

**SUBJECT: Approval of NEET Prevention Strategy**  
**DATE: 15<sup>th</sup> October 2024**  
**MEETING: Performance and Overview Scrutiny Committee**  
**DIVISION/WARDS AFFECTED: All**

**1. PURPOSE:**

- 1.1 To present the draft Monmouthshire NEET Prevention Strategy for approval to Performance and Overview Scrutiny Committee ahead of Cabinet on 6<sup>th</sup> November 2024.

**2. RECOMMENDATIONS:**

- 2.1 That Performance and Overview Scrutiny Committee approve the final draft of the revised Monmouthshire NEET Reduction Strategy ahead of Cabinet on 6<sup>th</sup> November.

**3. KEY ISSUES:**

- 3.1 This draft Monmouthshire NEET Prevention Strategy demonstrates our commitment as a Council to address NEET prevention in our county in order to create better opportunities and outcomes for our young people, through collaborative work with our valued stakeholders.
- 3.2 This revised NEET Prevention Strategy replaces the previous strategy A Great Start for All: NEET reduction Strategy 2018-2021.
- 3.2 The Inspire programme is currently funded by UK Governments Shared Prosperity Fund, which will come to an end in March 2025. In addition, the Engagement & Progression Coordination function is funded by Welsh Government via the Youth Support Grant, with the current funding ending in March 2025.
- 3.3 Senior Leadership Team have previously been made aware of Welsh Government Youth Engagement and Progression Framework 2013 and 2022 and the local authority's responsibility to provide a delivery model centred on individual need. The key areas of the framework are embedded in the draft Monmouthshire NEET Reduction Strategy and reflect added value whilst addressing the needs and aspirations of Monmouthshire's young people.

**4. EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):**

- 4.1 An Integrated Impact Assessment has been included. The decision will be evaluated by Performance and Overview Scrutiny Committee, which will make recommendations of any proposed changes to Cabinet.

- 4.2 The NEET Strategy and Action Plan will be monitored through the following local forums;
- Learning, Skills and Economy Departmental Management Team

**5. OPTIONS APPRAISAL:**

- 5.1 An options appraisal has been undertaken in Table One below.

**Table One: Options Appraisal**

Option	Benefits	Risks
1) Do Nothing	None identified	Lack of direction and vision for NEET prevention in Monmouthshire. Increase in the number of young people at risk or who are NEET
2) Implementation of the Monmouthshire NEET Reduction Strategy	<ul style="list-style-type: none"> <li>• Improve young people’s skills and future employment opportunities</li> <li>• Increased partnership working and co-delivery of projects</li> <li>• Shared expertise and resources</li> <li>• Reduced numbers of NEET young people.</li> </ul>	Lack of buy –in from partners Loss of externally funded programmes that support NEET reduction

**6. REASONS:**

- 6.1 The previous Monmouthshire NEET Reduction Strategy 2018 -2021 is out of date and a new strategy for the next 3 years is essential to ensure continued improvements year on year in the number of young people who have entered and sustained education, employment or training at the Post 16 Transition Point.
- 6.2 We wish to demonstrate our commitment to the NEET prevention agenda as a Council with stakeholders, to implement the strategy action plan and improve outcomes for our young people and communities.

**7. RESOURCE IMPLICATIONS:**

- 7.1 Currently the Engagement & Coordination Function and NEET prevention programme (Inspire) are funded by Welsh Government and UK Government Shared Prosperity Fund respectively. These funding streams are unclear beyond April 2025.
- 7.2 The strategy will be used as a tool to inform and align good practise within existing resources through a partnership approach.

## 8. **CONSULTEES:**

- NEET Strategy Working Group: Louise Wilce – Youth Employment & Skills Lead, Tim Bird – Sustainable Education Adviser, CYP, Huw Thomas – Team Manager, Children’s Services, Mark Foster – Equality, Inclusion and Activities Lead, MonLife, Sarah Rees – Manager, Careers Wales and Sian Farquharson - Professional Learning Lead Partner (Post 16, SEREN and More Able), Education Achievement Service.

Frances O’Brien – Chief Officer for Communities & Place

Paul Griffiths – Cabinet Member for Planning and Economic Development

Will McLean – Chief Officer for Children & Young People

Martyn Groucott – Cabinet Member for Education

Hannah Jones – Head of Economy, Employment and Skills

## 9. **BACKGROUND PAPERS**

### Appendix 1: Draft NEET Prevention Strategy



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### Appendix 2: Integrated Impact Assessment



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## 10. **AUTHOR:**

Louise Wilce – Youth Employment & Skills Lead

## 10. **CONTACT DETAILS:**

Email: [LouiseWilce@monmouthshire.gov.uk](mailto:LouiseWilce@monmouthshire.gov.uk)

**APPENDIX 1:**

Monmouthshire County Council

NEET Prevention Strategy

2024

## FOREWORD

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Young people contribute significantly to their families, communities and economy and it is crucial we collectively work together to optimise the opportunities they have to learn, earn and upskill in their chosen pathways. As our young people leave compulsory education, those that become NEET (not in education, employment or training) between the ages of 16 and 18 are more likely to be unemployed in the future, receive low income, suffer from poor physical and mental health, depression and possibly find themselves involved in crime.

Our strategy for Monmouthshire sets out our commitment in creating better outcomes for young people through increasing engagement and progression in education, training and employment. We will continue to be ambitious in driving this strategy and work collaboratively with stakeholders to ensure that the challenges and barriers our young people face are minimised through shared action whilst always seeking to identify, enhance and develop opportunities in our county.

Despite the upheaval recent years has presented to our children and young people, and the lasting effects we see from it, the number of young people not entering education, employment or training have remained consistently low and often below the Welsh average. However, the economic challenges we face currently will contribute and impact on the choices our young people have when making decisions about their next steps. We have a collective responsibility to ensure young people secure and sustain a positive destination after leaving compulsory education whether that involves remaining in school, transitioning to college or work-based learning or seeking employment.

This strategy will work towards the ambition of all young people being engaged in education, employment or training, working with schools, both inside and outside of Monmouthshire, Pupil Referral Service, Careers Wales, colleges and training providers to achieve this. It recognises that early identification and intervention are vital in supporting young people to thrive in their learning and enabling them to reach their potential beyond 16. This strategy cannot be addressed by one single agency. It has been developed collaboratively with key stakeholders, identifying key priority themes and objectives that we believe will meet the needs of our young people.

## ASPIRATION

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Our aspiration for NEET prevention in Monmouthshire and the NEET Prevention strategy is:

**Creating positive and sustained outcomes for young people through bespoke, productive and meaningful engagement in education, training and employment.**

To achieve our aspiration, we will focus on five key priority themes:

- Early Identification
- Commissioning Support & Provision
- Monitoring Progression
- Employability and employment opportunities
- Accountability

## BACKGROUND

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The Welsh Government [Youth Engagement and Progression Framework \(2022\)](#) provides a framework for working together to engage with young people to raise their aspirations, ensure no-one is left behind and is built around the early identification of young people aged 11 to 18 who are at risk of becoming NEET (or at risk of Homelessness) across Wales. Within Monmouthshire using the framework, we have developed a model that seeks to prevent young people becoming NEET through robust early identification tool and targeted support but also effectively monitor and identify appropriate support pathways for those who do become NEET following the Post 16 Transition.

