoing records to ascertain the long term impact of their programme. There seems, therefore, to be a need for an overall tracking system which would follow the progress of young people through their teenage years and beyond.
- 5.25 Many providers talk of the 'chaotic' circumstances that young people are facing - others use the word 'turbulence' - and comment that young people's lives are more unsettled than in the past and face a more insecure future. Whereas, in the past, this may have been the situation faced by young people with few if any qualifications, this is no longer the case.

f) Emotional wellbeing

- 5.26 Many agencies consider that emotional wellbeing/ mental health is a significant factor for some young people - particularly those aged 18+ and from fairly affluent families - not engaging in education, employment or training. The causes are seen to be wide and varied, ranging from exam and university entrance pressure [in a local environment when the traditional route of school/A Levels/University is accepted as the norm], to an inability to manage finances.

g) Curriculum offer

- 5.27 Low basic skills levels have an impact upon a young person's post-school destinations. Interestingly, a high percentage of the young people interviewed for this study mentioned their 'dislike of Maths' as a factor that influenced their disengagement with schooling. For some young people, reading skills often plateau after primary school as they have no access to books whilst at home. Some stakeholders commented that some learners need more support with their transition from primary to secondary school, and in the first two years at secondary school.
- 5.28 Some stakeholders commented that there needs to be a 'realistic' curriculum that takes account of young people's abilities/ interests along with local skills gaps. Whilst it is appropriate to offer young people an education that matches their interests, if this has no local progression route it can lead to disappointment and disengagement. Gaps identified during consultations indicate that, in Winchester:
- there is a shortage of vocational provision e.g. hairdressing; catering; motor vehicle; construction;
 - there may be a shortage of local post-16 provision for young people with learning difficulties and/or disabilities.
- 5.29 A few stakeholders also commented that young people of compulsory school age, and who are academically able, are not always given access to any Key Stage 4 vocational provision within their school.
- 5.30 Some stakeholders feel that there is a need for a greater number of apprenticeship opportunities in the area, with those available needing to be collated and more widely advertised to youth support agencies and young people. There is a strong commitment to encouraging the wider availability of apprenticeships, not least from Winchester City Council, and an interesting and innovative example is shown below.

Sparsholt College is working with an Apprenticeship Training Agency to target small to medium enterprises [SMEs] in Winnall. They offer a model to employers through which the Training Agency employs the young person, and the local business pays them a weekly wage for the length of time that suits them best i.e. not necessarily the full one year period.

The Training Agency is responsible for the health and safety, employment and ensuring the young person has a full Apprenticeship Framework whilst the employer trains the young person in the workplace.

h) Targeted youth support

- 5.31 With the 'targeted' approach now being taken by the Hampshire County Council Youth Support Services team, there has been a reduction in *generic* youth support. This means that some young people have 'nothing positive to engage in' and could lead to their involvement in activities that lead to their becoming one of the 'targeted' groups e.g. young offenders.
- 5.32 Voluntary sector organisations offer a range of youth support provision in Winchester district including a general meeting place, and youth clubs in some rural locations. Whilst everything we heard about, and those we viewed, have excellent reputations there does not appear to be a wide variety of choice for young people nor are they (or other agencies) necessarily aware of this provision.

The Junction, an internet cafe in Andover, is popular with young people and is also a site for multi-agency working. The Wessex YOT works from this location for 2 days a week as part of its early intervention/preventative work. As it is widely used by young people, it is not seen as a place for 'therapy/intervention'. The YOT cite this model - a place that is widely used by young people that the team can use as a drop-in centre - as an aspiration for a future way of working with young people and other agencies in Winchester.

- 5.33 In addition, there are other organisations within the community who might be encouraged to consider ways in which they might be able to support young people in the area. One example is shown below.

Theatre Royal Winchester supports the whole district not only through its theatre facility but also through its inclusion policy. Whilst it may not be an obvious youth support provider, it does considerable work with young people including: work experience opportunities; work placements; 'ready for work' programmes, including training for school-based staff; providing apprenticeships; and supporting the University of Winchester's BA and MA degree courses.

It also supports other providers by offering organisations working with young people an opportunity to stage events in the theatre - these are featured in the Theatre's programme and are open to the public or, on some occasions, are private events for specific audiences.

i) Support requested by youth support providers

- 5.34 Finally, we asked local youth support agencies: 'What would aid your work with young people/ what would make your job easier?' They gave the following responses:

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- someone in a role as Commissioner of Programmes, with an overview of local youth support provision and current gaps;
- a one-day conference that would enable youth support and learning providers to meet together and learn about each other's provision. This would help them to refer/ signpost their clients to appropriate services and to identify opportunities for further collaboration;
- an up-to-date directory of youth support providers, including referral processes;
- whilst Winchester City Council and Hampshire County Council are regarded as fair and generous with the funding available to them, the process for obtaining even small amounts of money is seen by some as onerous and repetitive. A more streamlined approach, and the allocation of longer-term funding (3 years) would be welcomed.

