

All Party Parliamentary Group on Youth Employment Report



The Role of the Family in Social Mobility

The All-Party Parliamentary Group for Youth Employment

Enquiry Report: The Role of the Family in Social Mobility

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The views expressed in this report are those of the group.

Foreword

Michael Tomlinson MP
Chairman
APPG on Youth Employment



As ever, it has been a great pleasure to Chair the All Party Parliamentary Group for Youth Employment during this its fourth inquiry. I must express my huge thanks and gratitude to Laura-Jane Rawlings, whose support and constant enthusiasm for this important subject is inspiring. I would also like to thank Tottenham Hotspur Football Club for hosting us and helping us to “kick off” our first session.

I am very encouraged that the Minister has announced recently a Care Leaver’s Covenant. I very much look forward to welcoming the Minister to our next meeting and to presenting this report to him. Our Young Ambassadors will be there, and are looking forward to grilling him – in a friendly fashion, of course!

The questions will be centred on what the Government can do to support vulnerable young people into work.

A handwritten signature in blue ink that reads 'Michael Tomlinson'.

Michael Tomlinson MP

Chairman, APPG for Youth Employment

Executive Summary

The fourth inquiry of the All-Party Parliamentary Group for Youth Employment has sought to understand what barriers to employment exist for young people without family support, and whose role it is to provide support to these young people.

Meetings were held in September and October 2018 and a number of expert speakers gave evidence to the inquiry. Throughout this period an external inquiry was open for organisations to provide written evidence to the group. 11 submissions have been heard and submitted as part of this inquiry.

The APPG for Youth Employment has found:

- Young people who lack family support may present as care leavers, young carers, young offenders, homeless and estranged. Although all these young people are vulnerable and face social disadvantage, not all of them are classified with needs and therefore do not receive the same services or benefits.
- Young people coming from households where no one was working had a 30% higher rate of being unemployed compared to young people coming from any other kind of household.
- Young people within these groups are likely to have significant barriers to employment including unstable living arrangements, low educational attainment and poor mental health.
- There are clear discrepancies between local authorities and service providers which puts young people in these groups at further risk of receiving no support or falling through the net of support.
- The numbers of young people within these groups are significant and the full numbers are unknown.

This government wants a fairer and stronger Britain and the Prime Minister made a very clear statement that all people should be able to prosper and receive the support they need when they need it the most. At a time of political uncertainty, there is no more pressing matter than ensuring that the young people of Britain are given the support they need to live good and productive lives. Without this support young people are at risk of long-term unemployment, disengagement and anti-social behaviour.

Family plays an important role in supporting young people to progress, to realise their potential and live as active and purposeful citizens. Yet for many young people who do not have this crucial family support, they have never had a choice and find themselves in circumstances beyond their control.

These young people are the most vulnerable in society. They need government to step up and ensure that they have fair and equal access to social, economic and cultural capital so that they can take advantage of the same education, services and careers opportunities as their supported peers.

Based on the evidence heard at the meetings and put forward in the written submissions, the APPG for Youth Employment is making the following recommendations to government:

- **Protect the benefits of young care leavers and carers.**
 - Young adult carers should be classed as a "vulnerable group" by the Department for Education which would give them full entitlement to the 16-19 bursary. Young adult carers currently miss out on this vital support which would help them with the additional financial costs of learning. As a result, many either do not take up learning opportunities or drop out.
 - Young care leavers should be reassured that their benefits will cover the cost of renting while job hunting. The government should extend the exemption of care leavers from the Shared Accommodation Rate of Local Housing Allowance until the age of 25, so that they do not have the pressure of making up the rent while studying or searching for a job. Local authorities can also show their support by exempting care leavers from council tax, as Southwark, Wigan and others have done already.
 - The Department for Work and Pensions should make young adult carers exempt from the 21-hour rule in the benefit system. Currently, they lose the Carer's Allowance of £62.10 per week if they participate in learning for longer than this each week. Most FE courses require longer participation, leaving young adult carers in a catch-22 situation. Given that many young adult carers have already lost out on several years of education as a result of their caring responsibilities, and that they and their families typically live in or on the edges of poverty, they deserve greater flexibility to gain the skills they need for successful careers.

- **Improve accessibility to Traineeships.**
 - Extending the 6 month time limit for those who need more time to complete a traineeship.
 - Allow greater flexibility in eligibility criteria, to widen participation for those young people who will benefit
 - Improve awareness through national marketing campaigns and ensure that Local Government and service providers are able to offer and promote them.

- **Improve mental health services for care leavers.** This could be achieved by allowing care leavers to access child and adult mental health services to 25 for example, or by placing a specialist mental health worker in leaving care teams.

- **Provide education bursary support for young people without family support.** The government should reintroduce a needs-based bursary similar to the Educational Maintenance Allowance in order to provide financial support for young people on low incomes who are seeking to further their education and job prospects.

Introduction

The All-Party Parliamentary Group for Youth Employment was set up in 2014. The aims of the group are to promote youth employment in all its forms and the role of young people within the economy, to ensure young people's voices are heard, to highlight the need for quality opportunities, and to share best practice.

This is the fourth series that the APPG has focused on. Previously the group has reviewed youth unemployment data, the transition between education and employment and supporting young people furthest from the labour market.

In this series the APPG for Youth Employment looked at the role families play in social mobility, in particular what happens to young people in the absence of family.

The "Role of the Family in Social Mobility Report", authored by Newcastle University and Youth Employment UK, shows that young people benefit from a range of capital transferred from their parents which helps support them as they transition from education to employment. The APPG sought to understand this transfer of capital, and then looked at how young people without families are being supported, and whether this capital is transferred from other sources such as education, government or charitable organisations.

Within the series we heard evidence form organisations who support and represent young people without family support these included:

- Care leavers
- Young carers
- Homeless young people
- Young offenders
- Estranged young people

These young people make up a vulnerable cohort who are more likely to have additional barriers to employment and who are left further disadvantaged from the absence family capital.

The APPG welcomed submissions from external organisations to address some or all of the following points:

- What is your experience of working with young people with limited family resources or other groups such as young care leavers? What problems do you see and are they increasing?
- What services do you provide to this cohort and what support do you see working the most effectively, both pre-employment and once in employment?
- Do you feel that government and local government could do more to support this group?
- What are the risks of no further support being provided?

Young people with little or no family support

In the “Role of the Family in Social Mobility Report” authored by Newcastle University and Youth Employment UK, it was identified that three key forms of capital are transferred from parents to their children;

- Economic Capital: Money
- Social Capital: Connections and trust
- Cultural Capital: Education and values from education

Where parents can support their children with the right amounts of capital, young people are more likely to be economically self-sufficient and live on a wage from work independent of family, state or other sources.

With this evidence we must then ask the question; in the absence of family or a family that can provide sufficient capital, who is responsible for ensuring that all young people are given this support from an external source?

During the meetings and through submissions of evidence, we have heard from organisations that support and represent young people who cannot be supported by their family. In particular we have representations from young people who are care leavers, young carers, homeless, young offenders and those who are estranged.

Young people within these groups are both vulnerable and disadvantaged; they are vulnerable as they do not successfully transition between education and employment and they are at a disadvantage to those young people who can access good family support. Without proactive support that ensures young people in these groups can access the equivalent capital that is transferred in the family, these young people are at risk from social immobility.

For some of these groups there is not enough known data to ascertain how many young people are in each group. The very nature of the challenges faced by young people in these groups means that many are not connected to services and therefore not registered as a young person requiring support.

What data is available has been captured here, along with any additional statistical information available on that group regarding their transition and barriers to work.

Care Leavers

At 31 March 2018, there were 75,420 looked after children in England, up 4% on 31 March 2017. In the year ending 31 March 2018, 9,200 (31%) children ceased to be looked after on their 18th birthday.

In the year ending 31 March 2018, 4% of children aged 10 years or over (1,510 children) who were looked after for at least 12 months were convicted or subject to youth cautions or youth conditional cautions during the year,

Local authorities are expected to stay in touch with care leavers and provide statutory support to help the care leaver transition to living independently. In the year ending 31 March 2018, local

authorities were in touch with 88% of 19 to 21 year olds care leavers, although in touch rates vary by age group.

Information on the activity of care leavers was known for 77% of 17 year olds, 95% of 18 year olds and 90% of 19 to 21 year olds. For 19 to 21 year old care leavers, 6% were known to be in higher education, 20% were in other education, 25% were in training or employment and 39% were known not to be in education, employment or training (which is compared to around 12% of all young people aged 19 to 21 years). For 17 year olds, 35% were in education, 14% in training or employment and 28% were not in employment, education or training and for 18 year olds the figures were 48%, 17% and 30%.

For 19 to 21 year old care leavers, 35% were living independently, 12% were living in semi-independent transitional accommodation, 12% were living with parents or relatives, and 8% were living with former foster carers, similar to last year.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/756232/Children_looked_after_in_England_2018_Text.pdf

Young Offenders

Monthly statistics on the population of in custody of children and young people within secure children's homes (SCHs), secure training centres (STCs) and young offender institutions (YOIs):

For September 2018, the overall population of the secure estate for children and young people, including those aged 18 years old, was 936.

<https://www.gov.uk/government/statistics/youth-custody-data>

Young Adult Carers

Based on Census figures there are estimated to be at least 376,000 young adult carers in the UK aged 16–25.

Young adult carers aged between 16 and 18 years are twice as likely not to be in education, employment, or training (NEET).

56% of young adult carers in college or university were struggling because of their caring role. 17% said they may have to drop out for reasons associated with their caring role, and 13% said that they may have to drop out for financial reasons. Young adult carers appear to be four times more likely to have to drop out of their college or university course than other students.

45% of young adult carers reported that they have mental health problems.

<https://carers.org/key-facts-about-carers-and-people-they-care>

Homelessness

The Youth Homelessness Databank estimates that 86,000 young people approached their local authority for help in 2016/17 because they were homeless or at risk of homelessness. This figure is likely to be an under-estimate of the scale of youth homelessness as it does not include people who have not approached their local authority for help.

<https://www.homeless.org.uk/sites/default/files/site-attachments/Young%20and%20Homeless%202018.pdf>

Estrangement

Stand Alone, the charity which provides support to adults that are estranged from their family or a key family member estimate that there are 9000 young people in universities that are estranged from their family members. This group have a drop out rate three times higher than other students. Students are at risk of becoming homeless during university breaks where accommodation is not available or comes at a cost.

<https://appgyouthemployment.org/home/resources/>

Meeting and Inquiry Response Overview

Meeting 1 – 10th September 2018

The first meeting of this series was hosted by the Tottenham Hotspur Foundation. Presentations were given by Dr Emily Rainsford and the Tottenham Hotspur Foundation.

Dr Rainsford discussed the findings from the report on The Role of the Family in Social Mobility, explaining that the report was part of a wider European project called CUPESE (Cultural Pathways to Economic Self-Sufficiency and Entrepreneurship) funded by the EU (FP7) across 11 countries over a four-year period of study and involving 19,868 respondents.

The aim of the project was to understand how capital and values are transmitted in the family and how this influences the pathways young people today take to achieve economic self-sufficiency.