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

Post 16 transition is a key transition point in a young person's life and, if we can get this process right, it can play a pivotal role in their next steps and future career pathway. Young people in Monmouthshire have a range of choices for their post 16 education, just over half in 2022/3 enrolled in Monmouthshire secondary school sixth form, whilst others enrolled in out of county sixth forms, colleges, and specialist provision. Effective practice provides young people with the coordinated support required to make a positive next step into the destination of their choice and reduce the number of young people who are not engaged in education, employment or training (NEET).

Our aim is to ensure that learners make informed, confident choices about their future education, training or journey into work through a transition process that is a positive experience for all.

## DATA – PUPIL DESTINATIONS DATA AND 5 TIER MODEL

Throughout this strategy we will talk about two key sets of data – Pupil Destinations Data and Tier Dat. Pupil Destination Data provides annual data published by Welsh Government to demonstrate the destinations of our young people. The data relates to the destinations of young people *educated* in Monmouthshire. Pupil destination data provides quantitative data on the following categories:

Continuing in Full Time Education (in school)	Continuing in Full Time Education (in College)	Continuing in full time education (in Higher Education)	Taking a Gap year (intending to go to HE following year)	Continuing in Part Time Education (Less than 16 hours a week)	Work Based Training - non employed status	Work Based Training - Employment status	Employed - Other	Known not to be in Education, Training or Employment	No response to survey	Left the area
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In Monmouthshire our young people have a range of options if they choose to leave school, Pupil Destinations Data does not provide where the young person has transitioned to. For example, if college is the destination we are unable to see which college.

Tier Data is the fluid, daily snapshot of the current tier status of young people 16-19 who are resident in Monmouthshire. Tier data and which Tier a young person is in is categorised using Careers Wales 5 Tier Model, outlined below.

<b>TIER</b>	<b>Young People</b>	<b>Lead Worker</b>	<b>Responsibility for Tracking and Support</b>
<b>Tier 5:</b> <b>In further education or EET</b>	<ul style="list-style-type: none"> <li>• In EET.</li> <li>• Working or studying part time over 16 hours.</li> </ul>	No lead worker necessary given that young person is already engaged and not judged to be at risk of disengaging. Providers' own pastoral systems or support should be utilised as appropriate.	<b>Careers Wales</b>
<b>Tier 4:</b> <b>At risk of dropping out of EET</b>	<ul style="list-style-type: none"> <li>• Engaged in less than 16 hours of EET.</li> <li>• Have been identified at risk of disengagement pre-16 and/or were judged as at risk of not making a positive transition but are subsequently in further education, sixth form or training.</li> <li>• Have been identified to Careers Wales by EET providers (or themselves) as at risk of dropping out of EET.</li> </ul>	Allocation of lead worker depends on level of risk: <ul style="list-style-type: none"> <li>• For low and medium risk use provider pastoral systems and/or allocate a learning coach as a lead worker.</li> <li>• For High risk a lead worker may be allocated from either youth service or Careers Wales or if Families First involved Team Around the Family will decide allocation of lead worker.</li> </ul>	<b>Careers Wales</b>
<b>Tier 3:</b> <b>NEET or actively seeking EET but known to Careers Wales</b>	<ul style="list-style-type: none"> <li>• Engaged with Careers Wales 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Lead worker identified for 100% of the cohort.</li> <li>• Careers Wales will provide the lead worker in nearly all cases.</li> </ul>	<b>Careers Wales</b>



	<ul style="list-style-type: none"> <li>This tier should also include those known to Careers Wales, actively seeking EET but not requiring Careers Wales enhanced support, for example accessing support via careerswales.gov.wales or awaiting a college start date.</li> </ul>		
<b>Tier 2:</b> <b>Young people known to Careers Wales who are NEET and are not ready or available to seek EET</b>	<ul style="list-style-type: none"> <li>Significant or multiple barriers requiring intensive personal support.</li> <li><u>Not available or unable to seek EET (for example due to illness, being a young carer, pregnancy, in custody).</u></li> </ul>	<ul style="list-style-type: none"> <li>Lead worker identified for 100% of the cohort.</li> <li>Youth Employment &amp; Skills Team will provide lead worker in most cases (in some instances this role may be allocated to other services or organisations providing intensive personal support).</li> </ul>	<b>Local Authority</b>
<b>Tier 1:</b> <b>EET status unknown to Careers Wales</b>	<ul style="list-style-type: none"> <li>Unknown to YEPF Stakeholders.</li> <li>Young person could be in a destination but will remain 'unknown' until this is confirmed.</li> </ul>	Once individuals are identified they are allocated to appropriate tier and allocated a lead worker accordingly.	<b>Local Authority</b>

If a young person is unable to make the transition into a destination beyond 16 and identified as Tier 2 (NEET) or Tier 1 (destination is unknown), we have an embedded local partnership that identifies, monitors and seeks to provide support. The Monmouthshire YEPF partnership **Keeping In Touch** group (KIT) meets monthly to monitor a young persons (tier) status using the **Careers Wales 5 Tier Model** above. KIT is coordinated and led by the local authorities Youth Employment & Skills Team with a range of post 16 stakeholders involved including Social Services, Careers Wales, Training Providers, Colleges, Youth Service and Youth Offending Service and monitors monthly Tier 1 and Tier 2 young people and the numbers of young people engaged with Careers Wales in Tier 3.

## **STRATGEY COLLABORATION**

In developing this strategy, we sought the skills and knowledge of a number of personnel from our stakeholders through a working group. The NEET strategy working group have been key in shaping and developing the strategy and have also assisted and scrutinised the development of the action plan. Membership included external stakeholders and officers from Monmouthshire County Council directorates.

- Education Achievement Service
- Careers Wales
- MCC Communities & Place – Economy, Employment & Skills
- MCC Children & Young People
- MCC MonLife
- MCC Social Care & Health

## STRATEGIC CONTEXT

Welsh Government's Youth Engagement and Progression Framework (YEPF) is a systematic mechanism to identify and respond to young people at risk of becoming NEET, who are NEET and/or who are at risk of being homeless. Under the Framework there are processes in place to identify young people who require tailored support that meets their needs and to monitor their progression, this is led by local authorities, working with their delivery partners. The Framework helps young people to fulfil their potential and prevents poverty and homelessness.

The original YEPF (2013) was developed with the aim of reducing NEET rates. In this updated version, there remains a strong focus on preventing young people becoming NEET and supporting young people who are NEET into a positive destination, improving their life chances. The updated Framework has also been expanded to include the prevention of youth homelessness. This is in recognition of the fact that the 'warning signs' of a young person potentially becoming NEET can overlap with indicators that a young person may be at risk of family breakdown and youth homelessness.

This YEPF operates alongside Welsh Government's Young Person's Guarantee (YPG). The YPG for young people aged 16 to 24 aims to give young people who are NEET other opportunities to move into education, employment or training (EET). In addition, the ['Well-being of future generations: National indicators and milestones for Wales 2021'](#) will help foster this sense of collective responsibility and accountability. The national milestones, introduced following the ['Shaping Wales' Future: Using National Indicators and Milestones to measure our Nation's progress consultation'](#), will help us assess progress towards the 7 well-being goals set out in the Well-being of Future Generations (Wales) Act 2015 ('the Act').

Of particular relevance to the Framework is the following indicator and milestone value:

- Indicator No. 22: percentage of people in education, employment or training, measured for different age groups
- Milestone: at least 90% of 16 to 24 year olds will be in education, employment, or training by 2050

The YEPF also aligns with Welsh Government's overarching children and young people's plan ('the Plan') outlines the 7 cross-government priorities which will help achieve our ambition to make Wales a wonderful place to grow up, live and work, now and in the future.

