



Llywodraeth Cymru  
Welsh Government

## **Youth Engagement and Progression Framework Implementation**

**Update on Progress to date and Plans through to 31st March 2016**

**Local Authority: Bridgend County Borough Council**

# **Youth Engagement and Progression Framework Implementation Plan**

## **What is the framework?**

On the 1<sup>st</sup> 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 14<sup>th</sup> 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 7<sup>th</sup> 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 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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<b>Identifying young people most at risk of disengagement</b>				
<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>	<b>Progress to date</b>
<p>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>	<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>	<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>	<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>	<p>After a successful pilot, Bridgend has decided to employ that VAP as its preferred early identification system.</p> <p>New indicators have been identified through the pilot phase and these we been incorporated into the 2014/15 VAP. This has been successfully rolled out across schools in Bridgend from the start of Autumn term in September 2014.</p> <p>Future developments of the VAP are planned for the 2015/16 academic year, these include:</p> <p><b>Age Range</b></p> <p>Currently the VAP is run on the Year 11 only; it is the intention of the EPC to increase this to include all year groups within Local Authority maintained Secondary Schools from Autumn term 2015.</p> <p><b>Frequency</b></p> <p>The data included within the VAP is currently compiled on an annual basis (last working day of August); however, the frequency at which this data will be collected in the future will be on a termly basis. This will enable a more robust and timely identification of young people who are potentially disengaging from their respective educational pathways.</p>
<p>Discuss outcomes from pre-16 early identification with schools to agree</p>	<p>All secondary and special schools are engaged in the development of an early</p>	<p>Embed these new approaches into the policies and practices of</p>	<p>Continue to work in partnership with head teachers via existing networks in order to identify and share best</p>	<p>As part of the early identification process employed by Bridgend, practitioner input from schools has been integral to add context to the</p>

levels of risk and inform identification of needs.	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.	schools.	practice across all schools.	data-driven assessment and provide up-to-date information.  All schools have access to relevant pupil information contained within the VAP. Practitioners will be consulted on a regular basis to identify changes to pupil's status, ensuring cohorts flagged as 'vulnerable NEETs' is constantly monitored for accuracy and appropriateness.
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.	Complete the work that is currently underway of the existing ISP.  Develop and implement additional ISPs as appropriate in line with Welsh Government guidance which is due to be issued in July 2014.	Bridgend currently an ISP in development. This has superseded a previous ISP drafted for the 'Keeping in Touch' project, and now is specifically aimed at ensuring appropriate data sharing throughout the YE&PF process.  BCBC and Careers Wales have agreed and signed off a Placement Agreement that allows a select number of staff from the authority mediated access the Careers Wales system.  Bridgend College have agreed to a monthly update to Careers Wales of the students withdrawing from their respective courses. Contact through Careers, or Local Authority Lead Workers is arranged to offer support into alternative EET pathways where appropriate.

<b>Better brokerage and coordination of support</b>				
<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>	<b>Progress to date</b>
Develop local proposals for allocating lead workers, including consideration of existing funding and resources,	BCBC Youth Service has recently undergone a full restructure which has allowed for all roles to be reconfigured in line with the	Embedding the guidance in the Framework into the roles and functions of the newly restructured	Agree and set out a clear specification for the Lead Worker role.  Explore opportunities for the	Bridgend now has an Engagement & Progression Co-ordinator (EPC) in post and their remit is to develop the Lead Working process.  Lead Worker provision is currently being

