

NORTH HERTFORDSHIRE STRATEGIC AREA PARTNERSHIP GROUP NEET STRATEGY 2010 - 2012



TARGET	Target cross referenced with SPG 4 Themes	Actions to address target	Milestones and Projected Completion Date	Person(s) Responsible	How the Actions will be Evaluated and by Whom	Progress to Date
1. To embed the majority of NEET Programmes in Foundation Learning	1 (1-2) 2 (1-3) 3 (1-9) 4 (1-3)	<ul style="list-style-type: none"> Address targets 1 and 2 in FL Strategy 2010 – 2012 Fully develop the Entitlement Programme, e.g. explore opportunities relating to outward bound and enterprise Consider alternative programmes outside the QCF framework to re-engage the most disaffected 	<p>Complete all FL elements by 2012</p> <p>Identify opportunities by December 2010</p> <p>Implement by September 2011</p>	FL Co-ordinator	FL Strategy Group reporting to SSG, North Herts. Heads and Full SAPG	<p>Revised 'E2E' type programme at NHC.</p> <p>Clear guidance nominees for FL approaching college at any point in year</p> <p>Regular entry points for NEETs to access curriculum</p> <p>Comprehensive Jan Starts programme</p> <p>NHC designing a pre-apprenticeship programme</p>
2. To expand the Apprenticeship Programme: ➤ Establish parity of esteem in the eyes of parents, pupils and teachers for the apprenticeship pathway in all schools by 2013	1 (1-2) 2 (1-3) 3 (1-9) 4 (1-3)	<ul style="list-style-type: none"> In support of extending curriculum choices, offer an assembly for Year 8 pupils featuring the 4 pathways and a FL specialist follow up activity for pupils and their parents/guardians, focusing on apprenticeships and supported by providers and local businesses Clear focus on apprenticeship opportunities provided through College World of Work Week 	<p>December 2010 – All schools offering assemblies to Year 8 pupils</p> <p>Summer 2011 – All Year 8 pupils and their parents /carers will have had the opportunity to access a FL specialist event</p> <p>January 2011 – Programme sent out to schools</p>	<p>School Senior Leadership Team working with Careers Co-ordinators and Connexions Advisors</p> <p>NHC Director of Apprenticeships</p>	<p>Individual reports to IAG Working Group and yearly report to WRL Group and Full SAPG</p> <p>NHC Deputy Principal reporting to SAPG</p>	<p>No take up yet for assemblies-however survey being carried out via co-ordinators to capture activities taking place.</p> <p>Information sheet for students and parents written</p> <p>Guidance across all groups provided via Anna Morrison-currently 5 schools</p> <p>In progress</p>

	<ul style="list-style-type: none"> Annual Local Area Consortium Careers Fair to be held in each town, with a strong focus on apprenticeship opportunities 	<p>December 2010 – Plans in place</p> <p>July 2011 – Careers Fairs held</p>	<p>Local Area Co-ordinator, working through partner schools</p> <p>Careers Co-ordinators and SLT</p>	<p>LACs Group and WRL Strategic Group</p>	<p>Apprenticeship sessions included in Stevenage Careers Fair on April 1st</p> <p>Barnwell careers event in Jan 2011</p> <p>Careers Fair HGS Oct 2010</p> <p>Apprenticeship week events at NHC</p> <p>Tasters and college support for Fearnhill Feb 2011</p>
	<ul style="list-style-type: none"> Post-16 Option Events to provide detailed information on apprenticeship pathway to parents/guardians and learners 	<p>October 2010 – Materials in place</p> <p>July 2011 – All option events have given equal treatment to apprenticeships</p>	<p>SLT and Careers Co-ordinators supported by Herts. Provider Network Manager, Connexions Manager and NHC Director of Apprenticeships</p>	<p>IAG Working Group</p>	<p>Apprenticeships materials circulated to Local Co-ordinators</p> <p>SAPG Apprenticeship leaflet circulated to all co-ordinators and other circulation groups</p>
	<ul style="list-style-type: none"> Organise a programme of apprenticeship awareness raising INSET or twilight seminar events for all school/college staff with a particular focus on Level 3 and links to Foundation Degrees 	<p>December 2010 – Programme in place</p> <p>July 2011 – INSET or twilight seminar events delivered to all school staff</p>	<p>SAPG Co-ordinator working with Herts. Provider Network Manager, NHC and IAG Working Group</p>	<p>WRL Strategy Group</p>	<p>'Where Next' support in May 2011 will focus on apprenticeships and PT HE</p> <p>Apprenticeship support via AM equates to roughly one day per school</p>
	<ul style="list-style-type: none"> Develop CPD placement opportunities for school staff with local employers offering apprenticeships 	<p>February 2011 – Programme in place</p> <p>July 2011 – 10 staff taken up opportunities</p>	<p>Director of Education Business Links, Chamber of Commerce</p>	<p>WRL Strategy Group</p>	<p>Meeting set up with Herts. Chamber of Commerce Jan 2011</p> <p>Schools invited to nominate (Jan) and awaiting suggestions</p>

