

# West Dunbartonshire Community Planning Partnership



## West Dunbartonshire NEET Action Plan

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**EXECUTIVE SUMMARY**

The Scottish Executive outlined their strategies to reduce the proportion of young people not in education, employment or training (NEET) in the policy document, More Choices, More Chances. The NEET strategy was launched alongside the Workforce Plus strategy which outlines the Executive's employability framework for Scotland. The NEET Action Plan aims to address the following 5 Closing the Opportunity Gap targets:

- Target A – reduce the number of workless people dependent on DWP benefits by 2007 and by 2010;
- Target B – reduce the proportion of 16-19 year olds who are not in education, training or employment by 2008;
- Target C – by 2008, ensure that young people who need it, have an integrated package of health, care and education support;
- Target D – increase the average tariff score of the lowest performing 20% of S4 pupils by 5% by 2008'
- Target E – by 2007 ensure that at least 70% of looked after young people leaving care have entered education, employment or training.

Within West Dunbartonshire the NEET Action Plan is being developed and taken forward by the Business Growth and Employability Strategy Group, through the Youth Employability Group, as part of its role in taking forward the community planning theme of worklessness. The plan is linked to the Workforce Plus strategy, Regeneration Outcome Agreement and to the Integrated Children's Services Plan.

National data from October/November 2004 estimates that 680, or 13%, of the 16-19 population in West Dunbartonshire Council were NEET. The aim of this action plan is to implement a range of activities to improve the outcomes for 14-19 year olds within West Dunbartonshire in order to reduce the overall NEET group by 20% by 2008.

There are 4 main strands to the Action Plan based on local audits of the profile of young people at risk of becoming NEET, and those in the NEET group, provision of opportunities for education and training, and current and future employment opportunities. The 4 strands are as follows:

1. Improving shared knowledge of the NEET group through
  - improved/integrated data collection, and assessment, with an employability focus;
  - enhanced ICT capacity and service level tracking of young people;
  - audit of sub-groups in the pre and post NEET groups for example, persistent young offenders, young carers, young people on incapacity benefit;
  - improved knowledge and skills, and the exchange of ideas between non-employment focussed and employment focussed service.

2. Enhancing existing good practice, successful programmes and interventions including:
  - enhanced and targeted supported study and mentoring schemes;
  - evaluation and extension of vocational skills programme and other school and community based employability skills, courses
  - with partners and employers develop awards and accreditation for wider achievement;
  - pilot enhanced work experience model and increase employer engagement in schools;
  - maximise and target the services of Careers Scotland within schools, at transition stage and beyond into employment;
  - develop sector focussed pilot programmes for Get Ready for Work and further develop enhanced apprenticeship programmes;
  - develop the role of the voluntary sector and Community Learning and Development to engage young people in volunteering and other positive activities.
  
3. Develop better connectivity between services and stages in the progression process including:
  - improved transition between Careers Scotland adviser support and Job Centre Plus engagement to target hard to reach clients and those with health needs;
  - improve school college links and the key worker model;
  - implement and evaluate the multi-agency post-school transition support procedures for young people with additional support needs.
  
4. Plugging gaps in service particularly in relation to very vulnerable groups including address local shortage in vocational training space/facilities:
  - develop services in the area of in-work support post recruitment for longer term;
  - address specific barriers to EET for young people in target groups for example, young carers, gypsy traveller children, young homeless;
  - develop opportunities for young people not eligible for Get Ready for Work who are unable to access mainstream training or employment opportunities.

There will be a need for additional capacity within the local authority and community partnership framework to drive forward the Workforce Plus and the NEET Action Plans. These short term NEET posts will fit within the existing staffing and management structures.

## SECTION 1 – BACKGROUND & PURPOSE

1.1 The Scottish Executive outlined their strategy to reduce the proportion of young people not in education, employment or training (NEET) in the policy document More Choices, More Chances released in June 2006. The stated objective of the executive is to eradicate the problem of NEET in Scotland by making it a national priority which requires a national effort.

1.2 The reasons for focussing on NEET as a key issue relate to the wider post-devolution focus on tackling poverty and disadvantage. While Scotland has one of the highest rates of employment for 15-19 year olds in the OECD, there remains an unacceptably high proportion of young people in this age range who are NEET. The national headline figure in October 2004 was 35,000 (13.5%) of the 16-19 year olds with NEET status. Research shows us that young people experiencing NEET today are more likely to become economically inactive in the future.

1.3 The NEET strategy was launched alongside the Workforce Plus strategy which outlines the Executive's Employability Framework for Scotland and the two policies are clearly related and complimentary. There are significant differences however. In terms of the NEET group there is evidence that NEET status at 16 is often the result of earlier disadvantage, therefore there is a strong emphasis on early intervention to prevent the flow into NEET at the pre-16 stage. There is also recognition that this group is not homogeneous and the statistics mask a range of subgroups and individual circumstances. Some young people in the NEET group will be in a transition phase, for example students on a gap year who will go on to a positive outcome, while others will be socially disadvantaged and likely to remain socially and economically disengaged for a considerable period. Although the proportion in NEET remains largely static, NEET is a dynamic group with individuals flowing in and out of the group. There appears to remain, however, a core group of young people who do not change over time and represent the biggest challenge to services.

1.4 Closing the Opportunity Gap established stretching targets to tackle poverty and inequality with a specific focus on the provision of more joined up, higher quality children's services, raising educational attainment for all and promoting better outcomes for care leavers. The NEET strategy therefore requires to take forward actions to achieve the Closing the Opportunity Gap (CtOG) target "to reduce the proportion of young people not in education, employment or training by 2008".

1.5 In summary the overarching aims of the national strategy are to:

- Stem the flow into NEET – taking preventative action
- Have a system wide focus on the NEET group; this means a joined up partnership approach
- Prioritise education and training outcomes for the NEET group as a step towards lifelong employability

- Position NEET reduction as one of the key indicators for measuring success for pre and post 16 systems i.e. schools, health and care services, training and employability providers.

## **SECTION 2 – LOCAL PARTNERSHIPS**

2.1 West Dunbartonshire is one of 7 NEET hotspot areas identified by the Executive where it is perceived there is a particular need to reduce NEET in order to make an impact on national figures. As a result there is to be an integrated strategy with the NEET Action Plan forming a section of the wider Workforce Plus Action Plan.

2.2 West Dunbartonshire Council (WDC) and West Dunbartonshire Community Planning Partnership (CPP) form a key strategic partnership to develop and implement national and local priorities within the theme of reducing worklessness.

2.3 The Council's corporate aims:

- Provide high quality, Best Value services
- Improve the local economy
- Promote social inclusion
- Protect the environment
- Strengthen local democracy
- Drive forward economic growth recognising the social and economic difficulties of the area.

2.4 The CPP has an agreed vision which is complementary to the corporate aims of the Council:

*Working together, we want to end poverty and exclusion, deliver better services and improve the quality of life for the people of West Dunbartonshire*

2.5 The Regeneration Outcome Agreement (ROA) provides the strategic and operational framework for community planning partners to deliver this vision locally and the local regeneration outcomes are clustered under national priorities.

2.6 Local Council and community planning structures are configured to work in partnership to deliver on these priorities; with thematic strategy groups taking forward each of the ROA themes.

2.7 Within this overall partnership structure the Business Growth and Employability Strategy Group (BS&ESG) has the primary role to take forward the community planning theme of Worklessness and co-ordinate activity towards delivering on the ROA Getting People Back into Work priority and corresponding local outcomes and targets. This role now includes the development and coordination of the Workforce Plus and NEET Action Plans.

2.8 Short life working groups have been established from the BG&ESG to develop the various strands of the work, as follows:

- Infrastructure Group - Assessing the employability infrastructure
  - Workless Client Group - Scoping the nature of the workless client group
  - Labour Market Group - Scoping the nature of the local labour market
- 
- Youth Employability Group – focussing on young people who are NEET

2.9 The Youth Employability Group has representation from all the key partners and is led by a Head of Service in Education and Cultural Services on behalf of the local authority, in line with the More Choices, More Chances guidance. This group will function as a permanent sub-group of the BG&ESG, with responsibility for overseeing the implementation of the NEET Action Plan. Details of the group membership and how it will link to other key partnership structures are given in Appendix 1.

2.10 The work of the group is to focus on the pre and post-16 group in education at risk of becoming NEET, particularly those in the lowest performing 20% S4 target group and the 16-19 year olds already in the NEET group. The action plan will aim to address the following 5 Closing the Opportunity Gap targets:

- *Target A* – reduce the number of workless people dependent on DWP benefits by 2007 and by 2010
- *Target B* – reduce the proportion of 16-19 year olds who are not in education training or employment by 2008
- *Target E* – by 2008, ensure that young people who need it have an integrated package of health, care and education support
- *Target F* – increase the average tariff score of the lowest performing 20% of S4 pupils by 5% by 2008
- *Target G* – by 2007 ensure that at least 50% of “looked after” young people leaving care have entered education, employment or training.

2.11 There is commitment from the local authority as the lead and all of the partner agencies to develop better joined up services, within the framework of the Integrated Children’s Services Plan, and achieve more positive outcomes for young people at risk of long term disengagement from social and economic activity. This is built upon the Strategic Partnership Agreement and the Integrated Children’s Services Plan outlines the overarching strategic plan for West Dunbartonshire.

2.12 Within the ICSP there are target outcomes set for many of the vulnerable groups referred to within the NEET Strategy. The focus within the NEET Strategy on employability should add impetus and support to ICSP implementation without leading to duplication of targets or activities.

## SECTION 3 – NATIONAL AUDIT INFORMATION

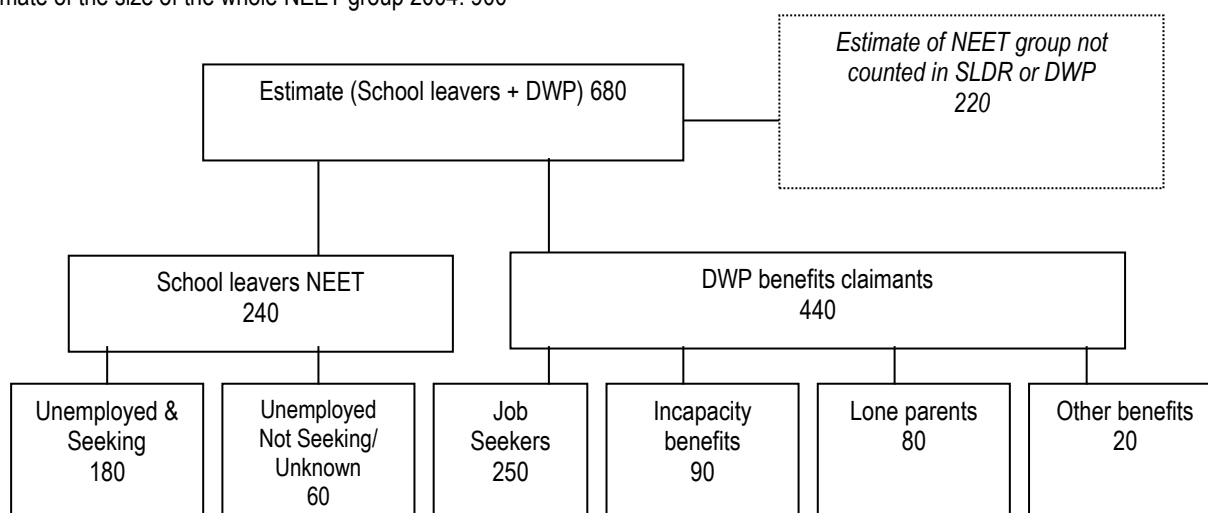
3.1 Figures for the NEET group in West Dunbartonshire Council produced by the Scottish Executive, based on school leaver destinations (SLDR) and DWP benefits data for Oct/Nov 2004 estimate that 680 or 13% of the 16-19 population in West Dunbartonshire Council were NEET. This represents an increase from the 2003 estimate (630) of 50.