<p>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>	<p>Youth Engagement and Progression Framework (YE&amp;PF).</p> <p>In addition, external grant applications have been tailored to meet the six core components of the Framework.</p>	<p>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 Project which will result in a reduction of Learning Coach support for some vulnerable learners.</p> <p>Compliment the implementation of the YE&amp;PF.</p>	<p>employment of additional Lead Workers as part of a project within the next round of ESF funding.</p>	<p>provided through Youth Service staff as an additional responsibility to their main contracted role. However, in realising the potential for co-ordinated and maintained support for 'potential NEETs'; proposals have been agreed within the new restructure of the Integrated Working &amp; Family Support service, that the role of Lead Worker will be provided by a team of 6 full-time dedicated members of staff.</p> <p>Further work has also been carried out to identify other Youth Support agencies (both Statutory and Voluntary) that have the staff and capacity to provide Lead Workers as part of the YE&amp;PF. Once identified, these workers are included within the Lead Worker structure developed by the Local Authority.</p> <p>A working group has been formed to explore the possibility of aligning future funding (Education Improvement Grant and European Social Fund) to further increase the Lead Worker capacity within Bridgend.</p>
<p>Develop and agree plans for identifying and operating lead workers with Welsh Government and Careers Wales (for those in 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</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>	<p>Lead Worker provision is currently being provided through Youth Service staff as an additional responsibility to their main contracted role. Under the proposals for the restructure of the Integrated Working &amp; Family Support service – the role of the Lead Worker will be provided by a team of 6 full-time dedicated Lead Workers.</p> <p>Lead Workers have been allocated to all of the Secondary and Special schools within the</p>

	<p>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&amp;PF.</p>			<p>county. Lead Workers have also been allocated to support alternative education pathways such as Elected Home Educated, Pupil Referral Unit (PRU), Educated Other Than At School (EOTAS) and Positive Pathways.</p>
<p>Develop appropriate data sharing arrangements to ensure that information about young people is appropriately safeguarded and managed between delivery and support partners.</p>	<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&amp;PF.</p>	<p>Ensuring that appropriate ISP arrangements are in place to ensure that information about young people is appropriately safeguarded and managed.</p>	<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>	<p>Each of the named agencies within the YE&amp;PF ISP that is in development will have, or in the process of, signing up to the WASPI Code of Conduct.</p> <p>Detailed within the ISP itself are the minimum levels of personal data required to be shared, whilst allowing for the successful implementation of the YE&amp;PF.</p>

<b>Stronger tracking and transitions of young people through the system</b>				
<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>	<b>Progress to date</b>
Local Authorities and	The early identification	Ensuring effective	Roll out a consistent approach and set of	Within Bridgend the VAP is as one of two

<p>schools join up school level tracking with early identification processes by September 2014.</p>	<p>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&amp;PF.</p>	<p>coherence between schools based systems and a county wide early identification tool/approach.</p>	<p>arrangements in all schools in the county.</p>	<p>strands utilised in the process of identification of potential NEETs. Practitioner input from relevant school staff is also sought to discuss the results from each VAP, adding a valuable context to the data that has been captured.</p> <p>An example of this in practice can be viewed in our Emotional &amp; Behavioural Difficulties (EBD) specialist school, Ysgol Bryn Castell. Due to the nature of the pupils that attend, most are categorised within the VAP as high tariff Reds. However, during discussions with relevant staff at the school (Head Teacher and 14 – 19 Learning Coordinator) procedures have been developed to prioritise those pupils deemed most vulnerable, and target these for support from their allocated Lead Worker.</p>
<p>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.</p>	<p>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>	<p>There is a need to appoint an Employment &amp; Progression Coordinator in order to implement this action.</p> <p>Managing this new appointment against a backdrop of budget constraints.</p>	<p>Appointment of an Employment &amp; Progression Coordinator who will drive this work forward via the introduction of appropriate systems.</p>	<p>Since August 2014, Bridgend has had an Engagement &amp; Progression Coordinator (EPC) in post. Initially funded through a WG grant, the post has now been included within the Local Authorities core budget.</p> <p>Their remit will not only include early identification, but also continued tracking of young people and the allocation of Lead Worker support to ensure successful transitions onto their respective post-16 pathways. The EPC is also responsible for the allocation and coordination of the Lead Worker caseloads to ensure effective and efficient use of resources to meet identified needs within the target group of potentially NEET young people.</p>