Locally, Monmouthshire County Council's [Community & Corporate Plan](#) 'Taking Monmouthshire Forward' identifies 6 Key objectives including 'A Thriving and Ambitious Place'. Within this objective, we want to achieve 'People of all ages and backgrounds have the skills to do well in work or start their own business' of which Number of school leavers not in education, employment or training is a key measure. However, work the strategy will also achieve will benefit Children and Young people: A Learning Place and link across to the [Economy, Employment & Skills Strategy](#) .

Monmouthshire **Economy, Employment and Skills Strategy** identifies, amongst others, the following priority: - A fairer, more successful Monmouthshire. Objectives include:

- Support a balanced change in the demographic profile of our county. However currently 45% of Year 11 school leavers opt to undertake their post 16 learning out of county.
- Support the creation of 6,240 sustainable job opportunities.

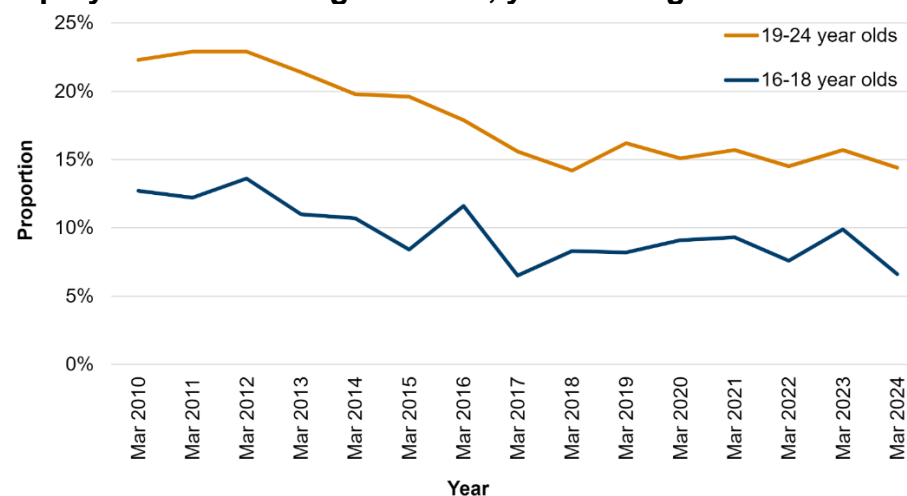
- Equip people with skills and qualifications to enter employment and enable employment progression. In addition, Monmouthshire County Council 'Community and Corporate Plan 2022 -2028' commits to promoting career paths in shortage areas such as care and construction earlier and more consistently, this strategy will aim to reduce labour shortages in these sectors by working closely with public and private sector organisations. Monmouthshire will be a place that young people will not need to leave because they will have the skills to work in new and emerging industries or set up their own businesses within the county.
- Collaborate with comprehensive schools, further and higher education partners to enhance access and networks.

Monmouthshire County Councils **Children and Young People: A Learning Place** plan identifies the following objectives:

- Develop a broader 14-19 offer including more collaboration between comprehensive schools and further education partners.
- Develop a broader educational offer to include both academic and vocational pathways and engage partners from public and private sectors.
- Provide enhanced learning opportunities and evidence-based interventions to ensure that pupils from low-income families are able to achieve their full potential.
- Promote career paths in shortage areas such as care and construction earlier and more consistently. Commit to specific activity in care apprenticeships and scale up delivery through Y Apprentis and similar schemes.
- Develop better links with further and higher education.

## CURRENT POSITION

### Young people not in education, employment or training in Wales, year ending March 2010 to March 2024



Line chart showing [Annual Population Survey NEET rates](#) for 16 to 18 and 19 to 24 year olds in Wales. Both age groups NEET rates have decreased overall across the last decade, despite fluctuations in each series during this time period. The NEET rate for people aged 16 to 18 in Wales was 6.6% in the year ending March 2024, down by 3.3 percentage points over the year. Over the longer term, the rate has decreased by 1.6 percentage points over the last five years and by 4.1 percentage points over the last decade.

Locally, despite the challenging times of the last 5 years, [Pupil Destinations Data](#) demonstrates Monmouthshire has continued to see consistent numbers of young people known not to be in Education, Employment or Training across our Year 11, 12 and 13 school leavers. In addition, for Year 11 and 13 particularly, we are often below the Welsh average.

#### Year 11

	2019	2020**	2021	2022	2023
Monmouthshire	<b>1.3%</b>	<b>1.4%</b>	2.0%	<b>1.8%</b>	<b>1.8%</b>
	10	11	16	14	14
Wales	1.8%	1.7%	1.6%	2.1%	2.0%
	537	527	507	664	670

## Year 12

	2019	2020**	2021	2022	2023
Monmouthshire	1.0%	1.5%	<b>0.2%</b>	0.9%	1.5%
	4	7	1	4	6
Wales	0.8%	0.6%	0.4%	0.7%	0.5%
	99	76	55	80	62

## Year 13

	2019	2020**	2021	2022	2023
Monmouthshire	<b>1.36%</b>	3.92%	<b>1.96%</b>	<b>1.2%</b>	<b>1.1%</b>
	5	14	8	5	4
Wales	2.54%	3.53%	2.29%	2.8%	3.6%
	269	355	251	322	375

\*Figures in **bold** indicate below Welsh average.

\*\*Covid

Our Youth Engagement & Progression Framework partners, Careers Wales, provide coordination and support for young people in Tier 3 who are known not to be in education, employment or training (NEET) as detailed in the 5 Tier Model (p5). Local Authorities are unable to access, as there is no legal basis to share, Tier 3 data but do have access to numerical data. The data below represents the number of young people known not to be in education, employment or training in Y11-13 who are NEET and in Tier 3.

	Tier 3
2023	10
2022	8

Overall number of young people that are known to not be in education, employment or training has remained steady over the last 3 years. In mapping the journey of the Tier 2 NEET young people we have seen a variety of themes that contribute to a young person becoming NEET.

Theme	Mitigation
Low or non-attendance at school	Early Identification Tool 3 times per year Inspire Outreach introduced in 2023, with capacity increased September 2024.

Early disengagement from education or pathway	Inspire In-school model changed – Inspire worker stays with young person until they are sustaining a destination Youth Employment & Skills team working with stakeholders to develop broader options for young people, for example STEM.
Unable to access Level 3 / 6 <sup>th</sup> form offer in Monmouthshire	Youth Employment & Skills team working with stakeholders to develop Level 2 offer in 6 <sup>th</sup> forms – Passport to Employment.
Missed opportunities to engage	Engagement & Progression Coordinator developed <a href="#">Effective Practice Guidance</a> for transition from secondary school to post 16 education. Collaborative piece of work with stakeholders on behalf of Wellbeing Subgroup.
Young people not identified as at risk of NEET – no ‘indicators’ and a planned destination.	Early Identification Tool updated in line with Welsh Government guidance, with Monmouthshire County Council staff part of working group. NEET young people case studies and themes of NEET Destination Data shared with key stakeholders.
Planned Gap Year.	Careers Wales Working Wales programme and YEPF partners continue to offer and provide support and pathways once young person returns.