The UK report produced by Dr Rainsford, in partnership with Youth Employment UK, identified the different types of capital parents support their children with and how this capital then translates to economic self-sufficiency. As you would expect where parents are able to support their children they are more likely to become economically self-sufficient versus those young people who had limited family support.

Dr Rainsford shared the key findings from the report and the risks identified by over reliance on the family.

Key Findings

- The current generation of young people rely more on their parents for financial support than the parental generation.
- Young people whose families had economic and cultural capital were more likely to be dependant and less ambitious, whilst young people who received less family support were more independent.
- Parental capital is transformed in the family.
- The values attributed by parents to work affects young people's ambitions. Parents who directly showed their children work had more ambitious children.

Risks

1. When parental support is withdrawn;
2. Social mobility is propped up by parents;
3. It is tougher for those who do not have access to parental resources to progress in the labour market; and
4. Increase in social inequalities.

Nikki Kelly, Director of Programmes at Tottenham Hotspur provided insight into the work the Foundation does to support young people in its community. The Foundation recognises that not all young people have the support they need from their families to make good choices about their academic, training and career options. Some of these young people without family support are at risk of dropping out of education, becoming NEET (not in Education, Employment or Training) and becoming involved in low-level crime and disruptive behaviour.

The Foundation has therefore created a range of programmes that engage young people from its community and provides them with mentoring support, somewhere to belong and an opportunity to take up training or work experience to help them prepare for a positive future. The Foundation works with 14,000 people annually across 50 programmes in the boroughs of Haringey, Waltham Forest and Barnet.

Ms Kelly explained that young people are trying to understand the world of work and the skills they need in an ever-changing, often global landscape. The Foundation often takes over the role of the family in providing second chances, allowing young people to try things in a safe place, while also being supportive and raising aspirations. 50% of young people they work with in Haringey will not go outside of Haringey for a job.

Two young ambassadors from the Foundation then shared their stories and how the Foundation supported them. Jordan Mattiss was a young offender that worked with the Foundation to develop his skills and experience after completing his sentence. The opportunity the Foundation provided, allowed him to turn his life around and he now works for the Foundation as a peer-mentor for other young people. Ahmed Mohammed was a young refugee that ended up in England without any family support and spent his youth in care and foster homes. The Foundation provided him with a safe and consistent space to develop and grow his skills.

Meeting 2 – 22nd October 2018

Meeting two of this inquiry was held in the House of Parliament and three organisations were invited to speak – Black Country Talent Match, Drive Forward and Stand Alone.

Claire Fitzgerald from Black Country Talent Match first discussed with the group how Black Country Talent Match is a Big Lottery Funded Programme that aims to support young people who are long-term NEET.

Of the 1380 young people who have been supported by the programme many of them faced additional barriers including a lack of family support:

Barrier experienced	Percentage
Local Authority Care	20%
Convicted of a criminal offence	29%
Substance misuse/dependency	18%
Homelessness	22%
Disability	29%
Mental Health	32%

Live independently	52%
Care for children	23%

Young people surveyed from the programme also reported additional barriers and challenges particularly regarding their confidence. These included:

- Feeling isolated, alone, no support mechanisms
- Unable to develop and maintain positive and supportive friendships and relationships
- Low levels of confidence, self-esteem, motivation and aspiration
- Low levels of resilience, unable to deal with setbacks and life challenges
- High levels of anxiety and depression
- Low levels of basic literacy and numeracy
- Experienced trauma
- Leading complex and at times traumatic lives

Ms Fitzgerald added that all of the previous experiences are compounded when there is a lack of family support, in addition to:

- Lack of life skills normally provided as part of parents role – financial budgeting, housekeeping skills, cooking, travel planning, personal hygiene
- No access to ID
- No routine
- Lack of on-going support - absent critical friend
- Lack of safe, stable, affordable accommodation they can call home
- No home...no foundation
- Lack of positive role models
- When family are the barrier.....breaking away

A programme such as Talent Match is able to provide key support to young people through a tailored programme. This support may include; flexible and person centred, a safe place to go and meet other young people to develop positive relationships and future support networks, support that is more long term, and in work support packages to support with job sustainability.

Becca Bland from Charity Stand Alone then presented; Stand Alone works with people who are estranged from their families. In this presentation Ms Bland spoke about young people, particularly those in Higher Education, that have no connection or relationship with their families. It is estimated that 9000 HE students are estranged. This group of young people are particularly vulnerable as they face challenges around finance, accommodation and mental health.

For graduates in particular, once their HE programme is complete, they can find it particularly difficult trying to afford the transition into employment, as they have to finance accommodation, travel and other expenses without the familial funding support that some young people might have access to. This means that as there is an urgency to work, these young people have to grab at jobs that they may be overqualified for or jobs that are not sustainable and secure.

Ms Bland argued that it is not just care leavers that are estranged, but that there are lots of young people who are slipping around the side of the care system.

Think Forward then provided the APPG with a presentation on their work. The organisation works with 14-18 year olds of the most disadvantaged, helping to prevent them from becoming unemployed. The programme operates in London, Nottingham and Kent where they identify young people from the end of Year 8 and work with them until end of Y13 providing 5 years of consistent mentoring and coaching support.

The programme has four key elements:

1. Early intervention;
2. Long term approach with a consistent relationship with a coach throughout the 5 year journey;
3. Work Ready skills; they recognise the crucial importance of academic qualifications but also layer in support to develop the soft skills needed for work; and
4. Exposure to the world of work; working with a whole range of different employers from Year 9.

Think Forward discussed that young people without family support are left behind and this lack of support has an impact on aspiration and expectation as they have no one to talk through the practical steps to support their aspirations. In addition young people with learning disabilities may find barriers from family limit what they believe they can do (only 6% of people with learning disabilities are in full time employment).

Without support this vulnerable group are at risk of getting involved with gangs etc. There is also a significant drop in post 16 education attainment as navigating the world beyond GCSEs can become much more difficult.

A young programme participant, Ash, shared her personal experiences, Ash cycled in and out of foster care and found that the support from her Think Forward mentor was one of the only constants in her life. The mentor supported her through difficult times and gave her the vital encouragement and support she needed to progress.

Inquiry Responses

The inquiry has had seven written submissions from organisations and individuals that provide support to young people, particularly where this is an absence of family support.

In their written submission Barnardo's shared key data about the groups that they work with. Of note is the fact that care leavers are less likely to be in education, employment or training post 16 than their peers; in England 46% of care leavers aged 19-21 and 63% of care leavers aged 17-18 are in EET, this compares to 89% of all young people 16-24.

There are additional barriers within the group of care leavers, particularly around mental health. An analysis of the care leavers Barnardo's supported highlighted that while 46% of them had mental health needs and 1 in 4 had experienced a mental health crisis since leaving care, 65% of care leavers with mental health needs were not receiving a service.

In terms of young carers, Barnardo's identified that they are more likely than other children to be living in poverty or come from single parent families. They are also more likely to get lower GCSE results and twice as likely as other young people to be NEET. Young carers often have to choose between providing care for their family members and going on to further education, apprenticeships and employment.

CentrePoint who work with young people who are homeless, shared key data from their report that draws attention to the inequality young homeless people have to endure; 44% of homeless young people can only find work in lower paid jobs with little security, compared with 24% of the general population young people. Young homeless people are also less likely to get pre-employment support; only 17% of homeless young people had help writing their CV compared with 49% of the general population young people.

Gateshead College identified that they do not get the necessary support and information to support all care leavers and although the College engages with several local authorities, it has identified significant inconsistencies in the way care leavers are supported and identified. Early identification and service partnerships are proving to have a more positive impact on the young person's experience and attainment.

Movement to Work made a crucial point about young people who do not have family support not being able to access identification and bank accounts, which is a major barrier to securing employment. These young people are also less likely to participate in unpaid work experience, internships or volunteering as there is usually a cost associated with accessing these opportunities that young people cannot afford.

Summary and Conclusions

The inquiry has identified that there are a significant number of young people throughout England who do not have access to family support. This puts them at a distinct disadvantage compared with those young people with family capital.

The groups of young people who have been identified in this report are at risk of having significant emotional challenges and barriers including a lack of self-confidence and self-esteem as well as having a likelihood of a mental health crisis.

There are practical challenges also for this group such as not having secure and affordable accommodation, not having achieved academically within education, having a criminal record and not having essential identification and bank details that can create barriers to employment. For some young people the practicality of not having access to rent deposit money or basic travel costs can prohibit them from accessing good quality employment opportunities and can prevent them from accessing much needed work experience.

Often talked about within the inquiry was the lack of a trusted friend or mentor. In the absence of family young people need to have a trusted adult who can help them to engage with relevant services, access financial support and help them to identify their goals and aspirations and set out a plan to realise those.

What we are clearly seeing is the impact when there is absence of economic, social and cultural capital being passed to these young people, in exactly the same way as the “Role of the Family In Social Mobility” Report identifies.

There are several services who have a duty to provide care and support to these vulnerable young people including the Local Authority, Education and Rehabilitation services. However as we know many of these services are stretched and under great funding pressures meaning they are often unable to provide the required support at consistent levels. There is also a risk that some of these young people do not get captured in statutory service data and slip through the net of support altogether.

Charities and social enterprises across England provide a significant amount of provision which has a very real impact on the young beneficiaries, but there is a lack of a joined-up approach in identifying each young person who is without adequate family support. The risk of not supporting all these young people is that many are being left behind, they are not achieving their potential and are at great risk of moving further away from the labour market and living a quality life.

Recommendations

- Protect the benefits of young care leavers and carers.
 - Young adult carers should be classed as a "vulnerable group" by the Department for Education which would give them full entitlement to the 16-19 bursary. Young adult carers currently miss out on this vital support which would help them with the additional financial costs of learning. As a result, many either do not take up learning opportunities or drop out.

- Young care leavers should be reassured that their benefits will cover the cost of renting while job hunting. The government should extend the exemption of care leavers from the Shared Accommodation Rate of Local Housing Allowance until the age of 25, so that they do not have the pressure of making up the rent while studying or searching for a job. Local authorities can also show their support by exempting care leavers from council tax, as Southwark, Wigan and others have done already.
- The Department for Work and Pensions should make young adult carers exempt from the 21-hour rule in the benefit system. Currently, they lose the Carer's Allowance of £62.10 per week if they participate in learning for longer than this each week. Most FE courses require longer participation, leaving young adult carers in a catch-22 situation. Given that many young adult carers have already lost out on several years of education as a result of their caring responsibilities, and that they and their families typically live in or on the edges of poverty, they deserve greater flexibility to gain the skills they need for successful careers.
- Improve accessibility to Traineeships.
 - Extending the 6 month time limit for those who need more time to complete a traineeship.
 - Allow greater flexibility in eligibility criteria, to widen participation for those young people who will benefit
 - Improve awareness through national marketing campaigns and ensure that Local Government and service providers are able to offer and promote them.
- Improve mental health services for care leavers. This could be achieved by allowing care leavers to access child and adult mental health services to 25 for example, or by placing a specialist mental health worker in leaving care teams.
- Provide education bursary support for young people without family support. The government should reintroduce a needs-based bursary similar to the Educational Maintenance Allowance in order to provide financial support for young people on low incomes who are seeking to further their education and job prospects.

