



Llywodraeth Cymru
Welsh Government

Youth Engagement and Progression Framework Implementation Plan – Action Plan 2013- 2015

Local Authority: Bridgend County Borough Council

Youth Engagement and Progression Framework Implementation Plan

What is the framework?

On the 1st October, the Deputy Minister for Skills and Technology launched the Youth Engagement and Progression Framework Implementation Plan setting out clearly the Welsh Government's expectations for youth engagement and progression on the delivery chain in Wales at a local, national and regional level.

The six areas of the framework are:

- Identifying young people most at risk of disengagement;
- Better brokerage and coordination of support;
- Stronger tracking and transitions of young people through the system;
- Ensuring provision meets the needs of young people;
- Strengthening employability skills and opportunities for employment;
- Greater accountability for better outcomes for young people.

What is this Action Plan?

We want you to develop and share with us how you are going to take forward implementation of the Youth Engagement and Progression Framework by 14th March 2014. This action plan should be developed in the context of other Local Authority plans and strategies such as your NEET's strategy, Children and Young People's Plans and Single Integrated Plans, this is not an exhaustive list. Strong strategic leadership from local authorities has been a critical part of successful implementation in those areas which have been successful at reducing the numbers of young people who are not in education, employment or training. The Welsh Government will allocate a key contact to each LA to discuss with their LA nominated accountable officer the LA plan for implementation of the Framework and review their progress.

Link to Tackling Poverty Action Plan

Welsh Government set out its on-going commitment to Tackling Poverty by prioritising the needs of the poorest and protecting those most at risk of poverty and exclusion in the 'Tackling Poverty Action Plan 2012-2016'. A key part of that plan was a

commitment to reduce the number of young people who are not in education, employment and training (NEET). New targets were set out in the plan and re-affirmed in the Youth Engagement and Progression Framework to:

- Reduce the numbers of NEETs aged 16-18 to 9% by 2017
- Reduce the proportion of young people aged 19-24 who are NEET in Wales relative to the UK as a whole by 2017

The Deputy Minister for Tackling Poverty wrote to all Local Authority Anti-Poverty Champions on the 7th October asking them to focus on two priorities of the refreshed Tackling Poverty Action Plan. The letter was copied to Local Authority Chief Executives and included a priority to focus on reducing the number of young people who are not in education, employment or training aged 16-18. This fits with the completion of the action plan.

Evaluating implementation of the Framework

We are committed to undertaking an evaluation of the Youth Engagement and Progression Framework (YE&PF) in order to understand the effectiveness of the implementation of the plan both at national and local level. We will develop and share detailed proposals for the evaluation but we expect to commission independent research at an early stage to evaluate the effectiveness of the implementation of the plan and delivery of the milestones and later, to evaluate the impact of the framework following the two year implementation process. This will help to ensure lessons from the evaluation will be used to improve the implementation of the plan throughout its life. We would also like to explore with local authorities how they can best support the evaluation that we will be commissioning and how it will link into any LA - planned evaluations.

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	Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?
1	Develop an approach to early identification of young people at risk of disengagement including what indicators, thresholds and data to use, when to start and who else needs to be involved by March 2014.	<p>Communities First have appointed a Keeping in Touch Officer whose remit has been to develop a Vulnerability Assessment Profiling (VAP) tool to aid in the early identification of young people at risk of disengagement.</p> <p>The VAP has been populated and is currently being used to identify Year 11 pupils in need of support.</p> <p>Bridgend College operates an assessment tool (BRAVO) which has the potential to contribute to the early identification of young people at risk of disengagement.</p> <p>The Youth Offending Service has a well established “asset” assessment tool which identifies the employment, education and training needs of young people (8-18 years).</p>	Ensuring there is an effective interface in place between our approach to the early identification of young people with other projects, initiatives and services such as the work of the Youth Offending Service.	<p>Evaluate VAP Pilot.</p> <p>Identify and review other best practice.</p> <p>Agree and roll out an effective county wide approach to the early identification of vulnerable young people.</p>
2	Discuss outcomes from pre-16 early identification with schools to agree levels of risk and inform identification of needs.	All secondary and special schools are engaged in the development of an early identification tool pre and post 16 and are using the outcomes of the Pilot VAP projects to inform their deployment of services for young people.	Embed these new approaches into the policies and practices of schools.	Continue to work in partnership with headteachers via existing networks in order to identify and share best practice across all schools.