6 FEEDBACK FROM YOUNG PEOPLE

- 6.1 In this section, we summarise the feedback gained from thirteen young people consulted during this study.
- 6.2 Whilst we were asked to produce 4 case studies, we felt it important to speak with as many young people as we could. We established contact with these young people through local youth support agencies, a work-based learning provider and a supported housing organisation.
- 6.3 As we were reliant on agencies asking their clients/ learners on our behalf, and the young people's agreement to participate in this study, we were unable to select a representative sample group of 16-24 year olds. However, the feedback that we gained from the 13 young people we spoke with does provide some useful insights into the factors helping and hindering young people's engagement in EET.
- 6.4 Of the 13 young people we interviewed:
- 9 were between 16-19 years of age, and 4 were between 20-24 years of age;
 - 8 were female and 5 were male;
 - 11 had gained some qualifications whilst at school;
 - they had all been engaged in education, employment or training (EET) at some point since the end of their compulsory schooling;
 - five were on a 'Work Ready' course, 3 were currently unemployed, 2 were volunteering, two were volunteering and also in employment and 1 was at college.
- 6.5 Most reported that they had not enjoyed their time at school: 'their relationship with teachers', 'being in a classroom' and 'Mathematics' were the key sources of dissatisfaction. In addition, two had been bullied and this had led to one young woman leaving education at the age of 14.
- 6.6 The majority reported that they had enjoyed going on work experience during Key Stage 4 and many of them said that it had influenced their career goals. Two young people said that they had been employed by their work experience placement provider once they had left school - however, these roles had not lasted.
- 6.7 Young people's feedback on the careers education, information, advice and guidance (CEIAG) they received whilst at school suggests that whilst schools provide learners with a wide range of information on college courses and apprenticeships, they are not offering the level of information that some young people would like on the local labour market nor on volunteering opportunities.

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- 6.8 Many young people said that they had access to a Careers Adviser whilst at school and were able to gain specific information on their chosen career path(s) when they needed it. However, some felt that they would have benefited from more information on what "life would be like" once they had left school and how they could navigate the range of opportunities available to them.

a) Main barriers to employment or training

- 6.9 The young people we consulted during this study cited a range of barriers that they felt they and others face when seeking to engage in education, employment or training (EET):
- the most frequently mentioned barrier is that young people feel that there is little or no opportunity for them to gain experience of work once they have left education. They feel that they are unemployable through a lack of experience, but cannot gain experience without employment;
 - the need for more local youth support services, especially for those under 18 years of age. The young people we spoke with knew of few, if any, services for their age group other than those provided by schools or colleges. Some knew of services that had closed, including Connexions and local authority youth centres, but most were unaware of the other provision available in their locality;
 - a lack of qualifications or a lack of 'appropriate' qualifications (e.g. not having GCSE Maths and English);
 - a shortage of jobs and too few apprenticeship opportunities;
 - that young people aged 19 and above need to pay if they enrol on a further education course to raise their qualification levels;
 - having no fixed address, making it impossible to apply for jobs and to be appropriately prepared/ dressed for work.

b) Suggested solutions

- 6.10 The young people we spoke with offered the following solutions to the barriers that they face:
- provide short term placements for young people who do not have qualifications, to enable employers to judge them on their capabilities and skills rather than their lack of qualifications;
 - advertise more apprenticeships for young people;
 - offer voluntary positions so that young people can add this experience to their CVs and have something to talk about during interviews with prospective employers;

- do not stereotype homeless young people: *‘people in the past who have been homeless have given all homeless people a bad name, but really we just want to get a job and get off the streets’.*

6.11 Interestingly, many of the ‘barriers’ and ‘solutions’ are already being addressed by government policies, and by local organisations, but the young people we spoke with were not aware of these developments.

c) Case studies

6.12 As requested, we have included two case studies on young people from Winnall and two on young people from Stanmore. We have also included two case studies on young people living in other parts of the district as they provide additional insights into the challenges that some young people face when seeking to engage in education, employment and training (EET).