Monmouthshire County Council’s current NEET prevention programme works across Monmouthshire to prevent young people from becoming NEET working collaboratively with stakeholders to ensure support and the best possible outcomes for our young people. Inspire has three strands which link to the Engagement and Progression Coordination and YEPF stakeholders to support and monitor at risk of or NEET young people:

- Inspire In-school – Allocated NEET prevention worker per school
- Inspire Outreach – two NEET prevention workers – Monmouth Comprehensive School & Caldicot School and KHS 3-19 School & Chepstow School.
- Inspire Post 16 Transition – one pan Monmouthshire worker
- Engagement & Progression Coordination Function\* – function part of Youth Employment & Skills Leads role. Funded by Welsh Government Youth Support Grant under Youth Engagement & Progression Framework.

When considering our Pupil Destinations Data it is important to note that Youth Employment & Skills and Inspire has provided the consistent coordination and prevention programme since 2013, funded by European Structural Funds until December 2022 followed by UK Government Shared Prosperity Fund respectively with UK SPF in place until 31<sup>st</sup> March 2025.

## OUR ASPIRATION, KEY PRIORITY THEMES AND OBJECTIVES

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We have a clear aspiration for our NEET prevention strategy:

**Creating positive and sustained outcomes for young people through bespoke, productive and meaningful engagement in education, training and employment.**

In order to deliver our aspiration, we have identified five key priority themes, aligned to Welsh Governments Youth Engagement & Progression Framework but shaped to meet the needs of Monmouthshire Young People. In identifying these key priority themes we have worked collaboratively across Council Directorates and with external stakeholders and elected Members. Our five key priority themes are:

- Early Identification
- Commissioning Support & Provision
- Monitoring Progression
- Employability and employment opportunities
- Accountability

Objectives have been identified for each of the priority themes.

### 1. EARLY IDENTIFICATION

Monitor, develop and improve the Early Identification process in Monmouthshire to ensure the accurate and timely identification of children and young people at risk of disengagement.

#### Objectives

- Continue to develop and deliver the Early Identification Tool, identifying for young people aged 11-18 who are:
  - At risk of becoming NEET
  - At risk of homelessness (Collaborative Tool)
- Facilitate the Early Identification Tool to enable early intervention ahead of Key Stage 3 transition.



- Key Stage 2 Early Identification Tool (developed under ESF funding) to support early identification of at risk children in year 5 and year 6.
- Continue the identification and monitoring of young people 16-19 who are NEET.

## **2. COMMISSIONING SUPPORT AND PROVISION**

Facilitate coordination of support by being the central point of contact through the Engagement and Progression Coordinator function.

### **Objectives**

- Identify person-centred support for young people, ensuring services work collaboratively to meet individual needs.
- Provide continuity of support and contact for the most at-risk young people.
- Ensure appropriate opportunities and provision is available through working collaboratively with stakeholders to ensure sustainable destinations for young people, including:
  - Further education, work-based learning and apprenticeships.
  - Interventions for preventing youth homelessness as identified within the Youth Engagement & Progression Framework.
  - Specific targeted support to reduce a young person's risk of NEET and boost a young person's mental health, well-being and self-esteem.
  - Targeted support programmes to ensure young people are motivated, equipped and able to engage in their next steps.

## **3. MONITORING PROGRESSION**

Provide a coordinated approach to support transition between alternative provisions, key stages of compulsory education, and movement from pre to post 16.

### **Objectives**

- Monitor what support and/or provision most at-risk young people are receiving and ensure this is in place through and beyond the post 16 transition.

- Under Youth Engagement & Progression Framework support monitoring of all young people through post 16 destination to minimise risk of NEET and offer support if needed.
- For young people aged 16 to 19, identify those whose destination on leaving school is unknown or known to be NEET and then:
  - establish what they are doing (EET or if they are NEET) and if they are ready to seek EET (Tier 1 or Tier 2)
  - ensure that any young people who have not progressed or sustained a destination are offered appropriate support to take steps towards education, employment or training.
- Monitor and evaluate identification processes and support programmes or provision, so adjustments can be made, as needed.

#### **4. EMPLOYABILITY AND EMPLOYMENT OPPORTUNITIES**

To form a better understanding of local employment needs and trends, to offer new opportunities for young people and to inform service design.

##### **Objectives**

- Youth employability provision which allows young people to progress into opportunities, with a balance of work experience, skills, qualifications and pathways to employment or self-employment. Supporting young people on a path that gives them the best possible life chances and a prosperous future.
- Contribute to the development of opportunities and programmes working towards enhancing local and regional skills needs and links to employment sectors in collaboration with stakeholders. (For example – Monmouthshire STEM programme)
- Identify and support local and regional developments to aid and enhance education, training and employment opportunities for young people in collaboration with stakeholders. (For example - Post 16 Level 2 offer and Curriculum for Wales' Four Core purposes and Skills for Work Qualification.
- Working with stakeholders and networks to develop employer relationships.

## **5. ACCOUNTABILITY**

Monmouthshire County Council has a strong sense of character and purpose. We value our young people, and will work towards providing the best opportunities and outcomes for them.

### **Objectives**

- Shared responsibility and accountability amongst stakeholders for delivering the Youth Engagement & Progression Framework. Local authorities provide the strategic and operational leadership for implementing the Framework, while local partnerships have a critical role in supporting its delivery.
- A process of review and reflection by all delivery partners to develop a deeper understanding of how well the Framework is working in their local area and identify where improvements can be made.
- Continue to monitor tier data and annual destination data but with an increased ambition to utilise quantitative data considering trends, themes and lessons learnt to drive a culture of continuous improvement and learning amongst all partners.

## FORWARD PLAN

### MEASURES

#### Year 11

	2019		2020**		2021	2022	2023	2024	2025	2026
	Target	Actual	Target	Actual	Actual	Actual	Actual	Target	Target	Target
Monmouthshire	1.1%	1.3%	1.0%	1.4%	2.0%	1.8%	1.8%	<b>1.6%</b>	<b>1.4%</b>	<b>1.3%</b>
	9	10	8	11	16	14	14	13	12	10
							Cohort Profile:	806	832	795
Wales	1.8%		1.7%		1.6%	2.1%	2.0%			
	537		527		507	664	670			

#### Year 12

	2019		2020**		2021	2022	2023	2024	2025	2026
	Target	Actual	Target	Actual	Actual	Actual	Actual	Target	Target	Target
Monmouthshire	1.1%	1.0%	1.0%	1.5%	0.2%	0.9%	1.5%	1.2%	1.1%	0.9%
	5	4	4	7	1	4	6	5	5	4
							Cohort Profile	426	450	453
Wales	0.8%		0.6%		0.4%	0.7%	0.5%			
	99		76		55	80	62			

#### Year 13

	2019		2020**		2021	2022	2023	2024	2025	2026
	Target	Actual	Target	Actual	Actual	Actual	Actual	Target	Target	Target
Monmouthshire	1.8%	1.36%	1.7%	3.92%	1.96%	1.2%	1.1%	<b>1.0%</b>	<b>1.0%</b>	<b>1.0%</b>
	8	5	7	14	8	5	4	4	4	4
							Cohort Profile	367	393	391
Wales	2.54%		3.53%		2.29%	2.8%	3.6%			
	269		355		251	322	375			

*\*Targets profiled in line with current NEET Prevention Programme delivery and outcomes – currently funded until end of March 2025 by UK Government Shared Prosperity Fund.*

## ACTION PLAN

### EARLY IDENTIFICATION

Monitor, develop and improve the Early Identification process in Monmouthshire to ensure the accurate and timely identification of children and young people at risk of disengagement.

