

MONMOUTHSHIRE NEET REDUCTION STRATEGY 2015 -2018

Improving outcomes for young people at risk of becoming NEET (not in Education, Employment or Training) or are actually NEET.

May 2015

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Section 1;

Introduction to the Monmouthshire NEET Reduction Strategy

Introduction

This strategy sets out its commitment to creating better outcomes for young people in Monmouthshire through increasing engagement and progression of existing and future provision. It aims to ensure that all young people successfully move into immediate post- 16 education, employment or training with the aspiration of creating a NEET (not in Education, Employment or Training) free county. It recognises that early identification and intervention are vital in supporting young people in their learning and enabling them to reach their potential beyond 16.

The scope of this strategy is 11 -25 years of age; however it should be recognised that children can be predicted as being at risk of becoming NEET from a much earlier age. Welsh Government recommends the early identification of those at risk of disengagement from the age of 7 (Year 2. Learning and the curriculum from Foundation Phase onwards can have an enormous effect on preventing disengagement through engagement in learning and through the acquisition of skills and qualifications.

This strategy cannot be addressed by one single agency. It has been developed collaboratively with all key stakeholders, identifying key priorities in relation to the increasing engagement and progression and thus reducing the chances of young people becoming NEET.

The NEET Strategy and Action Plan will be monitored through the following local forums;

- 14 -19 Local Area Network
- 14 -19 Curriculum Group
- Keeping In Touch Group
- Post 16 Steering Group
- Integrated Youth Offer Group

Context

National context

In Wales, this strategy sits within the context of a number of key strategies, reviews and plans, for example the 'Tackling Poverty Action Plan 2012 -2016'. A key element of this plan is to reduce the number of young people who are not in education, employment and training (NEET). The following new targets were set out in the plan:

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

The response to these targets is in the Youth Engagement and Progression Framework which provides a delivery model centred on the needs of young people identifying 6 key areas for achieving better outcomes for young people.

Extending Entitlement 2002- Supporting Young People in Wales outlines 10 entitlements for young people. These include education; training and work experience tailored to their need and basic skills which open doors to a full life and promotes social inclusion.

Most recently the National Youth Work Strategy for Wales 2014 -2018, in which the second outcome is to support positive outcomes for young people in mainstream education and training. Youth work intervention will show improvements in behaviour, attendance and progression through key points of transition.

Policy Statement on Skills 2014 sets out 4 key priorities – Skills for jobs and growth, skills that respond to local needs, skills that employer's value and skills for employment, which are vital for progression and sustainable employment.

This strategy will also be influenced by the Review of Qualifications for 14 -19 in Wales (Welsh Government 2012) and Post 16 Planning and Funding Review; Final Report (Welsh Government 2013).

Local context

The three themes of Monmouthshire's Single Integrated Plan are;

- Nobody is left behind
- People are confident, capable and involved
- Our county thrives.

This strategy will contribute to Outcome 3: Good Access and Mobility – “ We want people to be able to access the services and activities they need when they need them” and Outcome 8: Access to practical & flexible learning – “ We want people in Monmouthshire to enjoy the opportunities that learning presents at all stages of their lives. It will be flexible and provide development opportunities across vocational and academic routes at all stages”.

Monmouthshire County Council Shaping Our Future Improvement Plan 2014-17 Objective 1 – We will provide an improved education provision for Monmouthshire sets out the three years' worth of targets for the percentage of 16 year olds who are NOT in Education, Employment or Training (NEET) which has been agreed with Welsh Government. Target for 2013/14 was 3.8 % and the actual was 2.8%, target for 2014/15 was 3.3% and the actual was 1.7%.

Monmouthshire Partnership Administration Continuance Agreement 2015 -17 states that we will close the gap in attainment for between those who are eligible for free school meals and those who are not for all pupils. This strategy will support this for Key Stage 3,4 and 5 pupils.

People & Organisational Development Draft Strategy 2014 -17 states that apprenticeship opportunities will be provided in the Monmouthshire County Council operations division and through CMC2's successful Y Prentis programme targeted at supporting growth in the construction skills sector. Digital Apprenticeships and Hospitality Training are the two key priority areas.

The Monmouthshire Integrated Youth Offer for Youth Support Services aims ‘to help those young people at risk of dropping out of learning or not achieving their full potential and raise young peoples’ aspirations, build their resilience and inform their decisions’ (2013)

The Post 16 Steering Group and 14 -19 Network key priority is to implement the Monmouthshire Youth Engagement and Progression Framework (YEPF) Plan to create better outcomes for young people and hence reduce the number of young people Not in Education, Employment and Training and those at risk of becoming NEET. The YEPF plan will build on the good practice in Secondary Schools, Further Education colleges and local providers and address the areas of improvement to ensure that young people in particular those most vulnerable can reach their potential.

Definition of NEET

The term NEET refers to young people who are not engaged in education, employment or training. It is often used to describe young people who are disengaged from learning or employment and have become marginalised from society.

Research has informed variations of NEET status, these are categorised by the level of seriousness and are defined as follows;

- **Transition NEET** – those that have chosen to take time out before re-engaging in education, training or employment and usually have higher attainment and a more positive outlook on future opportunities.
- **Floating ‘at risk ‘or undecided NEETs** – those who lack direction or motivation and move in and out of the NEET group. There has been a period of being NEET in between attending school or further education or low wages, low skill employment with little or no training opportunities.
- **Core NEET** – those experiencing longer term disengagement in education and employment and linked to poor attainment and attendance at school and have a number of barriers to participation from families where worklessness and unemployment is an accepted norm.

Why do young people become NEET?

Young People can become NEET due to a variety of reasons and circumstances. Research has identified the following risk factors;

- Caring for a sibling, parent or partner
- Pregnancy or parenting
- Substance misuse
- Physical/mental illness/disability
- Homelessness

- Poverty
- Being on free school meals
- Being looked after
- A history of poor attendance
- Offending
- Poor Basic and Key Skills
- Special Educational Needs
- Low self esteem
- Domestic Violence
- English as an additional language

Young People can find themselves NEET as they have a multitude of barriers that prevents them engaging. This strategy will determine the service meets their needs by providing the right intervention and support for re-engagement. Young people do not suddenly become NEET at 16. This strategy recognises and values the multi-agency work that is already going on in Primary Schools, through Flying Start to support the transition into secondary education. The work of the Joint Assessment Framework (JAF) and Team Around the Family (TAF) in supporting the family is key to reducing the number of NEET and sustaining employment within the wider family network.

- **Current position**

Over the past 5 years Monmouthshire has been consistently below the Welsh average of destinations of Year 11 pupils leaving school known not to be in Education, Training or Employment (NEET). This is evidenced in the table below. However the local authority, careers and other providers cannot be complacent and will strive towards a NEET free county.

