



Briefing for:	Corporate Parenting Advisory Committee
Title:	NEET Report
Lead Officer:	Rashma Toora
Date:	13 September 2010

1. Introduction

1.1 I am preparing this report for the Haringey Corporate Parenting Committee to update the Council members about the young people who are defined as NEET (Not in education, employment and training) and explain what action is being implemented by the Leaving Care and Asylum Service to identify employment and training opportunities for care leavers to ensure that they become EET (in education, employment or training). More specifically, information was requested about the following areas:

- number of young people who are NEET and EET within the service
- employments links established by the leaving care and asylum service since the last report dated February 2010
- Support provided with by the service to young people to find employment, training

2. Statistics

2.1 Table 1 below depicts the number of young people within the service and their education, training and employment status (ETE) .

Table 1

Count of Client ID	
Current Situation	Total
Full time education	250
Full time employment with no planned training	12
Full time employment with planned training	6
Full time training	17
Part-time employment, education or training	41
Unemployed as a result of ill-health or disability	11
Unemployed for other reason	127
Unknown	10
Grand Total	482

2.2 Table 2 below depicts the ethnicity of all young people who are not in education, employment and training (NEET).

Table 2

Ethnicity of young people

Count of Client ID	
Ethnicity	Total
Asian or Asian British (Afghani)	2
Asian or Asian British (Indian)	1
Asian or Asian British (Other Asian, Asian unspecified)	2
Asian or Asian British (Pakistani)	1
Asian or Asian British (Punjabi)	1
Asian or Asian British (Sri Lankan)	2
Black or Black British (African)	15
Black or Black British (Black British)	5
Black or Black British (Caribbean)	25
Black or Black British (Congolese)	4
Black or Black British (Eritrean)	2
Black or Black British (Mixed Black)	1
Black or Black British (Other Black, Black unspecified)	1
Black or Black British (Somali)	2
Black or Black British (Zairean)	1
Mixed (Black and White)	3
Mixed (Other mixed, mixed unspecified)	2
Mixed (White and Asian)	2
Mixed (White and Black African)	1
Mixed (White and Black Caribbean)	2
Not Stated (Awaiting Client Contact)	1
Not Stated (Form not completed)	2

Other Ethnic Groups (Any other group)	3
Other Ethnic Groups (Arab)	2
Other Ethnic Groups (Chinese)	2
Other Ethnic Groups (Vietnamese)	2
White (Albanian)	1
White (British)	20
White (English)	1
White (Greek Cypriot)	1
White (Gypsy / Romany)	1
White (Irish)	5
White (Kosovan)	3
White (Other white European)	2
White (Other white, white unspecified)	1
White (Polish)	1
White (Portuguese)	1
White (Serbian)	1
White (Turkish Cypriot)	1
Grand Total	127

2.3 The table above depicts the barriers to obtaining education, employment and training and thus explains why 152 young people are currently NEET within the service.

The main barriers to employment appear to be:

- Pregnancy/childcare
- Being incarcerated or involved in offending thus the Rehabilitation of offenders Act would apply making it more difficult for young people to obtain employment
- Awaiting results of college applications
- Ill health

Although it is not noted above, anecdotal evidence has shown that young people need to develop confidence, interpersonal skills, be motivated and supported to obtain employment or training.

3. Young parents

3.1 Young parents inevitably find it more difficult to find employment, training or sustain education due to childcare responsibilities and are disadvantaged by having minimal family support. Furthermore, the costs of childcare sometimes ensures that it is not cost effective to work. 61 young parents are known to the service. They have 69 children between them and we are aware of 23 pregnancies

4. Substance misuse

4.1 Young people who are known to have Substance Misuse issues are another group who due to dependency on alcohol or drugs, are more likely to be unemployed.

5. Mental health and emotional wellbeing

5.1 Due to the difficulties in meeting eligibility criteria for adults services, young people with diagnosed/undiagnosed mental health needs are unable to sustain education, employment or training without intensive support. The correlation between mental health and employment prospects is significant.

6. Offending

6.1 103 young people (under 18 years old) are offending currently or have offended in the past. 79 young people (over 18) are known to the probation service. This will impact upon employment prospects due to the Rehabilitation of Offenders Act.