6.13 We have changed the young people's names to preserve their anonymity.

<p>Becky is 16 years of age and lives with her parents in Winnall. She attends a 'Work Ready' course at PETA twice a week.</p> <p>Becky says that she didn't really enjoy school and left in Summer 2011 after her GCSEs. She gained 8 GCSEs and initially intended to work on a farm - whilst at school she had spent 2 weeks on a farm-based work experience placement and this helped her to decide upon a career in farming.</p> <p>Becky feels that her school made college seem like the only post-GCSE option, and only provided information on this pathway. Once she had left school, she obtained information on apprenticeships from a Connexions Personal Adviser. Becky commented that there was a careers adviser at her school but that she was rarely there. When she wasn't in school, the pupils could ask questions of their teachers but, according to Becky, their careers knowledge was "limited".</p> <p>Since leaving school, Becky has been unemployed and looking for work. Jobcentre Plus referred her to the 'Work Ready' course at PETA in the hope that this would help her to become more 'employable'. She didn't want to go to college as she says that she was 'sick of education' and knew it wasn't for her. She now feels that it is too difficult to find a job in farming so is now seeking a job in retailing.</p> <p>Becky feels that more retail apprenticeships in retail should be available as there aren't enough apprenticeships in Winchester for everyone who wants one. She also feels that <i>“previous experience shouldn't count for so much when you are under the age of 20, as it's near impossible to get experience before you are that age.”</i></p>	<p>Age: 16</p> <p>Gender: Female</p> <p>Qualifications: 8 GCSEs</p> <p>Location: Winnall</p> <p>Current status: attending a part-time 'Work Ready' course at PETA</p>
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<p>Tom is 16 years of age and lives with his mother in Winnall. He is in the first year of a two-year sports course at Peter Symonds 6th Form college. He left school in Summer 2011 having gained two GCSEs and a BTEC in Sport.</p> <p>Tom 'hated' going to school - he can't think of anything that he enjoyed and says he couldn't wait to leave. He doesn't think that the school he attended helped to prepare him for future life although he did comment that he received a lot of information on college courses and apprenticeships. He says that he knew he wanted to go to college so didn't need any advice.</p> <p>He remembers having a 2-week work experience placement in a shop but it did not inspire him to seek employment in that sector.</p> <p>As Tom is at college, he isn't currently looking for a job and couldn't identify any barriers that he might face when seeking employment. When asked what he would do if he wanted to find a job, or if he needed careers advice, he said that he would speak to the Careers Adviser at his college or go to the Jobcentre.</p>	<p>Age: 16</p> <p>Gender: Male</p> <p>Qualifications: 2 GCSEs; a BTEC in Sport</p> <p>Location: Winnall</p> <p>Current status: attending college</p>
<p>Steve is 17 years of age and lives in Stanmore. He attends a 'Work Ready' course at PETA twice a week, and hopes to find a plumbing apprenticeship. However, he says that he is struggling to find any opportunities at the moment and feels that <i>"all roles are too dependent on experience, and I'm too young to have any."</i></p> <p>He gained 4 GCSEs in Summer 2011 and says that he enjoyed going to school but didn't take it very seriously. During Year 10, he had a 2-week work experience placement with a major supermarket but did not like this at all - however, he commented that he learned how much he hated retail work so this helped him to narrow down his career options.</p> <p>Steve believes that he was given more information about apprenticeships than college courses whilst at school, but admitted that this might have been because he knew that he wanted to do an apprenticeship and may not have paid much attention to information on other options. He remembers meeting a Connexions Personal Adviser whilst at school, but did not find their support very useful.</p> <p>On leaving school, he started a horticulture apprenticeship at college but says that he left after 3 months as he found it "too patronising". Since leaving his college course, Steve has been unemployed although he is now attending a 'Work Ready'</p>	<p>Age: 17</p> <p>Gender: Male</p> <p>Qualifications: 4 GCSEs</p> <p>Location: Stanmore</p> <p>Current status: attending a part-time 'Work Ready' course at PETA</p>

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<p>course at PETA Training. Steve's advice to employers would be: <i>"Give young people a chance to demonstrate what they can do, even if they don't have great qualifications or experience yet."</i></p>	
<p>Sarah is 18 years of age and lives with her parents and brother in Badgers Farm. She is currently unemployed but is not claiming any benefits. Both of her parents, and her brother, are in employment.</p> <p>Sarah has 6 GCSEs, entry level maths and a BTEC in Business and spoke positively about the careers support she received whilst at school. During Key Stage 4, she went on a work experience placement to a children's nursery in Winchester and, at the end of Year 11, contacted them to see if they had any work available. They had no openings at that point so Sarah joined them as a volunteer and, after 8 months, began an apprenticeship with them. Through this she gained an NVQ Level 2 in childcare. Unfortunately, the role ended in April 2011 and she has been unemployed ever since.</p> <p>Sarah is keen to find another job in childcare, and has been volunteering for the past 2 months to maintain her knowledge and experience. She thinks that the main barriers to employment that she faces are:</p> <ul style="list-style-type: none"> • not having a GCSE Maths grade A-C • a lack of opportunities for young people to gain initial experience: <i>"everyone is looking for people with experience and nobody is willing to take people on and offer them training."</i> <p>She has identified what she needs to do to progress in childcare, and feels that she needs to obtain an NVQ Level 3 in childcare and develop her knowledge of EYFS (Early Years Foundation Studies). However, she states that the only way of doing this is by getting a job which she is finding impossible.</p> <p>If she cannot get another job in childcare, Sarah is planning to go to college and take an animal care or equine studies course. Her mother has told her that people who work with horses are usually those who have grown up with them, and who have always been horse riders, but Sarah hopes that she would still have a chance even though she doesn't fit this profile. Sarah feels that <i>"qualifications should count but young people should also get the chance to gain experience when they haven't previously worked."</i></p>	<p>Age: 18</p> <p>Gender: Female</p> <p>Qualifications: 6 GCSEs; entry level Maths; BTEC in Business; NVQ Level 2 Childcare</p> <p>Location: Badgers Farm</p> <p>Current status: volunteering and planning to go to college in September</p>

