

Report for:	Children and Young People's Scrutiny Panel - 21st September 2023
Title:	Skills and Careers: Provision for Young People who Do Not Go to University
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1. Introduction

This report provides information on the education, training, and employment pathways available to young people post 16, with a focus on non-academic routes, and information about the advice and guidance available to help young people make choices about their future career pathways.

2. Data

Students from Haringey schools who go onto university:

Haringey's percentage of young people who entered higher education for the year 2020/21 was 49.5% , the national average is 46.8%. (Awaiting the 2021-2022 figures from DfE).

UCAS holds a list of students who apply to university from different boroughs, however this database needs to be paid for and we do not currently subscribe.

Post 16 Participation – pupils not in education, employment or training (NEETs):

At the end of July 2023 2.1%of our young people were NEET, which equates to 114 young people who would be in Year 12 and 13.

Data in State of the Borough shows that:

- After completing KS4, Haringey pupils are more likely to go to a 6th form college or FE college (or other FE provider) , and less likely to go to a state-funded school 6th form than the rest of London
- After completing KS5, Haringey pupils are less likely than average to go to HE institutions (53.9%, compared to 64.4% across and London), and more likely to go to FE colleges or other FE providers (4.1%, vs. 2.6% across London).
- Haringey pupils from state-funded mainstream schools are less likely than average to take up an apprenticeship. This is evident among both KS4 and KS5 leavers.
- While the proportion of NEET 16 and 17 year olds in Haringey (1.3%) is actually lower than London (1.8%), Haringey has a larger proportion of Dual Heritage and Black or Black British 16-17 year olds who are NEET compared to the statistical neighbours and London averages.

- Haringey has a lower proportion of 16-17 year olds whose activity is not known (1.4%, compared to just over 2.2% among SNs and 1.6% for London).

3. Raising the Participation Age

Since September 2015, young people are required by law to stay in education or training until the age of 18.

This doesn't necessarily mean they are required to stay on at school, but have to be engaged in one of the following options:

- Full time study with a college, training provider, or at school.
- Full time work or volunteering alongside part-time education or training
- An apprenticeship

4. Support with identifying and choosing Post 16 Options

4.1 Schools have a responsibility to support young people in decisions about their post 16 options. The information and support provided by schools should cover the eight Gatsby Benchmarks of Good Career Guidance:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance.

4.2 Haringey Early Help Service offers support, advice, guidance and information to all young people between the ages of 16 to 19 on a range of post-16 opportunities in education, training and employment, and can also offer advice on other issues such as housing, health and finances as part of their whole family work.

4.3 Haringey Works offers support with employability skills, seeking employment including apprenticeships for young people 18+. Funding for the service comes largely from grants and contracts which target residents who are 18 or 19+

4.4 Haringey Youth Space support 16-19 year olds and up to 25 years if a young person has additional learning needs. The service provides universal youth provision and this can include support in the following areas:

- Careers advice
- Employment support
- Apprenticeships advice and support
- CV and interview support
- Support in applying to College and university
- Housing and benefit advice

It's important for young people to plan ahead and start thinking about their options and career choices well before Year 11. For young people planning to go

to university, there is a need to consider the subjects they follow at KS\$ and post 16 as university courses have specific entry requirements and if they are not going to university many trades and professions have recognised routes to qualifying,

There are always opportunities to change direction and alternative routes to chosen jobs and careers, but thinking ahead and seeking support and advice at an early stage is important.

4.5 Sources of information, advice and guidance (IAG)

- Teachers at school
- Early Help - Young People's EET team
- Haringey Works (18+)
- National Careers Service (external link)
- Central London Careers Hub [Careers Hub | Reed in Partnership \(londoncareerscentral.co.uk\)](https://www.londoncareerscentral.co.uk) – linking employers and industry professionals with schools to help young people make informed career and education choices.
- Colleges and Training Providers, Haringey Learns
- Parents, carers, friends and relatives may also be able to provide ideas and guidance.
- Not Going to Uni (external link) offers a range of advice as well as information on apprenticeships and training courses. They also list job vacancies, including trainee positions and have a range of partners including national employers who actively recruit school leavers.
- Jobcentre Plus (external link) provides details of vacancies and support with claiming benefits, loans, grants and finding a job.
- icould (external link).

The above range of information, advice and guidance (IAG) is indicative of the complex, patchy and fragmented landscape of careers education and information available to young people. The range includes schools, colleges, support through the council and national agencies like the National Careers Service (NCS), Careers and Enterprise Company (CEC), Jobcentre Plus, with no one organisation responsible or accountable for coordinating it with the local jobs market.

This fragmented provision risks disproportionately impacting young people from disadvantaged backgrounds, as they are potentially less likely to benefit from resources and advice from family and friends about the breadth of career options. The Virtual School has CEIAG as a key area for development in the service plan for all children and young people with a social worker.

5. Non-Academic pathways include:

5.1 Apprenticeships

<https://nationalcareers.service.gov.uk/explore-your-education-and-training-choices/apprenticeship>

Employed in the workplace alongside experienced staff (80%), and off the job training/learning (20%). Paid a wage.