3.2 In addition it is estimated that there is a further group of young people who are NEET but who cannot be accounted for by SLDR or DWP. If the 2004 figures are adjusted to take account of this underestimate then the true West Dunbartonshire Council NEET figure is estimated to include a further 220 giving a total baseline figure of approximately 900. Table 2 below illustrates the size and breakdown by sub-group of the NEET group.

Table 2 - Destinations of School Leavers and DWP Benefits Data (recommended by TERU for local monitoring)

Estimate at Oct/Nov 2004 (using SLDR and DWP data): 680

Estimate of the size of the whole NEET group 2004: 900



Note: 'Other benefits' includes those claiming benefits as carers and all others on income related benefits.

3.3 One of the most surprising figures was for the 16-19 year olds claiming Incapacity Benefits. All of the partners agree that this figure is much higher than might have been expected and cannot primarily be accounted for by pupils with a recognised disability. Information from the breakdown of health related claims by disease code for the whole working age population indicates that mental ill health accounts for the largest grouping but this is of limited assistance in relation to the 16-19 year group. Further audit activity requires to be undertaken to establish the profile of this group and relate this to tracking and support of individuals by appropriate agencies in S4 and during transition from school.

3.4 National data on the destinations of school leavers in the school year 2004-5, shows that of the 1244 leavers from West Dunbartonshire Council schools around 200 (16%) did not enter education, employment or training. The table below shows the trend in school leaver



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destinations for West Dunbartonshire Council against the national trend from 2002/3 until 2004/5

Table 2

Destination	WEST DUNBARTONSHIRE			SCOTLAND		
	2002-03	2003-04	2004-05	2002-03	2003-04	2004-05
Total number of leavers	1,240	1,079	1,244	57,266	56,537	55,952
Full time higher education	29%	24%	26%	31%	29%	31%
Full time further education	27%	22%	25%	23%	25%	27%
Training	6%	7%	7%	5%	5%	5%
Employment	19%	24%	25%	23%	25%	27%
Unemployed and seeking employment or training	12%	17%	9%	12%	13%	10%
Unemployed and not seeking employment or training	5%	3%	4%	4%	3%	3%
Destination unknown	2%	2%	2%	4%	4%	3%

Source: Destinations of Leavers from Scottish Schools, SEED

3.5 Some information is available regarding the 'churn rate' within the NEET group in 2005/6. In March 2006, young people who were unemployed or whose destinations were unknown were followed up by Careers Scotland. In West Dunbartonshire only 31% of this group had moved into FE/HE, training or employment against a national average of 39%. The remaining 69% were still unemployed or their destination unknown. The tracking and support of the NEET group post-school should have an impact on the number of young people remaining in this category for more than 6 months. In terms of 16-19 year olds claiming 'workless benefits', in 2005 there were 490 (9.7%), 230 males and 260 females.

## SECTION 4 – RESULTS OF LOCAL AUDITS

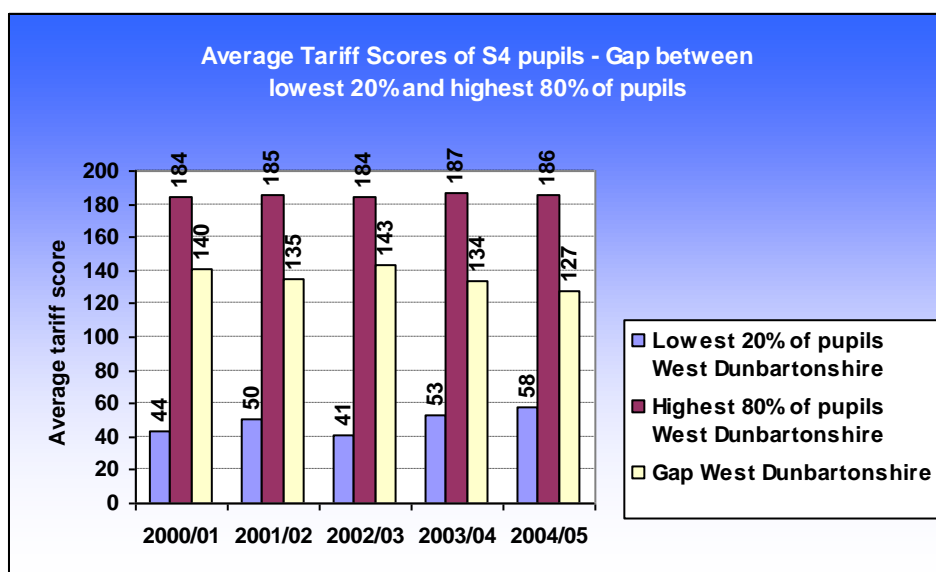
### *Pre-16 groupings: Lowest Performing 20%*

4.1 Within the Integrated Children’s Plan 2005-08 one of the local improvement objectives relates to the need for improved effectiveness in the provision of reliable data to meet the needs of establishments and staff to identify and track the progress of vulnerable individuals and groups.

4.2 As part of the work towards addressing CtOG Target F related to the lowest performing 20% of S4 pupils, West Dunbartonshire Council Education services undertook audit activities relating to the outcomes for pupils in S4 in school session 2004/05.

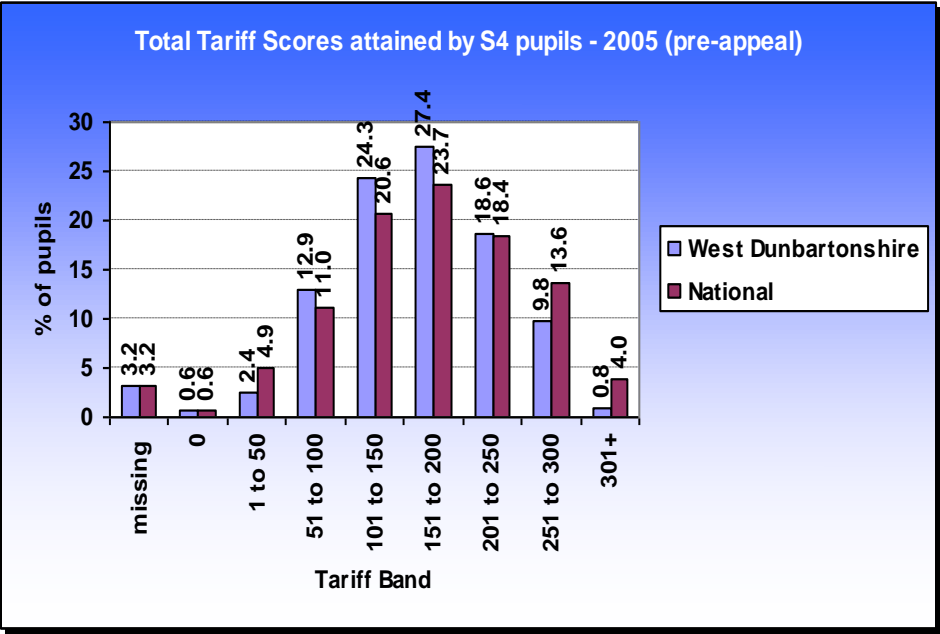
4.3 The gap between the tariff scores of the lowest performing 20% and the highest performing 80% nationally is rising but in West Dunbartonshire the gap has narrowed in the past 3 years.

Bar Chart 1 Average Tariff scores of S4 pupils.



4.4 This is in part due to the increase in the tariff scores of the lowest performing pupils from 41 (2002/02) to 58(2004/05) which is a positive trend and partly because the results of the highest performing group has remained largely static over the same period, a cause for concern and barrier to increasing participation in Higher Education.

Bar Chart 2 Total Tariff Scores attained by S4 pupils



4.5 Analysis of the tariff scores attained by S4 pupils shows interesting local trends and highlights particular issues of concern regarding the following groups:

- % of pupils missing and % of pupils with 0 tariff points which is on the national average
- % of pupils with 51-100 tariff points which is higher than the national average
- % of pupils in the highest bands 251-300 and 301+ which is lower than the national average

4.6 Further detailed information is required to identify the pupils noted as missing or with 0 points to establish whether these pupils left a West Dunbartonshire Council school after the census date and therefore did not have their tariff scores recorded against a West Dunbartonshire Council school or whether they failed to gain any score due to non-attendance at examinations or other factors. Although national statistics take no account of pupils who move school after the census date in September, local information should be able to take account of individual circumstances in order to base interventions on accurate figures.

4.7 Factors influencing the lowest performing 20% in West Dunbartonshire Council raised a number of questions which require to be followed up.

TABLE 4 FACTORS INFLUENCING THE LOWEST ATTAINING 20% IN WDC

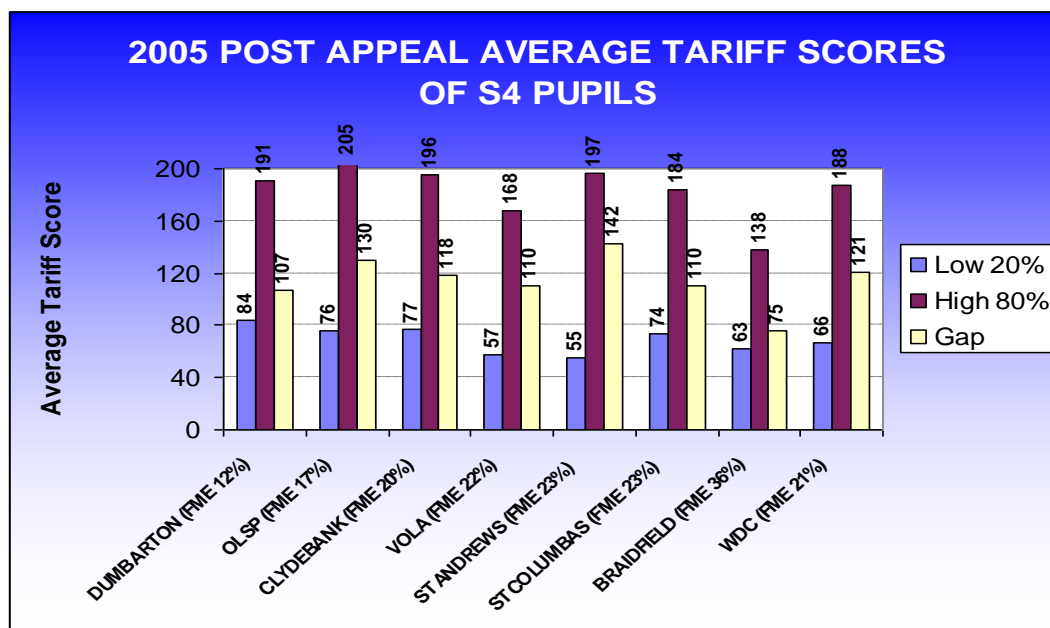
FACTOR	% OF PUPILS WITH THIS FACTOR (2004-2005)
Known to Social Work	56%
Referral to Multi-agency Support Groups	42%
Free school meals (Authority average)	30% (22%)
Stage of Intervention (Authority average)	30% 20%
Looked after and Accommodated	1.7%
Attendance rates (Authority average for S4)	74% (87%)
Staying on rate (S4) (Authority average for S4)	23% (80%)
Exclusions – days lost per 100 pupils (Authority average)	136 (44)
Nursery attendance	39%

4.8 As can be seen from table 5 above, the two strongest single factors are being known Social Work (56%) and having been referred to the school based Multi-agency Support group (MSG). Staying on rates, exclusion and attendance rates also correlated highly whereas surprisingly economic disadvantage as measured by Free School Meal Entitlement (FME) and being a Looked After and Accommodated Child (LAAC) did not appear to be significant factors.

