SECTION A

1. Welcome/ Introduction

   The Chair, Councillor Lee, will provide a short introduction covering the following matters:
   a. Purpose of the Meeting
   b. Order of Proceedings

2. Confirmation of Minutes - 23 November 2011

3. Declarations of Interest

   Please note that, in accordance with the Members' Code of Conduct, when declaring interests Members must disclose the existence and nature of the interest and whether it is personal or prejudicial.

4. Facts Regarding those Not in Education, Employment or Training (NEETs)

   An update on NEETs will be circulated at the meeting.

5. Workshop

   The workshop session will discuss various issues regarding NEETs. Each nominated attendee is welcome to provide a short presentation (preferable no longer than 5 minutes) to give the Committee an overview of their work currently being undertaken to help reduce the number of young people not in employment, education or training.

   This workshop will gather appropriate evidence that will assist the Committee's final outcomes and will make/ inform any recommendations made to the Council's Executive.
6. Outcomes/ Key Findings of the Workshop Session

7. Clarification Questions
   
   All attendees will have the opportunity to ask any further question they may have.

8. Summary
   
   The Chair will now summarise the key findings.

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**NB There are no Section B Items**

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City Hall
Lincoln

CCP
10 January 2011
Community Leadership Scrutiny Committee
23 November 2011

Present: Councillor Karen Lee (in the Chair)
Councillors: Bob Bushell and Patrick Vaughan
Also in Attendance: Peter Towner, Lincoln College
Maggie Freeman, Children Services - Lincolnshire County Council
Steve Walker, Career Services - Lincolnshire County Council
Jayne Arnold, Lincoln Targeted Youth Support - Lincolnshire County Council
Jose Bruce, Neighbourhood Working - City of Lincoln Council
Mike Roberts, City of Lincoln Council
James Wilkinson, City of Lincoln Council
Jennie Chapman, City of Lincoln Council
Kerry Mitchell, Barnardos

Apologies for Absence: Councillors Geoff Ellis
Substitutes: Chris Burke

30. Welcome/ Introduction

The Chair opened the Committee by providing a short introduction and outlined the following key points:

- Welcomed key guests to the meeting.
- Outlined the proceedings of the meeting

31. Confirmation of Minutes - 4 October 2011

RESOLVED that the minutes of the meeting held on 4 October 2011 be confirmed.

32. Declarations of Interest

No declarations of interest were received.

33. Matters Arising

The Chair

a. referred to the petition that was received by the Council in June 2011, requesting for a Designated Public Place Order (DPPO) to be implemented across the city
b. advised that on 23 August 2011, the Committee considered the proposal fully and Members were minded to support the petition.

c. added that the proposal was then referred to Executive for formal approval.

d. advised that on 31 October 2011 Executive agreed to impose a Designated Public Place Order in the city centre, subject to appropriate consultation.

e. highlighted that the consultation had now finished and advised that as there were no objections to the proposal, the Designated Public Place Order was adopted.

f. added, however, that this Committee had been requested to undertake a review 12 months after its implementation, details of which would be reported back to Executive.

RESOLVED that update be noted.

34. **Facts Regarding those Not in Education, Employment or Training (NEET’s)**

Jennie Chapman, Partnership Manager

a. advised that following the recent changes to the Council’s main aims, the Council was committed to look at reducing poverty and disadvantage in Lincoln.

b. highlighted that at the previous meeting the Committee had discussed health inequalities in Lincoln and recognised the consequences of inequalities within society due to deprivation, poverty and disadvantages.

c. added that it was identified that one of the elements of concern was the high volume of young people Not in Education, Employment or Training, which could subsequently impact on their health and way of living.

d. presented an overview of Lincoln’s current position of young people aged between 16-24 that were Not in Employment, Education or Training (NEETs).

e. advised that in September 2011 there was approximately 1,164 individuals aged between 16-24 that were out of work.