Appendices: Submission Information & Written Evidence

Appendix I Centrepoint

Centrepoint response to APPG for Youth Employment inquiry on 'The Role of the Family in Supporting Young People into Employment'

Introduction

Centrepoint is the leading national youth homelessness charity, supporting young people aged 16 to 25. Established almost 50 years ago, we operate 60 services providing support to more than 10,000 young people each year.

In 2017-18 Centrepoint conducted a Youth Spotlight survey, asking almost 2,500 young people (2,014 from the general population and 427 homeless young people) about their experiences of education and employment. The information collected from this survey has been used to inform our response to this inquiry.

Q.1 What is your experience of working with young people with limited family resources or other groups, such as young care leavers? What problems do you see and are they increasing?

The majority of young people who arrive at Centrepoint hostels are not in employment, education or training. Two thirds of the young people we support are homeless due to family relationship breakdown and they often have no financial support to fall back on. One of the founding principles of Centrepoint's work is to support young people into a job and a home. Barriers such as a shortage of jobs in many areas of the country and a lack of qualifications are enduring concerns for all young people. However our research has found that even as long-term youth unemployment falls nationally, many homeless young people are still struggling to find secure and well-paid work.

44% of homeless young people can only find work in lower paid jobs with little security, compared with 24% of general population young people.

Centrepoint's Youth Spotlight survey also found that young people with limited family resources often miss out on vital employability support, compared to their peers. For example:

- 12% of homeless young people were supported financially by their families while they carried out work experience, compared to 42% of general population young people.
- 17% of homeless young people had help writing their CV compared with 49% of general population young people.

Q.2 What services do you provide to this cohort and what do you see working the most, pre-employment and once in employment?

Centrepoint supports homeless young people to return to education and prepare for the world of work by running courses aimed at improving their Maths and English. We also provide young people with work experience, traineeships and job skills workshops to help prepare for a career. Pre-employment information, advice and guidance sessions on CV writing are a vital support when beginning the job search. Additionally, we offer higher education workshops run in collaboration with universities to help young people with their applications.

Once in employment, education, or training we offer bursaries to help cover the costs of essential equipment, travel costs, course fees and childcare. As well as financial support, we find that life skills training sessions help young people to budget, pay bills and live independently. We also know that once in employment, young people who have experienced homelessness need the support and understanding of their employer as they find their feet in the workplace. If the young person is receiving support from organisations such as Centrepoint, the employer should work with the service provider to ensure they are supporting them in the best possible way.

Q.3 Do you feel that government and local government could do more to support this group?

Centrepoint would like to see a greater focus on traineeships as an initial stepping stone towards employment for those not yet ready for an apprenticeship. Traineeships could be made more accessible by extending the 6 month time limit for completion to allow for unforeseen disruptions.

Young care leavers should be reassured their benefits will cover the cost of renting while job hunting. The government should extend the exemption of care leavers from the Shared Accommodation Rate of Local Housing Allowance until the age of 25, so that they do not have the pressure of making up the rent while studying or searching for a job. Local authorities can also show their support by exempting care leavers from council tax, as Southwark, Wigan and others have done so already.

The government should reintroduce a needs-based bursary like the Educational Maintenance Allowance in order to provide financial support for young people on low incomes that are seeking to further their education and job prospects.

Q.4 What are the risks of no further support being provided?

Barriers to employment can frustrate young people's development and have a negative impact on their mental wellbeing. If we do not support young people in moving to the next chapter of their lives and living independently, tensions are likely to arise in the family home, particularly if parents are not able to financially support them any longer. For young people without a family support network the risks are even starker as they could ultimately face homelessness.

Appendix II Barnardo's

Nicola Smith

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Introduction

As the UK's largest children's charity, Barnardo's works directly with over 300,000 children, young people, parents and carers every year through more than 1,000 services. Our services include providing counselling for children who have been exploited, support for children in and leaving care and specialist mental health services. Barnardo's purpose is to transform the lives of the most vulnerable children and young people. We work to build stronger families, safer childhoods and positive futures for children and their families/carers through our services, campaigns and research.

What is your experience of working with young people with limited family resources or other groups such as young care leavers? What problems do you see and are they increasing?

Care Leavers

Barnardo's works with a wide range of vulnerable young people many of whom have limited family resources. We do a wide range of work with care leavers, offering support services, advocacy and accommodation services including supported lodgings. In total we provide 22 services to care leavers, and last year we worked with 3200 care leavers across all of our services.

This group often has limited family resources and support and therefore have to live independently at a much younger age than many other young people. While an increasing number of young people are living at home well into their 20s, care leavers often have to leave care at 18. Although many young people who leave care go on to have successful adult lives there is still evidence that many of them are facing significant difficulties in making the transition to independent living. This can be particularly seen in their ability to access education, employment and training (EET). Care leavers are less likely to be in EET post 16 than their peers – in England 46% of care leavers aged 19-21 and 63% of care leavers aged 17-18 are in EET, this compares to 89% of all young people 16-24.

Our own experience of working with care leavers is that most often they need a package of support around them before we can consider helping them access employment or training. It is important for example that care leavers are supported in finding good quality accommodation that meets their needs. Care leavers placed in unstable or isolated accommodation where they do not feel safe are unlikely to be able to either apply for or sustain a job. Finding appropriate accommodation remains a key concern for many of the young people we support and our services report that numerous changes to the benefits system have made it harder to place young people in recent years. For example, benefit freezes to housing payments have made it harder to find suitable properties that the young people can afford. In addition, it has become harder for young people to access appropriate accommodation in the social sector. This is the preferred option as it does not require a deposit and is usually more stable and long term – since the under occupancy penalty means that in reality most of our care leavers can only be placed in one bedroom accommodation and this is in short supply.

We also believe that there needs to be further investment in other support services for care leavers – without which it is very difficult to move them into employment and training. Barnardo's is particularly concerned about the issue of the lack of mental health services for this group following recent research that we conducted last year. An analysis of the care leavers Barnardo's supported highlighted that while 46% of them had mental health needs and 1 in 4 had experienced a mental health crisis since leaving care, 65% of care leavers with mental health needs were not receiving a service .

Young Carers

Barnardo's supported nearly 4000 young carers and young adult carers and their families in the last year through 21 services across the country.

Young carers are children and young people who help look after a member of their family who is sick, disabled or has mental health problems, or is misusing drugs or alcohol. Their day to day responsibilities often include: cooking, cleaning, shopping, providing nursing and personal care, giving emotional support, financial management and caring for siblings. Outcomes for young carers and young adult carers are shockingly poor. Young carers are more likely than other children to be living in poverty or come from single parent families . They are also more likely to get lower GCSE results than and twice as likely as other young people to be NEET .

Our experience of working with and supporting young carers and young adult carers is that they often have to choose between providing care for their family members and going on to further education, apprenticeships and employment. Not being on call to support their parents/siblings is a key concern for this group of young people. These young people often do not have stable families or the support needed to access education and employment opportunities. Unfortunately the system they encounter and the lack of understanding about their situation will push them away from learning and work, rather than enabling them to participate and achieve.

What services do you provide to this cohort and what do you see working the most, pre-employment and once in employment?

Care Leavers

Barnardo's has experience of supporting young care leavers into employment and providing in particularly bespoke support specifically tailored to this group. In particular we have had a lot of success in working through our Lincolnshire's Education, Employment and Training provision which aims to increase the level of participation in education, training and employment of young people in receipt of leaving care services in Lincolnshire.

The scheme consists of two parts; a work preparation program and a bespoke apprenticeship scheme. The work preparation programme involves a two day course covering aspects such as why people got to work, interview skills and understanding payslips and is followed by an extended period of work experience of up to 13 weeks in a placement specifically identified as being relevant to the young person's skills and interests. The placement includes weekly supervision and support from workers in the service. The work experience element of the program is particularly beneficial in giving young people practical experience and is used to ensure that any specific barriers a young person might face in sustaining paid employment are identified and steps taken to address them. Participants keep whatever benefits they are already in receipt of and are paid a small incentive in voucher form, and their travel expenses and necessary clothing expenses are covered.

Young people who complete their work experience successfully with excellent attendance and who are able to complete an apprenticeship framework may progress on to the Care Leavers' Apprenticeship Scheme. This is a bespoke scheme whereby the young person is employed by Lincolnshire County Council and permanently seconded to the employer they work for.

A significant part in ensuring the scheme's success is the wrap around support which is provided throughout – from the initial two day course, through the work experience and the apprenticeship. Barnardo's believes it is essential if we are to successfully support young care leavers into work they need a support service through the early move into employment that effectively mirrors the support that other young people get from their families. For example our support includes things such as advising on work place etiquette, helping young people to write applications or prepare for job interviews and giving them advice on how to manage conflict at work. There is also 1:1 help with the academic side of the apprenticeship for the duration of the apprenticeship. We believe this kind of support provided throughout the programme is key to ensuring young people are more employable at the end of the programme.

The service is relatively small scale but has had some successes with the young people it has worked with. In the financial year 2017 – 2018, 36 care leavers attended the Work Preparation Programme and of these 20 went on to a work experience placement - of the remaining 16, 11 entered other forms of employment, training or education directly and only 5 were not ready for work experience and remain NEET (many of our young people have other issues which prevent them from being work ready as outlined in the first section above). Of the 20 who started work experience 8 progressed on to the Care Leavers' Apprenticeship Scheme (CLAS) and a further 11 went to college.

Young Carers

Our young carers' services support young carers and their families help to maintain a healthy lifestyle needed to balance caring responsibilities with education, employment and a social life. They work to ensure that young carers have the information about money/benefits/grants/services available for carers

Our services ensure that they can provide information, advice and guidance about opportunities in further or higher education and flexible training courses and how to get relevant financial assistance. They liaise directly and build partnerships with educational institutions and help young people to balance education, employment and training with caring.

As referenced above, we work closely with a number of supportive schools, colleges and universities and employers to ensure that they have support available for young carers within their institution and that a more flexible approach is taken in view of their caring responsibilities in order to enable them to undertake higher/further education and employment. However, this support is sporadic and inconsistent. We want more colleges, universities and employers to provide opportunities for young adult carers to disclose their caring responsibilities and to receive support and assistance to help them balance their caring and their education/employment.

Do you feel that government and local government could do more to support this group?

Care Leavers

A key part of supporting care leavers into employment is ensuring that the government has the right support in place in other areas, to ensure they are ready to move into work. There have been some important changes to the support offered to care leavers in recent years in particularly the Children and Social Work Act 2017 which provides for support to be provided from local authorities to care

leavers up to the age of 25 – previously it was up to the age of 21. In addition, from January 2019 Local Authorities in England will have to publish a “local offer” to care leavers which will detail the support available in their area. This document should be produced in consultation with care leavers in the area. These documents will provide an opportunity to examine how support for care leavers differs across Local Authorities and provide an chance to share best practice and hopefully improve services in some of the lower performing Local Authorities.

