

North Yorkshire County Council

Young People Overview and Scrutiny Committee

Minutes of the meeting held on 30 September 2016 at 10.00 am at County Hall, Northallerton.

Present: County Councillor Janet Jefferson in the Chair.

County Councillors: Liz Casling, David Ireton, Joe Plant, John Ritchie, Elizabeth Shields and Cliff Trotter.

Co-opted Members: Graham Richards (Church of England), Dr Tom Cavell-Raylor, Paul Bircumshaw (Secondary Teacher representative), Louise Adler (Primary Teacher representative), and David Sharp (Voluntary Sector).

In attendance: Executive Member County Councillor Janet Sanderson

Officers: Pete Dwyer (Corporate Director Children and Young Peoples Services), Ray Busby (Corporate Development Officer (Central Services)). Stephen Harrison, Children and Young Peoples Services, Lead Officer SEND, Marc Mason, Children and Young Peoples Services, Commissioning and Developments Manager, Katharine Bruce, Children and Young Peoples Services, George Tyson NYCC, Education and Skills, Adviser Vulnerable Learners

In attendance:

Rebecca Fullam, Talent Acquisition Partner, Nestlé Academy,
Sue Gradwell, Chief Executive NYBEP,
Annabel Jelley, Head of Skills, York, North Yorkshire and East Riding Enterprise Partnership,
Angela Kavannagh, Aspire Partnership Coordinator
Nicki Moore, North Yorks Careers Guidance Project Manager, Senior Lecturer in Career Development
Amanda Lumb, Senior Leader Careers Guidance, Selby High School,
Helen Handley, Senior Leader Careers Guidance, King James School

Apologies for absence were received from:

County Councillors Val Arnold, Caroline Dickinson, David Jeffels, Cliff Lunn.

Added members: Pam Crabtree (Roman Catholic Church representative), Jeremy Noot (Parent Governor), Simon Hills (Voluntary Sector)

Copies of all documents considered are in the Minute Book

94. Minutes

Resolved –

That the Minutes of the meeting held on 3 June 2016 having been printed and circulated be taken as read and be confirmed and signed by the Chairman as a correct record.

95. Any Declarations of Interest

There were no declarations of interest to note.

96. Public Questions

The Committee was advised that no notice had been received of any public questions or statements to be made at the meeting.

97. Careers Education, Information Advice and Guidance

Considered -

The report of the Scrutiny Team Leader introducing for the Committee's consideration regarding the provision of Careers Information and Advice.

The Chairman welcomed county councillors, representatives of external organisations and any members of the public to the meeting.

Cllr Jefferson explained that the committee decided to review Careers Guidance because it was recognised that our young people are making decisions about their future in a difficult economy: there are high levels of youth unemployment and university fees are at a record high. We all want North Yorkshire's children and young people to be helped to succeed in life

The Committee wanted to better understand how people and organisations support them through the transition from education into the workforce by ensuring they are aware, through good advice and information, of the careers options open to them and that young people have the career knowledge and employability skills they need to support progression.

She emphasised that to be an informal dialogue, a conversation rather than a formal committee meeting.

Annabel Jelley explained that the LEP had been originally setup as strategic partnership between public and private, now championed by government to promote economic growth. Improving skills to support business growth in the area was one of its priorities and Careers Guidance is a key aspect of this.

Rurality is a challenge to developing these skills, the aim is to prevent Rurality limiting the options for young people as they progress through education.

Demographics suggest that 27% of population will retire by 2022, taking skills with them, highlighting the requirement for every young person to be in a position to supplement the skills deficit produced by the older workforce moving on.

Businesses felt that not enough encounters with world of work /skills were being developed in school; schools not always making the most of links to the world of local employment opportunities. The LEP was forecasting significant increases in professional service (call centres, architect, accountant, etc.) and construction. But the biggest increase is in low pay, low skill jobs. Particular points Annabel raised included:

- STEM encouraged as these jobs are high value and drive the economy
- Apprenticeships- want to increase numbers available across the board.
- Mission to connect every student to business
- Invested £40k to the Careers Project
- 11 enterprise advisers are linked with schools so far

It was fortunate, the Chairman suggested, that the opportunity arose for the Committee to review the initial, interim findings from a baseline assessment of careers education and guidance in 17 schools in North Yorkshire and 3 schools in the City of York.