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3	Determine how pre-16 early identification outcomes are shared with post-16 providers.	Currently working on an ISP that includes Post-16 providers such as Bridgend College and work based learning providers.	Ensuring all relevant exchanges of data are identified and included within the ISP prior to its ratification by WASPI.	<p>Complete the work that is currently underway of the existing ISP.</p> <p>Develop and implement additional ISPs as appropriate in line with Welsh Government guidance which is due to be issued in July 2014.</p>
4	Develop local proposals for allocating lead workers, including consideration of existing funding and resources, in partnership with local stakeholders by December 2013. Identify whether you intend to start in first wave (April 2014) or second wave (September 2014).	<p>BCBC Youth Service has recently undergone a full restructure which has allowed for all roles to be reconfigured in line with the Youth Engagement and Progression Framework (YE&PF).</p> <p>In addition, external grant applications have been tailored to meet the six core components of the Framework.</p>	<p>Embedding the guidance in the Framework into the roles and functions of the newly restructured Youth Service.</p> <p>Build on the progress made in relation to Bridgend's strategic approach to Youth Support Services as detailed in the Youth Support Services Strategy.</p> <p>Continue to work in partnership with the Third Sector and support initiatives such as the Youth Options Consortium.</p> <p>Manage the close down of the ESF funded Pre-VENT 14-19</p>	<p>Agree and set out a clear specification for the Lead Worker role.</p> <p>Explore opportunities for the employment of additional Lead Workers as part of a project within the next round of ESF funding.</p>

			<p>Project which will result in a reduction of Learning Coach support for some vulnerable learners.</p> <p>Compliment the implementation of the YE&PF.</p>	
5	<p>Develop and agree plans for identifying and operating lead workers with Welsh Government and Careers Wales (for those in the first wave) by the end of February 2014. If in second wave, proposals need to be in place by July 2014.</p>	<p>Invested resources in to the development of good models of delivery in relation to the Learning Coach role.</p> <p>Completing the restructure of the Youth Service.</p> <p>Managing the Pre-VENT 14-19 Project across five local authorities.</p> <p>Restructuring roles and responsibilities within the Children's Directorate to ensure appropriate responsibilities in relation to the strategic management of NEETs in the county.</p> <p>Published specifications for the Bridgend's Families First Family Learning and Engagement Programme 2014-2017 have been developed to compliment the implementation of the YE&PF.</p>	<p>Developing and agreeing plans with Careers Wales and Welsh Government within the published timescales.</p>	<p>Develop and agree a plan relating to the identification and operation of Lead Workers by the end of July 2014.</p>

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6	Develop appropriate data sharing arrangements to ensure that information about young people is appropriately safeguarded and managed between delivery and support partners.	<p>Currently working on an ISP that includes Post-16 providers such as Bridgend College and work based learning providers.</p> <p>An ISP writing group has been established to meet all the information sharing requirement within the YE&PF.</p>	Ensuring that appropriate ISP arrangements are in place to ensure that information about young people is appropriately safeguarded and managed.	<p>Complete the work that is currently underway of the existing ISP.</p> <p>Develop and implement additional ISPs as appropriate in line with Welsh Government guidance which is due to be issued in July 2014.</p>
7	Local Authorities and schools join up school level tracking with early identification processes by September 2014.	<p>The early identification tool (VAP) has been piloted in secondary schools.</p> <p>We are working with schools to join up school level tracking processes with the outcomes of the VAP Pilot and the guidance contained within the YE&PF.</p>	Ensuring effective coherence between schools based systems and a county wide early identification tool/approach.	Roll out a consistent approach and set of arrangements in all schools in the county.
8	Ensure that the Engagement and Progression Coordinator works with schools, reviews the progress being made by students on a termly basis and ensure an effective system is in place for tracking young people with an unknown status.	Very good links already exist with all schools in the county. Tracking systems are in place to monitor pupils' progress. Work is underway to link these systems to the early identification tool as it is fully implemented / rolled out.	<p>There is a need to appoint an Employment & Progression Coordinator in order to implement this action.</p> <p>Managing this new appointment against a backdrop of budget constraints.</p>	Appointment of an Employment & Progression Coordinator who will drive this work forward via the introduction of appropriate systems.