7. Immigration restrictions

7.1 We have 200 young people in the service who have immigration restrictions. 45 young people are Looked After Children and the rest are either supported under section 24 of the Children Act 1989 or are overstayers, exhausted all appeal rights cases. Increasingly this group find it difficult to access education and employment opportunities due to immigration restrictions. The delay in the Home Office making decisions is also negatively impacting upon young people. However, a recent high Court ruling (29.7.10) has meant that asylum seekers who have submitted a fresh claim for asylum, and who have waited longer than 12 months for a decision, will be granted permission to work. However, the Home Office has limited the number of jobs they could apply for. Young people are also awaiting deportation thus are unable to work and are stuck in this situation until the Home Office deports them. Some young people inevitably go missing as a result and work illegally or are exploited as a result.

8. Support provided to young people

8.1 In order to support young people to obtain employment, training or education, the service offers the following support:

- Access to computers within the office
- Assistance with travel costs
- Support with applications
- Access to pre-employment courses to build self confidence
- Volunteer opportunities
- Emotional and practical support out of hours via keyworker within accommodation
- Mentoring
- Attendance at interviews

9. Employment opportunities available for young people

- Employability is not just about employment, it is about reaching a point where you are capable of getting and keeping work.
- In making this journey young people gain knowledge and skills they can present to an employer and develops a positive attitude towards work.

9.1 The main aim of the Leaving Care and Asylum Service was to develop employment, education and training opportunities for young care leavers by working in partnership with other agencies and organisations.

9.2 Since the last NEET report was presented to this committee, the service has established/developed links with:

- Care to Work
- Who Cares Trust
- Connexions
- Haringey Guarantee
- Haringey Youth Service
- Working Links
- London Youth Opportunities program
- Reach
- BIG
- The London Organising Committee of the Olympic Games and Paralympic Games (LOCOG) volunteer programme

9.3 The Who Cares helps care leavers back into the workplace. The project, called Building Futures, run in partnership with Business in the Community. Young people take part in an intensive three-day course to build confidence and prepare for the workplace before embarking on a fortnight's placement.

9.4 The overall aim of the project was to provide care leavers with work experience opportunities, which would enable them to gain valuable skills and experience to enhance their employment opportunities. A further aim was to build knowledge about how professionals can best support a young person in care through a work placement and with employment matters in general.

9.5 The objective of the projects is for volunteers, through various creative media, to express to the public and local community what it feels like to be in care in the UK. This will dispel some of the stereotypes about being in care in the UK.

9.6 The first project has two aims. It will shape the forthcoming projects as a steering group and also create a photographic exhibition to represent their 'truth' about what it feels like to be in care. This project is running in August with follow-up sessions in September and an exhibition in October.

9.7 The service has referred a large number of young people for volunteering opportunities for the above program and have been advised recently by the Who Cares Trust that we were the largest referrer of care leavers to their programs and that our young people are committed, enthusiastic and proactive. As a result 2 young people will undertake projects in the areas of Film Making, Photography, Journalism, Web Design and Parliamentary Campaigning. They attended Islington town Hall for a Photography project and the Tate Modern. Thus we are meeting with the directors of the national project next week to explore how we can work collaboratively in the future with other such projects with the organisation.

9.8 We also organised for 1 young person to begin an apprenticeship with the National Leaving Care Advisory Service. The NLCAS are funded by the Department of Education to provide advice to local authorities on how to improve and develop their leaving care services. Unfortunately, this young person was unsuccessful in this placement thus this was terminated.

9.10 One action from the last NEET report was for the service to develop a closer partnership with from care to work national program. Our involvement with from Care to work has resulted in the following opportunities being developed for care leavers:

10 Film Crew Opportunity

10.1 Young people receive professional training from the renowned National Film and Television School (NFTS) who have successfully trained many well known professionals from the film and TV industry. Young people will receive training in the art of camera work, sound and lighting.

11 Fifteen restaurant (Jamie Oliver)

11.1 Care leavers are eligible for apprenticeships on this programme as long as they have a passion for cooking/catering.

12 BBC Media career workshops

12.1 Two Haringey care leavers attended this workshop. This was held at BBC TV Centre, London and included a tour of the BBC Newsroom.

- Introduction to BBC recruitment, and tips on where to look for jobs/how to apply – Phillip Thomas (Recruitment Manager)
- Short talk from James Porter (College of Journalism) on the Journalism Trainee Scheme
 - Talk from Frances Grant (work experience coordinator) on work experience placements at the BBC
 - Short talk from Hetty Read (Manager, Trainee Schemes) on the BBC Apprenticeships Scheme and the Production Trainee Scheme.
 - Group split into 2 to visit Newsroom and then a talk from BBC News Editor about the news website

13. REACH Role Models

13.1 REACH is a programme which aims to support and inspire Black boys and young Black men, in helping them to raise their aspirations, attainment and achievement. REACH will support local voluntary and community organisations that provide structured, progressive activities and events for black boys and young black men

14. The BIG's new programme

14.1 'Youth In Focus' aims to help vulnerable young people to lead active and fulfilling lives. The programme will seek to address the needs of three groups of young people. The groups targeted are:

- Young carers
- Young people leaving care
- Young people leaving youth offenders institutions.