Age: 16 and over

Cost: Free

Leads to: higher education, a higher apprenticeship or a job

5.2 T levels

<https://nationalcareers.service.gov.uk/explore-your-education-and-training-choices/t-levels>

A mix of learning in the classroom and on the job

Age: 16-19

Cost: free

Leads to: higher education, an apprenticeship or a job

5.3 Vocational Technical Qualifications

<https://nationalcareers.service.gov.uk/explore-your-education-and-training-choices/vocational-technical-qualifications-vtqs>

Vocational qualifications includes BTECs and Cambridge Nationals, to gain skills and experience in a specific job or sector, eg. childcare, health and social care, engineering

Age: 16 and over

Cost: free

Leads to: further study, volunteering, employment

5.4 Higher Technical Qualifications

<https://nationalcareers.service.gov.uk/explore-your-education-and-training-choices/higher-technical>

Learn technical skills at a college

Age: 18 and over

Cost: Tuition fees vary depending on the course

Leads to: further study or getting a job

5.5 School Leaver Schemes

<https://nationalcareers.service.gov.uk/explore-your-education-and-training-choices/school-leavers-schemes>

Some company's have school leaver schemes to train for specific jobs

Age: 18 and over

Cost: free

Leads to: a permanent job or further study

6. Academic Pathways:

Most Universities and HE institutions require at least 2 A levels, some will accept BTEC or A level equivalent vocational qualifications.

A levels

<https://nationalcareers.service.gov.uk/explore-your-education-and-training-choices/a-levels>

Study 'A' level subjects at school sixth form or college. A levels tend to focus on more academic subjects and are one of the main routes to university education.

Age: 16 and over

Cost: free

Leads to: higher education, apprenticeship or job

Most Haringey schools in the West have their own sixth form, there are no schools with a sixth form in the East. There can be pressure/expectation that young people stay on at their school's sixth form to study A levels or other post 16 qualifications. There is the option of moving to a Further Education College like CoNEL or FE colleges in other boroughs. Young people can also consider specialist colleges which focus on a particular subject such as Dance, Drama, or Agriculture. Each school or college is likely to offer a range of different subjects, courses, and approaches to learning, so it is important to discuss options and seek advice and guidance on options available.

Young people, parents and carers should consider visiting open days or evenings and visits to colleges to find out about the courses on offer and speak to staff and students and find out about the application process. Applications usually take place in the spring of year 11 but can be as early as the autumn.

7. Options for young people with EHCP / SEND

There are alternative pathways for those with SEND, including supported further education, vocational training, and supported internships. CoNEL offers post 16 support including to the most vulnerable young people with low interactions with the education system, as they offer a number of tangible pathways for those with no qualifications. Haringey Sixth Form offers more academic subjects which can prepare students for university, but also includes T Levels and vocational and technical qualifications.

7.1 Supported Internship (EHCP)

<https://nationalcareers.service.gov.uk/explore-your-education-and-training-choices/supported-internship>

Time in the workplace on a rotational basis whilst following an individualised study plan

Age: 16-24

Cost: free

Leads to: paid job

Haringey Council is currently setting up an inhouse supported internship scheme. The Council will host 12 internships across a range of service areas for young people with EHCP aged 16-24. First interns due to start in October 2023.

7.2 Haringey Works Specialist Employment Advisor (LD and Autism)

The Employment and Skills team have secured funding through DWP community budget to create a specialist advisor post within Haringey Works to provide employment support and help with finding employment to young adults aged 18-35 who have learning disabilities and/or autism. The funding was for 18 months from April 2022 - December 2023.

Discussions with DWP to continue the funding into 2024 are currently underway, however there is no guarantee of this.

Young people must be claiming out of work benefits to be eligible for the support.

7.3 Disability Rights UK – Disabled Students Helpline: 0330 995 0414 (limited operating hours). Students with disabilities can also find relevant information through education factsheets at: www.disabilityrightsuk.org/how-we-can-help/benefits-information/factsheets/education-factsheets

7.4 AFK <https://www.afkcharity.org/> Employment and work experience charity who support those with SEND. Based in Kentish Town but is in Wood Green on Thursday.

7.5 Jobcentres can help young people find a job or gain new skills and provide information about disability-friendly employers in the area. They can also refer to specialist work psychologist, if appropriate, or carry out an 'employment assessment' to identify:

- skills and experience
 - what kind of roles may be most suitable/appropriate to skills and interests
- <https://www.gov.uk/looking-for-work-if-disabled>

8. Research by London Metropolitan University

Research into employment gaps faced by particular groups and communities in Haringey has recently been carried out by London Metropolitan University, as part of the evidence base for Opportunity Haringey, the inclusive economy framework. This included quantitative data analysis and research findings through focus groups. Young People were one of the groups included in the research. Although the research focussed on young people 18+ issues raised during the focus groups did cover young people's experiences of careers advice and guidance both at school and in the wider community.

The key barriers faced by young people which emerged in the focus groups were:

- Little employability support in school (secondary and sixth form college) - with most schools mainly interested in preparing students for sixth form and university
- Many young people need to build their self-esteem to develop 'job readiness' – it was notable that mental health issues, especially anxiety and depression, were brought up in the focus groups as important factors to address
- A lack of (employment or otherwise) initiatives for 18-25-year-olds was highlighted

- Many participants spoke about adverse employment experiences and precarious working conditions which had demotivating effects on how respondents pursued jobs.
- Institutionalised discrimination and prejudice were also mentioned, and that they did not know how or where to report the issues experienced.
- Except for Job Centre Plus (JCP) and Haringey Works, there were little knowledge of employment services, events and information available in Haringey.
- Many of the focus group participants seek support and job opportunities without conferring employment services; e.g., within their own networks which may include helping family members with care or business
- Some stated that the system facilitated by Job Centre Plus doesn't work with little to no support in getting a (meaningful) job and an environment not suitable for young people.