Double the number of apprenticeship opportunities offered by North Hertfordshire private and public sector organisations by 2013	1.1	<ul style="list-style-type: none"> ▪ Improve the flow, quantity and quality of information available for pupils, parents/guardians and teachers, relating to apprenticeship opportunities and the associated labour markets ▪ More lessons based in the work/employability context ▪ Chamber of Commerce to promote benefits to employers of taking on apprentices and recognising the mutual benefits of developing the potential of young people ▪ To identify 2 curriculum leaders who could act as champions for the promotion and development with the College of apprenticeships, especially at Level 3 ▪ To continue to use the national Apprenticeship Vacancies on-line (AVOL) to engage employers ▪ To research new sectors for apprenticeships 	January 2011 – Information reviewed and clear focus on Level 3	Connexions Manager and Herts. Provider Network Manager	WRL Strategy Group Additional places reported to WRL Strategy Group	Reports received at this meeting circulated to co-ordinators
	1.2		April 2011 – Paper-based and on-line information updated on Youth Connexions Site, Herts. Ahead and SSCS.	Teaching staff working with Careers Co-ordinators		
	2.1		February 2011 – Chamber will have promoted opportunities through 3 – 4 Business Breakfast and lunch events	Director of Education Business Links, Chamber of Commerce	Training on supporting LLDD students	Promoted via regular CoC breakfast events
	3.1-3.9		Ongoing	Nominated Curriculum Leads and NHC Director of Apprenticeships	Report to WRL Strategy Group and Full SAPG	NHC has arrangements to find work for Apprentices
	4.1		On-going	NHC Director of Apprenticeships and Training Providers	WRL Group and Full SAPG	No progress at moment
			March 2011 – 3 sectors identified for major development	Herts. Provider Network Manager, Director of EBL, Chamber of Commerce, NHC VP Innovation and Leadership	WRL Group	NHC working with ProTech and new scheme launched Nov 2010 and Jan 2011
				AM / NHC to provide information		

➤ Double the number of learners undertaking apprenticeships by 2013	1.1	<ul style="list-style-type: none"> ▪ NHC to work in collaboration with Barnwell, Fearnhill and Highfield and Knights Templar Schools to deliver apprenticeships to engage those students who still need school as a base ▪ To promote apprenticeships in all local consortia groups ▪ To promote apprenticeships with students in the schools and with parents as part of widening 14-19 choices ▪ To support progression from the East and Herts. Youth Programmes and E2E onto the Apprenticeship Programme ▪ To continue to hold monthly apprenticeship fairs at each NHC site 	Students enrolled September 2010	NHC Head of School 14-16 and FL and Director of Apprenticeships	WRL Strategy Group with LA and Training Provider representation	Fearnhill group did not recruit SAPG meeting with NHC to explore further developing the scheme
	1.2		On-going	NHC VP Innovation and Leadership , NHC Head of School 14-16 and FL and Director of Apprenticeships	WRL Strategy Group	New scheme confirmed for Sept 2011, tasters in apprenticeship week Feb 2011, BJ presented to parents Jan 2011
	2.1		On-going	Youth Connexions and Careers Co-ordinators, Curriculum Leads and Director of Apprenticeships	WRL Strategy Group	Find your future parents portal promoted via SAPG apprenticeships leaflet And other activities- see earlier
	3.1-3.9		On-going	E2E Co-ordinators and Youth Connexions	WRL Strategy Group	Ongoing via NHC, vocational tasters part of these courses
	4.1		On-going	Director of Apprenticeships	WRL Strategy Group	NHC/SAPG meeting set up for Jan 2011 Regular support- arranged and advertised