However there are other changes that could be made to further support the care leaving population. For example reforms could be made to the benefit system to make it easier for care leavers to access good quality accommodation in both private and social sectors. Some changes we particularly support – and which we recommended in a recent report by the social security advisory committee report on young people living independently are:

Extending the exemption for care leavers from the single occupancy rate until the age of 25 (this currently ends at 21 despite new legislation which extends support to care leavers from local authorities to 25)

Exempting care leavers from the under-occupancy penalty

Barnardo’s is also calling on central government to do more to improve mental health services for care leavers. Again this is necessarily if many care leavers are ever to reach a place when they can realistically progress into employment. We would particularly like to see CCGs invest more money in mental health support for this group. This could be done by allowing care leavers to access child and adult mental health services to 25 for example, or by placing a specialist mental health worker in leaving care teams.

Young Carers

We support the Learning and Work Institute who have identified three key policy changes that could make a huge amount of difference to young adult carers with relatively low cost implications.

We want young adult carers to be classed as a "vulnerable group" by the Department for Education which would give them full entitlement to the 16-19 bursary. Young adult carers currently miss out on this vital support that would help them with the additional financial costs of learning and, as a result, many either don't take up learning or drop out.

Secondly, we want the Department for Work and Pensions to make young adult carers exempt from the 21-hour rule in the benefit system. Currently, they lose Carer's Allowance of £62.10 per week if they participate in learning for longer than this each week. Most FE courses require longer participation, leaving young adult carers in a catch-22 situation. Given that many young adult carers have already lost out on several years of education as a result of their caring responsibilities, and that they and their families typically live in or on the edges of poverty, they deserve greater flexibility to gain the skills they need for successful careers.

Finally, we want young adult carers to be able to access flexible apprenticeships to boost their skills and careers. Currently Skills Funding Agency guidance states that apprenticeships should be at least 30 hours work per week, except in exceptional circumstances. Exceptional circumstances are not defined and no data is collected. As a result, many young adult carers are locked out of these opportunities to improve their skills, bridge the gap to employment and embark on sustainable careers.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/709732/ssac-occasional-paper-20-young-people-living-independently.pdf

Appendix III Black Country Talent Match

As an organisation working with hard to reach 18 to 29 year olds, we feel we have valuable insight into supporting young people with limited family resources.

What is your experience of working with young people with limited family resources or other groups such as young care leavers?

Talent Match is an intensive mentoring programme supporting 18 to 29 year olds who are furthest from the labour market. One of our target groups is care leavers (these make up 20% of our cohort) but the issue of limited family resources is not restricted to this group of individuals. We see an abundance of young people from chaotic backgrounds (YP from the travelling community, households where Domestic Violence or drug/alcohol dependency is an issue, young people with caring responsibilities etc). The effect of limited family resources is significant.

What problems do you see and are they increasing?

We see many young people lacking in basic life skills. Many young people have faced social isolation, anxiety, loneliness, they lack social skills and the required resilience to see a way forward. Our project increasingly tries to impart skills and knowledge to our young people that would reasonably be expected to be the domain of a normal parents role (such as financial budgeting, personal hygiene, housekeeping skills, cooking, travel planning) YP are also lacking practical, ongoing support as well as missing the role of a “critical friend” that parents might normally be expected to provide. These issues are compounded where the young person also does not have safe and stable accommodation they can call ‘home’.

What services do you provide to this cohort and what do you see working the most, pre-employment and once in employment?

Mentors and delivery partners have provided individualised, intensive support which has enabled many young people to start to work towards realising and achieving their aspirations. For those young people that have engaged and built a positive, trusting relationship with their mentor their journeys have been significant and inspirational with many successes and achievements along the way. The chance to try work experience / volunteering has been successful in preparing young people for the world of work.

865 of our young people were surveyed at the 12 month stage and:

- 47% had taken part in work experience
- 40% had volunteered
- 55% had undertaken additional training
- 33% had gained employment

Pre employment we can commission specialist support to help young people overcome the barriers that they face whilst we focus on upskilling and building employability skills with the young person. The longer term, bespoke nature of our service allows us to truly understand each individual’s issues and how to help them overcome them. Once in employment, our continuing support ensures that

the job opportunity is sustained. Often we can act as the go between between the young person and employer to smooth over any hiccups before they become bigger issues. As Talent Match Black Country moves to work almost exclusively with ex-offenders our role will be become more important in supporting them into work to reduce the risk of reoffending.

Through the projects evaluation we are also able to demonstrate our Social Return on Investment (SRoI)). From in-depth analysis of 40 Talent Match case studies (12 of which had an offending background) we are able to demonstrate a SRoI value of £1,172,890 and average individual value of £29,322. Individuals previously convicted and at risk of re-offending have significantly higher values attributed to them. The collective SRoI for the 12 case studies was £622,459, an average of £51,871 per ex-offender.

Do you feel that government and local government could do more to support this group?

Yes! There is no quick fix for those young people furthest from the labour market. Long term funding is needed to make meaningful change for this group. Innovative initiatives such as the Movement to Work programme enable progress to be made in manageable increments for this client group. There are many positive opportunities for those young people that are job ready however there are many young people that aren't ready, those young people that have not had a stable, supportive family environment, those that have found themselves without a home, those that have suffered trauma, have mental ill health, have committed a criminal offense or have been in the care system. It is crucial that these young people are not written off but instead are given the support they need to develop, grow and realise their full potential. We all have a responsibility to work collectively to ensure all young people have access to the support they need to ensure No One is Left Behind.

Throughout the life of the current project (to date we have supported 1380 YP) we have continued to work alongside young people who face the biggest challenges and the longest journeys.

Of our young people on programme:

- 25% suffer mental ill health
- 21% have experienced homelessness
- 21% have an offending background
- 20% are hidden (not in receipt of benefits)
- 40% have been unemployed for 2 years or more

Many of our young people have faced social isolation, anxiety, loneliness, they have lacked social skills and the required resilience to see a way forward. The Talent Match hubs have provided safe places where they can go, meet their mentor and start to access the individualised support they need. These safe places have enabled young people to build positive friendships and relationships, participate in activities that have supported their development. Young people have taken the lead on projects that have increased their skills, confidence and motivation but have also enable them to support other young people and be part of a wider community.

What are the risks of no further support being provided?

There is a cohort of young people where "off the shelf" programmes of support will simply not work due to the nature and complexity of the barriers that they face. Without the sort of support that Talent Match offers, large numbers of young people will simply never be enabled to become economically active, productive members of society. In particular ex-offenders will often lack family resources and this may also have been a significant factor in them offending in the first place.

Without filling this gap, young people remain vulnerable and stuck in a hole, unable to improve their life chances.

Appendix IV University of Sussex Business School, IES, NIESR

Submitted by

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on behalf of research conducted for the large scale EU funded research project "Strategic Transitions for Youth Labour in Europe" (STYLE) www.style-research.eu.

Executive Summary

Research findings:

- Young people coming from households where no one was working had a 30% higher rate of being unemployed, compared to young people coming from any other kind of household where at least one parent was working.
- Having parents with low educational attainment, low household incomes and experience of unemployment, divorce, disability, migration or living in remote rural areas were high risk factors of becoming NEET.
- In the UK comparing ethnic differences, and controlling for different levels of economic disadvantage, identified how young people from Indian, Pakistani, Bangladeshi and Black African communities were more successful in moving into education and employment relative to young people from Afro-Caribbean and White British backgrounds.
- Maternal employment, especially in the UK and the Mediterranean, had a significant effect on young people, especially young women, being in employment.
- Having siblings who were employed had a positive effect on other young people from the same household finding work.

Effective policies:

Policies supporting youth employment need to be targeted in relation to overall household employment characteristics to identify vulnerable youth. Examples of such policies focus on:

- Parental engagement and family learning programmes
- More gender equal opportunities in the labour markets
- Financial incentives to increase engagement for low-income families
- Income support for the young unemployed and first time job seekers
- Employment services and guidance for young people
- Programmes combining work and study: quality apprenticeships, traineeships, work experience placements and pre-vocational/pre-apprenticeship training.

Risks of no further support being provided:

- Declining levels of trust at an individual and political/societal level amongst NEETS, compared to peers in education or employment.

Introduction

The STYLE project produced new European wide evidence on youth employment transitions related to the effects of family legacies, labour market flexibility, skills mismatch, new patterns of youth migration and the increasing role for labour market policies (O’Reilly et al. 2015)

(<http://journals.sagepub.com/doi/abs/10.1177/2158244015574962>).

The STYLE project produced a large number of publications in the form of working papers, policy briefs and newsletters published on the project’s website www.style-research.eu. STYLE also produced a database/inventory of effective youth-related programmes across the EU, including the UK. These highlighted key policy pointers on designing and implementing successful school to work transition policies. The summary evaluation of this database and analysis is also published in two major Open Access book publications:

- **‘Youth Employment: The STYLE Handbook’** (www.style-handbook.eu) (Policy Press <https://policy.bristoluniversitypress.co.uk/youth-employment>) includes a summary of the key findings.
- **‘Youth Labor in Transition: Inequalities, Mobility and Policies in Europe’** (Oxford University Press) (<https://global.oup.com/academic/product/youth-labor-in-transition-9780190864798?cc=gb&lang=en#>)

APPG Inquiry Questions

- **Working with young people with limited family resources: the problems they face**

Our experience of working with young people with limited family resources involved the inclusion of over 60 organisations across Europe delivering youth services, together with a selection of young people from these communities participating in Local Advisory Boards.

These Boards provided on-going advice for the STYLE research project that included 25 research organisations from 19 European countries.

Reports of these annual discussions over a period of three and a half years (2014-17) are available on the STYLE web site: <https://www.style-research.eu/publications/lab-reports/>

The key problems identified in these discussions with young people and service providers fed into the research analysis. The key findings and problems were:

- Young people coming from households where no one was working had a 30% higher rate of being unemployed compared to young people coming from any other kind of household where at least one parent was working (Berloff et al. 2019).

Risk factors of being NEET

Individual Characteristics of Young People	Family Background of Young People
Those with low educational attainment (ISCED 0-2) are 300% more likely to be NEET than tertiary education graduates	Those with parents with low educational attainment (ISCED 0-2) are up to 150% more likely to be NEET than those whose parents

(ISCED 5-8) and 200% more likely than those with secondary education	have a secondary level of education and up to 200% more likely than those whose parents are tertiary education graduates
Those living in remote areas and in small cities are up to 150% more likely to be NEET compared to those living in medium-sized or large cities	Those with a low household income are 100% more likely to become NEET
Those with an immigration background are 70% more likely to become NEET	Those whose parents are divorced are 30% more likely to be NEET
Those suffering from some kind of disability are over 40% more likely to be NEET	Those who parents have experienced unemployment are 17% more likely to be NEET

Source: Eurofound (2012) and Mascherini (2019)

- Differences in educational performance could be distinguished between those on Free School Meals where poor families experience attainment inequality and – if progressing to HE – in quality of the HE education (Hedges and Speckesser (2017).
- Children of parents with high education are 10 times more likely than children of people with low education levels to be better educated themselves (European Commission 2018: 16)
- In the UK a comparison of ethnic differences identified how young people from Indian, Pakistani, Bangladeshi and Black African communities were more successful in moving into education and employment than young people from Afro-Caribbean and White British backgrounds (Zuccotti and O'Reilly 2018).
- Maternal employment, especially in the UK and the Mediterranean, had a significant effect in young people, especially young women, being in employment (Berloff et al. 2019)
- Having siblings who were employed also had a positive effect on other young people from the same household finding work (Filandri et al. 2019)

These findings suggest that policies to support youth employment need to be targeted on overall household employment characteristics to identify vulnerable youth.