<b>Ensuring provision meets the needs of young people</b>				
<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>	<b>Progress to date</b>



<p>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.</p>	<p>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>	<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&amp;PF.</p> <p>Ensure the baseline map is appropriately linked to the common application process.</p>	<p>Mapping has been completed for both Tier 5 and Tier 2 provision; alongside this a Directory of Support document which is being drafted. Detailed within this document will be all the services that offer tailored support to young people that are NEET (Tier 2), or potentially NEET (Tier 4). This directory will help support Lead Workers, and other relevant professionals, when signposting young people to appropriate support services.</p> <p>It will be the responsibility of the EPC to ensure that the information contained within each document is kept up-to-date and relevant. As a point of further development, the EPC is building into the mapping process a quality assurance measure for Tier 2 services. The aim of which is to ensure that the support provided is fit for purpose, whilst also allowing for identifying gaps and informing any future commissioning processes for services.</p>
<p>Engage with all providers to ensure they are developing and delivering an appropriate mix and balance of provision.</p>	<p>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>	<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>	<p>Develop appropriate network arrangements to include all providers of pre and post 16 provisions.</p>	<p>A Steering Group has been formed to help govern the work conducted throughout the implementation of the YE&amp;PF.</p> <p>Included within this group are the relevant leads from provider agencies with the aim of analysing and sharing data on perceived gaps in provision. This group will be able to discuss and plan appropriate measures in order to address gaps identified.</p>

<p>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).</p>	<p>Work is not fully underway in respect of a 'Youth Guarantee Scheme. Bridgend continues to liaise with and monitor the work of pilot areas.</p> <p>Arrangements for training partners and providers are in the early stages of organisation.</p>	<p>Ensuring that all partners who need to play their part in terms of delivering the Youth Guarantee do so within published timescales.</p> <p>Ensuring that the Youth Guarantee Prospectus and Common Application Process are live on line by September 2015.</p>	<p>Agree and implement arrangements locally for the effective implementation of the Youth Guarantee.</p>	<p>Bridgend is continuing to work to the revised timelines set out in the YE&amp;PF Implementation Plan for roll out of the Youth Guarantee. Dialogue is ongoing with local organisations to ensure effective 'buy in' and support is gained for the Youth Guarantee.</p> <p>The EPC has developed excellent working links with Careers &amp; World of Work Co-ordinator employed through Careers Wales, who has delivered training to our Lead Workers on the Common Area Prospectus (CAP). Links have also been formed with other local authorities EPCs to share good practice and learn from their experiences during implementation of their YE&amp;PF and Youth Guarantee.</p>
<p>Engage with organisations tendering to deliver traineeships to ensure that their planned provision meets local needs by April 2014.</p>	<p>Ensuring that links with Careers Wales and Work Based Learning providers, including Bridgend College, are strong.</p>	<p>Meeting the April 2014 deadline.</p>	<p>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.</p>	<p>Excellent links, through Bridgend Employer Liaison Partnership (BELP) and Communities First have been forged. Links are also being established with providers who are co-ordinating the WG Jobs Growth Wales scheme. These links will be further developed over the coming months to ensure local, and regional, opportunities within the job market and are appropriately promoted through the Lead Workers when discussing post-16 options.</p>
<p>Analyse existing provision against need to identify gaps, unmet provision and duplication and influence providers based on this.</p>	<p>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.</p>	<p>Mapping learning provision in a more comprehensive fashion which includes all providers.</p>	<p>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.</p>	<p>Youth Support Mapping has been completed, this data will be analysed to help identify any gaps or duplication within our provision.</p> <p>This analytical information forms the basis for discussion amongst members of the YE&amp;PF Steering Group to highlight the steers for any future funding applications within BCBC. Recently this has resulted in the redevelopment and subsequent alignment, of some local and national project proposals bidding for funding through the new round of ESF monies.</p>
<p>Ensure effective provision for different</p>	<p>As per sections 12 and 13 above.</p>	<p>Meeting the needs of young people in terms</p>	<p>Complete the curriculum mapping exercise against the Careers Wales Five</p>	<p>Youth Support Mapping has taken place in Bridgend, as it has across all the other LAs, to</p>