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<p>Neil is 19 years of age, and lives in supported housing in Winchester. Originally from Stanmore, Neil was asked to leave his family home at 17 years of age and sofa-surfed for the following two years. He heard about his current housing provider through a friend, and was able to move into one of their units last year. He claims housing benefit and Jobseekers Allowance.</p> <p>Neil was a sporadic school attender during Key Stage 4 and even though the school encouraged him to return to sit his GCSEs, he did not gain any qualifications. He avoided school as he did not like being told what to do and did not like sitting in classrooms.</p> <p>He can't recall receiving any help, whilst at school, to consider what direction he wanted to go in on leaving but, as he attended infrequently during his final two years of compulsory schooling, he says support was probably available but that he was not in on those days. He remembers speaking to someone from Connexions once he had left school, and they encouraged him to consider an apprenticeship. However, he rejected this option as it involved going to college: <i>"It's a bit like school and the thought of going to college for even one day a week was just too much for me."</i></p> <p>Neil has wanted to work outdoors for as long as he can remember and doesn't mind what type of work this involves. Shortly after leaving school, a friend offered him some seasonal logging work and he has done this on a sporadic basis ever since. He is considering setting up his own business, in a similar line, and says he doesn't need any advice to do this as he has the expertise and the financial backing.</p> <p>Neil wanted to give the following advice:</p> <ul style="list-style-type: none"> • to young people at school: <i>"You should stick at school. Get your qualifications."</i> • to employers: <i>"you should consider employing people who don't have any qualifications. Just because you don't have them doesn't mean you won't work hard.....and don't say you have to go to college if you get a job."</i> 	<p>Age: 19</p> <p>Gender: Male</p> <p>Qualifications: none</p> <p>Location: grew up in Stanmore. Currently lives in supported housing in Winchester city centre</p> <p>Current status: unemployed and planning to set up his own business</p>
<p>Marcus is 19 years of age and lives at the Night Shelter in Winchester.</p> <p>Originally from Winnall, he attended two secondary schools: he left the first, which he did not like, and moved to another secondary school that he <i>"liked everything about"</i>. Marcus was</p>	

<p>on a work experience placement with a car mechanic for one day a week over a 6-month period in Year 10. He enjoyed this and wanted to train as a car mechanic on leaving school.</p> <p>At the end of Year 11, in Summer 2008, Marcus gained 3 GCSEs. He feels that his last secondary school gave him a lot of help to prepare him for life after school and that they gave him a lot of accurate information about <i>"the real world"</i>.</p> <p>On leaving school, he moved around the country living in Winchester and in other cities in the north of England. He looked for jobs but couldn't find anything. On his return to Winchester in 2009, he undertook some voluntary work at a youth centre. However, at some point after leaving school, he developed an alcohol addiction and this led to his leaving his family home and becoming homeless.</p> <p>Marcus feels that the biggest barrier he faces when looking for a job is his lack of stable housing. Without a fixed address, which he says is needed when applying for a job, he thinks that it would be hard to hold down a job <i>"as it's not easy to prepare yourself and get to work on time when you don't have a house or room where you can leave your stuff."</i></p> <p>He would like the housing process to be faster than it is as he says that <i>"a lot of homeless people have the right attitude and are desperate to work in order to better their situation but they aren't given the chance because of the stereotype of homeless people."</i></p> <p>Marcus says that he currently receives job search and job application support from the Trinity Centre - people can use their computers to look for jobs, and Centre staff will attend interviews with people if they need support. However, he says that an alternative is required as the Centre isn't open in the evening or at weekends and feels that it <i>"can become a bubble for a lot of people, and many forget that there is a real world outside."</i></p>	<p>Age: 19</p> <p>Gender: Male</p> <p>Qualifications: 3 GCSEs</p> <p>Location: grew up in Winnall. Currently lives at the Night Shelter in Winchester city centre</p> <p>Current status: unemployed and seeking work</p>
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6.14 The case studies provide real-life examples of the barriers that young people can face when seeking to engage/ re-engage in EET. However, they also exemplify the enthusiasm that all of the young people we met with expressed about being able to find work and to being accepted by, and taking their place in, society.

7 CONCLUSIONS AND RECOMMENDATIONS

Conclusions

Young people who are NEET

- 7.1 Each young person categorised as NEET has his/her own individual combination of factors that causes them difficulty with engaging, or re-engaging, in post-16 EET. Therefore, any support needs to be tailored and flexible, to address their individual barriers to engagement and to involve a co-ordinated approach across/ between support agencies.
- 7.2 Being NEET is not necessarily a long term [nor a one-off] position. Neither is it one which most young people enter, or seek to enter, on leaving school. For example, most of the young people interviewed for this study had been engaged in post-16 EET at some point and the majority were hoping to re-engage in EET in the near future.
- 7.3 An analysis of unemployment data over the past three years indicates that the number of 'known' unemployed 16-19 year olds has dropped. We have also been informed that most 16-24 year olds who become NEET in the Winchester district progress into EET and leave the unemployment register within 6 months.
- 7.4 However, since November 2011, when the Connexions Service ceased in Hampshire, no-one has been responsible for checking on the "currency" of young people's known destinations, nor for tracking those who have dropped out of post-16 provision. These factors are contributing to an increase in the number of 16-19 year olds whose destination is "not known".
- 7.5 Whilst we heard some youth support agencies talk about young people who are unemployed but who are not registered as such, it was difficult to find any concrete data on this cohort. From our contact with young people, and from discussions with stakeholders, it appears that these young people tend to be those who:
 - have completed, dropped out of or are considering a Level 3 course or above;
 - are living in the family home, often with no requirement to make a financial contribution;
 - are undertaking voluntary work, or part-time work, whilst deciding upon their next step or seeking their ideal employment. Those who are working part-time or full-time are not, for the purposes of this study, considered to be unemployed.