• **Could government and local government do more to support this group?**

Based on evidence from consultation with our Local Advisory Boards and the research conducted we found effective policies included:

- Parental engagement and family learning programmes
- More gender equal opportunities in the labour markets
- Financial incentives to increase engagement for low-income families
- Income support for young unemployed and first time job seekers
- Employment services and guidance for young people
- Programmes combining work and study such as quality apprenticeships, traineeships and work experience placements together with, where required, pre-vocational/pre-apprenticeship training.

Parental engagement is critical in minimising the risk of early school leaving. As a result, a number of programmes focus on encouraging parental engagement in relation to the education of their children. For example, in Ireland’s Home School Community Liaison (HSCL) Scheme, which forms a major part of the country’s Action Plan for Educational Inclusion, targets pupils identified as at risk of underachievement and school dropout due to background characteristics. It targets the causes of educational underachievement by focusing on parents and relevant adults whose attitudes and behaviours impinge upon the educational lives of children. A dedicated teacher serves as the liaison person on a full-time basis between the home, the school, and the community and seeks to support the development of the pupil-parent-teacher relationship. Its whole school approach has contributed to improved school, attendance, participation and retention (European Commission 2013).

The Home-School Community Liaison (Ireland)

The initiative aims to establish collaboration between parents and teachers for children's learning, targeting, in particular, families from disadvantaged backgrounds and/or neighbourhoods. In order to overcome parents' own negative experiences with school, the initiative tries to recover trust by recognising parents as belonging to the school (e.g. parents’ rooms), offering adult education courses, involving parents in teaching mathematics and reading for primary school children, and involving parents of children with special needs in helping their own child in class. Parents thus gain knowledge and understanding of learning and can better support their children at home.

Another key feature of the programme is the 'home-school coordinator', who acts as a mediator and contact person. The coordinator regularly visits families and can intervene in particular in crisis situations, after absences from school or in cases of disruptive behaviour. (European Commission 2011: 27; Department of Education and Skills and Child and Family Agency 2016)

Family learning programmes provide parents with the strongest possible motive for participation: improving their child's chances in life. Many policy makers see this as a means to “lure” parents into learning, with such programmes serving as a stepping stone to further education. A central message of these and other successful recruitment drives has been that adult literacy courses that are not like compulsory school.

Family learning leads to further learning: Clare Family Learning Project (Ireland)

The primary aim of the Ireland’s Clare Family Learning Project is to encourage parents to get involved in their children’s education, particularly through supporting their children’s literacy and numeracy development. The programme teaches parents about the Irish educational system, shows them how to help with their children’s school work, and gives them confidence they need to communicate with school staff. This is a “win-win” process: by getting more involved in their children’s education, parents improve their own basic skills and develop the confidence and knowledge they need to take up further learning.

Many participants come from the following groups: single-parent families, teenage/young parents, refugees and asylum seekers, migrant workers, Roma and Travellers, and carers and foster parents. The programme collaborates with schools, social services, libraries and community

groups to connect with parents who would benefit from family learning. A learning champion helps the programme to engage with families from the Roma and Traveller communities.

Children function as the programme's 'hook' for drawing parents in and introducing them to further education. Once engaged in family learning, many parents become aware of their own potential for learning, and are exposed to new educational opportunities. For many parents, family learning thus serves as an essential stepping stone to adult education. Clare Family Learning offers a broad range of classes, and the majority of parents who complete a class continue onto other learning opportunities (European Commission 2015: 18-19).

More gender equal opportunities in the labour markets

Securing better employment prospects for women (as the mothers of young entrants) would both benefit employment outcomes for young people and support family formation (Filandri et al. 2019).

There is a strong association between mothers' employment and their children's later occupational outcomes (Berloff et al. 2019). For younger cohorts a more gender equal participation in the labour market is associated with a greater advancement in the transition to adulthood, for both genders. Addressing gender gaps early in the life course could help avoiding later inequalities and their long-term consequences.

Financial incentives to increase engagement for low-income families

Based on growing evidence that offering young people financial incentives increases engagement rates and can help them overcome barriers to participation, such as low household income, a number of countries have also introduced financial incentives to encourage re-engagement with the education system (Eurofound 2012; O'Reilly et al. 2019). For example, in the UK, the Education Maintenance Allowance (EMA) (now being replaced by a bursary system) was a weekly allowance linked to satisfactory school attendance and was paid directly to low-income-family students aged 16 to 19 years in order to encourage them to stay in secondary (and tertiary) education. The EMA has been positively evaluated by the OECD and was found to have contributed to both an increase in participation in full-time education by around 5% and an improvement in the attainment level of participants, which given the profile of participants, is considered a significant achievement (Carcillo et al, 2015).

Income support for young unemployed and first time job seekers

In most European countries, flexible jobs (agency work, fixed-term contracts, part-time work, mini-jobs, some forms of self-employment) risk becoming a lower segment of the labour force, catering especially for young people. But these jobs are unable to protect them from the risks of incurring a 'trap jobs' career, unemployment, parenthood or illness, or securing income guarantees in old-age. Young people from low social classes are most affected. There is a need to harmonise benefit systems to include young people, since segmentation of the labour markets, prolonged turbulence and informal work can easily become traps for those young people with disadvantaged social background and less parental resources.

Redistributive policies aimed at supporting the income level of the lower class, especially during non-employment, through a universal system of unemployment benefits for young people unrelated to the previous contributions history and/or housing allowances, could readdress these inequalities. The STYLE analyses support a measure by which government social protection programs ought to guarantee regular cash transfers to poor young adults in periods of non-employment, conditioned either on active job search or on participation in ALMPs (Filandri et al. 2019; Smith et al. 2019).

Employment services, advice and guidance for young people

Policy interventions need to redress the intergenerational transmission of disadvantages. Focusing on young people whose parents or other family members do not work and on lower class families, key steps would be:

Increasing opportunities for low and middle class children, and for low work intensity households to have their children pursue higher education. Offering later guidance for young peoples' strategic planning through the initial steps of their career, focusing both on young people's aspirations and motivation, and on giving them access to an effective service of job search. Policies and interventions should invest in educational programs (from a young age) to increase self-awareness, esteem and aspirations (Hvinden et al. 2019).

Providing wider and more access to opportunities for internships or company-based training, be it through investments in educational institutions' career-support functions or through employment agencies, could contribute to counterbalancing the advantages of wealthier families' resource capacities and personal networks (Hadjivassiliou et al. 2019).

Proactive outreach work, including through active involvement of NGOs and/or youth organisations and e-outreach that includes systems for diagnosing vulnerable young people's specific needs. This requires early, integrated and person-centred interventions to address complex needs. Effective case management needs to be combined with individualised action planning together with personalised mentoring, help and support as well as follow-up well after the end of the programme. This requires sufficient Public Employment Service capacity and resources to service youth at risk requiring more intensive and personalised attention (Lewis and Tolgensbakk 2019).

Involvement of all relevant stakeholders, including youth organisations and youth workers is key. Partnership/multi-agency working and co-ordination for an integrated service to youth at risk is required, especially at a local level. Programmes combining work and study such as quality apprenticeships, traineeships and work experience placements together with, where required, pre-vocational/pre-apprenticeship training (Hadjivassiliou et al. 2019).

● What are the risks of no further support being provided?

Our research has also indicated that young people who have been unemployed or NEET have lower levels of trust in others and public institutions compared to young people who are in education or employment (O'Reilly et al. 2018).

The risks of not providing further support to integrate a generation of young people into good quality employment trajectories will have long term economic and social consequences, not only at an individual level for their own future personal and household incomes, but also in relation to their lack of trust in political institutions (O'Higgins and Stimolo 2018; O'Reilly et al. 2015).

The legacy of previous recessions and the experience of unemployment for their parents can clearly be seen as leaving a scar on current younger generations growing up in low income, work poor households. This is why it is essential that policies need to be implemented to prevent deepening these scars.

Relevant Literature

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Appendix V Movement to Work

Movement to Work is a registered charity and a voluntary coalition of Britain's leading employers, backed by the TUC, CBI and UK Government. We are committed to providing high-quality work placements and other workplace opportunities for young people aged 16-24 who are not in education, employment or training (NEET). We particularly seek to help those from disadvantaged backgrounds.

Over 100 UK employers have signed up to the Movement, including the Civil Service and the NHS; FTSE 100 companies such as BT, Centrica, HSBC and M&S and other large private firms such as Accenture and numerous SMEs. Together, our members have delivered over 75,000 work placements over the last four years. Of those completing placements, over 50% have achieved a 'positive outcome' by going directly into employment, further education or training.

While the UK's overall unemployment rate is at its lowest level in decades, the number of young people who are NEET remains stubbornly high, particularly in deprived areas of the UK. This is a significant economic and social issue for the UK. We believe that well-resourced work-placement programmes, apprenticeships and other training opportunities have an important role to play in tackling youth unemployment.

What is your experience of working with young people with limited family resources or other groups such as young care leavers? What problems do you see and are they increasing?

Movement to Work helps young people with a broad range of issues that mean they are disadvantaged compared with their peers. These can be due to disability, poverty, lack of family support or any family at all, amongst many other issues.

Young people who are NEET often face considerable barriers when attempting to access work-placements, apprenticeships and other training opportunities, including poor basic skills, low self-esteem, behavioural and health problems, and lack of family support – including those with families who have never worked. A lack of any previous work experience will compound these barriers, coupled with difficulties with pre-employment checks for those with little basic family support. For example, applicants might not have access to a passport, driving licence, utility bills or money for travel. There is also often employer discrimination, conscious or otherwise. Some may also have criminal records, which raises the issue of how to disclose a criminal record to employers as constructively as possible.

Many find themselves trapped in a vicious cycle of 'no experience, no job; no job, no experience'. Young people from disadvantaged backgrounds are also less likely than their peers to have the opportunity to participate in unpaid work experience such as internships. With high levels of competition for places on high-quality apprenticeship schemes, those without any prior work experience may find it difficult or even impossible to secure a place.

This is particularly the case for young people from disadvantaged backgrounds who are likely to have fewer formal academic qualifications to support their application. The academic qualifications required by employers for apprenticeships often have little relevance for the job itself, meaning that in some cases the requirement for qualifications can act as an arbitrary barrier to employment for otherwise capable and determined young people.