		<ul style="list-style-type: none"> To promote apprenticeship opportunities through published case studies, ex student ambassadors acting as mentors and employers To improve awareness for teachers of apprenticeship opportunities 	<p>October 2010 – Programme of activities in place</p> <p>Autumn 2010 – Build into future INSET</p> <p>Winter 2010 – Deliver to IAG Working Group</p>	<p>Herts. Provider Network Manager working with IAG Group</p> <p>Herts. Provider Network Manager, Youth Connexions Manager</p>	<p>WRL Strategy Group</p> <p>WRL Strategy Group</p>	<p>AM /NHC to take apprentices to school guidance sessions</p> <p>NHC to provide case studies?</p> <p>Bespoke or group awareness raising provided by SAPG via Heads, Local Co-ordinators, SPoC meetings, SAPG training bulletin</p> <p>AM working with Barnwell School on awareness raising project for DfE</p>
<p>3. To identify those young people who are NEET or in danger of becoming NEET</p>	<p>1 (1-2)</p> <p>2 (1-3)</p>	<ul style="list-style-type: none"> To be proactive in identifying those at risk of becoming NEET To agree the protocols for sharing information between NHC, training providers and schools; especially where day release learners are involved Youth Offending Team and Connexions continue to share information <p>Develop and offer a programme of placement opportunities for school staff to help them place their subject in an employment context</p>	<p>Ongoing</p> <p>Protocols in place October 2010</p> <p>Information flowing freely by November 2010</p> <p>Programme distributed to staff by November 2010</p>	<p>Connexions PAs, Schools Careers Advisors and Heads of Year</p> <p>SAPG Co-ordinator and IAG Network Group</p> <p>NEET Reduction Patch Meeting</p> <p>Director of HERT and Manager of Youth Connexions</p>	<p>WRL Strategy Group reporting to SSG, North Herts. Heads and Full SAPG</p> <p>WRL Strategy Group reporting to SSG, North Herts. Heads and Full SAPG</p> <p>WRL Strategy Group reporting to SSG, North Herts. Heads and Full SAPG</p>	<p>Reports received from Connexions shared</p> <p>NHC launched post-16 in year moves in Dec 2010</p> <p>LJ to clarify with NHC</p> <p>ongoing</p> <p>In progress</p>

		<ul style="list-style-type: none"> Staff in schools with relevant up to date knowledge of employment opportunities to be proactive in identifying students at risk, who would benefit from placements 	Ongoing	Connexions PAs, Schools Careers Advisors and Head of Year Curriculum Leads	WRL Strategy Group reporting to SSG, North Herts. Heads and Full SAPG	See above
<p>4. To provide targeted support for the most vulnerable NEET groups:</p> <ul style="list-style-type: none"> Young Offenders Teenage Parents and at risk families Children Looked After Care Leavers Travelling Children Young People with learning difficulties and/or disabilities Black and minority ethnic White Working Class Males 	<p>1 (1-2)</p> <p>2 (1-3)</p> <p>3.1</p> <p>3.2</p> <p>3.3</p> <p>3.6</p> <p>4.1</p>	<ul style="list-style-type: none"> Identify where an individual sits on the NEET spectrum and continue to offer Young Parents To Be, Youth East, Herts. Youth, NHC and Princes Trust, Stop Gap (16+ learning difficulties), the Wheels Project, Managed Moves and New Approach (for Year 10 and 11 Students) To continue Local Youth Worker schemes working to re-engage young people To develop further a multi-agency approach to vulnerable groups To continue to track systematically, through phone calls, letters and email, young people who have followed a NEET Programme to ensure that they remain engaged in employment, training or education Support where appropriate, including travel training 	<p>Ongoing</p> <p>September 2010</p>	<p>NHC Practical Learning Opportunities Co-ordinator</p> <p>Training Providers</p> <p>Youth Workers and Connexions</p> <p>NEET Reduction Patch Meetings/ CYPS Local Strategic Partnership</p> <p>Connexions PAs, Schools Careers Advisors and Heads of Year</p>	<p>WRL Strategy Group meetings with LSC / LA and Training Provider representation</p> <p>Strategically by reports to SSG, North Herts. Heads and SAPG</p> <p>WRL Strategy Group reporting to SSG, North Herts. Heads and Full SAPG</p>	<p>Further places to be made available via ESF project at NHC, taster project with AM</p> <p>Connexions have had more 'lost contacts' in 2010 but still managed to meet their target in Dec. Connexions continuing to follow up leads</p>