Barriers to engagement in EET

- 7.6 Stakeholders feel that access to transport, and the cost of transport, cause difficulties for some young people seeking to engage in EET [although this was not cited in the consultations that were carried out with young people]. However, most young people who wish to undertake a vocational post-16 course need to travel outside the district and only one of the young people consulted is attending College. This barrier may also be the case for many young people with learning difficulties and/or disabilities.
- 7.7 Sporadic attendance during compulsory schooling reduces a young person's access to CEIAG and employability support, as well as to other aspects of their learning. Young people may engage with EET directly on leaving school but can then feel 'adrift' and unable to move forward if they drop out part way through as they have not developed the self-awareness, nor the knowledge of local opportunities, to be able to steer themselves onto a long-term learning or career pathway.
- 7.8 Most young people we spoke with felt that a lack of post-16 work experience was hindering their ability to find employment. They felt that, without this experience, local employers were not seriously considering their applications.
- 7.9 Apart from young people who are deemed to be the most 'vulnerable', young people in school and 16-17 year olds who are not involved in education or training do not have access to face-to-face careers guidance support from a qualified careers guidance practitioner. This means that they may be making learning and career choices that are not best suited to their interests, abilities and aspirations.

Local provision

- 7.10 As part of this study, we were asked to provide a summary of the existing agencies/bodies working with young people to support them into employment, the provision they offer and the relative effectiveness of this provision in addressing obstacles identified. Whilst feedback on local youth support agencies has been universally positive, and many offer (or have recently started to offer) support to help young people engage in/ re-engage in EET, most of the young people we spoke with were not aware of this provision. However, many were aware of (and were disappointed by) the demise of Connexions and the closure of Hampshire County Council's youth centres.
- 7.11 One key gap that emerged during this study was a lack of face-to-face careers guidance for young people who are not in learning. Whilst unemployed young people aged 19+ (or 18+ if registered with Jobcentre Plus) have access to face-to-face careers guidance through the National Careers Service, this is not available to those who have dropped out of compulsory education nor to 16-17 year olds who are NEET apart from those deemed to be the most vulnerable.

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- 7.12 With the demise of the Connexions Service, and with an absence of marketing, most young people do not know who they can approach for job seeking support. If they do know who they can approach, they may not know when or where this support is available as services are only offered for a small number of hours each week.
- 7.13 Whilst there is a popular 6th form college in Winchester, there is little general further education provision. Learners interested in attending vocational courses have, in most cases, to travel outside the Winchester district. There are reportedly good transport routes, but there are concerns amongst stakeholders about travel costs and about some young people's ability/motivation to travel, but this is not mentioned by the young people consulted
- 7.14 Apprenticeships feature strongly in providers' and young people's views on local needs, and this is being addressed in very innovative ways by a number of local providers. A live directory of all apprenticeship opportunities exists online at www.apprenticeships.org.uk but some young people are not aware of this website, and some do not have ready access to a computer.

Careers education, information, advice and guidance (CEIAG)

- 7.15 Secondary schools have not yet decided how they will provide independent and impartial careers guidance for their Year 9-11 learners once free local authority careers guidance for schools ends in Summer 2012.
- 7.16 Many of those consulted for this study feel that some families will only consider 'A' levels, followed by higher education, for their child, even when this might not be the most appropriate route for their son or daughter to follow based on their interests and learning style.
- 7.17 As mentioned under the previous subheading, since the demise of Connexions in November 2011 most 16-17 year olds who are NEET cannot access face-to-face careers guidance. The new National Careers Service offers telephone or web-based information, advice and guidance (IAG) to this age group but face-to-face guidance is only available to those aged 19 or above (or those aged 18+ if they are registered with Jobcentre Plus).

Communication

- 7.18 Young people are often unaware of the range of support available to them, other than that provided by any learning institution they may be linked to.
- 7.19 Young people who drop out of post-16 provision without informing anyone of their plans, may not know where to go to seek help with accessing EET. For example, the Hampshire County Council 'Youth Tube'²⁵ website offers a range of links to help young people find local youth support but does not direct them to any sources of advice on employment or training in the Winchester district. Such links are shown for most other parts of Hampshire.

²⁵ <http://www3.hants.gov.uk/childrens-services/childrenandyoungpeople/youthtube.htm> [Accessed 20th April 2012]

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- 7.20 Unless they have undertaken extensive research (as some have), educational and youth support providers are not generally aware of all the services available to young people in their locality. This lack of awareness inhibits their ability to signpost young people to appropriate provision.

Housing

- 7.21 Young people who are homeless face particular challenges when seeking to engage in EET such as not having a fixed address when applying for jobs and being unable to leave their belongings in a safe place when they go to work/ training.
- 7.22 Young people in supported housing, however, can access a range of individual support from their key workers and do not appear to face any housing-specific barriers to their engagement in EET. However, they and their key workers regret the closure of the Connexions service and the ending of specific support for this cohort of young people.

Recommendations

- 7.23 Our recommendations are outlined below. The recommendations that we consider most relevant to Winchester City Council's work are marked with an asterisk. We consider that Winchester City Council could play a particularly valuable role in bringing local services together to share information, cascade learning and continue to develop collaborative approaches. It can also continue to offer work experience/ work opportunities for young people and encourage others to do so as well.

Tracking

- 7.24 The 'currency' of young people's post-16 destinations needs to be tracked within the timescales specified by the DfE 'Management Information Requirement from the Client Caseload Information System' document.
- 7.25 The tracking team, to be funded through the Hampshire Schools Forum, should be established as a matter of urgency.
- 7.26 The post-16 destinations of Winchester district secondary schools should be analysed and published to identify trends. Where possible, this could be accompanied by 'early leaver' figures to show the number/ percentage of young people who drop out of each destination within the first twelve months.