Theme	Objective	The action we will undertake	How we will measure progress	Target Date	Owner
EARLY IDENTIFICATION	Continue to develop and deliver the Early Identification Tool, identifying for young people aged 11-18 who are: <ul style="list-style-type: none"> <li>At risk of becoming NEET</li> <li>At risk of homelessness (Collaborative Tool)</li> </ul>	<ul style="list-style-type: none"> <li>Deliver the Early Identification Tool three times per year for Years 7-11.</li> <li>Maintain EIT in line with Welsh Government guidance, contributing to WG guidance development if required.</li> <li>Maintain Individual EIT to be used with Y12-13 if required by schools.</li> </ul>	<ul style="list-style-type: none"> <li>Number of EIT's per academic year</li> <li>Numbers of young people being identified as 'at risk of NEET'</li> <li>Number of Y12-13 EIT's</li> <li>Number of young people supported by NEET prevention (Inspire) and Youth Homelessness (Compass) programmes.</li> </ul>	<p>Ongoing</p> <p>Termly</p> <p>By January, then termly.</p> <p>Ongoing</p>	<p>Youth Employment &amp; Skills</p> <p>Youth Employment &amp; Skills and Housing Support Team</p>
EARLY IDENTIFICATION	Facilitate the Early Identification Tool to enable early intervention ahead of Key Stage 3 transition. <ul style="list-style-type: none"> <li>Key Stage 2 Early Identification Tool (developed under ESF funding) to support early identification of at risk children in year 5 and year 6.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and enable access to Key Stage 2 EIT if required by schools annually ahead of KS3 transition.</li> <li>Ensure KS2 EIT remains accurate in case of future delivery of support programmes for KS2.</li> </ul>	<ul style="list-style-type: none"> <li>Number of KS2 EIT's requested (and delivered).</li> <li>KS2 EIT.</li> </ul>		Youth Employment & Skills

EARLY IDENTIFICATION	Continue the identification and monitoring of young people 16-19 who are NEET. Providing clear leadership and partnership arrangements with a shared purpose of creating valuable prospects for young people.	<ul style="list-style-type: none"> <li>• Continue to coordinate and lead monthly Keeping In Touch meeting monitoring and identifying appropriate support for young people in Tier 1 and Tier 2</li> <li>• Continue to monitor numbers of young people engaged with Careers Wales in Tier 3.</li> <li>• Ensure appropriate membership of KIT with partners able to contribute information in and provide support pathways for young people identified in T1 and T2.</li> </ul>		Ongoing – monthly meeting	Youth Employment & Skills
EARLY IDENTIFICATION	Careers Wales identification tool categorising learners to ensure target groups have support:	<p>The targeted groups are young people in Key Stage 4 who:</p> <ul style="list-style-type: none"> <li>• Are looked after</li> <li>• Are in receipt of free school meals</li> <li>• Have ALN and are identified as School Action Plus/ Individual Development Plan</li> <li>• Are poor school attenders</li> <li>• Have been placed in EOTAS provision</li> </ul>	<ul style="list-style-type: none"> <li>• Number of young people supported.</li> </ul>	Ongoing	Careers Wales

		<ul style="list-style-type: none"> <li>• Identify themselves as young carers</li> <li>• Are identified by the Careers Adviser as being Tier 4 - at risk of NEET (based on professional judgement and information provided by partner organisations). See Tier 4 Guidelines for more information.</li> <li>• EAL - young people who have English as an additional language at stages A-C which means that they are not yet considered competent in their use of the English language. Schools will be asked to upload this data.</li> </ul>			
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## COMMISSIONING SUPPORT AND PROVISION

Facilitate coordination of support by being the central point of contact through the Engagement and Progression Coordinator function.

Theme	Objective	The action we will undertake	How we will measure progress	Target Date	Owner
<b>COMMISSIONING SUPPORT AND PROVISION</b>	Identify person-centred support for young people, ensuring services work collaboratively to meet individual needs.	<ul style="list-style-type: none"> <li>• Work with stakeholders to identify and map support and pathways available to young people.</li> <li>• Work collaboratively with partners to</li> </ul>	<ul style="list-style-type: none"> <li>• Database of support providers and pathways</li> <li>• KIT membership and attendance.</li> <li>• Annual provider Self evaluation</li> <li>• Pupil Destination Data</li> </ul>	<p>April 2025</p> <p>Ongoing</p>	<p>Engagement &amp; Progression Coordinator /Youth Employment &amp; Skills</p> <p>YEPF Partnership – KIT Group Careers Wales/EPC</p>

		ensure sustainable destinations for young people.		Ongoing	
<b>COMMISSIONING SUPPORT AND PROVISION</b>	Provide continuity of support and contact for the most at-risk young people.	<ul style="list-style-type: none"> <li>• Maintain Lead Worker function through providing NEET prevention support to young people most at risk.</li> <li>• Ensure young people have a central point of contact to coordinate their support.</li> </ul>	<ul style="list-style-type: none"> <li>• Number of young people enrolled or supported</li> <li>• Number of outcomes (Qualification / Life Skill)</li> <li>• Pupil destination Data</li> </ul>	Ongoing	<p>Youth Employment &amp; Skills</p> <p>YEPF Partnership – KIT Group</p>
<b>COMMISSIONING SUPPORT AND PROVISION</b>	<p>Ensure appropriate opportunities and provision is available through working collaboratively with stakeholders to ensure sustainable destinations for young people, including:</p> <ul style="list-style-type: none"> <li>• Further education, work-based learning and apprenticeships.</li> <li>• Interventions for preventing youth homelessness as identified within the Youth Engagement &amp; Progression Framework.</li> <li>• Specific targeted support to reduce a young person’s risk of NEET and boost a young person’s mental health,</li> </ul>	<ul style="list-style-type: none"> <li>• Work with providers and stakeholders to ensure accessible further education, work-based learning and apprenticeships.</li> <li>• Create opportunities to grow provision through supporting the Level 2 Passport to Employment programme in Monmouthshire Sixth Forms.</li> <li>• Working with MCC Apprenticeship Coordinator, increase the number of Apprenticeships for</li> </ul>	<ul style="list-style-type: none"> <li>• Pupil Destination Data (WBL/Apprenticeships/FE)</li> <li>• Number of Work Based Learning providers in Monmouthshire.</li> <li>• Number of young people supported by Youth Homelessness programme</li> <li>• Number of young people enrolled on NEET prevention programme</li> <li>• Number of outcomes achieved</li> <li>• Number of new programmes developed, i.e. Level 2 and STEM including number of young people to enroll.</li> </ul>	<p>Ongoing</p> <p>Annually – July 2025</p> <p>Bi-annually in line with YSG returns.</p> <p>Quarterly in line with SPF reporting</p> <p>Annually</p>	<p>CYP</p> <p>Schools</p> <p>Engagement &amp; Progression Coordinator</p> <p>Youth Employment &amp; Skills</p> <p>MCC Housing Support Team</p> <p>MCC Apprenticeship Coordinator</p>



	<p>well-being and self-esteem.</p> <ul style="list-style-type: none"> <li>Targeted support programmes to ensure young people are motivated, equipped and able to engage in their next steps.</li> </ul>	<p>school leavers within Monmouthshire County Council</p> <ul style="list-style-type: none"> <li>Working with MCC Apprenticeship coordinator develop a work experience programme, enabling at risk of or NEET young people to gain valuable workplace skills and experience.</li> <li>Through Youth Support Grant funding support young people at risk of homelessness as identified by the EIT.</li> <li>Provide a targeted NEET prevention programme to support young people at risk of or who are NEET.</li> </ul>			
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## MONITORING PROGRESSION

Provide a coordinated approach to support transition between alternative provisions, key stages of compulsory education, and movement from pre to post 16.