But the principal issue facing them is that they simply do not have the networks that other families have to access work experience opportunities. Work experience is one of the biggest driving forces behind developing ambition to take on certain roles a young person may never have been aware of prior to that experience. It also enables organisations to see what a person is like when they are actually in the workplace, where determination, intelligence and common sense often outweigh qualifications.

We have seen many young people go through a Movement to Work placement or other job opportunity schemes who had these issues but are now working happily in meaningful careers. These include those with severe family difficulties like absent parents (through death or leaving the family), alcoholic parents, parents who have never worked or where the young people are their parents' carers, amongst many other issues. Many of these young people have developed experience that was largely absent in their families, including 'soft' skills such as networking, which has led to them being 'poached' to different parts of companies because of their positive reputation. They have also become great ambassadors for others in a similar position to that which they were in prior to entering work.

Though it is hard to say whether these issues are on the increase or otherwise, lack of family support remains a serious barrier for many young people who want to achieve social mobility and make a positive contribution to society through work. As a result, we continually seek to increase our capacity for providing work placements by signing up more employers who will pledge to provide placements.

Another barrier is transport: in rural areas a young person might live several miles from a placement. If there is no bus service, the young person may not be able to access a work opportunity, as few have access to a car or motorbike. Cycling is a viable alternative for some, but for others safety, distance, access to a roadworthy bike are all issues.

What services do you provide to this cohort and what do you see working the most, pre-employment and once in employment?

We ask employers to pledge to provide work placements and other work opportunities for young people who are NEET and those furthest from the work place and to convert these into jobs. We then support them in connecting with the right training providers in order to ensure that they can match their opportunities with the young people who need them most. For example, we work with The Prince's Trust to link its young people to opportunities at M&S, HSBC, BAE, Marriott, NHS, and Unilever. We also work with Knowledgepool to link young people to Centrica and BT. These are just two of many examples.

What works best is when there is genuine support from the top of an organisation to commit to helping disadvantaged young people who want to work. This should lead to quality training opportunities, with a desire to make room for the needs of some of these young people. The 'payback' for employers include a lower cost of recruitment vs traditional recruitment coupled with a loyalty that is far and above that of many other employees. We also ask that those providing work placements consider seriously how they could employ young people on a longer-term basis, in meaningful careers, or find employment for them in suppliers, etc.

Do you feel that Government and local government could do more to support this group?

Yes, though Government departments such as the Department of Work and Pensions are already providing placements, more could do so. We would also look for more support from local government in this respect.

We are currently asking a range of MPs to urge organisations in their constituencies to sign up to Movement to Work, which will in turn help to reduce youth unemployment in constituencies, not to mention the economic benefits.

The current pre-employability programmes, such as traineeships and sector-based work academies, which are funded by Government, could benefit from a review of their structure and suitability in today's economic climate. Also, there needs to be better awareness of traineeships, which are little known in comparison to apprenticeships. This could be in the form of better guidance for pupil referral units and NEET case workers from local councils and authorities who quite often are not aware of the full range of support available to young people most at need.

We have also long campaigned for the Government to allow the Apprenticeship Levy to be used much more flexibly by employers, for example, for training opportunities that could lead to apprenticeships. Some progress has been made but we are still a long way from truly supporting disadvantaged young people who miss out on apprenticeships because of lack of family support, to name one issue.

What are the risks of no further support being provided?

Unfortunately, there are a number of ways in which support could be reduced: cuts in youth and career services are one. If young people, in the absence of family support, are not able to access advice or they are not signposted towards opportunities such as Movement to Work then they will effectively not receive any employment support.

We are increasingly seeing employers facing challenges in accessing young people who are NEET and especially those furthest from employment. A core cog in this system is primary youth workers who provide the support young people need to prepare them for employment. Unless more funding flows into this sector it will be increasingly hard for employers to connect with these young people and work with them to support the 500,000 young people hidden from the labour market, many of who do not have a family support network.

Brexit is another issue. The uncertainty it has brought and the Government time it has taken means that again, support for disadvantaged young people will suffer. In reality, Brexit could be an opportunity for Britain's 'forgotten' young people. Restricted access to workers from overseas will mean that firms and other organisations will need to look deeper into the labour market. If they do not recognise this opportunity their businesses will suffer and young British people who could provide the skills and diversity they need to succeed will simply remain unemployed.

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Appendix VI Drive Forward

Submitted by Rory Morgan, Head of Mentoring at the Drive Forward Foundation.

Brief Biography:

The Drive Forward Foundation is an award-winning London-based charity whose mission is to empower young care-leavers between the ages of 16-26 to realise their full potential and move into sustainable careers. Drive Forward's care experienced ambassadors - composed of current and former service users - set up a committee in 2016 to raise public awareness and promote care policy change. We make a submission of evidence to ensure that the voice of care experienced individuals and the professionals that work with them are heard regarding this area of the role of the family in youth employment.

Executive Summary

The two interviewees offer a one to one employment guidance service for care leavers using the aforementioned charity Drive Forward.

Working with care leavers they both note serious and growing problems in the areas of mental health, stigmatisation and consequently job sustainability.

They observe that even with schemes that try and promote equality of opportunities - for this group - such programmes are impeded by a lack of equity to begin with.

the issues and problems they discuss are not addressed they see an increase in social isolation, as well as societal segregation and unrest.

Recommendations

- There needs to be less of a focus on hard outcomes and more of a bespoke individualised approach for getting young people into work.
- The quality and sustainability of jobs needs to be more of a focus. Zero-hour contract jobs only further ingrain a culture of short term thinking that thrives amongst care leavers (individuals often forced into a survivalist mentality).
- A greater amount of collaboration is needed between service providers.
- There is a need for more professionals in the care sector, and less of a dependence on small charities such as Drive Forward.
- A more holistic approach from policy makers taking into consideration other areas that effect job sustainability, such as a stable home, financial security and support, as well as services that help cultivate mental well-being.
- There also needs to be more specific legislation and provision for care leavers, arguably society's most intersectional and marginalised group.
- Greater access to emergency services for this group is also called for.

Rachel Neuer – Employment Consultant, Drive Forward Foundation

What is your experience of working with young people with limited family resources or other groups such as young care leavers?

As an Employment Consultant I act as a one-stop-shop for young care experienced people, providing practical (job search, skills development, efficient signposting etc.) as well as emotional (consistency, stability, active listening etc.) support to enable individuals to pursue the career of their choice. Based on our learnings from continuous staff training with childhood trauma expert Dr Alex Hassett (University of Kent), Employment Consultants establish a stable and nurturing relationship with young people based on mutual trust and understanding. This, in turn, facilitates communication and enables them to provide more effective support to the individual. Employment Consultants further maintain strong links to individual referral partners like social workers, Personal Advisors and housing officers. By doing so, they create a more comprehensive support network around the individual young person, allowing for a more holistic service approach, whilst preventing unnecessary service duplication.

Since 2010 I have worked in the youth sector with those who are unemployed. A high proportion of those I worked with prior to working with Drive Forward in March 2016 were care leavers and coming out of the criminal justice system.

What problems do you see and are they increasing?

There are numerous barriers faced by care leavers. For example, being in care often results in a chaotic lifestyle of moving around, with no family or community connections. Many care leavers also have the barrier of a criminal record for negligible offences in their youth. They also often have a lack of qualifications. I feel there is also the default of lacking confidence when young with no one to pick them up. For the none care experienced, family typically plays pivotal role in addressing this, creating a significant disadvantage for care leavers.

In our society there is an element of nepotism in so many areas. Not just from direct family, but also communities and friends that come with a stable upbringing. Stability therefore plays a massive role. If you are moving around a lot, it can suggest you have a very short term mentality that employers don't like. Whilst working as a Programme Manager on Galvin's Chance, there were numerous instances of people getting their first pay check and then giving up their job. This is a typical nature of thinking in the short term, with a core basis on necessity rather than ambition.

A lot of government work programmes are only addressing the immediate needs of getting into work rather than nurturing someone into feeling that a long term job is possible. I do however feel that the work programme mentality is changing. It is moving more towards the idea of sustainability as opposed to just hard outcomes. This is positive but has not gone far enough. Further collaboration is needed with the people who are willing to employ young people from a care background. The government have backtracked when getting rid of schemes such as the Future Job Fund. These problems are increasing as employment levels are good, so availability of low skilled jobs are high, reducing their perceived value and encouraging job hopping.

What services do you provide to this cohort and what do you see working the most, pre-employment and once in employment?

Always having a clear end goal and communicating the benefit of this goal. However, there is a need to be pragmatic and adapt to changes in circumstance. The partnership opportunities are our biggest asset where we provide a lot of support in how to go about obtaining good opportunities. I also think our one to one work, asking the right questions and taking notice of employment desires and challenging received rhetoric (e.g. automatic assumptions of what you can and cannot achieve), is important.

We work well by giving someone as much exposure as possible to an eclectic mix of individuals including the professional and trade worlds. Drive Forward also functions effectively with its core understanding that there are many different ways of looking at success and achieving what you want. Finally, the nurturing environment that we provide, treating all of our service users as individuals and being aware of the specific barriers they may face, cultivates more successful and sustainable outcomes. This also means we get the nuance of the various situations we encounter.

Do you feel that government and local government could do more to support this group?

Yes. There needs to be less talk and more action for this group. There needs to be more collaboration and legislation to completely alter society into a more nurturing and supportive structure for this vulnerable group. The Government also needs to further incentivise businesses to work more with charities. Funding and revenue needs to be more organised and directed toward small organisations that can then expand and grow, rather than big large projects that have been shown to fail. There are ways of reorganisation to reduce duplication. This can be achieved through far more collaboration. There definitely needs to be more visibility and transparency about how and why contracts and funding are awarded. Additionally, feedback on unsuccessful applications would be useful in encouraging best practice. Less bureaucracy when working with young people would also be helpful. Evidence can be gathered rather with a report and interview with the young person in question.

Crucially, emergency crisis lines need to be better staffed. There is a need to prioritize organisations that provide 1 to 1 and face to face contact and support.

What are the risks of no further support being provided?

We will see even more massive problems in terms of mental health, as well as not having enough diversity in business and numerous sectors and we would not be utilising our advantages on our world stage. More and more young people will be reliant on services and benefits. There is also the strong risk of increased criminal activities. A Higher risk of suicide. And, perhaps a greater more civil unrest not dissimilar to the 2011 riots. There will be greater society divisions between the have and have not.

A less compassionate society where gangs will be able to thrive. Furthermore, there will be a greater distrust of a system that has a lack of opportunities. This will lead to people making their own dubious unlawful opportunities. An alternate way of living will thrive, with more organised crime as well as acceptance of crime. As they feel a lack of alternatives.

Heaven Teshome— Employment Consultant

What is your experience of working with young people with limited family resources or other groups such as young care leavers?

I am an Employment Consultant

What problems do you see and are they increasing?

I see the issues of mental health, homelessness as two key things that are especially recurrent and seemingly growing. Financial difficulty is another one. Much of this stems from young people being pushed into independence too young which detrimentally affects their job sustainability.