Targeted youth support

- 7.27 Young people who drop out of school before the end of Year 11, especially those who do not obtain any qualifications and/or miss the CEIAG inputs, are at a severe disadvantage. Processes need to be in place to follow up these young people and to offer them timely support to aid their re-engagement in EET.

7.28 If they have not already done so, secondary schools should share their effective practice in identifying and supporting learners who they consider to be at greatest risk of becoming NEET.

Tailored support

7.29 All young people who are NEET should have access to:

- someone who can provide them with 1-to-1 mentoring support, and who can help them to address any barriers to their engagement in EET;
- a funding pot from which any items which could ease their engagement in EET could be paid for, if set criteria are met e.g. equipment for a college course; transport costs.

7.30 A coherent approach between agencies could be facilitated through closer collaboration, and joint planning, between those providing support for young people with specific needs. This could be assisted by, for young people identified to be at risk of disengaging from their provision, a single 'learning plan' agreed by the young person, their parents/ carers and their learning provider. It could follow them through their transition from compulsory to post-compulsory provision and onwards. The plan would be 'owned' by the young person and supported by all of the agencies involved to help their client achieve appropriate learning and career goals.

Local provision

7.31 An audit of the local post-16 curriculum offer should be undertaken to identify local provision and key gaps. Steps should then be taken to ensure that young people who are resident in the Winchester district have easy (and not costly) access to a range of appropriate learning opportunities. *

7.32 A weekly print-out of local apprenticeships should be placed on the wall/ door of local youth support agencies to ensure that young people who either do not know about the www.apprenticeships.org.uk website, or do not have ready access to a computer, can be made aware of local vacancies.

7.33 Further research should be carried out into the suggestion that transport is a potential barrier to post-compulsory education and employment and a review of possible solutions should be undertaken.

Employer engagement

7.34 The public sector should continue to use its procurement spend to encourage or require contractors to provide opportunities for young people, including work experience placements and apprenticeships. *

7.35 Close working links should continue to be developed between learning providers and businesses to enable learners to have regular opportunities to gain insights into and, wherever possible, experience a range of jobs and occupational sectors. The earlier that this starts the better.

- 7.36 Whilst business mentoring exists for young people in school or college, the recruitment of business mentors to support those who are disengaged from learning, or who are unemployed, is worth exploring across the Winchester district. *

Careers education, information, advice and guidance (CEIAG)

- 7.37 Learners should all experience a planned and developmental programme of careers education from Year 7 onwards, to help them develop their self-awareness, undertake research into the full range of opportunities available to them and make informed decisions e.g. about Key Stage 4 option choices and their post-school destination.
- 7.38 All young people should have ready access to independent and impartial one-to-one career guidance from a qualified guidance practitioner and know how to access this support.
- 7.39 Young people who are sporadic school attenders during Key Stage 4, will need to be followed up to ensure that they receive CEIAG support to help them consider their options ready for the time when they reach the end of their compulsory schooling.
- 7.40 Post-16 providers should continue to provide pre-entry information, advice and guidance (IAG) to applicants to help ensure that the young person is making an informed decision about their next step.
- 7.41 As young people tend to choose occupations that they are familiar with, those in learning should have opportunities to hear about/ experience a wide range of occupations and sectors.

"We need to ensure that the young people in the UK have an understanding of the world of work by the time they are 14. This should then be built upon during the years from 14 to 21 when young people are preparing to enter the jobs market."
Recruitment and Employment Confederation (2010: p3)

Communication

- 7.42 Each local organisation's offer should be clarified in relation to young people's ages, transition points and needs. This would demonstrate clusters of, and gaps in, provision and would help agencies to identify opportunities for further collaborative working to maximise resources. This process could be started by arranging a district-wide 'process mapping' event, whereby participants can clarify their service offer on a timeline of a young person's journey from age 11 to age 25. Such an event could also be structured in a way that would enable agencies to learn about each others' work, share good practice and identify mutual interests. *

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- 7.43 A directory of local youth support provision should be compiled. The draft Excel template which accompanies this report (sent separately to Winchester City Council) is offered as a possible way forward. As it is in a spreadsheet format, the data can be filtered to aid searches for provision. For example, post codes are separated so that a Google map could be presented of all providers in a specific area. Similarly, key words, age range and other relevant data are separated to enable the spreadsheet to be searched with a specific target group in mind. The spreadsheet is an initial draft, provided solely as an exemplar, and may therefore contain errors and omissions. However, it could be developed and made easily accessible via the Winchester City Council website. *
- 7.44 The Hampshire Youthtube website should be enhanced and contain information on provision available to help young people consider and decide upon their learning and career pathways. Young people's contributions should be sought to identify potential enhancements, develop appropriate content and consider appropriate marketing opportunities.

Housing

- 7.45 Further research into the experiences of, and support available to, young people who experience homelessness could be valuable to provide a more informed view of any specific support that they may require (aside from finding suitable housing) to successfully access and engage in EET. *

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APPENDIX 1: Organisations consulted during this research

A range of organisations and individuals contributed to this research study and we would like to express our thanks to them for the time they contributed.. As we promised anonymity to the individuals involved, we have shown their organisation/ department rather than their name. In some cases, we spoke to more than one person from an organisation/ department.