Year	Target %	Actual %	Wales %
2010/11		3.9	5.4
2011/12		3.8	4.4
2012/13	3.8	3.8	4.2
2013/14	3.8	2.8	3.8
2014/15	3.3	1.7	3.0

Secondary Schools ensure that young people at risk of disengaging have the right package and participate in their education. Schools have designated Careers Advisors, Youth Access Workers and a Transition Worker that links with the 4 Secondary Schools and 1 Special School. With the introduction of the Youth Engagement and Progression Framework, this will strengthen existing systems, pre and post 16 and embed the early identification process and the role of the lead worker.

The Lead Worker function is intended to provide continuity of support and contact for the most at risk young people to remain in or to enter education, training or employment offering additional support to the young person.

Secondary schools hold monthly Multi – Agency Meetings (MAMs) as part of the JAF/TAF system. Referrals are made to the MAMs for discussion and action. Ensuring that the appropriate support and intervention is in place for those most vulnerable with sometimes very complex needs. Those that are discussed at MAMs can sometimes have potential NEET status. The Engagement and Progression Coordinator (EPC) regularly attends MAMs to brokerage support for those that are potential NEETs.

The Keeping in Touch (KIT) group (14- 19 multi-agency group which works operationally) meets monthly to identify the needs of those young people in tiers 1, 2, 3 and 4 of the 5 Tier Model (**see appendix 1**). Each young person is discussed and an action plan put in place and a lead worker is allocated. The KIT group over the last 12 months has had a significant impact in reducing the number of young people in Tier 1. Tier 2 remains consistent due to limited provision locally.

The work of the Post 16 Steering Group, the Employment and Skills Partnership and Employability Programmes have assisted in reducing the number of young people 18 -24 years claiming Job Seekers Allowance. There is still a need to offer further employability programmes and one to one support to address barriers to employment.

The success of this strategy will be determined by the implementation of the NEET reduction action plan (**see appendix 2**):

- Young people at risk of becoming NEET are identified early and a lead worker is allocated to support engagement at Key Stage 3, 4 and 5.
- All young people in Years 11, 12 and 13 have a confirmed destination and this is sustained.
- Reduction in the number of young people aged 16 – 25 years that are NEET

- **Young Peoples involvement**

The Integrated Youth Offer Group (Youth Support Services) believes nobody better understands the concerns facing young people than young people themselves. Listening to young peoples' views and opinions and giving feedback will ensure a 'fit for purpose' strategy which addresses the real issues and concerns that young people face in relation to education, employment and training.

- **The vision for a NEET free county**

The Integrated Youth Offer Group (Youth Support Services) shared vision is 'a single goal to support and improve outcomes for young people particularly those who are most disadvantaged or vulnerable'.

This strategy underpins that vision and will strive towards all young people having access to the right opportunities to enter education, employment and training creating a NEET free county.

Section 2

Priorities for Action

The strategy identifies 6 key areas, these areas are in line with the Youth Engagement and Progression Framework; identifying young people most at risk of disengagement, better brokerage and co-ordination of support, stronger tracking and transition of young people through the system, ensuring provision meets the needs of young people, strengthening employability skills and opportunities for employment and greater accountability for better outcomes for young people. **This is summarised in Appendix 3**

1. Identifying young people most at risk of disengagement

The Youth Engagement and Progression Stakeholders group will support the EPC in the development and monitoring of the NEET Early Identification system to ensure that the system is in place by July 2015 for Key Stage 3, 4 and 5. The EPC will work closely with schools, careers and other providers to ensure those identified at risk of disengagement will have the appropriate intervention and support. **Appendix 4 Monmouthshire Early Identification System.**

Careers Wales will continue to use an on-line diagnostic tool towards the end of Year 10. This tool helps Careers Advisor's to prioritise the young people in need of face to face guidance and support during Year 11. It identifies those specifically hoping to enter the labour market as well as those lacking any particular focus in relation to plans for after school.

Further Education College will identify learners at risk of withdrawing from college courses and ensure appropriate intervention and support is in place.

2. Better brokerage and Co-ordination of Support

The EPC will meet with Progress Leaders for Key Stage 3 and 4 on a termly basis to discuss those identified at most risk of becoming NEET from the Early Identification tool. Schools will identify young people who they feel the tool may have missed.

Bespoke package of learning, curriculum and interventions is reviewed and further measures are put in place if required. Lead Worker is identified to prevent disengagement through engagement in learning and through the acquisition of skills and qualifications.

The KIT (Keeping in Touch) group which is made up of Coleg Gwent, Careers Wales, Youth Service, Youth Offending Service, Work Based Learning Providers, Llamau, Young Carers Education Welfare Service and Social Services will continue to build on identifying and co-ordinating targeted support for young people post 16 who are at risk of disengaging, or who have disengaged from Education, Employment or Training. The group meet on a monthly basis and the focus of the development is to co-ordinate support and broker a Lead Worker for the identified vulnerable groups of young people. This will be achieved through the effective sharing, monitoring and evaluation of, Tier 1 & 2 data with all key support partners under appropriate safeguarding arrangements and data sharing protocols.

3. Stronger tracking and transition of young people through the system

The NEET Early Identification system will identify those at risk of disengaging and are perceived as more likely to become NEET. Schools already have systems in place to prevent disengagement and those most vulnerable needs are addressed at monthly Multi – Agency Meetings.

The EPC will work together with Schools, Careers Wales and other providers to develop stronger tracking and transition of young people pre and post 16 to ensure a seamless transition from pre to post 16. By using the Area Prospectus and Common Application Process on www.careerswales.com this will enable all Year 11 students to access a suitable place in learning post 16. It is anticipated that tracking the transition through this process should improve.

Post 16 Careers Wales and Youth Service have already done a great deal of work to reduce the number of NEETs, particularly in Tier 1, 2 and 3 of the Tier 5 Model. A WASPI has been developed between Careers Wales, Youth Service and Service Providers to ensure effective tracking and monitoring of client group. Careers Wales's database will be used to monitor track and record all clients. All clients will be allocated a lead Worker/agency to be responsible for monitoring engagement and progression.

Careers Wales will continue to provide the Local Authority with the monthly 5 Tier Model figures which are presented at the Post 16 Steering group. Clients in Tiers 1, 2 and 4 are discussed in the Keeping in Touch meeting. Individual needs are addressed and a Lead Worker allocated.

The EPC will primarily work with Careers Wales and Job Centre Plus to ensure effective tracking of young people 18 -24 years as they progress into employment. However effective links will need to be made with post 18 providers to track destinations.