4.9 Information for individual schools showed significant variations on all of the key factors between schools, including the average tariff scores of the lowest performing pupils.

*Individual Schools*

Bar Chart 3 – 2005 post appeal average tariff scores of S4 pupils



4.10 The variation from 55 points to 84 points across schools in 2005 may be partially accounted for by the provision in some schools of a range of alternative curricular packages/courses which attract no points on the UPS system. Of note is the apparently low correlation between tariff scores and FME.

4.11 Further audit activity is required at individual school level to understand the variations in performance, their significance in relation to outcomes for pupils and highlight the good practice which accounts for better outcomes.

4.12 Specific audit information on outcomes is required for the following groups:

- Pupils with Additional Support Needs as identified via the Staged Intervention and MSG procedures
- ‘Christmas leavers’ - those who attend college between August and December of their final period and those who remain in school until December
- Young people who complete school in an establishment other than a mainstream West Dunbartonshire Council school, i.e. specialist day or residential school or unit
- Young people with an identified drug or alcohol abuse problem
- Persistent young offenders
- Young carers
- Pupils from ethnic minorities

*Pre-16 Groups: LAAC*

4.13 Social work services have information on all young people ceasing to be looked after beyond the school leaving age and have a responsibility to support these young people. At March 2005 there were 99 young people age 16-18 years supported by the Through Care Team. An analysis of school leaver destinations in 2005 is shown below.

TABLE 5 Leaver Destinations of LAAC in March 2005

AGE	NOS. IN NEET/ UNKNOWN	HE	FE	TRAINING OR EMPLOYMENT
16	20	-	-	4
17	30	1	1	3
18	34	-	1	5
<b>TOTAL</b>	<b>84</b>	<b>1</b>	<b>2</b>	<b>12</b>

4.14 Considerable co-ordinated effort has been targeted at the LAAC group over the past few years but it is unclear what impact this has had on outcomes for this group of young people. As the figures for March 2005 show however in the 16-21 age group a significant proportion of young people receiving after care services fall into the NEET or unknown group.

4.15 Educational attainment for looked after and accommodated young people has shown improvement in 3 out of 4 of the performance measures.

4.16 There is evidence however that the support of the Through Care Team does lead to more positive outcomes related to EET for many of the young people by the time they reach 20 years +. Some thought requires to be given to evaluating how this process may be accelerated for some individuals.

**Appendix 12**

4.17 The Leaving Care Mentoring scheme developed by Social Work Services and the Scottish Fostering Network has had considerable success in supporting young people who are accommodated usually in residential schools or children's units. Mentors work with individual young people to support them through the process of leaving care. Mentors are volunteers but the scheme is well co-ordinated and monitored. This may provide a helpful model when considering employability focussed mentoring and key worker initiatives.

4.18 There is a strong commitment to, and positive history of, joint working within children's services in West Dunbartonshire Council. The diagram in Appendix 2 outlines the main elements of this network of support and the established pathways for young people who may experience barriers to success and risk moving into the NEET group (see Appendix 2).

Within the support network there are very few services with a specific employability focus. This is a weakness which needs to be addressed either in terms of training of mainstream support staff, or development of dedicated employability services.

4.19 The breakdown of the 16-19 year olds in NEET by main groups area as follows. All information is based on Oct/Nov 2004 data:

- Job Seekers 250
- On incapacity benefits 90
- Lone Parents 80
- On other benefits 20
- Unemployed & seeking work 180
- Unemployed & Not seeking work (unknown) 60

4.20 All of these individuals will be know to one or more of the partner agencies, e.g. skillseekers, health service, social work service, Job Centre Plus, Careers Service.

4.21 The main sources of training for young people in West Dunbartonshire are through, the Get Ready for Work programme, the Skill Seekers programme and Modern Apprenticeships. Current capacity to deliver in West Dunbartonshire is as follows:

Table 6

<b>MA starts</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>All ages</b>
A 2003	0	6	19	22	9	8	6	8	3	3	84
2004	1	13	21	22	11	6	5	7	4	3	93
2005	1	8	19	18	20	13	11	9	5	12	116
<b>3 years</b>	<b>2</b>	<b>27</b>	<b>59</b>	<b>62</b>	<b>40</b>	<b>27</b>	<b>22</b>	<b>24</b>	<b>12</b>	<b>18</b>	<b>293</b>

<b>GRFWstarts</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>All ages</b>
B 2003	16	242	150	20	2	0	1	1	0	0	432
2004	15	203	144	11	1	0	0	0	0	0	374
2005	16	184	128	5	0	0	0	0	0	0	333
<b>3 years</b>	<b>47</b>	<b>629</b>	<b>422</b>	<b>36</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1139</b>

<b>SS starts</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>All ages</b>
C 2003	2	38	34	20	3	4	2	1	0	0	104
2004	1	36	23	14	6	3	1	0	1	0	85

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2005	0	17	17	16	7	3	5	1	2	1	69
<b>3 years</b>	<b>3</b>	<b>91</b>	<b>74</b>	<b>50</b>	<b>16</b>	<b>10</b>	<b>8</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>258</b>

<b>All progs</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>All ages</b>
D 2003	18	286	203	62	14	12	9	10	3	3	620
2004	17	252	188	47	18	9	6	7	5	3	552
2005	17	209	164	39	27	16	16	10	7	13	518
<b>3 years</b>	<b>52</b>	<b>747</b>	<b>555</b>	<b>148</b>	<b>59</b>	<b>37</b>	<b>31</b>	<b>27</b>	<b>15</b>	<b>19</b>	<b>1690</b>

*Get Ready for Work*

4.22 All young people of school leaving age, who are not in full time education and who require additional support to access further training, learning or employment opportunities are eligible for Get Ready for Work. This is available currently from 4 local providers:

- West Dunbartonshire Council – Skill Seekers Section
- Clydebank College
- Enable
- Forward Training

4.23 The total income received by all providers of Get Ready For Work across West Dunbartonshire is for 05/06, £845,769.

4.24 Participant levels in the Get Ready for Work programme over the past three years are as follows:

Table 7

<b>GRFWstarts</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>All ages</b>
<b>2003</b>	16	242	150	20	2	0	1	1	0	0	432
<b>2004</b>	15	203	144	11	1	0	0	0	0	0	374
<b>2005</b>	16	184	128	5	0	0	0	0	0	0	333
<b>3 years</b>	<b>47</b>	<b>629</b>	<b>422</b>	<b>36</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1139</b>

4.25 This is a very successful programme which performs well against other Scottish enterprise areas. One reason for success is that the employers providing placements and work taster opportunities often go on to recruit those young people who have been able to demonstrate employability skills during their placements. These skills are generally described as keenness to learn, good timekeeping and attendance record and reasonable communication skills. Placement providers often top up the GRfW allowance of £55 per week, thus offering further incentives to the young people.

4.26 Scottish Enterprise measures the success of GRfW in terms of positive outcomes achieved as clients progress into mainstream skill seekers, employment or enter full time further education. Overall between the 7 local providers 203 positive outcomes were achieved in 2005/06.

4.27 Of the total GRfW investment, the amount provided to the Council from SE to operate the GRfW programme during 2005/06 was £544,326 making them the largest provider in the area. This funding allowed for 179 entrants with an average in training figure of 83 participants per month. There has been a steady increase in positive outcomes since the launch of the Council GRfW programme in 2002, as follows:

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- 2002/03 – 21 positive outcomes
- 2003/04 – 39 positive outcomes
- 2004/05 – 65 positive outcomes
- 2005/06 – 102 positive outcomes (this represents a performance ratio against leavers of 63%, above the national target of 39%)

*Skillseekers*

Participant levels on the Skillseekers programme (all providers) over the last three years were as follows:

Table 8

<b>SS starts</b>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<b>All ages</b>
2003	2	38	34	20	3	4	2	1	0	0	<u>104</u>
2004	1	36	23	14	6	3	1	0	1	0	<u>85</u>
2005	0	17	17	16	7	3	5	1	2	1	<u>69</u>
<b>3 years</b>	<u>3</u>	<u>91</u>	<u>74</u>	<u>50</u>	<u>16</u>	<u>10</u>	<u>8</u>	<u>2</u>	<u>3</u>	<u>1</u>	<u>258</u>

4.28 The Council recruits around 25 young people each year to join its successful Skillseekers programme and offers training in Construction, Horticulture and Administration. Locally it has been recognised that there are financial barriers to small businesses offering skillseeker placements. Often this relates to key areas of the local employment market, for example construction.

*Modern Apprenticeships*

Participant levels on the Modern Apprenticeship programme (all providers) over the last three years were as follows:

Table 9

<b>MA starts</b>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<b>All ages</b>
<u>2003</u>	0	6	19	22	9	8	6	8	3	3	<u>84</u>
<u>2004</u>	1	13	21	22	11	6	5	7	4	3	<u>93</u>
<u>2005</u>	1	8	19	18	20	13	11	9	5	12	<u>116</u>
<b>3 years</b>	<u>2</u>	<u>27</u>	<u>59</u>	<u>62</u>	<u>40</u>	<u>27</u>	<u>22</u>	<u>24</u>	<u>12</u>	<u>18</u>	<u>293</u>

4.29 In June 2006, there was a cumulative total of 358 16-18 year olds in training on Modern Apprenticeships via Scottish Enterprise Dunbartonshire and a further 186 19-24 year olds. In 2006 the Council's Skillseeker section ran a pilot which brought additionality to the existing Modern Apprenticeship Programme by securing West Dunbartonshire Council and the European Social Fund resources to subsidise small construction firms to recruit young people as construction apprentices. 20 places were made available and quickly taken up with employers who would not otherwise have been able to consider employing an apprentice. Another example is the Engineering pilot. Local employers are reluctant to engage engineering apprentices due to requirements to attend college full-time during their first year. In August 2006, six apprentices commenced college, funded and sponsored by the Council but utilising Scottish Enterprise funding and Skillseeker funding.. It is anticipated that on successful completion of the first year, all 6 will be recruited by local engineering companies to complete their apprenticeships. These pilots are seen as useful examples of how small financial incentives are making a significant impact on NEET.