- A2 Dominion Housing
- Citizens Advice Bureau
- Community Action Hampshire
- Eastleigh College
- Enterprise M3 Local Enterprise Partnership: Skills & Employability Group
- Hampshire County Council: Careers Service; Economic Development; Information Services; Youth Support Services
- Homestart
- Jobcentre Plus
- PETA Training & Consultancy Services
- Peter Symonds Sixth Form College
- Prince's Trust
- Sparsholt College
- Theatre Royal
- The Carroll Centre
- University of Winchester
- Winchester Area Community Action (WACA)
- Wessex Dance Academy
- Wessex Youth Offending Team (YOT)
- Wickham Youth Club
- Winchester City Council: Councillors; Benefits; Housing; Community Wellbeing; Neighbourhood Warden
- Winchester 14-19 Consortium
- Winchester Local Children's Partnership
- Winchester Young Carers
- Winchester Youth Counselling
- Winnall Rock School
- YMCA: Fairthorne Group
- YMCA: Winchester
- Youth Options

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APPENDIX 2: Young people's activity status (Winchester district)																								
	Education				Employment				Training				NEET available				NEET not available *				Not Known			
	16	17	18	19	16	17	18	19	16	17	18	19	16	17	18	19	16	17	18	19	16	17	18	19
July 2009	80	1032	955	552	6	82	150	143	2	9	11	3	2	48	30	15	-	7	5	4	0	23	97	454
October 2009	868	976	749	609	25	74	129	150	5	10	6	4	22	32	24	17	6	5	7	3	21	100	320	419
January 2010	649	1012	854	459	27	76	164	136	9	14	4	6	18	27	31	17	3	5	11	5	12	32	122	610
April 2010	375	1000	937	561	24	59	155	109	9	14	12	8	10	25	28	19	0	6	9	6	8	29	73	506
July 2010	81	1014	964	707	9	69	146	180	3	19	10	8	4	28	30	13	0	8	4	7	2	32	54	315
October 2010	883	1015	363	106	28	62	106	174	20	9	11	6	19	32	24	10	1	3	5	7	12	72	703	905
January 2011	620	1064	809	624	25	68	145	156	14	12	9	4	17	33	38	9	2	5	3	9	7	42	167	356
April 2011	380	1041	871	667	12	73	114	137	5	16	12	3	7	25	25	19	1	0	6	7	10	51	120	369
July 2011	91	1046	961	707	0	64	84	137	3	10	8	3	1	30	22	18	0	2	6	6	4	44	105	339
October 2011	815	976	677	562	30	56	59	115	10	4	8	3	20	26	21	27	1	3	8	3	13	119	424	499
January 2012	594	976	847	578	22	42	47	84	5	6	6	1	9	30	12	15	0	5	4	1	11	88	314	502

* includes refugees/ asylum seekers and young people in custody

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APPENDIX 3: Summer 2011 Year 11 leavers' destinations (Winchester district)

	6th form/ 6th form college		FE college		Apprenticeship		Job		Foundation learning		Unemployed		Moved away		Unknown		Total no of yp
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
Bishops Waltham	39	55.7%	25	35.7%	2	2.9%	2	2.9%			1	1.4%			1	1.4%	70
Boarhunt & Southwick	4	25.0%	10	62.5%	1	6.25%					1	6.25%					16
Cheriton & Bishops Sutton	14	73.7%	4	21.0%	1	5.3%											19
Colden Common & Twyford	43	72.9%	11	18.7%	2	3.3%							3	5.1%			59
Compton & Otterbourne	28	77.8%	7	19.4%	1	2.8%											36
Denmead	15	22.7%	49	74.3%	1	1.5%					1	1.5%					66
Droxford, Soberton & Hambleford	6	37.5%	10	62.5%													16
Itchen Valley	6	60.0%	3	30.0%	1	10.0%											10
Kings Worthy	36	72.0%	9	18.0%	1	2.0%							3	6.0%	1	2.0%	50
Littleton & Harestock	32	80.0%	6	15.0%							1	2.5%			1	2.5%	40
Olivers Battery & Badger Farm	30	88.3%	2	5.9%	1	2.9%									1	2.9%	34
Owslebury & Curdridge	24	85.7%	3	10.7%			1	3.6%									28
Shedfield	31	70.4%	9	20.4%			1	2.3%			2	4.6%			1	2.3%	44
Sparsholt	8	66.6%	3	25.0%	1	8.4%											12
St Barnabas	45	77.7%	10	17.2%	1	1.7%			1	1.7%			1	1.7%			58
St Bartholemew	28	75.7%	6	16.2%			1	2.7%	1	2.7%	1	2.7%					37
St John & All Saints	21	38.8%	18	33.3%	2	3.8%	2	3.8%	3	5.5%	5	9.1%	1	1.9%	2	3.8%	54
St Luke	33	45.8%	29	40.3%	1	1.4%	1	1.4%	1	1.4%	6*	8.3%	1	1.4%			72
St Michael	32	84.2%	6	15.8%													38
St Paul	48	96.0%	2	4.0%													50
Swanmore & Newtown	45	75.0%	12	20.0%			2	3.3%			1	1.7%					60
The Alresfords	50	79.4%	9	14.2%			2	3.2%			2	3.2%					63
Upper Meon Valley	12	63.1%	7	36.9%													19
Whiteley	13	59.1%	8	36.3%											1	4.6%	22
Wickham	13	36.1%	18	50.0%	3	8.3%	1	2.8%							1	2.8%	36
Wonston & Micheldever	42	68.9%	13	21.3%	1	1.6%	3	4.9%			1	1.6%	1	1.6%			61
	698		289		20		16		6		22		10		9		1,070