4. Ensuring provision meets the needs of young people

The Post 16 Steering group has produced a baseline map of education, training and re-engagement provision against the Five Tier Model. This will be updated by the EPC on an annual basis. The mapping of current provision will also be up loaded to the Monmouthshire County Council website. The EPC will work with schools and other providers to map the needs of young people identified through the Early Identification System. This will ensure that gaps, unmet needs and any duplication of existing provision are identified.

The development and delivery of provision will be discussed and actioned at the Monmouthshire Local Area Network (LAN) and the Curriculum Group which includes all providers – Schools, Coleg Gwent, Careers Wales, Youth Service and Training Providers. The EPC will monitor this to ensure an appropriate mix and balance of provision – FE colleges, sixth forms and work based learning providers.

The Local Authority will take the strategic lead in the implementation of the Youth Guarantee. Working with schools and key organisations to ensure the Youth Guarantee is delivered effectively.

The Local Authority intends to be more involved in commissioning of local provision through national programmes. The Youth Service currently is a sub-contractor for Torfaen Training delivering the Engagement and Traineeship Programme. The EPC attends the Skills, Worklessness and Young Peoples Group and will be working with the Competitiveness Authority (Cardiff,

Newport, Monmouthshire and the Vale of Glamorgan) in developing a business plan for European Structural Funding for provision locally for 11 -24 year olds at risk of becoming NEET – Inspire2Achieve and 16 -24 year olds that are ready NEET-Inspire2Work.

5. Strengthening employability skills and opportunities for employment

The Post 16 Steering group will contribute towards young people achieving and progressing into skilled employment. The strategic approach to workforce planning will continue to develop, to ensure the provision meets local needs and addresses the skill deficits of young people through delivery of coordinated targeted provision. The post 16 Steering group will improve the access to meaningful and appropriate work placement opportunities by further developing links with Small Medium Enterprises in Monmouthshire and neighbouring authorities.

Opportunities with Careers Wales will allow those young people at highest risk of disengagement to achieve literacy and numeracy qualifications. These will also be linked with basic employability skills to improve communication, confidence and motivation. Careers Wales in partnership with Job Centre Plus will deliver weekly employability sessions across Monmouthshire using the interactive Skills 2 Succeed package. This mediated learning will accredit learners who complete modules covering topics like ‘Self-Awareness’, ‘Preparing for Interview’ and ‘CV writing’. This package of learning will also be available within the school setting to help prepare those school leavers looking to enter the local labour market.

Young people will have the opportunity to participate in a wider range of educational opportunities to incentivise learners, so they actually want to engage. The provision will use teaching resources and methods that encourage full participation of the learners by including topics and themes that are of interest to specific groups of learners.

Monmouthshire County Council has re-committed to providing apprenticeship opportunities through its operations division and CMC2 successful Y Prentis Programme offering opportunities in the construction skills sector. The group will continue to share and promote Apprenticeship and Job Growth Wales opportunities through Facebook, twitter and websites.

This strategy will ensure active involvement with relevant groups to drive the coordinated approach to tackling youth unemployment in line with the Monmouthshire Single Integrated Plan. This includes the following groups:

- Skills Worklessness and Young People Strategic group as part of the South East Wales Director of Environment and Regeneration Group.
- Business Employment Skills and Training Partnership
- Post 16 Steering Group – subgroup Employment and Learning Opportunities

6. Greater accountability for better outcomes for young people

The Local Authority completed and submitted their Youth Engagement and Progression Framework Implementation Plan – Action Plan 2015/16 for approval in March 2015. Schools and other providers were involved in the writing of the Plan 2015/16. A key Stakeholders Event was organised in June 2014 to launch the Plan for 2014/15 and to discuss where organisations fit in each of the key elements, identifying good practice and which agency is best placed to lead on this key element.

The Post 16 Steering Group and 14 -19 Curriculum Group will ensure that the YEPF plan is reviewed and updated accordingly and monitor the progress of the framework. Meet on a termly basis and inform the Monmouthshire LAN of process made.

In accordance with Welsh Government, the local Authority and post 16 providers will ensure all 16, 17 and 18 year old a destination. This will be the main accountability for our performance.

Young People have been involved in the development of this strategy in particular; the Monmouthshire Engage to Change group which has strongly influenced the completed document. A copy of the Monmouthshire Youth Engagement and Progression Framework Implementation Plan is in **appendix 5**.

Appendix 1 – Welsh Government 5 Tier Model

Tier	Definition	Lead work	5 tier data available MINIMUM OFFER	ADDITIONAL This column describes potential data available based on requests from Local authorities over the last 12 months.
Tier 5 Young People in Further Education, Employment or Training (EET)	<ul style="list-style-type: none"> • Sustaining education, employment or training (EET). • Working or studying part time over 16 hours. • Voluntary Work. 	<ul style="list-style-type: none"> • No lead worker is judged necessary given that young person is already engaged and not judged to be at risk of disengaging. 	<ul style="list-style-type: none"> • Snapshot data by cohort and age. 	
Tier 4 Young People at risk of dropping out of EET	<ul style="list-style-type: none"> • Those engaged in less than 16 hours of EET. • Those that have been identified at risk of disengagement pre-16 and/or were judged as at risk of not making a positive transition that are subsequently in FE, sixth form or training. • Those 	Allocation of lead worker depends on level of risk. <ul style="list-style-type: none"> • Low and medium risk – provider pastoral systems and/or allocation of learning coach as a lead worker. • High risk – may be allocated lead worker from either Youth Service or Careers Wales or if 	<ul style="list-style-type: none"> • Snapshot data by cohort and age. • The average length of time that young people had been in the tier. • The EET status 	<ul style="list-style-type: none"> • A breakdown of tier 4, what are the issues, have they got a next step in place? • Any narrative information as to why that young person is at risk e.g. doesn't

	who have been made aware to CW by EET providers (or themselves) as at risk of dropping out of EET.	Families First involved Team Around the Family will decide allocation of lead worker.		like the course, persona issues etc. <ul style="list-style-type: none"> • Categorised by provider
<p>Tier 3</p> <p>Unemployed 16 and 17 year olds known to Careers Wales</p>	<ul style="list-style-type: none"> • Engaged with CW and/or known to be actively seeking EET; either ready to enter EET, or assessed as requiring career management or employability skills support to enter EET. • This tier should also include those known to CW, actively seeking EET but not requiring CW enhanced support i.e. accessing support via CW.com, awaiting a college start date etc. 	<ul style="list-style-type: none"> • Lead worker identified for 100% cohort. • Careers Wales will provide the lead worker in nearly all cases. 	<ul style="list-style-type: none"> • Snapshot data by cohort and age. • The average length of time that young people had been in the tier. • How many people had joined the tier, either for the first time or as a re-entrant. <p>As a minimum we won't provide</p> <ul style="list-style-type: none"> • Personal information on young people in tier 3. 	<ul style="list-style-type: none"> • How many young people are awaiting a start or interview for EET? • The numbers of young people in tier that could end up in tier 2/1? • A breakdown of tier 3, what are the issues, what are the intended destinations of the clients, how long have they been in a tier, have they got a next step in place?