Theme	Objective	The action we will undertake	How we will measure progress	Target Date	Owner
<b>MONITORING PROGRESSION</b>	Monitor what support and/or provision most at-risk young people are receiving and ensure this is in place through and beyond the post 16 transition.	<ul style="list-style-type: none"> <li>• Develop transition working group with Vulnerable Learners Lead, Pupil Referral Service, Youth Offending Service and Social Services to monitor most at risk.</li> <li>• Coordinate and Contribute to Pupil Destination Data through working with stakeholders to achieve positive destinations for young people.</li> <li>• Work towards target of 0% Unknowns and Targets agreed for NEET young people.</li> <li>• Monitor and support NEET prevention programmes in Monmouthshire.</li> </ul>	<ul style="list-style-type: none"> <li>• Pupil Destination Data</li> <li>• Number of NEET Prevention Programmes</li> </ul>	Ongoing	CYP  Vulnerable learners Lead  Engagement & Progression Coordinator  Pupil Referral Service  Social Services  Youth Offending Service
<b>MONITORING PROGRESSION</b>	Under Youth Engagement & Progression Framework support monitoring of all young people through post 16 destination to minimise risk of NEET and offer support if needed.	<ul style="list-style-type: none"> <li>• Provide a coordinated approach to support transition between provisions, key stages of compulsory education, and movement from pre to post 16 for those most at risk. Also identifying support</li> </ul>	<ul style="list-style-type: none"> <li>• Pupil Destination Data</li> <li>• Tier Data – Tier 1 &amp; Tier 2</li> <li>• Number of Transition Activities</li> <li>• Updated guide – 1 per year</li> </ul>	Ongoing	Youth Employment & Skills  CYP  Wellbeing Subgroup  YEPF Partners

		<p>needs for those that fail to make or sustain their destination.</p> <ul style="list-style-type: none"> <li>• Maintain and develop the 'Next Steps' process with secondary schools, Pupil Referral Service and other providers. Identifying and providing 'enhanced' transition support including college visits, careers events and related activities.</li> <li>• Deliver, Update and share annually Effective Practice Guide – For Transition from Secondary School to Post 16 education.</li> </ul>			
<b>MONITORING PROGRESSION</b>	<p>For young people aged 16 to 19, identify those whose destination on leaving school is unknown or known to be NEET and then:</p> <ul style="list-style-type: none"> <li>• establish what they are doing (EET or if they are NEET) and if they are ready to seek EET (Tier 1 or Tier 2)</li> <li>• ensure that any young people who have not progressed or sustained a destination are offered appropriate support to</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to operate the Keeping in Touch (KIT) partnership</li> <li>• Seek to contact young people identified as Tier 1 to establish what they are doing. This will include communications, door knocks and partner knowledge</li> <li>• Provide Post 16 Tier 2/NEET support</li> </ul>	<ul style="list-style-type: none"> <li>• Tier Data</li> <li>• Pupil Destinations Data</li> <li>• Number of young people enrolled on Post 16 Transition</li> </ul>	Ongoing	<p>Youth Employment &amp; Skills</p> <p>EPC</p> <p>Careers Wales</p> <p>YEPF Partners</p>

	take steps towards education, employment or training.	through Post 16 Transition (Inspire) or for those without barriers to engagement signpost to Careers Wales.			
<b>MONITORING PROGRESSION</b>	Monitor and evaluate identification processes and support programmes or provision, so adjustments can be made, as needed.	<ul style="list-style-type: none"> <li>• Annual evaluation at Destination Count. Allowing us to identify themes, trends and areas of improvement.</li> <li>• Work with stakeholders to look at themes, trends and data.</li> <li>• Identify annual process and update following cycle with key stakeholders – Schools, Careers Wales and youth Employment &amp; Skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Pupil Destination Data</li> <li>• Annual Review of NEET young people</li> </ul>	Ongoing	Youth Employment & Skills EPC Careers Wales YEPF Partners

## EMPLOYABILITY AND EMPLOYMENT OPPORTUNITIES

To form a better understanding of local employment needs and trends, to offer new opportunities for young people and to inform service design.

Theme	Objective	The action we will undertake	How we will measure progress	Target Date	Owner
<b>EMPLOYABILITY AND EMPLOYMENT OPPORTUNITIES</b>	Youth employability provision which allows young people to progress into opportunities, with a balance of work experience, skills, qualifications and pathways to employment or self-employment. Supporting young people on a path that gives them the best possible life chances and a prosperous future.	<ul style="list-style-type: none"> <li>• Deliver NEET prevention programme that includes additional qualifications and lifeskills to ensure young person has what they need to make the next step in education, employment or training</li> <li>• Deliver programmes that enhance young people's employability skills and opportunity for future employment. This will include school holiday programmes such as Inspire by Summer and one of or annual employability events.</li> <li>• Support employability and careers events in school through attending and contributing to school careers fairs and other key events..</li> </ul>	<ul style="list-style-type: none"> <li>• Number of outcomes achieved through NEET Prevention programmes</li> <li>• Number of employability events delivered</li> <li>• Number of school holiday engagement sessions</li> <li>• Number of qualifications achieved through school holiday engagement.</li> <li>• Number of Careers Fairs attended</li> </ul>	<b>Ongoing</b>	<b>Youth Employment &amp; Skills</b>
<b>EMPLOYABILITY AND EMPLOYMENT OPPORTUNITIES</b>	Contribute to the development of opportunities and programmes working towards enhancing local and regional skills needs and links to employment sectors in collaboration	<ul style="list-style-type: none"> <li>• Develop and implement the Monmouthshire STEM Programme approved by Welsh Government in partnership with stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• STEM programme measures</li> <li>• Number of regional partnerships</li> </ul>	December 2024 – two year programme.	CYP Youth Employment & Skills EPC

	with stakeholders. (For example – Monmouthshire STEM programme)	<ul style="list-style-type: none"> <li>• Represent regional EPC's on Regional Skills Partnership Young Person's Guarantee Group</li> </ul>		Ongoing	
<b>EMPLOYABILITY AND EMPLOYMENT OPPORTUNITIES</b>	Identify and support local and regional developments to aid and enhance education, training and employment opportunities for young people in collaboration with stakeholders. For example, Post 16 Level 2 offer and Curriculum for Wales' Four Core purposes and Skills for Work Qualification	<ul style="list-style-type: none"> <li>• Work with stakeholders to support the development and implementation of the Level 2 offer in Monmouthshire Sixth Forms</li> <li>• Provide Mentoring and 1:1 Support for at risk of NEET young people enrolled on L2 course.</li> <li>• Contribute to and support implementation of New Curriculum by ensuring young people most at risk can sustain education. Also ensuring that qualifications delivered through Inspire compliment new curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>• Number of young people enrolled in Level 2 in 4 Secondary Schools</li> <li>• Number of young people enrolled for L2 Passport to Employment Mentoring,</li> <li>• Number of qualifications outcomes achieved through NEET prevention programme</li> </ul>	Review October 2024  August 2025	CYP  Youth Employment & Skills
<b>EMPLOYABILITY AND EMPLOYMENT OPPORTUNITIES</b>	Working with stakeholders and networks to develop employer relationships.	<ul style="list-style-type: none"> <li>• Careers Wales continue to deliver Year 10 Careers Check Data. Both identifying young people for Target</li> </ul>	<ul style="list-style-type: none"> <li>• Year 10 Careers Check</li> <li>• Careers Wales and the EAS CWRE</li> </ul>	Ongoing	Careers Wales  EAS CWRE Network  Economy, Employment & Skills