<p>5. To provide clear progression opportunities for Key Stage 4 & 5 learners and for university leavers, ensuring that young people can enter the NEET framework at any point appropriate to them</p>	<p>1 (1-2) 3.1 3.2 3.4 4.1</p>	<ul style="list-style-type: none"> ▪ To introduce Jobclub (aimed at GCSE and below students) ▪ To introduce the Employability Programme (post A Level) ▪ To gain information on those dropping out of or leaving university without employment and to offer suitable courses ▪ To convert jobs without training into jobs with training ▪ To continue Y10 & 11 New Approach (for disaffected/school phobic students) ▪ To continue Post 16 Managed Moves (for those dropping out of courses) ▪ To provide a framework which allows learners to consider alternative forms of work ▪ To target young people in schools at risk of becoming NEET and to track their intervention and employability programme ▪ To engage employers in programmes to ensure young people know employers' expectations and have developed the necessary skills ▪ 	<p>Summer 2010</p>	<p>NHC Employability Co-ordinator</p> <p>Job Centre Plus Heads of 6th</p> <p>Director of Hert/ Job Centre Plus</p> <p>PLO Co-ordinator</p> <p>Local Youth Connexions</p> <p>Local Youth Connexions PAs/ Heads of Year</p> <p>Local Youth Connexions/ Director HERT</p>	<p>WRL Strategy Group reporting to SSG, North Herts. Heads and Full SAPG</p>	<p>Apprentices recruited at NHC Students engaged on study with employment (student crew)</p> <p>Continuing and cost to schools reduced</p> <p>Launched Dec 2010</p> <p>NHC redesigning curriculum to promote employability and entrepreneurship</p> <p>Linked to identification of students to take part if FL projects, e.g. horticulture project</p> <p>Sessions on Stevenage Jobs fair Possible 'speed networking' event for schools</p>
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<p>6. To involve students in programme design at all levels and in all curriculum areas</p>	<p>1 (1-2) 2.3 3.7 4.1</p>	<ul style="list-style-type: none"> ▪ To agree a personalised learning programme with each student, with academic and personal/skills targets ▪ To give students input into the development of the programmes ▪ To obtain feedback from students on the effectiveness of the programmes to inform local and SAPG further development 		<p>Curriculum Managers/ Tutors</p>	<p>WRL Strategy Group reporting to SSG, North Herts. Heads and Full SAPG</p>	<p>NHC pilots student curriculum design group</p> <p>School students consulted on design of PLO programmes</p> <p>PLO to have gender challenge event</p> <p>Students consulted re: Fearnhill apprenticeship</p>
<p>7. To investigate Third Sector Commissioning and funding streams to extend NEET provision</p>	<p>3 (1-2)</p>	<ul style="list-style-type: none"> ▪ To keep up-to-date with funding streams 	<p>NEET Co-ordinator</p>	<p>Hertfordshire Provider Network Manager, IAG Manager, Youth Connexions and Director of HERT</p>	<p>WRL Strategy Group Strategically by reports to SSG, North Herts. Heads and Full SAPG</p>	<p>LJ attending conference in May 2011</p> <p>PLO co-ordinator attended in Jan 2011</p>