<p>Tier 2</p> <p>16 and 17 year olds, known to Careers Wales, who are not available for EET</p>	<ul style="list-style-type: none"> • Young person not available/ unable to seek EET (sickness, young carers, pregnancy, custody). • Young people with significant or multiple barriers requiring intensive personal support. 	<ul style="list-style-type: none"> • Lead worker identified for 100% cohort. • Youth Service will provide lead worker in nearly all cases. 	<ul style="list-style-type: none"> • Snapshot data by cohort and age. • The average length of time that young people had been in the tier. <p>How many people had joined the tier, either for the first time or as a re-entrant?</p> <ul style="list-style-type: none"> • Personal information of the young person in the tier e.g. name address, telephone no, • By cohort and by ward. 	<ul style="list-style-type: none"> • Month on month analysis of progression within tiers 1 and 2 • Access to client records including history notes to understand what previous support they have received. • A breakdown of the clients by issues/barriers. • Any narrative information as to why that young person is not ready e.g. behaviour, confidence etc. • Lead worker supporting that young person.
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<p>Tier 1 Unknown status on leaving Careers Wales services</p>	<ul style="list-style-type: none"> • Young people unknown to Careers Wales. 	<ul style="list-style-type: none"> • Once individuals are identified they are allocated to appropriate tier and allocated a lead 	<ul style="list-style-type: none"> • Snapshot data by cohort and age. • The average length of time that young people had been in the tier. • How many people had joined the tier, either for the first time or as a re-entrant. • Personal information of the young person in the tier e.g. name address, telephone no, • By cohort and by ward. 	<ul style="list-style-type: none"> • Month on month analysis of progression within tiers 1 and 2 • Access to client records including history notes to understand what previous support they have received. • Any narrative information as to why that young person is unknown. • A breakdown of the clients by issues/barriers. • Lead worker supporting the young person.
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Outcome 3: Good Access and Mobility

“We want people to be able to access the services and activities they need, when they need them”.

Outcome 8: Access to practical & flexible learning

“We want people in Monmouthshire to enjoy the opportunities that learning presents at all stages of their lives. It will be flexible and provide development opportunities across vocational and academic routes at all stages”.

in order to do this we will:

- A. Improve access to job opportunities especially for young people.
- B. Improve access to education for vulnerable groups.
- C. Address key factors to underachievement.

Measure of Success

Single Integrated Plan Performance Indicators:

- % of people aged 18-24yrs in Monmouthshire claiming JSA
- Unemployed persons as a % of the Economically Active population aged 16-24yrs

Description/Objectives	Action	Lead person/agency	How Much/How Often	How Well?
To provide leadership and management to ensure buy-in from stakeholders of the NEET reduction strategy	<ul style="list-style-type: none"> • Hold NEET/YEPF event in June 2014 to identify need • Develop draft NEET strategy by September 2014 for consultation • Establish appropriate partners by December 2014 	Tracey Thomas	<ul style="list-style-type: none"> • Event held in June 2014 • Draft strategy completed in September 2014 • 10 partners established Careers Wales Job Centre Plus Coleg Gwent Monmouthshire Housing Youth Offending Service 	<ul style="list-style-type: none"> • The NEET/YEPF event was attended by 21 people and 14 organisations. Raised awareness of the YEPF Implementation plan and actioned required. • Draft NEET Strategy developed and

			Llamau Choices Torfaen Training Learn About Young Carers	consultation carried out with stakeholders <ul style="list-style-type: none"> Improved access to education, employment and training opportunities
To create a data sharing ethos amongst relevant partners ensuring accurate information is available to all	<ul style="list-style-type: none"> Evaluate the effectiveness of current Keeping InTouch (KIT) tracking process to maximise potential 	Hannah Jones	<ul style="list-style-type: none"> Monitoring attainment data captured 	<ul style="list-style-type: none"> Improved tracking and monitoring of NEETs progress leading to the right intervention for an appropriate destination NEET destination data available. In 2014, Year 11 1.7%, Year 12 1.8% and Year 13 4.5% not in education, employment or training
To develop and implement the early identification system and ensure appropriate support of Young People at risk of becoming NEET at Key Stage 3,4 and 5.	<ul style="list-style-type: none"> Develop an early identification system for "at risk of NEET" Implement early identification system within schools& PRS Stronger tracking and monitoring of support 	Hannah Jones	<ul style="list-style-type: none"> Key Stage 3 in April 2015 45 young people identified most at risk of becoming NEET Key Stage 4 in April 2015 60 young people identified most at risk of becoming NEET. Key Stage 5 in April 2015 30 young people identified most at risk of becoming NEET. 	<ul style="list-style-type: none"> Improved identification of potential NEET's. Better brokerage of support and intervention. Improved attendance and attainment