Not having the right skill set and experience is another large factor. This can be related to a lack of preparation at school and home. Sustainable employment that allows for professional growth is difficult to find. Many also do not know how to go ahead and find it for themselves. Zero-hour contract jobs are easier to get and but seemingly harder to maintain because of the lower wages and unreliable shift patterns typically associated with them.

Problems are indeed increasing. The numbers of ex-offenders seem to be going up, especially amongst young black males. The poor quality of care has an impact on the transition for young people into adulthood. This stems largely from a lack of properly trained foster families and carers. Mental health and addiction are additional barriers to both getting jobs and sustaining them, and social isolation at work and home is a further barrier.

What services do you provide to this cohort and what do you see working the most, pre-employment and once in employment?

We give care leavers a dedicated Employment Consultant that gives bespoke support in specified stages. We also offer lots of different opportunities to try out many things, in terms of options in employment. Crucially we provide a service with no prejudice and a prior understanding of circumstances. We provide the ability to network for those with no network. I think the main thing that we do is the influencing people's mind to expand their horizons, getting them to think about themselves and their potential differently.

Do you feel that government and local government could do more to support this group?

Yes. There should be more social workers available, changes in the policies negatively effecting care leavers. Housing is an important issue, for example more secure and longer fixed term tenancies for care leavers could help. This would remove the initial anxiety of becoming homeless. There needs to be more regulation of privatised tenancies for care leavers. Housing is the first thing that needs to be addressed.

Generally, I feel we need more investment in young people, in education, and mental welfare access. There needs to be a prioritised procedure for isolated care leavers. In Lambeth care leavers can see their personal advisors only once in 8 weeks. The system is too dependent on charities like ours. I also feel we need to consult and empower young care leavers in these processes of reform.

What are the risks of no further support being provided?

Care leavers are usually disproportionately affected by government policies so they will continue to suffer the consequences of policies that do not take into account their extenuating circumstances. Pressure on public services puts pressure on the service they are able to give leading to a bad service. Furthermore, by not consulting young people you could further isolate them.

Appendix VII Gateshead College

Overview

Gateshead College is delighted to offer our response to the APPG for Youth Employment Inquiry into the role of the family in supporting young people into employment. Gateshead College (more below) is an FE college so our submission focuses exclusively from an FE perspective. Our Principal Judith Doyle CBE would be very happy to meet the APPG in person at one of your upcoming sessions in order to discuss our submission and our views on these important topics in more depth.

About Gateshead College

Gateshead is the 73rd most deprived local authority in the country. Gateshead College is a medium sized further education college, rated Outstanding by Ofsted in 2015 and placed second in the country for learner achievement based on ESFA success rates which continue to improve year-on-year. The College serves the local community and industry regionally and nationally with an offer which includes 16-18 full time study programmes, A levels, traineeships, Apprenticeships, higher education and access to HE, provision for people with learning difficulties and disabilities, ESOL, sector based work academies for the unemployed and some 14-16 provision with a Career College pathway in Architectural Engineering and Management. The College is currently managing a £21m ESF contract to retrain and upskill the workforce. The College continues to meet all key financial targets, turnover is £41 million and the financial health of the College continues to be assessed as good by the SFA.

The College has outstanding partnerships with employers from large multi-national companies to SMEs and extensive links with the North East LEP, CBI and North East England Chamber of Commerce.

The College has won many awards including recently an AOC Beacon Award for Careers Advice & Guidance and was shortlisted in company of the year at the National Diversity Awards. It has been selected as one of the early adopters of T Levels for Digital, Health and Early Years, and has also recently being named as one of the 21 Colleges to become a Maths Centre of Excellence.

Gateshead College – Executive Summary

Gateshead College offers additional support and funding targeted at Children Looked After (CLA) learners, specifically to support transition from school to college and then to help on an ongoing basis.

However, too often this process of transition is stymied by inadequate communication from the local authority to the college. The most effective support to manage transition can be delivered through early sign-posting that an incoming student is a CLA learner, but too often we only find out that a student of ours is CLA only once they are already enrolled.

Gateshead Council is leading the way with a number of initiatives designed to both provide better and more regular communications between relevant agencies who have a responsibility for CLA learner welfare and offer greater support and guidance for carers to help young people in their care make informed choices about post-18 pathways.

Inquiry Response

In our response we have sought to address the following questions raised by this Inquiry:

- What is your experience of working with young people with limited family resources or other groups such as young care leavers? What problems do you see and are they increasing?
- Do you feel that government and local government could do more to support this group?
- What services do you provide to this cohort and what do you see working the most, preemployment and once in employment?

Overall, our experience of working directly with Children Looked After (CLA) is a positive one: our ethos is to proactively support our young people by giving them the skills and knowledge to be highly prized in the jobs market, whilst meeting their personal, social and emotional needs during study.

Financial support for CLA learners

We support our CLA learners with an enhanced bursary in comparison to other young people eligible for financial support.

The bursary is worth £1200 for the academic year for students attending a full-time full-year study programme and is broken down into travel, course grant and monthly top-up payments. It is a bursary and does not need to be repaid. Awards are subject to attendance and can be stopped if attendance falls below acceptable levels (extenuating circumstances are considered where required encouraging learners to keep us informed in order for payments can continue). Higher Rate Bursary students get £500 more than the means-tested 16-18 Bursary students. Free College meals are also an option although criteria for this is fixed. The number of CLA students in receipt of bursary in 17/18 was 29. During the academic year to-date it is 22.

These additional funds are used by students in a number of ways, for example to purchase necessary uniforms and equipment, to pay for travel and cover other associated learning costs. One learner, undertaking a L1 Health and Social Care study programme at the college, told us that the bursary has helped to remove the barriers to learning, helping her aspiration to become a qualified social worker. The funds support her education, travel, stationery, lunches and other costs linked to her learning.

Transitional support for CLA learners

Local authorities are responsible for communicating to the College when a student who is coming to us is a CLA learner. However, we frequently don't find out about the status of the new cohort of CLA learners until after they have started with us. This is not good enough. CLA learners often face many more challenges in their lives than children with stable family backgrounds. It's therefore vital that when they are facing big transitions in life that the process is managed sensitively and in a way that makes it as seamless as possible.

Best-practise is to engage early with CLA students, in order to design a transition from school to college, tailored to each student's particular needs. Ideally, therefore, we want to be able to reach out to CLA students circa six months before they begin their studies with us. We offer settling in support, transition meetings for students to visit the campus and staff, we provide information about what study programmes will look like – down to the smallest details including things like the classroom hours, timetables and where there might be gaps for self-directed study. This might seem

like micro-detail but our experience is that for learners who are used to the typically more structured school environment, it's important to ensure they understand the different way that teaching and learning at FE college happens, which some inevitably find challenging. In short, whatever level of intervention they need to fully prepare them for college life, we strive to offer.

However, despite being some of the most vulnerable young people who typically need the most support (both during their transition to the College and during their time studying with us) not all Local Authorities (whose responsibility it is to share the data with us) tell us that a student who is coming to college is CLA learner. It means that transition planning, effective communications and information about their family situation and additional support needs (if any) is, unfortunately not provided or isn't of a timely nature. If improved planning was to occur with educational establishments involved at pre-transition points with young people and professionals directly, then many benefits would result including:

- a) greater young person ownership and involvement in their steps towards adulthood;
- b) management of any anxieties or worries from effective preparation about their new place of study; and
- c) improved career pathway planning with regards to post-16 options and employment prospects.

By comparison, learners in Years 10 and 11 with a Special Educational Needs (SEN) statement or disability, come to us with an existing education health and care (EHC) plan which is annually reviewed and sets out an action plan for the student (signposting desirable outcomes in relation in preparing them for adulthood and how to support them to achieve these goals). We will typically find out about the EHC relatively early on following the student's successful application to the College (circa April of the previous school year).

It means that for those students coming to the College who are both CLA and who have an EHC plan, then the process of transitioning between school to college can be planned. But for those CLA students who do not need an EHC it's something of a lottery as to which ones we are told about or when. It would be immensely helpful if all the local authorities (there are seven in our region from whom our student cohort is drawn) were required to share CLA information at the earliest possibility before the student comes to the College: this should not be impossible given that most student applications to courses are typically confirmed three to four months before the start of the school term.

To help quantify the paucity of information we receive on CLA learners ahead of each school term from local authorities, we were aware of just four of the 29 CLA learners who received Higher Rate Bursary in the academic year 17/18 before they attended day one in College. This information was shared via receipt of their Education, Health and Care Plan, generally two months before the start of the academic year.

It's also worth adding that one of the ways we sometimes find out that we have a CLA learner enrolled in the College is that the local authority gets in touch to arrange a Personal Education Plan (PEP) – but this will typically be once the student has already started (PEPs are arranged on a termly basis).

The PEP is the statutory tool to ensure that everyone is actively prioritising the education of the Young Person, carefully tracking their progress and supporting them to achieve and to be aspirational. This is an incredibly important intervention – all CLA learners have a statutory Care Plan, which is drawn up and reviewed by the Local Authority that looks after them. The Personal Education Plan (PEP) is a legal part of the Care Plan; and is a statutory requirement for CLA aged 3 years up to the age of 18. The key personnel who should be involved in every PEP meeting include

the social worker, the carer, and a designated teacher and the young person. But sadly, we find that - in comparison to good learner attendance and participation in the annual reviews linked to a young person's EHC Plans – attendance by young people at PEPs, which will almost always take place on College campus, is poor.

Indeed, our records show that not a single CLA young person attended their PEP reviews in the 2017/18 academic year at the College. This non-attendance is something that merits attention. We could only speculate on the reasons for this: it may, for example, be partly the result of the high number of meetings these young people are required to attend throughout the year, including multi-disciplinary team meetings, looked after review meetings and other social care meetings. An obvious improvement would be to effectively coordinate these with a multi-faceted focus which would create efficiencies for professionals, encourage information sharing and young person participation. Whatever the cause it's vital that in order to maximise the chances of students being able to make the most of their time at the College and to ensure there is a clear, achievable plan for their destination post-College that more is done to encourage CLA learners to attend and participate in these sort of meetings.

There are also significant variances across practices of regional local authorities in our area. Some actively ensure that termly PEP meetings occur. However, more often than not, we do find, late in the day, that learners are CLA or care leavers and helpful support opportunities have been missed. Two local authorities in our region practice pro-active approaches; placing a particular importance on PEP reviews and recently our Learning Services Manager was also invited to attend a number of "risk review" meetings. This inclusive approach helps key professionals discuss learners at risk of NEET by early identification and early intervention to avoid concerns. Topical themes addressed at key points of the year also help maximise our collaborative effectiveness including issues such as bursaries, attendance, and significant family changes.

Drop-out rates and destination data

We felt it would be valuable for the College to share data on the drop-out rates and ongoing destination for CLA learners compared to the college intake as a whole:

Of the 29 learners in receipt of the Higher Rate Bursary in 2017/18 only one learner did not complete beyond the census point due to emotional and mental health concerns. Professionals and carers were fully involved and the learner declined the offer of dedicated therapeutic intervention.

Destination data for the 25 completed learners in receipt of the Higher Rate Bursary (academic year 2017/18) is good; 66% continuing in FE, 20% into employment or apprenticeship and 4% progressed on to Higher Education.