groups of young people.		of impartial advice and guidance given the changing role of Careers Wales.	Tier Model.  Analyse and evaluate the curriculum map against learner need and labour market information.	facilitate the delivery of the Youth Guarantee. Within this exercise all courses / pathways have been mapped against the Careers 5 Tier model. This allows the LA to identify areas of duplication, areas that have no provision and areas that are well, or over represented.  Continual analysis of this data will allow the LA and training / educational providers to streamline the curriculum they offer, as well as the commissioning of new courses to meet the identified needs of the young people within the borough.
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<b>Strengthening employability skills and opportunities for employment</b>				
<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>	<b>Progress to date</b>
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.	Integrated Working as it was in Bridgend has recently undergone a major re-structured, co-ordinated by the new Group Manager – Integrated Working and Family Support. During this process there was a strong focus on strategic alignment of projects that facilitate youth support including that of the Lead Workers under the YE&PF. As a result, projects such as Changing Tracks (funded through Families First) have been aligned with the structure set out in the YE&PF allowing for increased Lead Work capacity for Key Stage 3 pupils, as well as transition support from Primary to Secondary schooling.

<b>Greater accountability for better outcomes for young people</b>				
<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>	<b>Progress to date</b>
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.	The EPC has made links with Paul Watts (DfES) who is local link between LA and WG. EPC also attends the Central South Wales Regional Working Group and is currently networking with other authorities to view their approach to implementation areas of good practice.
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.	An EPC has been appointed and started their post at the beginning of August 2014.  The Group Manager, Integrated Working and Family Support (Children's Directorate) has been assigned overall responsibility for YE&PF; however, this role will be to manage and advise the work undertaken by the recently appointed EPC.
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	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.	Feedback from a recent Overview & Scrutiny Committee encouraged Lead Officers to engage with the Youth Council. This will aid in the implementation of the YE&PF, as well as establishing methods of enhancing accountability for post-16 providers.  Discussions will take place in due course with representatives of the Youth Council to facilitate this; however, through the newly established team of Lead Workers, representatives from other demographics will also be invited to participate in any planned consultation events.

	council, school councils and the Youth Service.			
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.	EPC is included within the Central South Wales Regional Working Group to discuss various approaches adopted by other LAs within the Central South Consortium.  This consortia approach has been evident during the recent communications and meetings centred around the development of an ESF project aimed at enhancing the various components and delivery aspects of the YE&PF.

<b>Other areas to consider</b>				
<b>Action</b>	<b>What is your Local Authority currently doing?</b>	<b>What are the challenges?</b>	<b>How are you going to take the work forward?</b>	<b>Progress to date</b>
Do you have any plans to evaluate the impact of your action plan and if so how?	Yes, self-evaluation and review takes place within the Local Authority on a regular basis.  The YE&PF will be evaluated via the LSB partnership structure and monitored via the Council's Scrutiny arrangements.	Ensuring frequent and appropriate scrutiny arrangements are put in place.	A multi-agency group has been established to develop a collaborative, inclusive response to this action plan and agree future monitoring arrangements.  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.	Bridgend has adopted a Self-Evaluation model, of which the implementation of the YE&PF, and its work in reducing the number of NEETs is included.  The EPC and Group Manager will make regular updates and measure the progress and impact of the YE&PF throughout the course of its implementation and beyond.
The Welsh Government is going to be undertaking an evaluation on processes, engagement and implementation. Do you have any questions that	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.	In September, Welsh Government contracted specialists (ICFI) interviewed a number of Local Authority staff and key partners to evaluate the success of the YE&PF.  Included within this evaluation were: the development of the original action plan, progress