f. presented the age breakdown of the 1,164 young people that were out of work, as shown below:
   - 234 – 16-18 year olds not in education, employment or training
   - 155 – 19 year olds claiming Jobseekers Allowance
   - 775 – 20-24 year olds claiming Jobseekers Allowance

g. advised that the three wards in Lincoln with the highest number of NEETs in
September 2011 were Birchwood, Glebe and Park; and that the number of NEETs in Abbey ward had reduced within the last 8 months by 27%.

h. advised that the issue of young people out of work had been extended beyond the age of 18, as reflected by the number of young people between the ages of 19-24 that were claiming for Jobseekers Allowance.

i. added that in September, Abbey and Park had the highest number of Jobseeker Allowance claimants.

j. highlighted that merging both datas together it showed that the highest of occurrences of 16-24 year olds out of work were in Abbey, Glebe and Park.

k. raised concern that Lincolnshire had tried to reduce the number of young people out of work over the last 6 years but the figures in Lincoln had not significantly improved.

Members noted the information presented.

RESOLVED that the contents of the report be noted.

35. **Workshop**

During this session the Committee presented the attendees with key questions to identify how the Council could learn and assist in reducing the number of young people that were not in work, education nor training.

The Chair presented the following questions:

**Who were the people that were NEETs and Unemployed?**

**NEETs (16-18)**

External Members identified that some of the individuals that were deemed as NEET had either learning difficulties, were young offenders, young parents or had personal barriers.

Maggie Freeman, representative of Children Services - Lincolnshire County Council, advised that 40-45% of young people that were in level 2 education achieve 5 GCSEs.

Steve Walker, representative of the Career Services – Lincolnshire County Council, advised the Committee of the Department for Education and Skills proposed changes due to be implemented in 2013. He highlighted that pupils would be required to stay in school, training or workplace training until the age of 18. He advised that if this was imposed Lincoln’s issue of NEET could potential be resolved by 2013.

Maggie Freeman, representative of Children Services - Lincolnshire County Council, identified that within Lincoln there were 22 care leavers, which were individuals that
were aged between 16-21 that had suffered abuse or neglect within their childhood by their families, therefore were in 'care system'. She added that these individuals might not have the ability to go into further education, training or work. Steve Walker, representative of the Career Services – Lincolnshire County Council, added that these individuals might become homeless and that half of the homeless accommodation for young people between the ages of 16-18 was available in Lincoln. He added that this would therefore impact on Lincoln’s figures.

19-24 year olds that were unemployed:

External representatives highlighted that due to the current economic climate, some graduates were unable to get employment due to the current competitive environment. They further added that if individuals had low skills/ qualification they would only be able to get low paid jobs and it had been identified that they were more financially stable if they went onto benefits instead of working. They stressed that if an individual went into training or further education they would lose their benefits.

Kerry Mitchell, representative for Barnardos highlighted that there was an expectation for 18 year olds to get a job; however, some of the individuals that Barnardos supported do not have the maturity to work or undertake further education. She felt that there was a general expectation that all 18 year olds were at the same maturity level.

The external representatives further identified that the majority of the individuals were men and felt it could be due to motivational issues that they were unemployed or not in education/ training.

Members requested officers to provide them with further information regarding the 1,164 young people that were not in employment, education or training to identify the gender split.

Why do the individuals become NEET?

The representatives advised that there could be a range of reasons why individuals become NEET, as outlined below:

- lack of qualifications or low level of skills
- lack of job opportunities
- family background
- childhood traumas
- mental health issues
- No funding opportunities to support the individual into further education/ training
- Companies “cherry picking” individuals for recruitment, which have better qualification/ skills.

What were the consequences of these high levels of NEET and young unemployment?

The external representatives identified that high levels of NEET and young unemployment would impact on the following:

- The individuals health and wellbeing
- Potentially large unskilled labour force
- Encourage more people to commit crime
- More people claiming for benefits
- Job vacancies, however people being under qualified to apply
- More people becoming homeless.