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Table 10

TOP TEN MA FRAMEWORKS IN WEST DUNBARTONSHIRE 16-24 YEAR OLDS AT 30 JUNE 2006

1. Construction	93
2. Engineering	84
3. Motor Vehicles	61
4. Business Administration	45
5. Electrotechnical	44
6. Hospitality	39
7. Customer Service	33
8. Early Years Care and Education	23
9. Plumbing	22
10. Health and Social Care	13

*Further Education*

4.30 Clydebank College is a major provider of further education and training in West Dunbartonshire and provides a wide range of courses for young people in the 15-19 age range. This include vocational skills programmes for schools, full time non advanced vocational programmes and government programmes, including GRfW, Skillseekers and MAs, all supporting the preparation of young people for EET.

4.31 In response to both the labour market demands and the priority to reduce NEET the college will be expanding the number of places offered to 16 – 19 yr olds in the following key areas:

- Hospitality/catering 14 additional places
- Tourism 20
- Healthcare 20
- Construction 16

4.32 Through enhanced joint planning and better transition arrangements particularly for pupils with additional support needs it is expected that more pupils will make a successful transition to college straight from school.

*Careers Scotland*

4.33 Careers Scotland has a pivotal role to play with children and young people through out their school career and beyond school into the world of FE and training. Locally Careers Scotland provides career planning and employability support to young people across this age range. Within schools core Careers support to year groups includes a range of enterprise activities and job fairs, with further support targeted towards those in greatest need on a one-to-one basis, including work with parents and intensive work with young people through the key worker approach. A pilot in two secondary schools currently providing an enhanced level of service is proving popular and school staff identify this as a very useful way of supporting pupils, particularly those most at risk of missing out. Core Support is also targeted towards clients in the NEET group via group programmes such as Activate, Worknet, Breakthrough and Get Connected. Careers are currently in discussion with the Determined to Succeed staff in West Dunbartonshire to explore the possibility of offering placements for them in FE College and vice versa for teaching staff to help support the school college vocational programme.

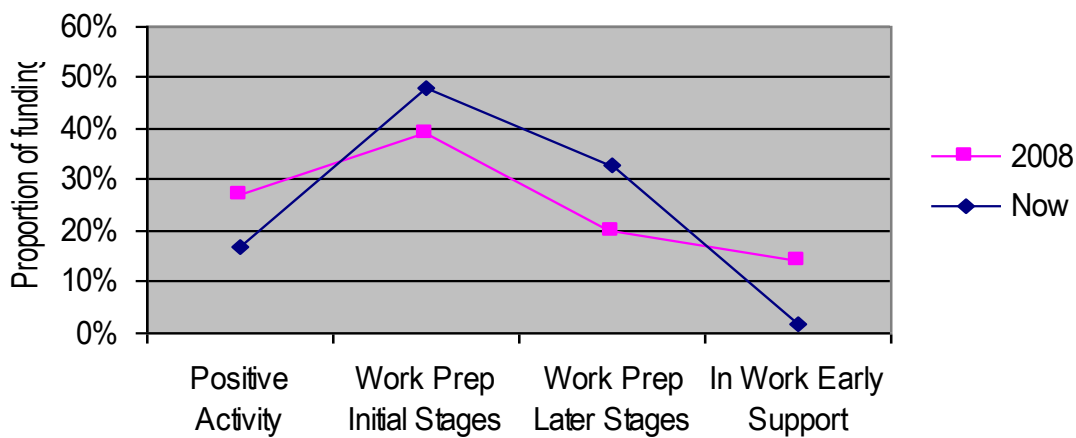
4.34 There is a link between the Careers Service and Job Centre Plus as clients with additional needs move into the New Deal arrangements. At present there is a period of six months at the point of transfer before vulnerable clients are identified for the New Deal Programme. Consideration could be given to ‘fast tracking’ some clients if this was in their best interests.

*Funding*

4.35 Outlined below in the following 2 graphs is an illustration of the current local distribution of funding based on a staged pathway to employment and allows comparison with the resource distribution recommended in Work Force Plus

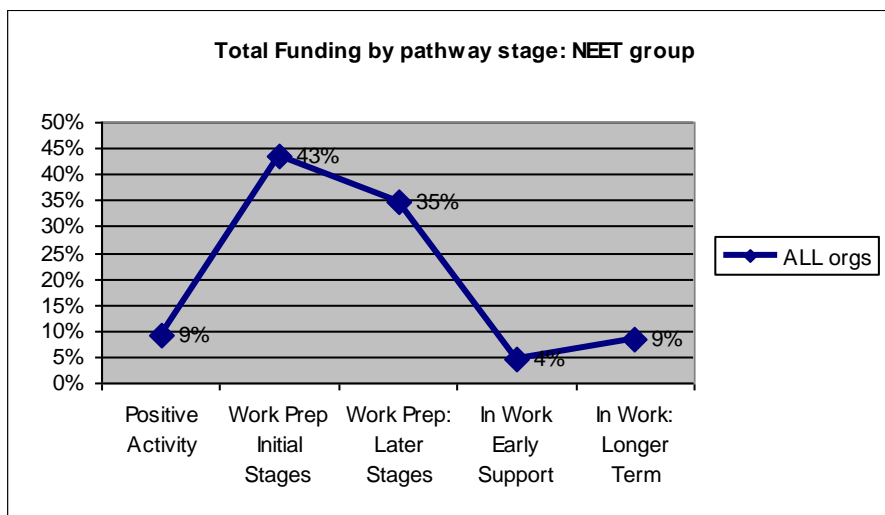
Graph 1

ILLUSTRATIVE DISTRIBUTION OF FUNDING BY PATHWAY STAGE (SOURCE: WORKFORCE PLUS)



4.36 The chart above, extracted from Workforce Plus, illustrates how the Scottish Executive would like to see funding realigned to effect a reduction in resources directed towards work preparation and an increase in those directed towards positive activity or early intervention and in work support or employer engagement. The chart below illustrates how local resources are currently distributed:

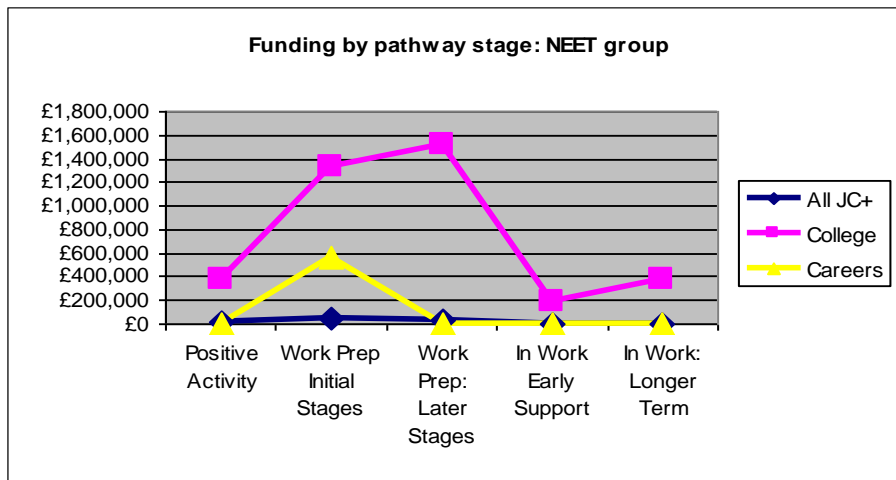
Graph 2



4.37 While the Work Force Plus recommended resource distribution does not focus solely on the NEET group, the group *is* included in the aggregate figures. Comparison between the actual local and the recommended allocation shows that the shape of the distribution of service provision is broadly in line with the Work Force Plus recommendation but there is a need to look at realigning local resources to increase positive activity-type service and develop activity around in work support.

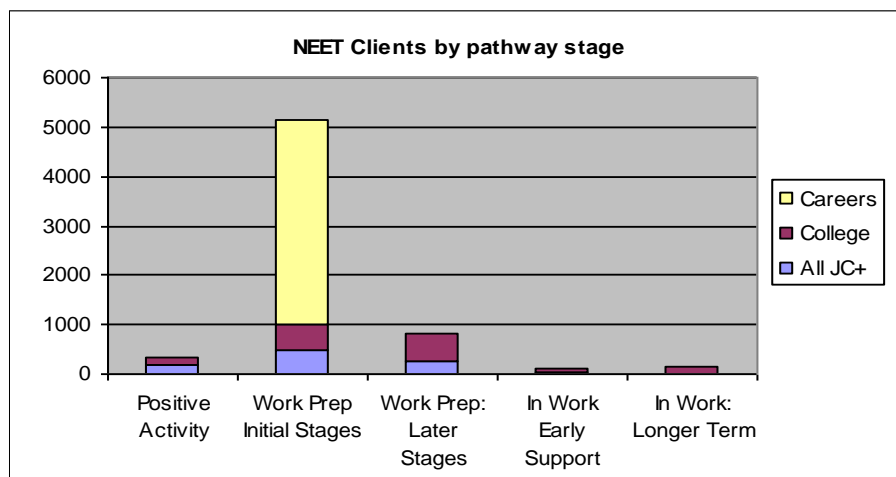
4.37 This Chart below illustrates how much each of the 3 organisations allocates resources according to the Pathway stages. This provides an illustration of where the main providers are concentrating their resources and shows that the local infrastructure is heavily dependent on provision to the NEET group being delivered by the FE College for all pathways provision other than Initial Work Prep, which the Careers Service also undertakes. This illustrates the need and potential for connecting the 3 organisation together in order to provide a cohesive range of services to the NEET client group.

Graph 3

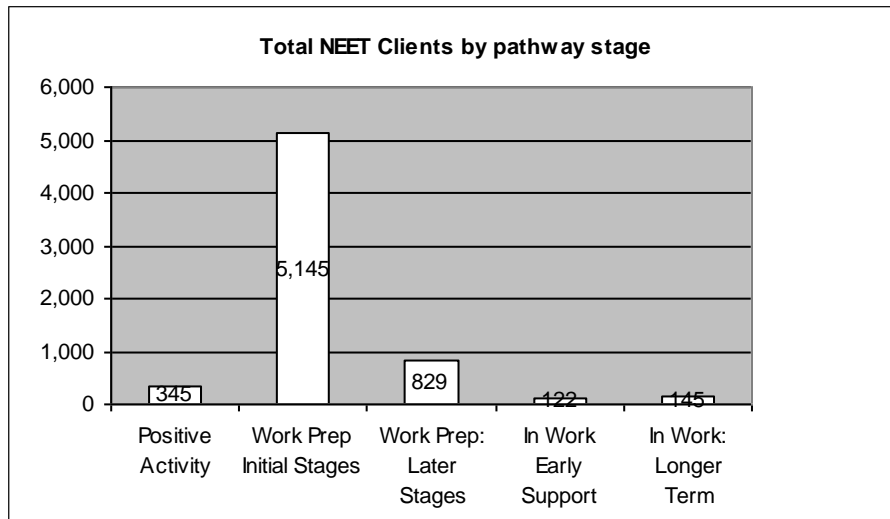


4.38 The chart below shows the majority of Careers Scotland’s clients are engaged in the early stages of Work Preparation with the majority of the college client group falling into both early and later stages of Work Preparation. The College is the only one of the three whose clients have access to in work support of any kind.