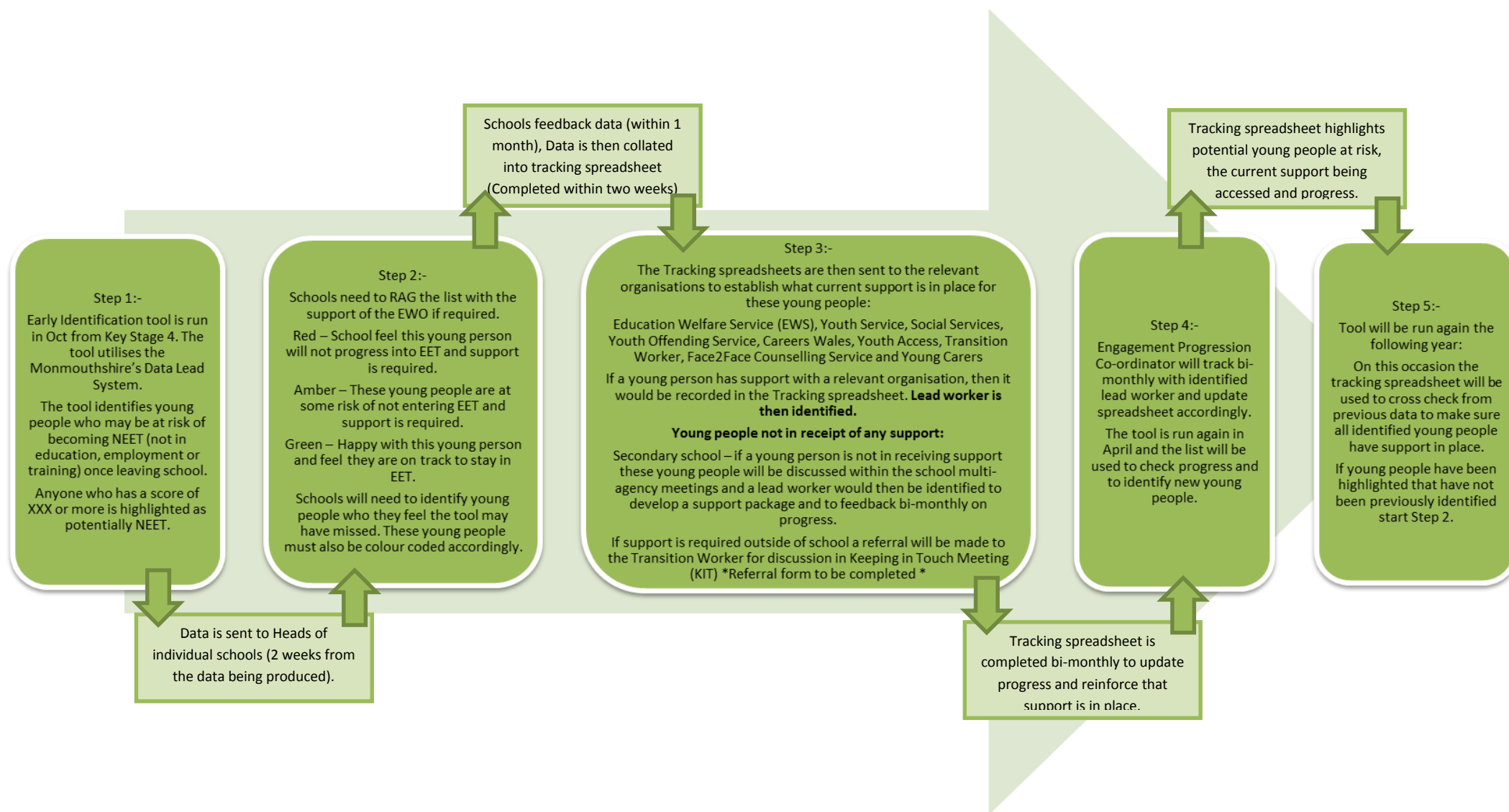
<p>To ensure provision meets the needs of young people</p>	<ul style="list-style-type: none"> • Develop a tier 2 (young people 16 -18 year olds unable to access provision due to circumstances) group. • Establish a learning and employment group. 	<p>Leanne Ward</p>	<ul style="list-style-type: none"> • 4 provisions and 10+ support services available to Tier 2 young people • The Tier 2 group is made up of agencies that offer services and provision to tier 2 young people • The Learning and Employment group to review and develop current provisions 	<ul style="list-style-type: none"> • Better access to appropriate provision • Improved and co-ordinated employment programmes
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Appendix 3

This strategy will ensure that young people have the right opportunities to make a seamless transition from pre 16 to post 16 provision and services. It will work towards the engagement model set out by Welsh Government within the Youth Engagement and Progression Framework.



Appendix 4 – Monmouthshire NEET Early Identification System



Appendix 5 - Monmouthshire Youth Engagement and Progression Framework Implementation Plan 2015/16

Identifying young people most at risk of disengagement				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
<p>Develop an approach to early identification of young people at risk of disengagement including what indicators, thresholds and data to use, when to start and who else needs to be involved by March 2014.</p>	<p>Schools currently identify young people at risk of disengagement and have their individual indicators and thresholds. Data held by schools.</p> <p>Local Authority are developing a new Common Pupil Tracking System inclusive of all groups</p>	<p>Youth Engagement and Progression function of multi-agency meetings in schools.</p>	<p>Local Authority Common Pupil Tracking system established initially for Key stage 3 and 4 (to include attendance, attainment, exclusion, behavioural, FSM data)</p> <p>Those at risk of disengagement discussed at multi-agency meetings</p>	<p>Early Identification System in place including pupil tracking for Key Stage 3 and 4 for 4 schools, PRS and 1 special school</p> <p>Most vulnerable and often those who are at risk of disengagement, discussed at monthly Multi Agency Meetings</p> <p>Case data discussed EPC and School Progress Leaders termly</p>

			Case data – schools knowledge Common referral process developed	Reviewed current referral processes and updated system and documentation to address common referral process
Discuss outcomes from pre-16 early identification with schools to agree levels of risk and inform identification of needs.	Youth Access Workers in Schools Transition Worker Education Welfare Service Pupil Referral Service liaises with schools Careers Workers in schools Tracking of Looked After Children (LAC)	LAC young people “placed “in Monmouthshire at a late stage in their education for example midway through year 11 Not being notified of LAC young people placed in Monmouthshire by other authorities in independent provision	Common Pupil Tracking system with clarity in terms of referral Discuss with Systems Leader EAS	Limited progress on Common Pupil Tracking System due to delay of Early Identify System. This will be in place by July 2015 EAS Challenge Advisors spring term visits to schools is focussed on reviewing school support for vulnerable learners

		Limited range of educational opportunities		
Determine how pre-16 early identification outcomes are shared with post-16 providers.	Learning Coaches, 14 - 19 Transition Worker and Careers Workers in schools ensure appropriate and effective progression pathways are in place with post 16 providers for those at risk of disengagement	Tracking young people that leave Monmouthshire for their post 16 provision More Able and Talented young people to be offered support and guidance Sharing of personal data with post 16 providers	Common Pupil Tracking System working with post 16 providers To ensure information sharing protocols are in place	Initial discussions with schools and colleges have taken place to look at possibility of tracking young people with post 16 providers. This will be explored more in the next quarter with the possibility of commencing Summer 2015. WASPI in place for Keeping In Touch Group (NEET practitioners group)

Better brokerage and coordination of support				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
<p>Develop local proposals for allocating lead workers, including consideration of existing funding and resources, in partnership with local stakeholders by December 2013. Identify whether you intend to start in first wave (April 2014) or second wave (September 2014).</p>	<p>Learning Coaches, Youth Access Workers and Pastoral Heads in schools co-ordinate existing support</p> <p>Pupil Referral Services- young people are referral for additional support and remain on school role.</p> <p>Local Proposals for allocating lead workers to discuss at key stakeholders meeting</p>	<p>Transitional planning for all young people identified with ALN (stated)</p> <p>Job uncertainty for key workers</p>	<p>Identify and arrange a meeting with all key stakeholders</p> <p>All key stakeholders present to talk about all vulnerable groups.</p> <p>Monmouthshire intends to start in the second wave September 2014.</p>	<p>Youth Engagement and Progression event held June 2014</p> <p>Agreed that the work of the Youth Engagement and Progression Implementation Plan would be responsible to the 14 – 19 Curriculum Group and the Post 16 Steering Group that meet termly</p> <p>Pre 16 - Pastoral Support Team and Youth Access workers provide the Lead Worker Function as part of the Service Level Agreement with Schools</p>