**Was it a problem?**

All Members present confirmed that they felt it was a problem and there was a need for the matter to be addressed.

**What had been done, and was it successful/ unsuccessful?**

Mike Roberts, Head of Economic Sustainability and Tourism referred to the Council agreement with BT to establish their call centre next to the university and arrange for training opportunities for young people.

Peter Towner, representative of the Lincoln College, advised that Lincoln College were offering training schemes in preparation for employment, which had proven to be successful. He further added that support to improve individuals literacy skills was available.

Steve Walker, representative of the Care Services – Lincolnshire County Council referred to the Multi Agency work that had proven to be successful. The Chair suggested that the Committee look at the work undertaken within the ward to identify how the ward had successfully reduced the number of individuals not in employment, education or training. The Committee discussed the benefit of Multi Agency work and it was suggested that the Council could look at producing a multi agency strategy.

Steve Walker, representative of the Care Services – Lincolnshire County Council further added that the schools’ careers programmes were successful, however the Department for Education and Skills have recommended that career advice would be removed from the schools curriculum. Members questioned if Lincolnshire County Council would be insisting that schools within Lincolnshire should continue to provide career advice. Steve Walker and Maggie Freeman, representatives of the Lincolnshire County Council advised that the County Council propose to produce a careers programme for all schools; however, there was no requirement for schools to adopt the programme. The Committee suggested that the Council approach Head Teachers regarding the careers advice and encourage them to continue the scheme.

Jayne Arnold, representative of Lincolnshire Target Team, Youth Support at Lincolnshire County Council, advised that she had recently written to 154 individuals that were deemed as NEET, to invite them to a careers/ support event. She advised that there a poor response and stressed that the difficulties of agencies effectively communicating with these individuals. Josie Bruce, Neighbourhood Working – City of Lincoln Council outlined the difficulties of getting young people to be involved and to attend events. She added that she had found it was more successful to walk the streets and approach the individuals directly.
Kerry Mitchell, representative of Barnardos referred to Barnardos’ programme and outlined the successes which had been achieved,

The external representatives further added that there was need for better communication between authorities and other organisation to avoid duplication, as well as building awareness.

**Lessons learnt?**

The Committee identified that one of the key successes was the multi agency work within Abbey Ward, and felt that partnership working should be used as good practice across the City. It was recommended that a representative from the Abbey Access Centre and YMCA be invited to the next meeting.

The Committee also discussed and highlighted that it had proven to be difficult to engage with communities and that future approaches should be undertaken at ward level and not to write to the individuals but the actively visit the individuals.

**What were the barriers to delivery of the services to the groups?**

The External Representatives identified the key barriers were as follows:

- Engagement
- Participation by the Health Services
- Withdrawal of services like Connexions
- Agencies not working together
- Academies/ Schools being actively involved in support young people.

**How could the City of Lincoln Council help?**

External Representatives felt that the Council could assist and felt there was a need for more partnership working. They further added that they felt the following Council services/officers could help in particular:

- Sports Development to communicate with young people
- Estate Officers
- Apprenticeship scheme be offered to local residents, even if they may not have all the skills/ qualifications required.
- Build with the Council planning obligations, that any major employers offers employment opportunities to local young people.
- That the Council impose scheme for Council officers to visit schools regarding career opportunities at the Council.

**Was there a need for more partnership working?**

The Committee identified that there was need for more partnership working and agreed that the Committee would look at potential imposing an multi agency partnership strategy.
What would you see as potential solutions or improvements in local delivery?

External Representations highlighted that implementing an Coordination Group would potential provide the following opportunities:

- Access to more funding
- Better engagement with young people
- Better awareness of the young people that were NEET or unemployed
- Identify best practice in career advice, finance and engagement
- More influence on other agencies/ businesses

36. **Clarification Questions**

Members asked further clarification questions to the key speakers, which were answered thereon.