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9	Produce a baseline map of education, training and re-engagement provision mapped against the Careers Wales five tier model by March 2014 and update the provision map annually.	A substantial amount of work has been done to 'map' the provision available for 14–19 year olds and for 18–24 year olds. This work has included the 14–19 Annual Prospectus and a directory of opportunities specifically aimed at NEETs aged 18+.	<p>Significant duplication of provision for the 16 – 19 age group but a lack of appropriate provision for pre 16 and post 19 cohorts. Mapping the provision against the Careers Wales Five Tier model is still in the early stages.</p> <p>One of the major barriers is keeping any audit or directory current, relevant and up to date.</p> <p>Ensuring that all provision is captured, not only schools, further education and work based learning.</p>	<p>Align 14-19 Learning Pathways resources more closely to the implementation of the YE&PF.</p> <p>Ensure the baseline map is appropriately linked to the common application process.</p>
10	Engage with all providers to ensure they are developing and delivering an appropriate mix and balance of provision.	There are currently a number of networks of providers e.g. 14–19 Network, Bridgend Employer Liaison Partnership (BELP) which have good representation from providers. These networks work well and often result in good partnership working and changes to provision and delivery methods.	<p>There is not sufficient data available to reliably inform commissioners, including Welsh Government, of the appropriate mix and balance of provision.</p> <p>To ensure synergy between ESF and other funded programmes with local planning and provision.</p>	Develop appropriate network arrangements to include all providers of pre and post 16 provision.

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11	Work with a range of local organisations to support an effective implementation of the youth guarantee (across a number of LA's by September 2014 with a full national roll out from September 2015).	Work is not fully underway in respect of a 'Youth Guarantee Scheme. Bridgend continues to liaise with and monitor the work of pilot areas. Arrangements for training partners and providers are in the early stages of organisation.	Ensuring that all partners who need to play their part in terms of delivering the Youth Guarantee do so within published timescales. Ensuring that the Youth Guarantee Prospectus and Common Application Process are live on line by September 2015.	Agree and implement arrangements locally for the effective implementation of the Youth Guarantee.
12	Engage with organisations tendering to deliver traineeships to ensure that their planned provision meets local needs by April 2014.	Ensuring that links with Careers Wales and Work Based Learning providers, including Bridgend College, are strong.	Meeting the April 2014 deadline.	The Local Authority will work closely with Welsh Government and local and national providers to establish methods of engagement and communication to ensure provision meets the local needs identified through the mapping exercise.
13	Analyse existing provision against need to identify gaps, unmet provision and duplication and influence providers based on this.	Curriculum mapping work is on-going in a variety of settings/age ranges. Schools and Bridgend College work effectively in partnership to deliver an efficient curriculum offer which is designed to eradicate duplication.	Mapping learning provision in a more comprehensive fashion which includes all providers.	The methods of engagement and communication established will be used to identify gaps in provision and unmet needs of young people. This data will be used to influence providers. The Local Authority will work closely with Welsh

				Government to ensure this information is used to inform allocation of provision in line with learner demand and labour market information.
14	Ensure effective provision for different groups of young people.	As per sections 12 and 13 above.	Meeting the needs of young people in terms of impartial advice and guidance given the changing role of Careers Wales.	Complete the curriculum mapping exercise against the Careers Wales Five Tier Model. Analyse and evaluate the curriculum map against learner need and labour market information.
15	Take a strategic approach to workforce planning and tackling youth employment making use of programmes where available.	Bridgend is delivering a number of projects and programmes locally aimed at tackling youth employment locally including Communities First Jobs Growth Wales Project, the LSB work experience programme and the YOS Police and Crime Commissioner project for 18 – 21 year olds.	Developing a single coordinated approach to strategic workforce planning.	Establishing a co-ordinated strategic approach to implementing this aspect of the YE&PF.
16	Engage bi-annually with Welsh Government.	Already in discussion with Welsh Government officials and a number of meetings have taken place.	--	Officers will continue to engage with Welsh Government officials.
17	Allocate a senior leader to take overall responsibility for the Framework by November 2013 and Engagement and Progression Co-ordinator.	The Corporate Director – Children has assumed strategic responsibility for the Framework. Appropriate arrangements are in place to implement this on a strategic level.	An Engagement and Progression Co-ordinator not in place at this time.	Plans are in place to appoint to the Engagement and Progression Coordinator role as soon as possible.