<p>Develop and agree plans for identifying and operating lead workers with Welsh Government and Careers Wales (for those in first wave) by the end of February 2014. If in second wave, proposals need to be in place by July 2014.</p>	<p>Schools are targeting those who are at risk of not achieving the level 1 threshold</p> <p>Working with Careers on plans for identification and operation of lead workers</p>	<p>Sustaining the key worker support for level 1 threshold</p> <p>To increase students attainment in level 1 and 2 to raise LA's performance indicators</p> <p>To ensure that all young people are included in the drive to raise standards</p>	<p>Monmouthshire will have proposals in place by July 2014 for a clear framework for the role and function of lead workers. This will be a function of the key stakeholders group</p>	<p>Post 16 – The Lead Worker Function is provided by the organisation that is responsible for the specific tier within the 5 tier model</p> <p>Draft proposal currently in circulation, will be signed off March 2015</p>
<p>Develop appropriate data sharing arrangements to ensure that information about young people is appropriately</p>	<p>Local Service Board has information sharing protocols in place to enable the sharing of information</p>	<p>Third sector and external agencies signing up to sharing of information protocols</p>	<p>Ensure that the current information sharing protocols are in place for all stakeholders.</p>	<p>WASPI in place currently for Post 16 Providers</p>

safeguarded and managed between delivery and support partners.			The local authority to be responsible for data sharing arrangements. Co-ordinated and monitored by the Engagement and Progression Co-ordinator	Confirmed access to date for EPC by Chief Officer for Education between Local Authority and Schools
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Stronger tracking and transitions of young people through the system				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
Local Authorities and schools join up school level tracking with early identification processes by September 2014.	Schools with support from local authorities run individual tracking systems	To develop the early identification tracking system Sep 2014	To have in place Local Authority Common Pupil Tracking system	Limited progress on Common Pupil Tracking System due to delay of Early Identify System. This will be in place by July 2015
Ensure that the Engagement and Progression Coordinator works	Pastoral Heads in collaboration with 14 -19 Transition Worker and Careers Worker in	To enable positive progression through schools bespoke packages	Engagement and Progression Co-ordinator to meet with	EPC continues to meet with schools on a termly basis to review progress and discuss unknown status

with schools, reviews the progress being made by students on a termly basis and ensure an effective system is in place for tracking young people with an unknown status.	schools identify individuals in schools with unknown status.	of support and provision will need to be committed to by all	schools on a termly basis to review progress To have in place Local Authority Common Pupil Tracking system	Early Identification data shared with schools, tracking and monitoring systems to be in place July 2015
Ensuring provision meets the needs of young people				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
Produce a baseline map of education, training and re-engagement provision mapped against the Careers Wales five tier model by March 2014 and update the provision map annually.	The post 16 steering group has produced the baseline map against the Careers Wales five tier model	To ensure that information is accessible, used and updated regularly	Mapping to be loaded up to the Monmouthshire County Council website. To promote links through partner agencies, MCC website, twitter and Family Information Service.	Baseline map produced and uploaded to Monmouthshire County Council's website Promoted through local partnership forums Further promotion required via Twitter and Family Information Service

			To review and update the provision map annually	Baseline reviewed and updated December 2014.
Engage with all providers to ensure they are developing and delivering an appropriate mix and balance of provision.	Development and delivery of provision is discussed and monitored through the Monmouthshire LAN and Curriculum Group which includes all providers – training providers, Careers, Youth Service, Coleg Gwent, Schools. Learners are consulted with on an annual basis on the quality of the delivery and provision.	Curriculum fit for purpose and range of courses being offered	Continue to review provision with providers and learners	Provision is reviewed and discussed at the 14 – 19 Curriculum Meeting, the Post 16 Steering Group and Keeping in Touch Concerns regarding future provision and funding. In particular those most vulnerable including young offenders and those with specialist needs The Local Authority seeking European Funding to address these concerns working with Newport City Council, Cardiff City Council and the Vale of Glamorgan Council
Work with a range of local organisations	Post 16 Steering Group has provided feedback	To ensure that all young people	The post 16 steering group has been identified as the	Coleg Gwent live on CAP

<p>to support an effective implementation of the youth guarantee (across a number of LA's by September 2014 with a full national roll out from September 2015).</p>	<p>to Welsh Government on the Youth Guarantee</p>	<p>have access to the youth guarantee in September 2015</p>	<p>lead for the Youth Guarantee and will be rolled out in September 2014</p>	<p>Three out of four mainstream schools live on CAP</p> <p>One mainstream school and Pupil Referral Service to come on board</p> <p>Special school opted out of CAP due to large percentage of English pupils</p>
<p>Engage with organisations tendering to deliver traineeships to ensure that their planned provision meets local needs by April 2014.</p>	<p>Traineeship Providers are engaged with through the Post 16 Steering Group and Keeping In Touch meetings to ensure programmes on offer are appropriate to learner and community needs</p>	<p>To enable and support young people in sustaining a traineeship.</p> <p>To offer meaningful and appropriate work placement</p>	<p>To provide bespoke programmes of support and achievement to ensure positive progression.</p>	<p>Bespoke packages are discussed and reviewed during Keeping in Touch meetings, which all training providers attend. This ensures that learner's individual needs are met and they are supported in achieving their positive progression. This is reflected within the Monmouthshire NEET figures</p>

		To raise awareness of Job Growth Wales, apprenticeships and employment opportunities with 16/17 year olds	To develop a forum for providers of traineeships to share concerns and good practice.	Pan Gwent Forum developed by Careers Wales to share good practice and concerns for all Work Based Learning Providers. One meeting called to date, further meetings requested
Analyse existing provision against need to identify gaps, unmet provision and duplication and influence providers based on this.	<p>There was no existing mapping of provision.</p> <p>Through the post 16 steering group providers were able to identify gaps, unmet provision and duplication, which then gave the basis for the pre-engagement course.</p> <p>The Youth Service and Careers are delivering a</p>	After attending the pre-engagement course, young people are still not ready for work-based learning or employment	To further develop pre and post engagement courses with taster work placement sessions in small focus groups	<p>The Youth Service and Careers Wales have successfully delivered two Pre Engagement courses aimed at supporting and preparing young people for Work Based Learning</p> <p>The Local Authority are seeking European funding to further develop pre and post engagement courses</p>

	pre-engagement course similar to the Youth Gateway to prepare and support young people to progress into work based learning			
Ensure effective provision for different groups of young people.	<p>Youth Service carried out survey with Year 8 pupils in 2012 to assess appropriate vocational qualifications for options in Year 9.</p> <p>The findings were compared with the LMI figures for an analysis of need and provision</p>	Effective provision in place for LAC, ALN and GEMS young people pre and post 16	Bespoke curriculum options available to young people within the school and local community	More vocational courses and options available through schools , PRS and Youth Service
Strengthening employability skills and opportunities for employment				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
Take a strategic approach to workforce planning	The Monmouthshire Single Integrated Plan identifies the need and	To ensure that young people are equipped with the	To develop Youth Employability Programmes to meet the needs of Labour	Monmouthshire County Council's Youth Service and Monmouthshire Housing Association have been successful in