Barchart 4

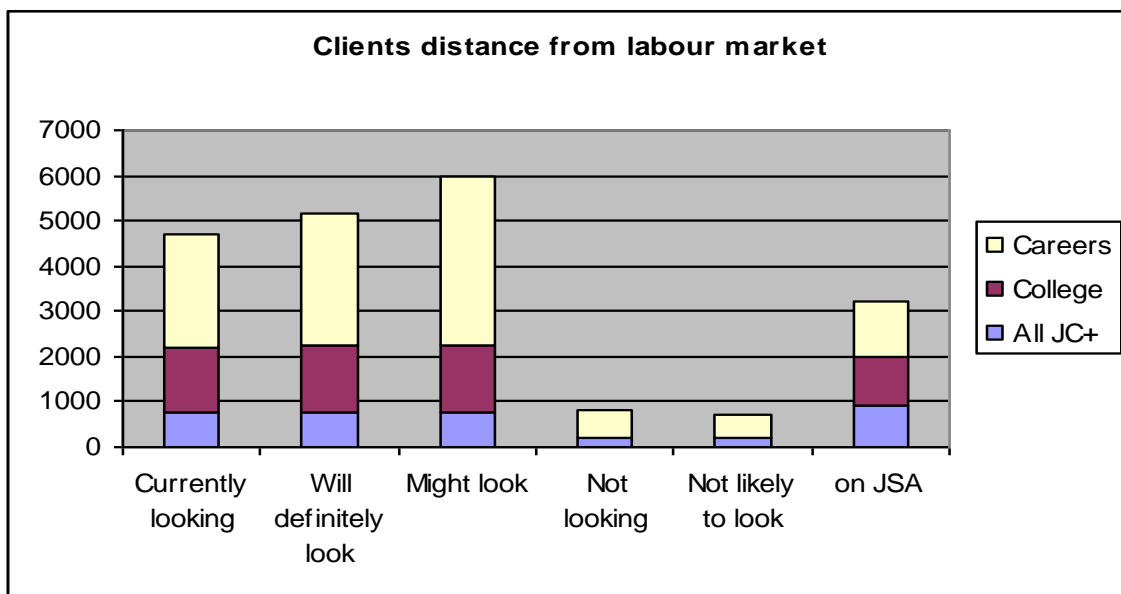


Barchart 5

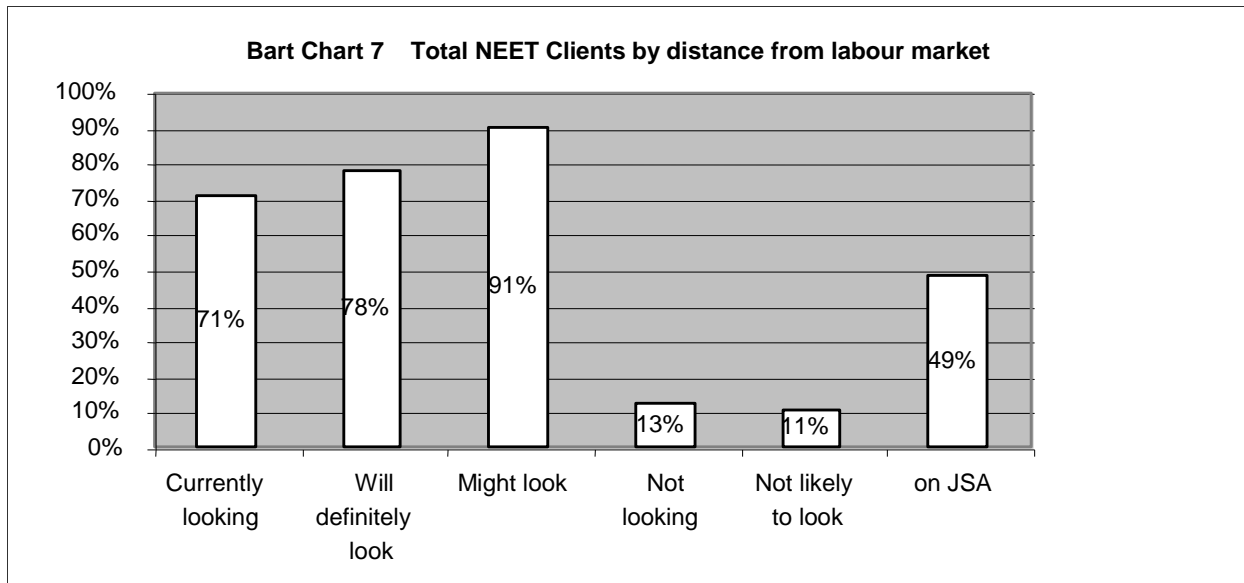


4.39 The chart above shows the large majority of the NEET clients who are engaged with the 3 organisations are participating in the early stages of Work Preparation. When this is compared with the aggregate resource allocation across the 3 organisations, it shows that there is no simple correlation between resources allocated by pathway stage and the number of clients accessing services by pathway stage. The cost of provision per client is dependent on their position on the continuum and the information suggests that it is more expensive to provide Later Stage Work Support than the other stages on the supply chain of service.

Barchart 6

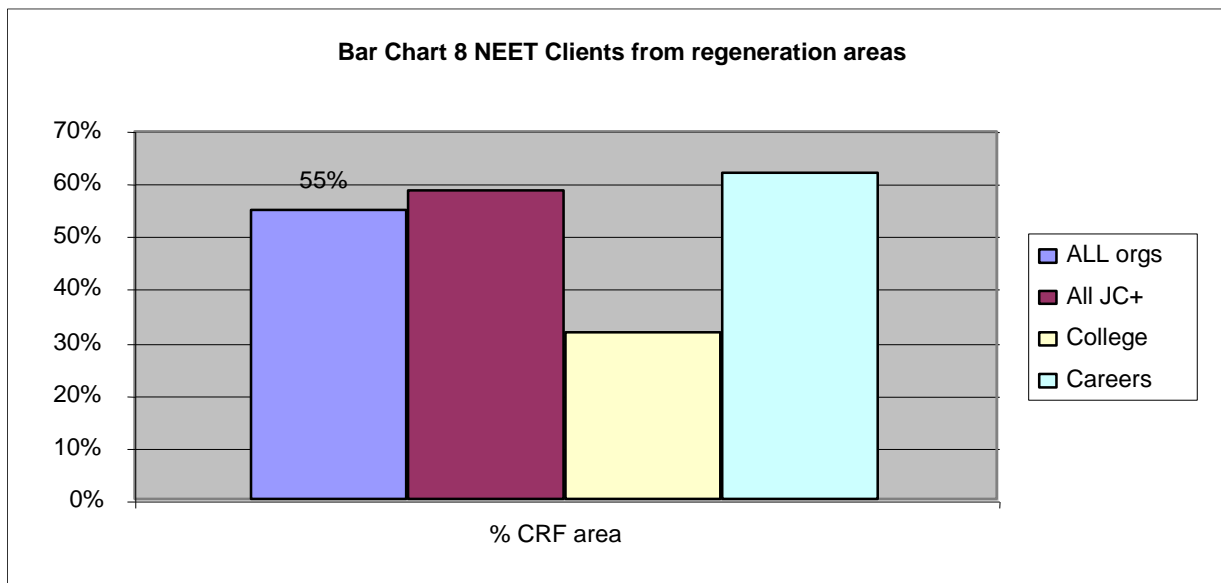


4.40 The Chart above indicates clients' proximity to the labour market across the 3 organisations. The Careers Service and College have a client base that is furthest from the labour market, while Job Centre Plus, understandably, has a client base who are closer to work. The chart also provides a fairly positive picture in that 91% of the NEET clients are likely to look for work.

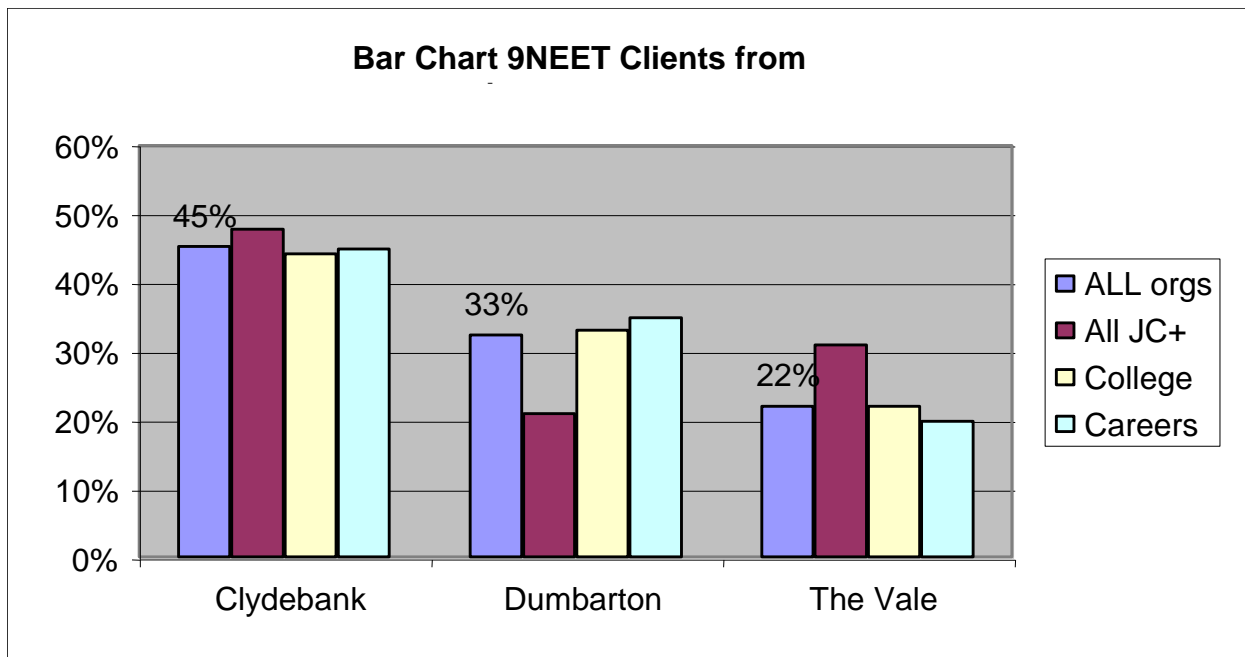


4.41 The chart above illustrates the ration of clients across the 3 organisations and their distance from the labour market.