14.2 This project will work with the young people we are targeting to improve their confidence, skills and knowledge, and provide more effective support that is joined up with other services. The service is working jointly with the Haringey Youth Offending Service to complete a funding bid for this project in September 2010.

15. Exposure Youth leadership project

15.1 The project will give at least 40 disadvantaged teenagers and those up to the age of 25 if they have special needs, the opportunity to take a leading role in the production of a range of creative material for inclusion in Exposure's media products. At the same time the young people will develop professional and social relations with others who have similar interests and aspirations. Backed by The Department of Education, the project will run until March 2011

16. London Games Makers

16.1 The London Organising Committee of the Olympic Games and Paralympic Games (LOCOG) has launched their volunteer programme this year. Applications to become a London 2012 Games Maker volunteer will open to the general public on the 15th September.

17. Construction training London

17.1 For the forthcoming academic year 2010/2011 CTL has 140 (one hundred and forty) training vacancies for 16 - 19 year olds, the immediate vacancies to be filled will be those in plumbing and installation of emergency systems (alarms).

18. Volunteering opportunities are for young people between 16-25 bought by V Inspired and Haringey Youth Service

18.1 Haringey Youth Service are working in partnership to ensure that young people of Haringey get the opportunity to undertake great volunteering experiences.

18.2 Volunteering is a great way to assist young people into employment or give them the opportunity to experience new skills and opportunities. All of the young people put through on this programme will work towards their V Volunteering Certificate and their Duke of Edinburgh Service Section. The opportunities available include: football assistants, Play group volunteer, Retail assistant, Music assistant, Photographer, Events assistants, Junior Admin assistant, Yoga class supporters and senior youth volunteers, Assistant sports coach and cook.

19. Other employment opportunities include:

19.1 500 vacancies for new Asda store opening in Enfield.

19.2 Haringey have agreed to offer 10 young care leavers people apprenticeships/ employment opportunities annually.

19.3 Young people continue to be employed with interview panels and Regulation 33 visits. Approximately 10 young people are involved with these opportunities.

19.4 Teen and Toddlers program for young people. Four young care leavers successfully completed this.

19.5 One young person who is a former care leaver is training for the 2012 Olympics and will be completing with the British boxing team.

19.6 One young person is working with Dizzie Rascal- as a musician and has released his own music album.

19.7 We also work with our education service to offer work experience opportunities to young care leavers. We are hoping to develop this further with Tottenham Hotspurs.

20. London Youth Opportunities Programme

20.1 A Programme Designed specifically to meet the needs of Young People in London. This will develop the training/ skills development of young people, support further education, college or university or employment, offer apprenticeships or support young people with starting up and running their own business.

21. Conclusion

21.1 Although the service has established significant links with external organisations and employers, this will need to be further developed in order to meet the needs of young people. This is crucial at the moment as a result of the economic recession, the reduction in benefits and the reduction of employment opportunities for young care leavers as a result of the increased competition within the workforce.

21.2 This work will need to be completed within the background of the restructuring within the service and the amalgamation of both the CIC and Leaving Care services. This will be a significant challenge for the service to meet.

22. Some areas for further development include:

- Connexions to establish a NEET strategy group to co-ordinate the corporate approach to high risk groups such as care leavers
- The Leaving care service to ensure that robust data is available and is updated on a monthly basis
- Local links for employers to be further developed (see appendix 1)
- Young people to be actively involved in the above NEET group
- Haringey to implement the commitment to employ 10 care leavers per year via apprenticeships/employment opportunities

Appendix 1 – local links to be established with some of the following employers already working with Care to Work.

Asda
Aviva Norwich Union
BAA
BITC
BT
Cabinet office

Carillion
Catch 22
Co-op
Comet
DCSF
DWP
ECB
English Heritage
Fifteen
G4S
J Sainsbury
Land Rover
Jaguar
Kier Construction
Kingfisher Group
Marriott Hotel Group
Marks and Spencer
National Homes
Federation
Natural England
O2
Odeon Cinema Group
Orange
TACT
Travis Perkins
(Wickers)
Vinci