Katharine Bruce advised that the key question was: "How can we work with NY schools to improve the quality of Careers Guidance in North Yorkshire Schools, and to inform progression routes for learners that meet their needs, abilities and aspirations and which are sustained. Schools had been selected to participate in a North Yorkshire County Council (NYCC) and the York, North Yorkshire, and East Riding Local Enterprise Partnership (YNYER LEP) funded project 'Putting the Learner First - Progression for Success'. The project was conceived as a way to improve the outcomes for young people in North Yorkshire through the development of the career and enterprise provision. The aims were:

- To develop learners' employability skills that will enhance their future career opportunities and success
- To promote a range of progression routes which are appropriate to meet the needs of all learners and are informed by local labour market information, including local apprenticeship opportunities and uptake of apprenticeships
- To further develop employer engagement including links to businesses
- To build and share good practice between schools

Schools participating in the project have been provided with funding of £2,745 to improve their provision. To achieve this they have been provided with a programme of focussed professional development days, support visits and encouraged to seek a recognised careers education and guidance quality award validated through the Quality in Careers Standard.

Nicki Moore explained that the interim findings suggest that the Schools involved - 18 secondary schools of various governance status - are committed to providing the best career guidance they can in order to give their learners the best chance in life. They are working to develop the necessary strategic and operational infrastructure to do this in a meaningful but cost effective way.

The project, and its interim evaluation, affirms the view that there is no single 'magic bullet' for good career guidance: it is about doing a number of things, consistently and well. Schools are indicating that the adoption of the "Gatsby Benchmarks" is having a telling and positive effect. The benchmarks are:

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. Experienced of workplaces
7. Encounters with further and higher education
8. Personal guidance

Performance is mapped against those benchmarks. Those that do well, can look to be achieving the Careers Quality Awards. Feedback suggests that schools are finding the Gatsby Benchmarks a helpful framework to develop quality in career guidance and the awards accredit the process. Schools value the award because it is tangible evidence of quality which they can promote to stakeholders. Three schools on the project have gained the Quality Standards Award so far.

Amanda Lumb highlighted that the project has led to a collaborative group being developed for schools to support one another and develop the best practice.

Sue Gradwell highlighted the work with Selby High. She added that schools and employers are quite creative in how they reach out to engage Young People rural schools.

Helen Handley outlined the autonomy of the schools will influence where they prioritise the Careers Guidance opportunities, and this in turn influences the engagement with the wider opportunities and infrastructure.

Rebecca Fullam said that, from her experience, schools engagement with firms can vary: much depends on the infrastructure in the school – such factors as staff time, relationship building and the cost. Nestle are looking to see how they can remotely engage with schools (e.g. digital link for an assembly, etc.) and are constantly looking to develop the further engagement

The project concludes next year. Once the evaluation is completed, all partners will be able to see best to collaborate so that pupils are provided with the very best career guidance and experience. The expectation is the project will evidence that there is a link between the development of quality career guidance in schools leads to an improvement in attainment, attendance and progression for young people in North Yorkshire schools.

The position taken by members on this topic was clear: in the end it is for head teachers and Governors to take the lead in prioritising career guidance more highly. By reaching these benchmarks they will put in place a career guidance system that measures up to the best we have seen, and they will help set up their pupils not only for the rest of their education but for the rest of their lives.

Resolved -

- a) The Chairman report fully on the committee's considerations as part of her report to the County Council meeting.
- b) The Committee be advised on a regular basis - informally for the time being - of how the project is progressing.
- c) When the project is concluded, and the final evaluation completed, the Committee set time aside to take a more in-depth look at its findings.

98. Work Programme

Considered -

The report of the Scrutiny Team Leader inviting comments from Members on the content of the Committee's Programme of Work scheduled for future meetings.

Members agreed that the revised work programme represented a good starting point for an effective work programme.

Resolved -

That the content of the Work Programme report and the Work Programme schedule are noted.

The meeting concluded at 12:56pm
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