<p>you would like included in the WG evaluation?</p>				<p>to date, key achievements and emerging outcomes.</p> <p>Following on from this, members of the YE&amp;PF Steering Group have also been contacted to give their views on the progress and impact of the framework.</p> <p>A summative report is due to be published on the success to date of the YE&amp;PF implementation early in 2015.</p>
<p>How do you intend to share learning from the implementation of the framework with other Local Authorities?</p>	<p>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.</p>	<p>Ensure that best practice is disseminated appropriately from these networks to all partners.</p>	<p>These networks plan to continue to meet and provide an opportunity to share knowledge and advice on the work of the YE&amp;PF.</p>	<p>EPC has membership to the Central South Wales Regional Working Group. During these meetings there is scope to network and share good practice with colleagues and other EPCs in surrounding authorities.</p>
<p>How will you ensure that the right strategic and operational leadership is in place?</p>	<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>	<p>Capacity and timescales.</p>	<p>Progress on the implementation of the YE&amp;PF will be reported through the LSB partnership structure.</p>	<p>The issue of NEETs and how Bridgend addresses this population of young people was one of the key areas to demonstrate significant improvement during our recent Estyn inspection. Work undertaken throughout the implementation of the YE&amp;PF framework was identified as a pivotal part of this success. Key components of the YE&amp;PF (Early Identification, EPC &amp; Lead Workers) have now become embedded into our new structure, resulting in the YE&amp;PF remaining a key strategic priority for the LA beyond the implementation phase.</p> <p>The YE&amp;PF, its management, implementation and governance will also form part of the Councils Scrutiny and Moving Forward Programme.</p>
<p>How do you intend to join up with your Local Authorities anti-poverty champion?</p>	<p>The Cabinet Member for Communities has been designated as Bridgend's anti-poverty champion. At officer level the Head of</p>	<p>Ensuring that at strategic and operational level the YE&amp;PF is joined up appropriately with the wider tackling poverty</p>	<p>Dialogue with appropriate elected members and officers to ensure a joined up approach is in place.</p>	<p>EPC and Group Manager feedback to both the Scrutiny Committee and Change Management Board (both of which the Anti-Poverty Champion sits). This ensures an alignment with the wider tackling poverty agenda in Bridgend.</p>

	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.	agenda in Bridgend.		
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.	The early identification stage of the YE&PF will cover the Welsh medium secondary school - Ysgol Gyfun Llangynwyd. A commissioning process has been undertaken utilising Families First funding, allowing for a Welsh speaking Lead Worker to be appointed to cover the school offering provision through the medium of Welsh.  Any future commissioning of provision will also take into consideration incorporating delivery strands through the medium of Welsh.
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.	The role of the EPC was initially funded utilising a grant made available by WG to help facilitate the implementation of the YE&PF. During the re-structure of the authorities Integrated Working and Family Support service, the role and functions of the EPC have now been incorporated into the Local Authorities core budget.