		<p>Group and informing sector and employment data.</p> <ul style="list-style-type: none"> <li>• Work with Employers in Monmouthshire and Careers Wales to provide insights and knowledge around Career Pathways for schools and their learners.</li> <li>• Utilise Economy, Employment &amp; Skills network to enhance and develop relationships between schools and local business. <i>This will also link to STEM Programme and local opportunities in employment and training.</i></li> </ul>	<p>all phase school network</p> <ul style="list-style-type: none"> <li>• Number of relationships with local businesses</li> </ul>		
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## ACCOUNTABILITY

Monmouthshire County Council has a strong sense of character and purpose. We value our young people, and will work towards providing the best opportunities and outcomes for them.

Theme	Objective	The action we will undertake	How we will measure progress	Target Date	Owner
ACCOUNTABILITY	Shared responsibility and accountability amongst stakeholders for delivering the Youth Engagement & Progression Framework.	<ul style="list-style-type: none"> <li>• Coordination of YEPF and Engagement &amp; Progression Coordination (EPC) function.</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly review with Youth Support Grant (YSG) partners (Principal Youth Officer and Youth</li> </ul>	Ongoing	<p>Engagement &amp; Progression Coordinator.</p> <p>Youth Employment &amp; Skills Team</p>

	Local authorities provide the strategic and operational leadership for implementing the Framework, while local partnerships have a critical role in supporting its delivery.	<ul style="list-style-type: none"> <li>• Continue to coordinate and lead monthly Keeping In Touch meeting and ensuring appropriate membership and attendance</li> </ul>	Homelessness Manager) <ul style="list-style-type: none"> <li>• YSG 6 month and Annual Report. Annual Delivery plan (<i>if grant proceeds beyond 2025</i>).</li> <li>• KIT Meeting minutes</li> <li>• Tier 1 and 2 Data</li> </ul>	October 2024 March 2025  Ongoing  Monthly (last Friday of each Month)	
<b>ACCOUNTABILITY</b>	A process of review and reflection by all delivery partners to develop a deeper understanding of how well the Framework is working in their local area and identify where improvements can be made.	<ul style="list-style-type: none"> <li>• Annual Review and feedback from KIT partners to ensure appropriate membership and areas for development</li> <li>• Annual review of Pupil Destination processes with Careers Wales Pre 16 Manager</li> <li>• Annual Review of NEET Prevention Strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Review Form</li> <li>• Updated Destination Process</li> <li>• NEET Strategy Review</li> </ul>	July 2025 November 2024  November 2025	Youth Employment & skills  Careers Wales
<b>ACCOUNTABILITY</b>	Continue to monitor tier data and annual destination data but with an increased ambition to utilise quantitative data considering trends, themes and lessons learnt to drive a culture of continuous improvement and learning amongst all partners.	<ul style="list-style-type: none"> <li>• Continue to coordinate and contribute to Pupil Destination processes.</li> <li>• Review and feedback annual destination data and 'lessons learnt' to stakeholders.</li> <li>• More frequent and strategic sharing progress including monthly tier data, Pupil Destinations and lessons learnt with Cabinet Members and Chief Officers.</li> </ul>	<ul style="list-style-type: none"> <li>• Pupil Destination Data</li> <li>• Annual NEET young people overview</li> <li>• Tier 1 and 2 Data</li> </ul>	April 2025	Youth Employment & skills



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Key Strategic Initiatives highlighted in the action plan above will contribute to the Key Priority Themes. These include but are not limited to:

- Maintain NEET Prevention Programme
- Level 2 Provision in Monmouthshire 6<sup>th</sup> Forms – Once established, scope to extend and grow into additional sectors and for learners not currently educated in Monmouthshire.
- STEM Programme being developed for implementation in 2025, connecting schools, communities and business, with an ambition to develop a Skills Centre in Monmouthshire
- MCC Opportunities:
  - Work experience – ambition to develop a paid work experience programme
  - Apprenticeships for school leavers – working to increase the number of apprenticeship opportunities within our organisation, particularly school leavers, returning to a grow our own ethos. We will develop a case study of the current Economy, Employment & Skills Finance team who all entered employment in Monmouthshire through apprenticeships or work programmes. They reinforce how we can attract local young people into the organisation, providing opportunities to earn, grow and learn whilst shaping our future work force.
  - Training opportunities – explore widening the current training provision available to young people in Monmouthshire with a focus on quality and timely provision.



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## Integrated Impact Assessment document (incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p><b>Name of the Officer</b> Louise Wilce</p> <p><b>Phone no:</b> 01600 730531 <b>E-mail:</b> <a href="mailto:LouiseWilce@monmouthshire.gov.uk">LouiseWilce@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b> To implement the draft Monmouthshire NEET ( not in education, employment or training) Reduction Strategy 2024-2027</p>
<p><b>Name of Service area</b> Youth Employment &amp; Skills (Economy, Employment &amp; Skills)</p>	<p><b>Date:</b> 3<sup>rd</sup> October 2024</p>

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	We aim to engage with young people 11- 19 years most at risk of becoming NEET (not in education, employment or training) or who are NEET. The age range is in line with Welsh Government Youth Engagement & Progression Framework.	None identified	N/A
Disability	We aim to engage and support young people to meet individual needs without discrimination.	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	.We aim to provide a provision which is inclusive for transgender people and groups We will address any issues in regards to work placements, employment and training opportunities.	None identified	N/A
Marriage or civil partnership	Not Applicable	None identified	N/A
Pregnancy or maternity	Risk assessment will be in place for pregnant young people ensuring all health and safety measures have been addressed and the well-being of the young person is paramount.	None identified	N/A
Race	.Young people referred onto our programmes will be given the same opportunities regardless of race. The relevant support will be provided to meet individual needs	None identified	N/A
Religion or Belief	.We aim to offer bespoke packages of support that will take into account young peoples' religion and religious beliefs.	None identified	N/A
Sex	We aim to offer opportunities that will take into account individual needs regardless of sex.	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sexual Orientation	We aim to offer opportunities that will take into account individual needs regardless of sexual orientation.	None identified	N/A

## 2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to **have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions** This duty aligns with our commitment as an authority to **Social Justice**.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?