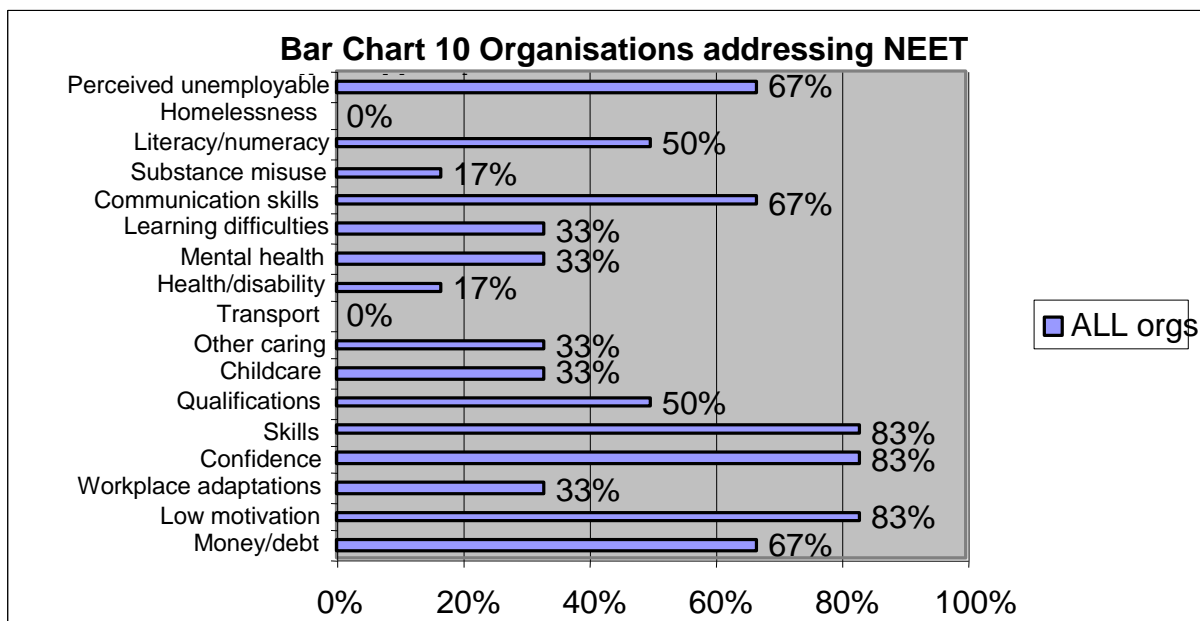
4.42 The organisations are providing services across the 3 main population centres broadly in proportion to the population’s resident in these areas. The majority of NEET clients engaged with the 3 organisations are from Clydebank.



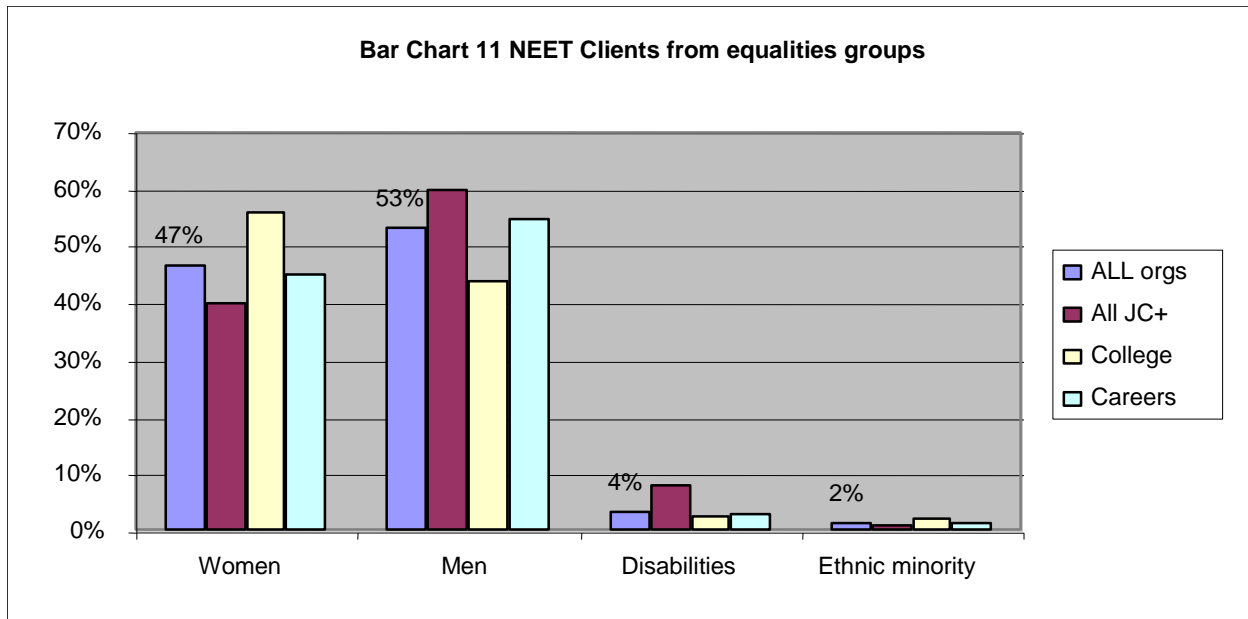
4.44 It is clear from the chart above that the highest concentration of NEET clients with CRF designated areas career services clients, with just over 60%. Additionally only 30% of NEET client’s access services through the college. Overall 55% of all NEET clients within CRF areas accessing some form of service through the three organisations.



4.45 All 3 organisations add a range of barriers to employment, however the most commonly addressed are Skills, Low Motivation and Confidence are the top 3.



4.46 Evidence indicates that 53% of all NEET clients are male, with the remaining 47% female. In most cases there is a higher proportion of male NEET clients accessing services through Job Centre Plus and the Careers Services, however there appears to be 55% of female NEET clients accessing services through the college compared to 45% male clients. It should be noted that 4% of all NEET clients have some form of disability and only 2% are from an ethnic minority group.



## SECTION 5 – CURRENT & FUTURE EMPLOYMENT OPPORTUNITIES

5.1 As part of the Workforce Plus activity considerable progress has been made in scoping the nature of the workless client group and the local labour market.

5.2 In relation to the workless client group, the results highlight that in West Dunbartonshire Council compared to Scotland as a whole, and some neighbouring authorities, there are a number of significant features:

- Lower numbers of school leavers going on to gain a degree level qualification, with the associated higher levels of pay
- high % of school leavers with no qualifications with the associated likelihood of no employment or low paid work
- high levels of incapacity benefit claimants, a large 40% of whom would like to work if supported and vacancies available

5.3 The barriers to work locally mirror the national picture:

- Health problems
- child care concerns
- lack of skills
- cultural and motivational issues
- financial management
- age
- record of offending

5.4 Locally there would also appear to be the additional barrier of distance to travel to good employment opportunities. Although the data available on barriers relates to the working age population, local knowledge suggests that for young people between 14 and 19 years some of these barriers will apply. From the statistics on incapacity claimants, it is clear that health concerns, possibly related to drug and alcohol misuse and mental health problems are a factor for the NEET group.

5.5 Lack of motivation, confidence and poor role models are also likely to be relevant and to add to the concerns regarding travel out with the immediate neighbourhood.

5.6 According to a review of the Literature, the following barriers appear to be most significant for each specific NEET sub-group:

### *Additional Support Needs*

- Ineffective inter-agency support; low educational attainment; access to information and support;
- Educational disaffection – truanting and reproduction of educational disadvantage across generations;



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- Family disadvantage and poverty – unskilled manual backgrounds and deprived communities
- Limiting Long-Term Illness (LLTI) – workplace pay and conditions; stigma and low levels of skills
- Substance abuse – personal attitudes; stigma and the benefits trap
- Young care leavers – behavioural problems; stigma and poor attainment
- Young offenders – truancy and social exclusion

5.7 A key trend nationally is the peak of NEET at 18 years; we need to investigate the reasons for this trend, with a view to addressing them. The fact that this peak occurs would seem to point to difficulties in sustainability of college courses/work placements for some young people.

5.8 Further information is required on the specific barriers encountered or perceived by young people in the NEET group and key sub-groups. This work could possibly be undertaken by Y-Sort it, through the Youth Strategy mechanisms.

5.9 The main employment opportunities now and into the future which have been identified through the scoping work are as follows:

- construction through local regeneration plans
- tourism as the area develops as a tourist destination
- healthcare and life sciences due to shortages in the current and projected workforce

5.10 The public sector continues to be a significant employer in spite of a contraction in recent years and Glasgow city is a further job market for West Dunbartonshire Council citizens. Opportunities there include work in the administration and financial sectors.

5.11 The profile of the working age population also indicates that the replacement demand will be high in the next 10 years providing opportunities for newly qualified and younger workers.

5.12 There appears to be a reasonable match locally between priorities of training providers and labour market opportunity and needs. The current vocational skills programme operating in partnership between schools and Clydebank College currently offers courses in construction, care and hospitality and tourism, motor vehicle engineering with hairdressing planned this matches the labour market requirements and reflecting the Dunbartonshire LEF sectoral specialisms. Similarly the Skillseekers and Modern apprenticeship programmes already take account of known skill shortages and job opportunities.

5.13 There is further scope to build on these existing programmes and establish even closer links between the labour market and education/training providers. There is also a need to establish better communication and transition arrangements between schools and training providers to ensure clearer supported pathways straight into training for school leavers.

5.14 Work to date has identified gaps in relation to training aimed at the administrative and financial sectors.

## SECTION 6 – THE WAY FORWARD

4.1 This Action Plan focuses primarily on the 14-19 year old group as there is a requirement to set targets for this group and most need to make an impact in terms of reducing the flow into NEET and the numbers already in NEET. It is important however to establish this plan within the wider strategic plan to raise attainment and achievement for all children thus improving their chances to make a positive transition from school into EET.

6.2 A range of activities from pre-school through all stages of the primary and into the secondary sectors assist children to develop their skills in relation to lifelong learning and employability. These early intervention and preventative approaches, as they become better established and focussed within the curriculum, need to be monitored and evaluated in terms of their contribution to the wider employability theme and responsiveness to the changing national and local picture.

6.3 Within West Dunbartonshire as part of the strategic planning process taken forward by the Joint Strategy Group, there has been considerable discussion about taking the next step in co-ordinating both universal and targeted services to address the needs of all children including those described as vulnerable. There is a shared desire to develop well resourced and co-ordinated early intervention services which help to build resilience in children, families and communities, and follow through with targeted services for those who need additional support.

6.4 An overarching framework which focuses on building resilience appears to offer a well researched and cohesive philosophical approach to addressing the needs of children and families within the context of the home, the school and the community. Joint staff training and a shared understanding would foster an integrated, best value approach to service delivery. To be successful however this approach requires to be planned for implementation over a 5-10 year period with appropriate longitudinal evaluation and sustainable funding.

6.5 Initial research and planning is being undertaken through accessing specific short term funding from partner agencies. Whilst some of the planned outcomes would address some of the NEET priorities in a long term sustainable way, the nature of the current NEET funding precludes its use for this wider strategy.

6.6 Within the narrow terms of the NEET Strategy, there is a shared understanding between the partners that there should be four main strands to the Action Plan based on existing local knowledge and experience. These are:

- Improving shared knowledge of the NEET group profile
- Enhancing existing good practice, successful programmes and interventions
- Developing better connectivity between services and stages in the progression process
- Plugging gaps in service particularly in relation to very vulnerable groups

6.7 Although some of the activity and resource allocation outlined relates to infrastructure change, much of that is addressed elsewhere via the Workforce Plus Action Plan. The identified need for young people in the 14-19 year grouping is for enhanced service provision in the short to long term. This has the potential to meet the short term requirements of the Scottish Executive grant allocation and lay the foundation for further progress beyond 2008. The allocation of short term funding to address a long term problem remains an issue of concern however.

6.8 Discussion to date has outlined the following action points which will be progressed by partners through the Youth Employability Sub-Group of the Business Growth & Employability Strategy Group. Where lead agencies are specified, it is assumed that they will co-ordinate other partners' inputs as appropriate and take responsibility for reporting on progress towards the action:

- *(Note that lead agency is indicative only in this draft).* Outputs, timescales and resources will be detailed when submitting our full allocation proposals to the Executive by the end of January 2007.