NB Percentages are indicative and not exact, as they have been rounded up or down. Nor do they always add up to 100%

* Of the 6 young people shown as Unemployed in the St Michael ward, 2 are shown as 'dormant'/ unavailable for work: 1 is a teenage parent and 1 is unwell

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APPENDIX 4: Summer 2011 Year 11 leavers who entered post-16 education in schools and colleges: qualifications sought (Winchester district)																	
	A levels		NVQ1		NVQ2		NVQ3		GCSEs		HE		Other (p/t)		Other (f/t)		Total no.
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
Bishops Waltham	36	56%	11	17%	5	8%	10	15%	1	2%	1	2%					64
Boarhunt &Southwick	6	44%	2	14%	4	28%	2	14%									14
Cheriton & Bishops Sutton	9	50%	2	11%	2	11%	4	22%							1	6%	18
Golden Common & Twyford	37	69%	4	7%	5	9%	6	11%					2	4%			54
Compton & Otterbourne	27	76%	2	6%	2	6%	3	9%							1	3%	35
Denmead	35	54%	5	8%	7	11%	17	27%									64
Droxford, Soberton & Hambleford	10	63%	1	6%	1	6%	3	19%							1	6%	16
Itchen Valley	7	78%					1	11%							1	11%	9
Kings Worthy	32	71%	1	2%	2	4%	7	16%	1	2%			1	2%	1	2%	45
Littleton & Harestock	27	71%	3	8%	4	11%	3	8%							1	2%	38
Olivers Battery & Badger Farm	27	84%	1	3%			4	13%									32
Owslebury & Curdrige	21	78%	1	4%	1	4%	2	7%							2	7%	27
Shedfield	30	75%	2	5%	4	10%	4	10%									40
Sparsholt	7	64%	1	9%	1	9%	2	18%									11
St Barnabas	40	73%	3	5%	7	13%	5	9%									55
St Bartholemew	26	76%	1	3%	5	15%	1	3%	1	3%							34
St John & All Saints	20	51%	7	18%	4	10%	7	18%					1	3%			39
St Luke	28	45%	10	16%	13	21%	9	14%	1	2%					1	2%	62
St Michael	29	77%			5	13%	1	2.5%					1	2.5%	2	5%	38
St Paul	44	88%			6	12%											50
Swanmore & Newtown	40	70%	3	5%	6	10%	5	9%	1	2%					2	4%	57
The Alresfords	40	67%	3	5%	7	12%	8	14%					1	2%			59
Upper Meon Valley	8	42%			3	16%	6	32%	2	10%							19
Whiteley	12	57%	3	14%	2	10%	4	19%									21
Wickham	13	42%	6	19%	5	16%	6	19%							1	3%	31
Wonston & Micheldever	38	69%	3	6%	4	7%	10	18%									55
	649		75		105		130		7		1		4		13		987

NB Percentages are indicative and not exact, as they have been rounded up or down. Nor do they always add up to 100%.

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APPENDIX 5: 16-24 year olds claiming benefits in Winchester district (August 2011)²⁶						
	Working age benefit claimants (16-24)		Jobseekers Allowance (JSA)	Income Support	Incapacity Benefit/ Severe Disablement Allowance	Disability Living Allowance
Bishops Waltham	55		20	10	10	20
Boarhunt &Southwick	5		0	0	0	0
Cheriton & Bishops Sutton	5		0	0	0	0
Colden Common & Twyford	25		15	0	5	10
Compton & Otterbourne	15		0	5	0	5
Denmead	50		20	10	0	15
Droxford, Soberton & Hambleford	10		0	0	0	0
Itchen Valley	5		0	0	0	5
Kings Worthy	25		10	10	5	10
Littleton & Harestock	30		10	5	0	10
Olivers Battery & Badger Farm	15		5	5	0	10
Owslebury & Curdrige	15		5	0	0	5
Shedfield	15		5	0	5	5
Sparsholt	5		5	0	0	0
St Barnabas	55		20	10	5	20
St Bartholemew	70		25	10	5	25
St John & All Saints	105		25	35	15	35
St Luke	105		45	20	10	30
St Michael	45		15	10	5	15
St Paul	30		10	10	5	5
Swanmore & Newtown	15		5	5	5	5
The Alresfords	25		10	5	0	10
Upper Meon Valley	10		0	5	0	0
Whiteley	15		10	10	0	0
Wickham	35		10	5	5	15
Wonston & Micheldever	25		10	5	5	5

²⁶ <http://research.dwp.gov.uk/> (data accessed 9th April 2012). As the website only provides figures rounded up or down to the nearest 5, the data is not exact - nor do the figures add up to the total shown in Column 1

APPENDIX 6: Directory of Provision

The draft Excel template which accompanies this report (sent separately to Winchester City Council) is offered as a possible way forward for the creation of a directory of local provision.

As it is in a spreadsheet format, the data can be filtered to aid searches for provision. For example, post codes are separated so that a Google map could be presented of all providers in the area. Similarly, key words, age range and other relevant data are separated to enable the spreadsheet to be searched with a specific target group in mind. The spreadsheet is an initial draft, provided solely as an exemplar, and may therefore contain errors and omissions. However, it could be developed and made easily accessible via the Winchester City Council website.