## Plans through to 31<sup>st</sup> March 2016

STRAND	ACTIONS TO BE TAKEN FORWARD UP TO END OF MARCH 2016	WHAT ARE YOUR CHALLENGES?
<b>Early Identification</b>	<ul style="list-style-type: none"> <li>• Develop and implement an Early Identification (EI) system for post-16 providers aligned to the authorities VAP system.</li>   <li>• Develop new arrangements to ensure reporting on VAP can be run on a termly basis.</li>   <li>• Increase the age range of pupils included within the VAP to incorporate other year groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Transitional arrangements between Lead Workers (pre and post-16) and external providers.</li>   <li>• Enhancing the reporting capability of the authorities' new information management system – Central Pupil Database (CPD), with ICT and Knowledge Management. Currently, information recorded and collated within the VAP is from a number of different sources.</li>   <li>• Increasing the numbers of young people eligible for support, Lead Worker capacity and caseloads remain manageable while key functions and relationships are also maintained.</li> </ul>
<b>Brokerage</b>	<ul style="list-style-type: none"> <li>• Manage transitional arrangements between Youth Service and Full-Time Lead Worker provision.</li>   <li>• Supporting effective practice in the delivery of Lead Worker roles.</li> </ul>	<ul style="list-style-type: none"> <li>• Management of existing relationships between Youth Service and key stakeholders (young people, families and schools), ensuring that they are not adversely effected by any changes in personnel.</li>   <li>• Identifying and procuring enhanced training for workers that are, or who want to become Lead Workers.</li> </ul>
<b>Tracking</b>  (To include a WASPI assured ISP to	<ul style="list-style-type: none"> <li>• Develop existing reporting arrangements to ensure clear and sustainable links between LA, Careers Wales and post-16 providers.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensuring that all post-16 providers are signed up to WASPI and the Local Authorities ISP.</li>   <li>• Ensuring that reporting on young person's</li> </ul>



<p>be in place by the end of September 2015.)</p>	<p><i>Bridgend's YEPF ISP has drafted and submitted to WASPI waiting their ratification.</i></p>	<p>transition to and from post-16 educational providers is both timely and efficient.</p>
<p><b>Provision</b></p> <p>(To include Engagement with schools and FE Colleges to raise awareness and encourage take up of the Common Application Process.)</p>	<ul style="list-style-type: none"> <li>• Explore the possibility of a web based directory of Tier 2 services.</li> <li>• Develop quality assurance measures for Tier 5 and Tier 2 Provision Maps.</li> <li>• Implement Youth Guarantee for the first time (Full National roll out from Sept 2016).</li> </ul>	<ul style="list-style-type: none"> <li>• Maintaining all existing, and future, Tier 2 providers are identified and included within mapping exercises. Also that project end dates are recorded and taken into consideration in the production of subsequent versions.</li> <li>• Development of protocols to enable local authority (as lead for YEPF implementation) to feedback to specific providers if issues on quality of delivery or courses are identified.</li> <li>• Ensuring that Tier 5 providers (Schools and FE Colleges) are all signed up to, and upload their respective prospectus, to the Careers Wales hosted Common Area Prospectus (CAP).</li> </ul>
<p><b>Employability and Employment Opportunities</b></p>	<ul style="list-style-type: none"> <li>• Develop links with Bridgend Employer Liaison Partnership (BELP) to identify emerging labour market trends.</li> </ul>	<ul style="list-style-type: none"> <li>• Widening the range of employers that are involved with BELP, and that any opportunities are fed back through to young people through Lead Worker.</li> </ul>
<p><b>Accountability</b></p> <p>(To include confirmation of retention of the Engagement and Progression Co-ordinator function until at least the end of the funding period 31<sup>st</sup> March 2016.)</p>	<ul style="list-style-type: none"> <li>• Engage with young people to ensure meaningful consultation on YE&amp;PF delivery.</li> <li>• Develop outcome measures for Lead Workers.</li> </ul> <p><i>During the course of a re-structure of the authorities Integrated Working and Family Support service, the role and functions of the EPC have now been incorporated into the Local Authorities core budget.</i></p>	<ul style="list-style-type: none"> <li>• Ensuring that young people are provided with the means in which to affect the development of the YEPF in a more informal and engaging format.</li> <li>• Include participation from young people from a wider demographic throughout consultation events.</li> <li>• Ensuring that respective parties are clear on the roles and responsibilities of the Lead Worker. Consideration is also given to outcomes that are measured as part of external funding requirements such as Families, and Communities First.</li> </ul>

Completed by: Owen Shepherd

Approved by: Mark Lewis

Date: 6<sup>th</sup> March 2015.

Position: Engagement and Progression Coordinator

Position: Group Manager – Integrated Working and Family Support