## **ABBREVIATIONS**

(WFP) – Indicates action is connected to or shared with the Workforce Plus Action Plan

YEG – Youth Employability Sub-Group

WDC – West Dunbartonshire Council

WDCPP – West Dunbartonshire Community Planning Partnership

CHP – West Dunbartonshire Community Health Partnership

CS – Careers Scotland

JC+ - Jobcentre Plus

SED – Scottish Enterprise Dunbartonshire

Ed – WDC Education & Cultural Services

CLD – WDC Community Learning & Development

College – Clydebank College

SW – WDC Social Work Service

ICSP – Integrated Children's Services Plan

LAAC – Looked After and Accommodated

ASN – Additional support Needs

ACFE – A Curriculum for Excellence

GRFW – Get Ready for Work

HRES – Housing, Regeneration & Environmental Services

ACTIVITY	RESOURCE ALLOCATION		LEAD AGENCY
	06/07	07/08	
<b>1. SHARED KNOWLEDGE</b>			
1.1. establish a joint research resource to improve data collection (WFP + NEET) AP2-3	£7,000	£23,000	WDC / WDCPP
1.2. develop shared protocols to share information regarding individuals (WFP)			As above
1.3. develop shared approaches to assessment as part of the Integrated Assessment Framework activity with a focus on employability for young people aged 14-19 (WFP) (ICSP)			"
1.4. enhance ICT capacity to collect, analyse and co-ordinate information in preparation for the Careers Scotland national database (WFP)			"
1.5. enhance capacity at individual service level to track young people and evaluate information and interventions			All partners
- at school level through Click and Go/Staged Intervention/MSGs			
- at transition via vocational guidance and support for Careers/ post-school transition support for pupils with ASN, LAAC through care services, improved connections between child and adult services, eg adult community care services and young carers.			
- post-school via Careers/key workers/personal advisers etc (WFP)			CS
1.6. investigate the specific barriers to EET for 16-19 year olds in West Dunbartonshire Council			CS
1.7. through working with the Youth Strategy Group and associated Youth Action Groups, profile the 16-19 year olds within the incapacity benefit grouping with a view to developing preventative and supportive interventions utilising resources from health, social work and community as appropriate	£5,000		JC+
1.8. Audit success of sub-groups i.e. pupils with ASN, Christmas leavers, pupils in alternative provision, pupils with addictions, persistent young offenders, young carers and people from ethnic minorities			WDC
Culture and attitudes			
1.9. improve exchange of knowledge and ideas between employment focussed and non-employment focussed services (WFP)	£10,000		CS
1.10. develop training on employability issues for school based and support service staff in SW, health and community services	from above		CS / YEG
1.11. through awareness raising and joint working, develop shared responsibility for reducing the NEET group and building the EET group among Council and partner agencies	" "		YEG
<b>2. ENHANCEMENTS TO EXISTING PRACTICE</b>			
<b>Pre-16</b>			
2.1. Further review role and effectiveness of in school tracking processes including, Click and Go, Staged Intervention and MSGs in NEET strategy			Ed
2.2. Better use of tracking information for early identification of lowest performing 20%.			Ed
2.3. Enhance and target supported study and mentoring schemes. This should build on existing good practice but expand to include staff from other services like Social Work and CLD. For particular groups of disaffected young people this may incorporate an element of providing a good role model	£2,000 training & materials	??	Ed via YEG
2.4. Provide enhanced and targeted Careers service at school level. Increased careers service input to every secondary with an emphasis on targeting the lowest performing 20%	£30,000	£120,000	CS
2.5. Evaluate Vocational Skills programme with the help of the College and Vocational Support team. Use feedback to inform development of the programme and better target vocational skills programme			Ed / College
2.6. Engage with parents of 'at risk' groups at the S3 and S4 stage through written information, parents' events and one to one interviews			Ed
2.7. Develop school based employability skills courses possibly modelled on a pre-GRfW model and delivered by training providers.			CS / Ed
2.8. Develop flexibility within the curriculum in line with ACfE			Ed

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2.9. Develop awards and accreditation for wider achievements/Local Authority Certification/ Record of Achievement by working with employers, training providers and FE colleges. Pilot via initial in-house developments.	£8,500	£35,000	Ed
2.10. Develop personal learning planning with an employment focus for target groups e.g. lowest performing 20%, poor attenders, persistent offenders, young carers to include community based learning and achievement			Ed
2.11. Ensure that the raising attainment for LAAC strategic plan includes a strong focus on employability			SW
2.12. Increase the engagement of employers in schools both from local business community and wider metro area			Ed
2.13. Pilot enhanced work experience model in key labour market areas for target pupils to increase engagement and build employability skills	£5,000	£5,000	Ed
2.14. Promote community volunteering within schools to develop social skills and confidence for vulnerable pupils			CLD
<b>16-19</b>			
2.15. Review and develop the role of community learning and support systems to make a more focussed impact on employability through harnessing resources of CLD, health and voluntary organisations			CLD
2.16. Increase opportunities, support and recognition for volunteering and other community activities which can develop employability skills, including awareness raising campaign to increase up take of volunteering opportunities by young people	£8,000		CLD / CHP
2.17. Maximise the role of attendance officers and Careers Scotland staff in delivering joint approaches to supporting young people's transitions from school to EET, ensuring the most disadvantaged young people are able to access specialist services.			CS / Ed
2.18. Develop sector focussed pilot programmes for GRfW in Care, Construction and Tourism and Hospitality			SED
2.19. Further develop enhanced apprenticeship programmes to provide additional places for school leavers	Tbc Kevin / Michael	Tbc Kevin / Michael	SED
2.20. Raise awareness and up take, of learning opportunities in FE via joint training and planning between Careers Scotland and Colleges			College
2.21. Develop GRfW programmes to meet local demand in the longer term			SED / CS
2.22. Develop the role of the voluntary sector in supporting young people in to EET through awareness raising and support to existing successful schemes with an explicit employability focus and existing schemes currently operating without an employability focus			CS

<b>3. DEVELOPING CONNECTIVITY</b>			
3.1. Further develop mapping of existing provision defining pre and post school pathways to EET, to establish a continuum of support with clearly defined pathways			YEG
3.2. improve the transition process between Careers Scotland advisor support and Job Centre Plus engagement to target 'hard to reach clients and those with health needs			CS / JC+
3.3. Develop school/college links through joint training and involvement of college staff in schools with target groups of young people.(medium/long)			Ed
3.4. Develop key worker scheme for use by all partners to 'stick with' vulnerable young people into work for extended periods (tie in with WFP + Personal Account System)			CS / JC+
3.5. Fully implement and evaluate the multi-agency Post-school Transition Support procedures for ASN (short/medium)			Ed
3.6. Improve transition pathway between community mental health and adult mental health services			CHP
3.7. Develop stronger links between worklessness initiatives/pathways to work and addiction and mental health services			SW / CHP
3.8. Short term seconded posts to support NEET Strategy implementation			
- 1 WTE NEET Development Officer (Partnerships)	£13,000	£40,000	WDCPP
- 0.5 WTE NEET Development Officer (Local Authority)	£10,000	£30,000	Ed

<b>4. ADDRESSING SERVICE GAPS</b>			
4.1. Address local shortages in vocational training space and satellite delivery points through exploring opportunities for developing new sites and facilities, conducting a feasibility study and producing a business plan in year one, with implementation in year two.	£15,000	NEET tbc CRF tbc WFP tbc	WDC
4.2. Establish innovation fund for schools to pilot new approaches to NEET prevention, including identification of mainstream resources to roll-out most successful pilots beyond 2008	£36,000 (£6,000 x 6 schools)	£36,000 (£6,000 x 6 schools)	Ed
4.3. Develop services in the area of In-work support, post-recruitment and for the longer term.			JC+
4.4. Develop capacity of health support systems to work with young people with incapacity issues preparing for work and post recruitment and beyond, possibly through developing the Pathways to Work condition management approach.			CHP
4.5. Address specific barriers to EET for young people in target groups eg young carers, children leaving care, gypsy/traveller children.			All partners
4.6. Develop pre-GRfW courses focussing on confidence building and motivation and establish as a pathway for school leavers with ASN (medium/long)			Ed / CS
4.7. Address the needs of young homeless people with health or additional needs to access health and rehab. Services, with a strong emphasis on employment as a goal.			WDC
4.8. Develop a service to address the needs of young people, not eligible for Get Ready for Work who, are unable to access mainstream training or employment opportunities.	£20,000	£60,000	WDC

6.5 Initial discussions have suggested that there will be a need for additional personnel on a temporary basis until March 2008 to drive the implementation and monitor the Action Plan. The aim would be to appoint/second staff to fit within existing management structures funded from the NEET monies. The attached outline chart in Appendix 4 gives an outline of a possible implementation structure.

## SECTION 7 – TARGETS

7.1 The targets set within the plan are based on the available baseline data and other information at this time and take account of other national and local targets related to NEET within the ROA and ICSP.

### *Pre-16 – Flow into NEET*

7.2 Research to date suggests that pupils in the lowest performing 20% grouping have a high risk of becoming NEET so specific targets have been set in relation to these pupils. Individual school targets will be set to support West Dunbartonshire Council targets.

- Reduce days lost to exclusion per 1000 pupil in lowest performing 20% by 5%
- Increase average attendance of lowest performing 20% by 5%
- Reduce numbers achieving less than 200 tariff points 0-200 by 10%
- Reduce the number of pupils achieving 0 tariff points by 50%.
- increase the ave tariff score of lowest performing 20% of S4 by 10% by 2008
- Reduce the percentage of the lowest performing 20% moving into NEET by 10% by 2008
- ensure more than 50% of LAAC achieve EET by 2007 and 55% by 2008

7.3 These targets have been informally agreed by the Scottish Executive.

### *16 – 19 year olds in NEET*

- reduce the overall NEET group by 20% ( 900 to 720)
- reduce the number of unemployed and seeking work /JSA by 30% (430 to 301)
- reduce the numbers across all other groups by 11% (470 to 418)
- ensure at least 50% positive outcomes for GRfW

7.4 Summary of Targets

Target Groups	Baseline 2004	Target 2008	Number Reduced	% Reduced
School leavers – unemployed and seeking	180	126	54	30.0%
School leavers – unemployed and not seeking	60	53	7	11.7%
Benefits - Jobseekers	250	175	75	30.0%
Benefits – Incapacity benefits	90	80	10	11.1%
Benefits – Lone parents	80	71	9	11.3%
Benefits – Other benefits	20	18	2	10.0%
Unknown	220	197	23	10.5%
<b>TOTAL</b>	<b>900</b>	<b>720</b>	<b>180</b>	<b>20.0%</b>

Summary of Targets (continued)

Flow into NEET

Target group – lowest performing 20% of 84 pupils

<b>Outcomes</b>	<b>Baseline 2004</b>	<b>Target 2008</b>	<b>Number Reduced/ Increased</b>	<b>% Reduced or Increased</b>
Reduce exclusions – days lost per 100 pupils	136	129	N/A	5%
Increase average attendance	74%	79%	N/A	5%
Increase average tariff score	58	64	N/A	10%
Decrease numbers achieving 0 tariff score	0.6%	0.3%		50%
Decrease numbers achieving <200 tariff score	70.8%	60.8%		10%
Reduce % moving into NEET				10%

Target Group – LAAC

<b>Outcome</b>	<b>Baseline 2004</b>	<b>Target 2008</b>	<b>Number Reduced</b>	<b>% Reduced</b>
% moving into NEET	12%	55%	N/A	3%