RESOLVED that the comments made be noted.

37. **Summary**

The Chair presented the summary on behalf of the Committee and highlighted the following key points/ actions:

- Need to focus on 18-24 year olds
- Provide more training opportunities/ apprenticeship schemes
- Understand the expectations and ensure they’re realistic for young people, who might potentially have mental health difficulties
- Improve the engagement with young people – look at using social networks
- Review the Abbey Ward scheme and identify what worked?
- Coordinate a Career Board Partnership to focus on reduce NEETs
- Need to get Health Services involved
- Career Advice was being removed – could the Council assist?

The Chair invited the external representative present to the next meeting due to be held on 18 January 2012, which will be consulting with Employment/ Apprenticeship agencies.

RESOLVED that the summary be noted.
Report on Unemployment for 16-24 Year Olds

In September 2011 there were approximately 1,164 out of work 16-24 year olds in Lincoln. This was made up of:

- **234** 16-18 year olds not in education, employment or training
- **155** 19 year olds claiming Jobseeker’s Allowance
- **775** 20-24 year olds claiming Jobseeker's Allowance

**NEETs**

Areas of the city that had any occurrences of NEETs below the number 11 for any given month over the last 8 month period have been removed from all analysis of NEET figures (except for citywide totals). The graph below shows the number of NEETs aged 16-18 living in the different areas of the city. The three areas with the highest number of NEETs in September 2011 were **Birchwood**, **Glebe** and **Park** which, in September 2011, had a combined number of approximately 100 (43% of the total citywide figure). However, the number of NEETs in each ward is low (Park represented the highest number in September 2011 of 36) and therefore differentiations between ward are not substantial.

An interesting find was the reduction in the number of NEETs in Abbey ward which reduced over the 8 month period by 27%.

Source: Children’s Services, Lincolnshire County Council (2011) *Proportion of 16-18 Year Olds Not in Education, Employment or Training*
Unemployment

The issue of young people out of work extends beyond the age of 18. To reflect this, the data in the graph below shows the number of claimants of Jobseeker's Allowance aged 19-24. It shows, in September 2011, Abbey and Park had the highest number of JSA claimants. These two areas had been consistently highest for the 8 month period. The fact that Abbey is highlighted as an area of increasing unemployment for 19-24 year olds is in notable contrast with the NEETs data which shows there to have been an overall decrease.

Source: ONS (2011) Claimant Count – age and duration
The graph below shows combined NEET and unemployment data for September 2011. It shows the highest occurrences of 16-24 year olds out of work were in Abbey, Glebe, and Park. For each area analysed the number of 19-24 year olds unemployed was higher than the number of 16-18 year olds who were NEET. This would be expected due to the former having a larger age band.

Sources: Children’s Services, Lincolnshire County Council (2011) Proportion of 16-18 Year Olds Not in Education, Employment or Training; ONS (2011) Claimant Count – age and duration
What else do we know about Abbey, Glebe and Park?

Abbey

Lower KS1 attainment (2011)
Lower KS2 attainment (2009)
Lower KS4 attainment including English and Maths (2010)
Lower male life expectancy (2005-2009)
Higher teenage pregnancy (2006-2008)
Contains areas within 5% IMD (2010)
Higher number of mental health claimants for IB / SDA (February 2011)

Glebe

Lower KS1 attainment (2011)
Lower KS4 attainment including English and Maths (2010)
Lower male life expectancy (2005-2009)
Lower female life expectancy (2005-2009)
Higher teenage pregnancy (2006-2008)
Contains areas within 5% IMD (2010)
Higher rate of child poverty (2009)

Park

Lower KS2 attainment (2009)
Lower male life expectancy (2005-2009)
Lower female life expectancy (2005-2009)
Higher teenage pregnancy (2006-2008)
Higher number of mental health claimants for IB / SDA (February 2011)