<b>Socio-economic Duty and Social Justice</b>	<p>The NEET Prevention strategy will provide a framework to ensure young people at risk of or who are NEET are identified and provided with support if required. The work completed by partners identified and Monmouthshire's NEET Prevention programme (inspire) will seek to ensure young people have the qualifications, lifeskills and support needed to make positive next steps and are able to sustain their education, employment or training destination. The strategy seeks to ensure young people have the right opportunities to be successful.</p>	<p><i>None identified</i></p>	<p><i>N/A</i></p>
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### 3. Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<b>Policy Making</b> Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	The use of the Welsh language has been taken into consideration in delivery of the SPF projects. The promotion of Welsh language will be monitored. The delivery team will continue to ensure that they adhere to the Council's Welsh Language Standards.	No impact identified at this stage	N/A
<b>Operational</b> Recruitment & Training of workforce	<i>There is no planned recruitment however, where new posts are required, the need to communicate through Welsh and English as part of the recruitment process and any necessary training offered as needed.</i>	No impact identified at this stage	N/A
<b>Service delivery</b> Use of Welsh language in service delivery Promoting use of the language	<b>The programmes operating under this strategy have bilingual promotional materials and qualifications workbooks can be provided in Welsh if requested by the young person. Staff will assess qualifications using incidental Welsh.</b>	No impact identified at this stage	N/A




**4. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!



<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This strategy sets out our commitment to increase young peoples engagement and progression into education, training and employment. Responsible partners will support young people to make the right choices to move into further education, employment and training. This strategy will aim to enable young people to improve their skills and future employment opportunities.</p>	<p>Person centred approach in supporting future pathways addressing individual need.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The programmes outlined in this strategy will address issues such as waste, recycling, minimize energy usage and efficient use of such resources, whilst also raising awareness of environmental issues and healthy lifestyles.</p>	<p>Sharing expertise, networks and resources will ensure a good provision for our young people.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The programmes outlined in this strategy will work with young people, supporting them to overcome health and wellbeing barriers by either delivering health or wellbeing workshops and/or support, linking learners with health care professionals, organisations and networks and other health and wellbeing services. The young people's health and wellbeing is a crucial element to reducing their overall risk of becoming NEET.</p>	<p>The one to one support from responsible partners will enable us to identify and address individual need. Setting agreed goals and reinforcing recognition and achievements. A reduction in the barriers to participation is a key element to enable young people to be engaged, supported and valued. The level of support offered will be high and consistent.</p>

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Programmes in the strategy will encourage safe and appropriate use of IT and the internet, developing young peoples’ digital literacy skills, preparing them for further learning, education and training. The programmes will link to the wider community, helping young people be active citizens in their community and have a greater awareness of community safety.</p>	<p>Encourage safer use of the internet and raise awareness of the harmful effects and consequences of inappropriate use of social media</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The strategy and activities delivered within its framework will work to enhance our young people’s global responsibility through qualifications and learning opportunities.</p>	<p>Working closely with our Local Authority partners and Careers Wales we will share resources and good practices to ensure young people have the best opportunities to engage in global wellbeing activities and see how this impacts on their communities.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>All programmes outlined in this strategy will have marketing, publications and printed literature available bilingually where appropriate. The strategy will conform to the Welsh Language Legislation Welsh Language Wales Measure and accompanying Welsh language standards.</p>	<p>Encouraging young people to embrace the vibrant Welsh culture and language.</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>The strategy will develop effective ways to engage and provide support for those individuals regardless of ethnic origin, gender, disability sexual orientation or religion to ensure all young people actively participate in and benefit from the programme. The LA Equal Opportunity’s Policy stipulates how staff can best promote equality of opportunity and outcomes for young people regardless of age, race, ethnicity and disability.</p>	<p>All of our policies and procedures are guided by the current local and national equal opportunities guidance and legislation.</p>



**5. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Long Term</b></p> <p>Balancing short term need with long term and planning for the future</p>	<p>The long term future plan is that all young people will secure and sustain a positive destination after leaving compulsory education. This strategy aims to create a NEET free county working with our schools, Pupil Referral Service, Careers Wales, colleges, training providers and local employers. This will reduce the likelihood of future or continuing poverty amongst young people. It will also deliver improved health and well-being for young people, whilst also instilling a work ethic for young people and seeing aspiration levels rise.</p>	<p>This strategy aims to support the development of resilience in those young people most at risk or who are NEET, to improve their confidence and skills. Thus enabling them to progress into education, employment or training.</p>
 <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>	<p>This strategy cannot be addressed by one single agency. It has been developed collaboratively with key stakeholders including our schools, Pupil Referral Service, Careers Wales, colleges, training providers and local employers. Thus reducing the chances of young people becoming NEET.</p>	
 <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>	<p><i>Young people, have been involved in the development and setting the key priorities of the strategy. Young people will be part of the monitoring and evaluation process of the strategy to demonstrate impact and value added, shaping future development through lessons learnt.</i></p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Inspire programme and Engagement &amp; Progression Coordination is a key part of the strategy and are preventative initiatives to enable the reduction in the risk of young people becoming NEET and reduction in the number of young people who are NEET.</p> <p>It is anticipated that the long term impact of the programmes will challenge behaviours, actions and attitudes, subsequently establishing firm foundations on which to support in the future and provide generic skills.</p>	<p>The programmes will be monitored and reviewed as part of the action plan to ensure targets are on track and then young people feel the programmes are meeting their needs and expectations.</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Young peoples well being is paramount and supporting them to overcome health and wellbeing barriers by either delivering health and wellbeing programmes and/or support, linking young people with health care professionals, organisations and networks and other health and wellbeing services. The young people's health and wellbeing is a crucial element to reducing their overall risk of becoming NEET.</p>	

**6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Safeguarding is a priority, young people on our programmes will have a multiple barriers and are vulnerable individuals. All Youth Employment & Skills staff have completed the Safeguarding level 1. Some staff including the service lead are trained to Level 2 and all staff will maintain the level of which they are trained.	<i>.None identified</i>	<i>N/A</i>
Corporate Parenting	<i>The strategy and action plan targets young people who are looked after children (LAC) and care leavers. We aim to continue collaborative working with associated workers and young people to meet their needs and circumstances.</i>	<i>None identified</i>	<i>N/A</i>

**7. What evidence and data has informed the development of your proposal?**

The following data has identified and informed both strategy and the need to continue the Inspire programme;

- The Local Authority Early Identification process identifying young people most at risk in key stage 3 and 4.
- The Careers Wales 5 Tier model data, identifying young people 16 -18 years in tier 1 and 2 of the system who are NEET
- Pupil Destinations Data - [Pupil destinations | Careers Wales \(gov.wales\)](https://gov.wales/pupil-destinations)

**8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

.It is anticipated that the NEET Prevention Strategy will have a positive impact on the young peoples’ social, emotional, health and wellbeing, education and skills. This will develop their resilience and improve their life chances. This proposal does acknowledge that due to personal, social and educational barriers, not every young person will progress into further education, training or employment. The strategy has also, and will continue to, identify and drive key strategic initiatives to improve the opportunities for young people in partnership with meeting future business skills requirements.

**9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible

**10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
<b>1</b>	NEET Strategy Working Group: Working group developed aspiration, key priority themes and action plan	July-September 2024	
<b>1</b>	Consultation with Cabinet Members: Updates provided to Cabinet Member for Planning and Economic Development and Cabinet Member for Education for discussion – focusing on asportation and key priority themes. Draft Strategy provided to Cabinet Member for Planning and Economic Development and Cabinet Member for Education.	July-September 2024	
<b>1</b>	SLT	September	Consideration to strengthen key strategic initiatives. Consideration of Targets and funding risk for NEET Prevention programmes (SPF funded)
<b>1</b>	Cabinet Business Meeting	1 <sup>st</sup> October 2024	Consideration to strengthen key strategic initiatives.
<b>2</b>	Performance and Scrutiny Committee	15 <sup>th</sup> October 2024	
	Cabinet	6 <sup>th</sup> November 2024	