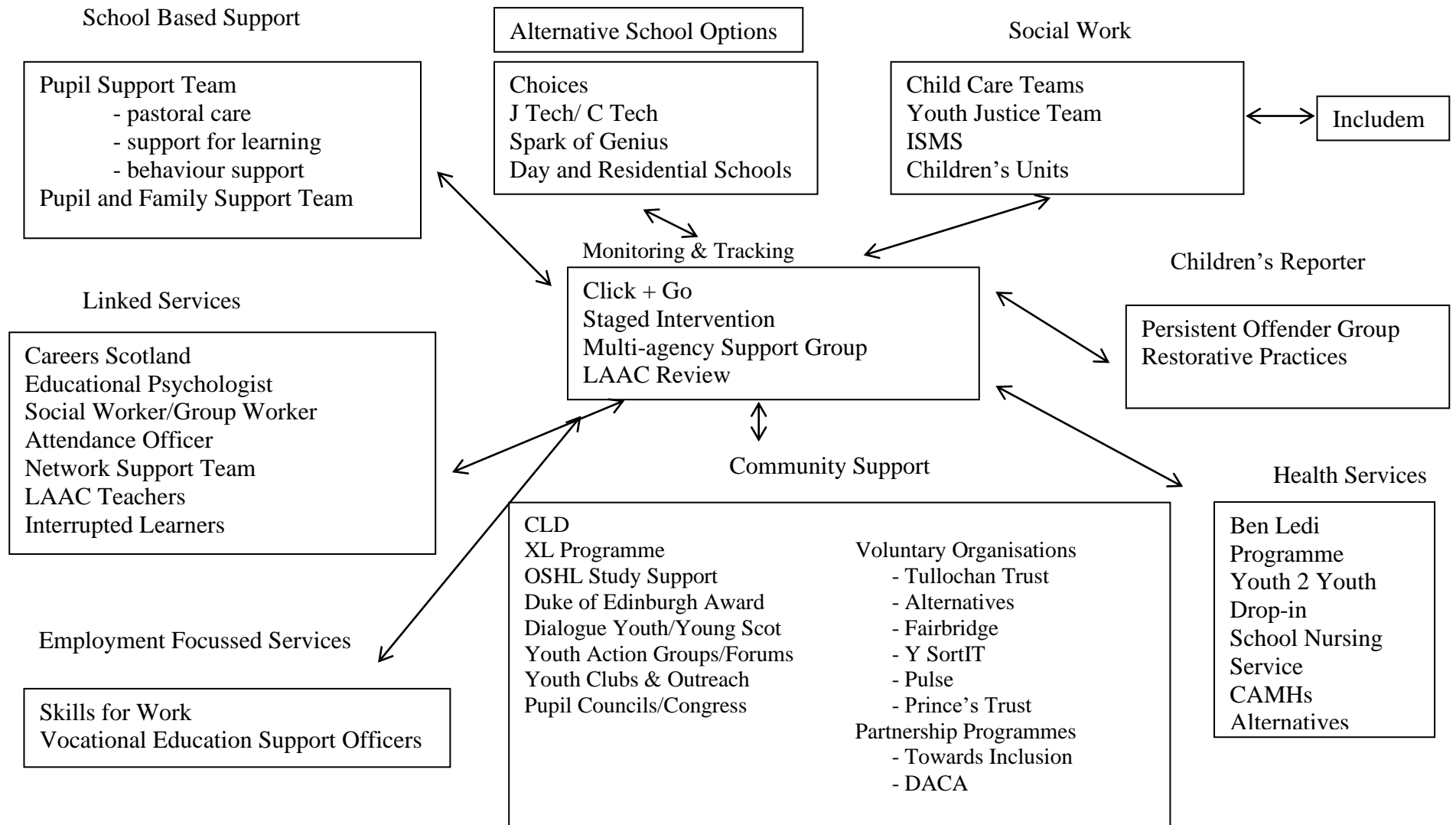


## **Appendix 1**

### Youth Employability Group Membership

Lynn Townsend, Head of Service, Education & Cultural Services, West Dunbartonshire Council  
Michael Gill, Section Head Skillseekers, West Dunbartonshire Council  
Dave Fulton, Quality Improvement Officer, West Dunbartonshire Council  
Chris Smith, Depute Head Teacher, Additional Support For Learning, West Dunbartonshire Council  
Jim Watson, Section Head Childcare, Social Work Department, West Dunbartonshire Council  
Kevin Neeson, Development Services Manager, West Dunbartonshire Council  
Cindy Cannon, Business Growth and Learning, Scottish Enterprise Dunbartonshire  
Beth Hall, Community Planning Partnership  
Maurice McIntyre, Clydebank College  
Gordon Paterson, Clydebank College  
Isobel Miller, Careers Scotland  
David Fulton, Job Centre Plus  
Rita Easterbrook, Job Centre Plus  
Alan Gilmour, Y Sort It  
Phillip White, Health Improvement and Inequalities Manager, West Dunbartonshire Community Health Partnership  
Margaret Walker, West Dunbartonshire Community Health Partnership

APPENDIX 2 – SUPPORT NETWORK FOR PUPILS IN SCHOOL



APPENDIX 3: POST SCHOOL PATHWAYS TO EET

	Positive Activity	Work Preparation Initial Stages	Work Preparation Later Stages	In work Post-recruitment	In work Longer term	Outcomes
S C H O O L	Community Supports CLD + Voluntary Section (all ages)	Pre-GRfW (gap) (15 – 19)		Skillseekers Modern Apprenticeships		FE HE Employment Employment with Training Training
		Vol. Orgs eg Princes (12 wk personal)	Trust development)			
	Social Work Services / ISMS					
	Health Services/Pathways to work					
	Careers		Job Centre Plus New Deal/Gateway Personal Adviser	Key Worker	Key Worker	
		Activate, Work net, Working for families	Breakthrough/key worker			
		Full Employment Project				

The NEET strategy as laid out in the Action Plan will be managed via the existing Community Planning structures at a strategic level and through individual agency management structures at a service level.

The Action Plan sets some challenging targets which require to be met in a relatively short timeframe. These involve co-ordinated activity by a range of agencies and services, not only to enhance existing service delivery but also to change systems and delivery mechanisms. To meet these demands there is a need for additional capacity within the system to drive and co-ordinate change.

The proposal is to create a small number of additional posts on a temporary/secondment basis until March 2008.

These posts would be:

- 2 Development/Implementation Officers, a 0.5 FTE post within the sector and one full-time post to work across other Community Planning Partners. Although managed separately, these posts would be linked and expected to work together to achieve the co-ordinated implementation called for in the plan.
- 1 research assistant post to sit within the local authority to assist with data collection, analysis and research activities. This post would be managed by the Education Policy Officer but be available to other Council services

These posts would be wholly funded from the Scottish Executive NEET resources.

In addition there would be input from the Post School Psychologist post which is partly funded by SEED and the education service, but would require some extra funding possibly from the NEET resources over the period to March 2006.

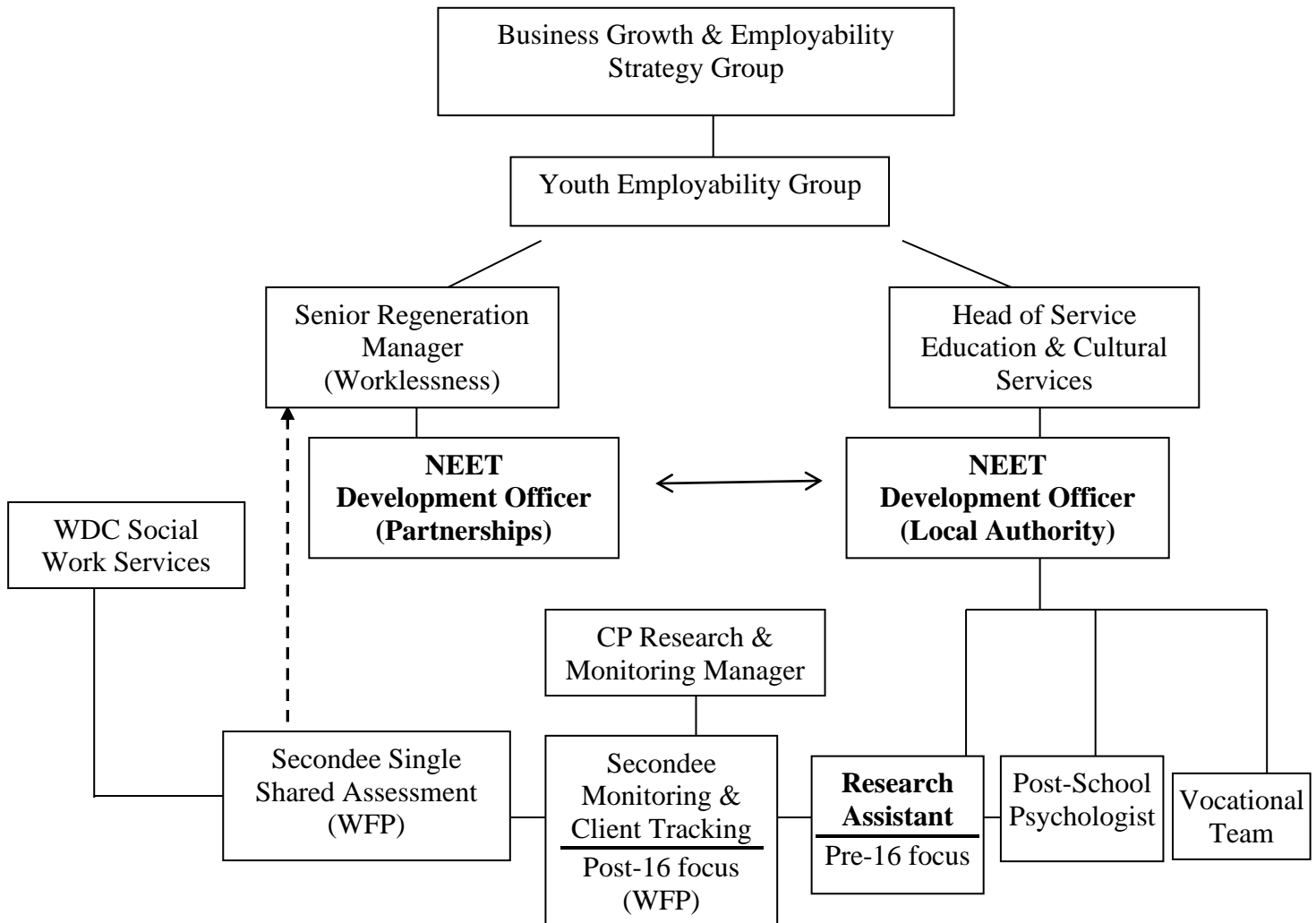
The above team of people would work closely with 2 seconded posts within the Community Planning Partnership and funded through Workforce Plus, namely:

- 1 secondee to take forward Single Shared Assessment
- 1 secondee to take forward client tracking and monitoring.

This linkage would make best use of resources and ensure that implementation of the two plans is co-ordinated.

The overall structure would be as outlined below:

PROPOSED STAFFING STRUCTURE TO SUPPORT IMPLEMENTATION



NB Only those posts in bold will be funded through NEET Strategy resources. The remaining posts are either currently funded by other means, or would be funded through Workforce Plus (WFP).