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18	How will you ensure that young people have a strong influence on your plans?	The LSB Citizen Engagement Steering group brings together those involved across consultation and engagement activity in LSB member organisations to minimise duplication and ensure that consultation is effective. Other consultation mechanisms available to consult with young people include the youth council, school councils and the Youth Service.	Challenges include timescales and the need to consult with young people in the given timescale, risk of over consulting with young people in a climate where budget cuts mean increased consultation and limited resource and capacity to undertake as detailed consultation as might be required.	Map out the existing consultation and engagement events that are planned for or involve young people to look at whether there is a possibility of linking with these e.g. youth service events, valleys to coast roadshow events. Discussions will also take place with other key services e.g. youth council, Voluntary Sector, school councils, college, Careers Wales, learning providers, to find out what scope there is for gathering the views of their members/service users to inform the work.
19	Are you taking forward a consortia approach to implementation of the Framework and if so how?	Bridgend is leading on regional working for 14 – 19 across the five Local Authority areas of the South Central Consortium. A 14-19 Managers group is in place.	Bridgend continuing to have the available resources to coordinate consortium working. Managing different approaches in ESF and non ESF areas.	Sharing best practice across the five local authorities.

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20	Do you have any plans to evaluate the impact of your action plan and if so how?	<p>Yes, self-evaluation and review takes place within the Local Authority on a regular basis.</p> <p>The YE&PF will be evaluated via the LSB partnership structure and monitored via the Council's Scrutiny arrangements.</p>	Ensuring frequent and appropriate scrutiny arrangements are put in place.	<p>A multi-agency group has been established to develop a collaborative, inclusive response to this action plan and agree future monitoring arrangements.</p> <p>Once we develop a more detailed action plan appropriate output indicators will be identified and data collection mechanisms developed. These will be reviewed on a regular basis to identify the impact of the action plan.</p>
21	The Welsh Government is going to be undertaking an evaluation on processes, engagement and implementation. Do you have any questions that you would like included in the Welsh Government evaluation?	Arrangements are in place to identify questions for inclusion in the evaluation.	To ensure that we engage appropriately with the external evaluators and Welsh Government throughout the evaluation exercise.	Bridgend will ensure that the implementation arrangements that it sets up will pay due attention to evaluation.

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22	How do you intend to share learning from the implementation of the Framework with other Local Authorities?	There is a network of Local Authority Families First, LSB and 14-19 Network officers that meet on a regular basis to discuss Best Practice.	Ensure that best practice is disseminated appropriately from these networks to all partners.	These networks plan to continue to meet and provide an opportunity to share knowledge and advice on the work of the YE&PF.
23	How will you ensure that the right strategic and operational leadership is in place?	<p>The issue of young people not in education, employment or training remains a strategic priority for the Council and the LSB.</p> <p>The Corporate Director, Children is overseeing implementation of the Framework and ensuring appropriate leadership at all levels is in place.</p>	Capacity and timescales.	Progress on the implementation of the YE&PF will be reported through the LSB partnership structure.
24	How do you intend to join up with your Local Authorities anti-poverty champion?	The Cabinet Member for Communities has been designated as Bridgend's anti-poverty champion. At officer level the Head of Regeneration and Development is the anti-poverty champion and is a member of both the LSB Communities Board and the People's Board and acts as the link officer between the two Boards.	Ensuring that at strategic and operational level the YE&PF is joined up appropriately with the wider tackling poverty agenda in Bridgend.	Dialogue with appropriate elected members and officers to ensure a joined up approach is in place.

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25	How will you consider the importance of Welsh language needs of young people in implementing the Framework?	Implementing the relevant outcome targets for pre and post 16 provision of the Welsh Education Strategic Scheme.	Recruiting staff who can work with young people through the medium of Welsh.	Continue to work in partnership with colleagues at Menter Bro Ogwr to ensure the Welsh Language needs of young people are identified and implemented through the Framework Align Welsh medium 14-19 activities to YE&PF priorities.
26	How will you sustain this work beyond the implementation plan?	--	Resources.	Embed best practice throughout all stages of the project. Build capacity locally and work regionally as appropriate.

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