<p>and tackling youth employment making use of programmes where available.</p>	<p>commitment to tackle youth unemployment</p> <p>The Local authority sits on the Skills Worklessness and Young People Strategic Group as part of the South East Wales Director of Environment and Regeneration Group.</p> <p>Youth Service in partnership with Monmouthshire Housing Association delivered phase 1 and 2 of the Flexible Support Fund from DWP- Way into Work Employability Programme for 18 -24 year olds claiming JSA. Working with 77 young</p>	<p>right skills and have the confidence and commitment to enter the workforce.</p> <p>To offer meaningful and appropriate work placement</p> <p>To further develop links with SMEs in Monmouthshire and neighbouring authorities for work placement and employment opportunities.</p>	<p>Market Intelligence, reducing the number of young people claiming JSA and the number of NEETs</p> <p>To develop new initiative for employment support, training opportunities and positive progression through the Skills, Worklessness and Young People Strategic Group.</p> <p>To explore the Caerphilly County Borough Council Passport Programme Model</p> <p>To ensure young people with Jobs Without Training (JWT) are engaged and supported.</p>	<p>their third Department of Work and Pensions, Flexible Support Fund bid. Working with a target of 90 18 – 24 year old JSA claimants with 36 job outcomes from October 2014 – May 2015.</p> <p>Collaborative working with Newport, Cardiff and The Vale Local Authorities in securing invitation to business planning stage for European Funding for youth employment programmes.</p> <p>Caerphilly Passport Programme Model explored, however was not viable at present</p> <p>Awareness has been raised to engage with young people in JWT through local</p>
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	<p>people of which 42 gained employment</p> <p>Youth Service delivers the Engagement/Traineeship Programme through Torfaen Training. 19 Young people enrolled on the programme</p> <p>Youth Service co-ordinates the Monmouthshire County Council- Apprenticeship Scheme and Job Growth Wales opportunities within the council.</p> <p>The Local Authority also plays an active role on the Monmouthshire Employment and Skills Partnership has been</p>		<p>To continue to promote Jobs Growth Wales Scheme within the local authority and private sector.</p>	<p>partnership forums. Limited progress made</p> <p>Monmouthshire County Council's Youth Service offered two Jobs Growth Wales opportunities, one progressed into a Level3 Apprenticeship within the Youth Service.</p> <p>Careers Wales has provided Employability Support to both those young people within compulsory education and those 16 -24 hoping to enter the labour market, 4 of the 5 Monmouthshire Secondary Schools (including Special School) have been accredited or reaccredited with the Career Mark. 1 School working towards the Career Mark. Group Sessions delivered in schools on job search</p>
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	established over the 3 years its current priorities include e volunteering opportunities, and transport for 16+.			<p>techniques using the Skills 2 Succeed on-line learning resources. This has been very successful with those in Year 13 not wanting to move onto Higher Education.</p> <p>Co-delivery of Skills 2 Succeed with JCP to 18 -24 unemployed young people, as well as job club, duty appointments and helpline/web services.</p>
Greater accountability for better outcomes for young people				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
Engage bi-annually with Welsh Government.	A point of contact has been established –Youth Service Manager to engage with Welsh Government	None currently identified	To ensure that meetings are arranged and actions agreed.	EPC attended regional and national meetings with Welsh Government, actions completed as and when required
Allocate a senior leader to take overall	Senior leader is the Youth Service Manager.	To meet tasks within the	Regular focus groups with all key stakeholders	Agreed that the work of the Youth Engagement and Progression

<p>responsibility for the framework by November 2013 and Engagement and Progression Co-ordinator.</p>	<p>Engagement and Progression Co-ordinator appointed February 2014</p>	<p>allocated timescales</p>	<p>To raise awareness, engage and involve key stakeholders in the implementation of the Engagement and Progression Plan</p>	<p>Implementation Plan would be responsible to the 14 – 19 Curriculum Group and the Post 16 Steering Group</p>
<p>How will you ensure that young people have a strong influence on your plans?</p>	<p>Learners are consulted on the delivery and provision</p> <p>Learner Voice with post 16 engagement/traineeship groups</p> <p>School Councils, Youth Forums and Monmouthshire Engage to Change Group</p>	<p>Ensuring that young people feel they have influenced the implementation plan</p>	<p>To ensure that vulnerable young people are consulted with on our plans</p> <p>Hold annual feedback forums for young people to share ideas for future progress</p>	<p>Consultations planned for May 2015</p> <p>Consultation on the EPF undertaken with Engage 2 Change, Monmouthshire Youth Forum July 2014 feedback collated; analysed and therefore assisted in the implementation plan</p> <p>Further annual consultation planned for July 2015</p>

<p>Are you taking forward a consortia approach to implementation of the framework and if so how?</p>	<p>Liaising with other local authorities, consideration to varying demographics</p>	<p>To ensure that all stakeholders buy into the plan for commitment and accountability</p>	<p>Regular focus group session to review progress and report to the relevant committees and strategic groups</p>	<p>The key stakeholders have recognised the following priorities for development, these have then formed task and finish groups</p> <ul style="list-style-type: none"> • Keeping In Touch – Lead Worker Role • Tier 2 and 4 - mapping / review provisions • Learning and Employment opportunities <p>EPC attends regional EPC meetings</p>
<p>Other areas to consider</p>				
<p>Action</p>	<p>What is your Local Authority currently doing?</p>	<p>What are the challenges?</p>	<p>How are you going to take the work forward?</p>	<p>Progress to date</p>
<p>Do you have any plans to evaluate the impact of your action plan and if so how?</p>	<p>The action plan has been discussed with key stakeholders and feedback is evidenced in the plan.</p>	<p>Working the evaluations into already busy schedules</p>	<p>Termly reviews with all stakeholders on progress made; identify areas for improvement and actions for forthcoming term</p>	<p>EPC collates termly reviews and identifies areas for improvement and further actions</p>

