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# Careers

Ian Caley, Guidance & Participation Manager



Children and Young People

Big plans for the young people of our Borough

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## Who are we?

Ian Caley, Guidance & Participation Manager (two roles)

Careers+ > Youth Direction > Early Help > Children's Services

Targeted support to Year 11s (statutory+)

Post-16 support to NEET and Not Known duties (statutory+)

ESF funded 16-29yrs service = Pathways

Traded Careers Guidance service



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## What MUST we do?

Statutory responsibility of all Local Authorities:

Identify targeted school-aged cohort (no specifics on who or how from central Government)

Support them (no specifics from central Government)

*and*

Support NEET

Track all young people aged 16-18

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## What DO we do?

Identify the Targeted group (RONI);

Support them

All Targeted Year 11s have a Senior Participation Adviser who works with them to identify their pathway to learning and work, and to overcome any barriers to success they face

Post-16

All Targeted young people are offered support in whichever post-16 pathway they have chosen (college, work, Apprenticeships)

All NEET young people have an allocated Participation Adviser or Pathways Supported Employment Worker

Our KIT team are among the most successful in the UK – we have <1% Not Known (and we track young people to age 20)

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## RONI

- Developed in 2013
- Used previous cohorts' Destinations to check accuracy
- 3x more accurate at predicting NEET than previous targeting model
- Yearly Destinations analysis & check "success rate" with team and schools
- Analysed by Durham University Psychology = statistically sound
- Schools happy with identification & all schools give total access to all targeted young people (strong partnerships)

We know who we need to support & can evidence that we are having impact

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## RONI – how it works

### Identify those at most risk of becoming NEET – RONI

- Free School Meals
- Exclusions
- Attendance
- Special needs: primary need x Level of support
- Attainment
- Involvement with YOT
- Child in our Care
- Any additional information can be added e.g. move schools in KS4; bereavement or significant family issue; pregnancy
- We do not use Ward data

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## Outcomes for young people in Stockton

- 2009 NEET + Not Known = 17.0%
- 2019 NEET + Not Known = 4.4% (NE England average is 5.9%)
- We target the right young people and support them from Y11 to end Y14 (our duty is to end Y13): Red NEET fell from 15.9% in 2014 to 10.6% now; Amber down from 11.9% to 8.1%; Green 3.3% to 2.3%.
- Prevention better than cure
- Cost of being NEET £56k per person (calculated by PWC) – so we are saving **over £22m THIS YEAR** in comparison with 2009

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## Duties on Schools & Colleges

- Schools and colleges are responsible for CEIAG for all their students (no dedicated funding)
- Support from Careers & Enterprise Company especially for employer involvement (centrally funded)
- Gatsby Benchmarks / CEC Compass self-assessment tool
- Careers Leader requirement & training
- TVCA, Careers Hubs and TeesValleyCareers.com

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## Gatsby

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

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## Benefits of delivering Gatsby Benchmarks

Benefit of providing full Careers support to a young person (all 8) estimated total return (lifetime earnings, tax and NI receipts, savings re health, crime, benefits) calculated by PWC:

£56k if we prevent NEET

£79000 - £122000 if we can upskill from L1 > L2

£133000 - £182000 if we can upskill from L2 > L3

£197000 if they gain an undergraduate degree

Delivering a meaningful and positive Careers programme also means increased higher self-esteem, higher attainment and reduced drop-out rates

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## Market for Careers Guidance

National and regional private companies – three of our schools  
Schools can employ their own Careers Adviser – one of our schools

Neighbouring areas no longer have LA support

SBC's Youth Direction Careers+ are highly unusual:

- Fully self-financing £96k in 2015 to £185k+ now
- Support the majority of schools in Stockton
- Non-profit
- 8 LAs (could be 11 in September)