Leadership in Gateshead

Gateshead Council has recently established 'panel meetings' – monthly meetings of professionals, including social work team leaders and other education providers in the area to map exactly where the CLA learners are – and in so doing helping us to plan when new CLAs from Gateshead Council are coming to the College.

Of the seven local authorities the College works with these panel meetings are only happening in Gateshead. This approach has many benefits; fully understanding all of the CLA learners, preparation for transition, settling in support and any other reasonable adjustments required beyond day one. One of the objectives of these panel meetings is to set key themes within the year for each student

e.g. at end of the academic year making sure all CLA learners are being signposted to their next steps. This is the first year the council has trialled these professionals meetings, so it may take some time before we can assess how effective they have been.

Another example of the leadership of Gateshead Council are its plans (still in development) to launch an online hub (a 'one stop shop') for all carers of CLA learners to provide them with the right information to enable them to guide the young people they care for, much as a parent would. It is envisaged that Gateshead Council will be creating this site as a way to help sign-post employment and education options. We are not aware of any other equivalent initiatives in any of the other local councils with whom we work and we welcome this as a progressive step forward.

Conclusion

CLA learners face many more challenges than other students. It's even more important that the transition from school to college is managed properly and that challenges can be addressed early on to ensure they are able to make the most of their college experience and successfully progress. Our experience working with local partners is mixed. This is simply not good enough when we're dealing with some of society's most vulnerable people. We certainly do not have all the answers but we hope this submission does, at least, highlight some of the specific challenges CLA learners face and will provide some food for thought for this committee.

Appendix VIII Louise Graham

Submitted by Louise Graham

Summary

The loss of Connexions provision means there is no careers support for young people who drop out of education post 16. These young people are at risk of crime, exploitation and homelessness unless a service such as Connexions is reinstated. They often don't appear in NEET statistics because there is no effective tracking. If NEET figures appear low, it's because no one is doing any tracking.

The careers provision in schools is finally receiving some attention since the new statutory guidance was introduced but my experience is that it is often delivered on a shoestring by schools who receive no additional funding and that it can be sidelined by teachers under pressure to produce exam results. The Gatsby Benchmarks are a welcome driver of improvement but need to be supported by more funding.

Main body of evidence

I have worked in east Leeds for 10 years, initially for Connexions as an intensive support worker and for the last 2 years as a school careers adviser and coordinator. Before that I taught history, literacy and numeracy in schools and training providers in the Leeds City region. Most of my work has been focused on working with disadvantaged school pupils, those deemed at high risk of NEET and NEET young people.

The problems I see in Leeds are of a system that was already fragmented and is now in a state of dysfunction. When I first worked for Connexions it was still a universal service providing careers advice to year 11 school students and school leavers, with an emergency support and advice services and some targeted support transition work in schools with high numbers of disadvantaged students. It was a system that was far from perfect, but if a pupil in year 11 or beyond was made homeless or needed advice and guidance it was a well-known service that could put support in place, such as helping to secure ID, help with claiming benefits, finding a place in a hostel or finding a college or training course.

Within a few years of me working for Connexions the statutory responsibility for careers advice was moved to schools but schools were given no additional funding and no support to take on this additional role. For a few years in Leeds Connexions limped on, its funding eroded every year. I stayed on, eventually becoming assistant manager in east north east Leeds, doing NEET support work in the Seacroft, Gipton, Harehills, Halton Moor, Swarcliffe areas of Leeds. We worked closely with agencies in the area, including school clusters, local area management, police and council. The model we had in operation included taking referrals from the police. The local police found this effective in reducing local crime as young people identified as at risk of or engaged in offending were supported into education and employment. We also did extensive tracking, knocking on the doors of young people who had dropped out of education and reengaging them. We also worked with young people who were at risk of or victims of Child sexual exploitation, homeless young people, anyone who was NEET with additional needs of any kind in our area. Eventually the funding disappeared completely. Many colleagues changed career completely, some moved into schools or 3rd sector organisations. There is no organisation in Leeds that has the role Connexions had. There are a handful of youth workers but they are inexperienced and overwhelmed and not well known by the young people they are meant to be supporting.

I now work in a school and feel the absence of Connexions every day. Schools in Leeds are beginning to pick up the careers baton since the new statutory guidance was introduced in January 2018 but there is nowhere near the level of support previously seen in Leeds for young people, particularly NEETs. If a child leaves school and becomes NEET there is very little support for them. The city council has a handful of NEET workers but they are not guidance qualified as a rule and there is nowhere near enough of them. If I become aware of someone who is NEET there is often no one I can refer the young person to for support and many NEET young people require intensive support to become EET, support to deal with housing, benefits, education, motivation barriers to engagement with learning. No one knows what is happening to these young people after they have left school because the tracking and support systems have disintegrated through lack of funding. If a child is in education they can be tracked via their UPN or ULN, if they are NEET they can just disappear, which is terrifying from a child protection point of view, as well as a social mobility and social justice perspective.

To give you an example of what used to happen and no longer does... I met a young person, let's call him Andy, when he was in year 11 at school in east Leeds, when I was his responsible adult during his court appearance for criminal damage. He got a referral to YOT but to be honest in the following months I saw very little of his so called YOT worker. After the court appearance Andy explained to me in a way that was at first quite hard to comprehend and took a while to unpick, what had happened. Essentially his mum was at that time an alcoholic and he lived with his dad. However, his dad had seduced Andy's 14 year old girlfriend and absconded to Bridlington with her. With the police looking for Andy's dad, the dad had turned back up in Leeds and threatened to Andy to disappear with Andy's 12 year old sister. Andy, who since his Dad's disappearance had moved in with his alcoholic mum, went round to his dad's house and tried to kick the door in to get to his sister. The police had been called and Andy charged with criminal damage, hence Andy's court appearance. In the coming days it became clear Andy would not be able to continue to live with his mum who was assaulting him when drunk. As Andy was 15 he was not eligible for a social worker despite being homeless, but he had me, Connexions worker attached to his school. I accompanied him to the council housing offices in Leeds and Andy was given a place in a hostel. I helped him with the benefits claim and gave him a food parcel. Over the course of year 11 Andy was moved 3 times to different hostels through no fault of his own. Each time required me to take him to local WY metro offices to alter his bus pass and up to a week of missed education as he could not get to school until his bus pass was amended with his new address.

Eventually Andy was given a flat and I helped him to move in. If you have never seen a housing association property when the young person moves in, there is nothing bleaker. There was nothing at all in the flat, the floors were bare and there was a large hole in the wall where the toilet pipe left the building, which wasn't fixed for over a week. We begged the basics from charity shops as Connexions had no money to provide these, and applying for a grant from the Trussell Trust for a fridge and a bed. For some time Andy slept on the floor until this arrived. Andy went off to the College of Building and I heard no more from him for 6 months, when his name turned up on the visitor log at the Connexions centre. It turns out he'd dropped out of education when his uncle offered him a job in his printing firm but the work had dried up and he'd been made redundant. I met back up with Andy and within a few weeks he was set up with an apprenticeship in Bradford in a warehouse. All credit to Andy, on his extremely meagre wage he travelled across Leeds and Bradford every day of the working week, a commute by 2 buses of over an hour each way. He is now manager of the warehouse. He looks after his younger sister, who was released from local authority care into his care. His mum continues to have an alcohol dependency.

If Andy walked through the door of my office in school now I would refer him for support from cluster family support workers, but they are already overburdened and reluctant to take on year 11s as they have been told to prioritise early help cases, so it's possible they would refuse the referral. Once Andy left school there would be no support at all if he dropped out. There is no well known destination such as the Connexions office where young people know to go to help so there would be little support on offer to fix him up with an apprenticeship. I'm not sure what would happen to Andy but I'm not optimistic.

I also see other systems breaking down. For example a young person I work with who has complex learning difficulties has had his minibus to school withdrawn so is now expected to take the bus, but the travel training team has had its budget cut and they have not yet been able to put travel training in place, so dad is accompanying the young person on the bus every day. Dad is an Iraqi asylum seeker and he is spending half of the family income every week on getting his son to school and home again as he has to pay for a bus ticket because the travel training is not in place and the minibus has been withdrawn. Just one of a myriad of examples of frayed systems failing young people and their families. Everybody service working with young people seems to be not the edge of it's ability even to provide the basic service.

I work 5 days per week term time only providing impartial careers guidance and coordination of the school careers programme. 50% of the school's pupils are in receipt of pupil premium. The school however has little money to spend on anything, including careers, because of the crippling cost of the PFI contract it is tied into for the school building. I am working to put in place a comprehensive careers offer on a shoestring, which involves me working many unpaid hours.

What I see working is the advice and guidance and support to make applications that I give to students. I also am putting into place a careers education programme so that pupils will come to guidance interviews in year 11 better prepared. The growth in apprenticeships is encouraging but a proportion are still dead end opportunities in which an employer is looking for cheap labour rather than to develop a long term investment in a young person. I am working with local employers to develop pupil understanding of the world of work but it is labour intensive to build up this network and integrate it into the curriculum as teachers often do not prioritise careers education in curriculum delivery and employers can be hard to engage because of personnel turnover.

In sixth form we work with local universities to offer support to students eligible for widening participation support, and all of our sixth form progressed into HE or apprenticeships. We had zero NEETs from year 11 this year as I put in a lot of work supporting students to make successful transitions. However once I know they have progressed I stop tracking them as I don't have resources to follow them up for the three years that is recommended. I am not aware of any school that does. I know from my Connexions work that many will drop out over the course of year 12, particularly at the end of October and after Christmas but there is no one to follow these young people up and re-engage them, as well as ensure they are safe. We need a support service like Connexions to track and support NEETs.

Local government, at least in Leeds, is starved of cash and is providing the minimum service to NEET and disadvantaged young people. Every time I see the slogan 'child friendly Leeds', I can barely stop myself snorting with derision but actually they would do more if they had the cash, they used to before the crash and the spending cuts.

The local police inspector in Seacroft told me that he would rather have 1 Connexions worker than a police officer working with young people because getting the young people into education massively

reduced their offending behaviours. If we want to see a reduction in criminal behaviour in our most deprived communities we need to invest in supporting them to engage in and stay in education and employment. These young people often have chaotic lives and are not always skilled in making good decisions for themselves. They need a high level of support at key moments of transition and often ongoing monitoring and follow up to remain engaged until they mature and learn better life management skills.

The requirement to retake GCSEs while on the face of it laudable, alienates many young people from education as they often fail the resit when they might pass the functional skills test at the same level. I studied history at a Russell group university, I loved education, but for some young people their time would be better spent passing functional skills and not experiencing repeated failure with Shakespeare, Keats, algebra and trigonometry, alongside their joinery course which they may excel in at college. For too many it might lead to them completely disengaging.

The risk of not following up 16-19 year olds who drop out of education is that we won't even know they have dropped out, so there is a rump of NEETs we don't even know about, who are at risk of offending, vulnerable to exploitation and homelessness and of falling out of society all together. It makes me very worried.