			The Action Plan will be presented to the 14 -19 Federation Group and Post 16 Steering Group for comments	EPC presents action plan to 14 – 19 Curriculum Group and Post 16 Steering Group for comments
The Welsh Government is going to be undertaking an evaluation on processes, engagement and implementation. Do you have any questions that you would like included in the WG evaluation?			Learner voice – all LA's demonstrating how young people have been involved in the process	Still awaiting feedback from Welsh Government on involvement of Learner Voice
How do you intend to share learning from the implementation of the framework with other Local Authorities?	Currently are through regional Principal Youth Officers and All Wales Principal Youth Officers meetings		Through regional Youth Guarantee groups to reflect on good and bad practice and to share the challenging in implementing the framework	Shared through National Principal Youth Officers Meetings Shared through regional EPC meetings

<p>How will you ensure that the right strategic and operational leadership is in place?</p>	<p>There is already commitment from the Chief Executive in driving this forward to ensure better outcomes for young people.</p> <p>It is an agenda item on operational leadership meetings</p>		<p>Progress is given to strategic Leadership and Operational teams on a monthly basis</p>	<p>Youth Service Manager provides progress on the implementation plan at the monthly Children and Young People Senior Management Team Meetings</p>
<p>How do you intend to join up with your Local Authorities anti-poverty champion?</p>	<p>Designated Officer and Elected Member for Anti-Poverty</p> <p>Poverty is recognised by the Local Strategic Partnership and is 'real'.</p> <p>Poverty is recognised within the Single Integrated Plan for Monmouthshire</p>	<p>Poverty is not concentrated within Monmouthshire which makes it difficult to identify and tackle.</p> <p>Not eligible for additional monies from WG so working from existing resources.</p>	<p>In addition to keeping our anti-poverty champion up to date, we will give regular feedback to LA's Equality and Diversity Group</p> <p>Take to council in near future a strategy that recognises and acknowledges Poverty exists within Monmouthshire.</p> <p>Continue to work with anti-poverty champions in the</p>	<p>Monmouthshire's Equality and Diversity Group has not met since May 2014 so there has not been an opportunity to update the group.</p> <p>The Anti-Poverty Officer Champion attends national and Gwent-wide anti-poverty networks.</p> <p>A local working party (comprised of Local Service Board partners, including the Youth Service Manager) has been established to develop a strategy</p>

	<p>Unified needs assessment has been completed and signed off by LSB and Cabinet which identifies key indicators and priorities for the county.</p>	<p>Indicators within the anti-poverty framework, low birth weights are clearly identified as higher than the welsh average in north Abergavenny.</p> <p>Working within a rural county such as Monmouthshire, smaller incidences of poverty, rural poverty difficult to identify and often sits within affluent streets.</p>	<p>Gwent settings and the Minister</p> <p>Bespoke interventions to tackle rural poverty and improve accessibility to get people back into work.</p> <p>Single Integrated Plan focuses on those identified within the plan as 'not being left behind', for example, reducing homelessness; increase affordable housing and bridging the gap in attainment between free school meal and non-free school meal pupils</p>	<p>describing what poverty in Monmouthshire looks like, outlining current activity and identifying appropriate bespoke interventions to meet the local poverty challenges.</p> <p>SIP Programme Management Board is reviewing all groups to ensure outcomes are met and all reporting to LSB quarterly on progress</p>
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		<p>Diagnostics are blurred at times as are averages</p> <p>The withdrawal of CF funding in one area of the county, we invested in community initiative however identified community led initiatives also come with difficulties and need to consider how to look at this in the future</p>		
How will you consider the importance of Welsh language needs of young people in	Liaising with Welsh School in neighbouring authority	Ensuring enough stakeholders are able to converse and work within the welsh medium	To ensure access is available to young people through the medium of welsh	Monmouthshire County Council's Youth Service has recently employed a Welsh Language Youth Worker to support the needs of young people in implementing the framework through the medium of Welsh

implementing the framework?			To liaise with MCC's Equality Officer	Regular meetings are held with MCC's Equality Officer and youth service manager sits on Monmouthshire Equality and Diversity group
How will you sustain this work beyond the implementation plan?	Sustaining through existing resources and partnership working	To ensure that all young people are included in the drive to raise standards	The process is organic and holistic meeting the needs of all young people and stakeholders	The value of the framework has been recognised by all key stakeholders and has had significant impact on creating better outcomes for young people

Plans through to 31st March 2016

Plans through to 31st March 2016		
STRAND	ACTIONS TO BE TAKEN FORWARD UP TO END OF MARCH 2016	WHAT ARE YOUR CHALLENGES?
Early Identification	Establish a system and ensuring it is consistent across all schools within Monmouthshire	Reliance on Performance Management team for access to relevant portals
Brokerage	Brokerage process in place for pre and post 16 for the Lead Worker Function	Clear purpose and function

<p>Tracking</p> <p>(To include a WASPI assured ISP to be in place by the end of September 2015.)</p>	<p>WASPI in place for Keeping in Touch, further clarity to ensure all stakeholders are included under the framework</p>	<p>Organisational protocols</p>
<p>Provision</p> <p>(To include Engagement with schools and FE Colleges to raise awareness and encourage take up of the Common Application Process.)</p>	<p>To support the CAP Coordinator in fully implementing CAP with four mainstream schools and the Pupil Referral Service</p> <p>Designated staff in schools offered training and support with the CAP</p>	<p>This is a new initiative which may experience inaccuracies in its infancy.</p>
<p>Employability and Employment Opportunities</p>	<p>Development of pre-employability and employment programmes for 16 – 24 year olds.</p>	<p>Failing to secure alternative funding to sustain current provision</p>

<p>Accountability</p> <p>(To include confirmation of retention of the Engagement and Progression Co-ordinator function until at least the end of the funding period 31st March 2016.)</p>	<p>Monmouthshire County Council's Chief Executive has confirmed his commitment to retain the Engagement and Progression Coordinator Function until at least the end of the funding period 31st March 2016</p>	<p>To secure further funding to continue the role of EPC after 31st March 2016</p>

Appendix 6

Glossary of terms

ALN	Additional Learning Needs
CAP	Common Application Process
DWP	Department of Work and Pensions
EAS	Educational Achievement Service
EIS	Early Identification System
EPC	Engagement and Progression Coordinator
FSM	Free School Meals
GEMS	Gwent Ethnic Minority Service
JAF	Joint Assessment Framework
JWT	Jobs Without Training
KIT	Keeping in Touch
LA	Local Authority
LAC	Looked After Child
LSB	Local Service Board
MAM's	Multi Agency Meetings
NEET	Not in Education, Employment or Training
PRS	Pupil Referral Service
SIP	Single Integrated Plan
TAF	Team Around the Family
YEPF	Youth and Engagement Progression Framework
WASPI	Wales Accord on the Sharing of Personal Information