

Monmouthshire County Council

NEET Prevention Strategy

2024

DRAFT

FOREWORD

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

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

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 Data.

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.

TIER	Young People	Lead Worker	Responsibility for Tracking and Support
Tier 5: In further education or EET	<ul style="list-style-type: none"> In EET. Working or studying part time over 16 hours. 	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.	Careers Wales
Tier 4: At risk of dropping out of EET	<ul style="list-style-type: none"> Engaged in less than 16 hours of EET. 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. Have been identified to Careers Wales by EET providers (or themselves) as at risk of dropping out of EET. 	Allocation of lead worker depends on level of risk: <ul style="list-style-type: none"> For low and medium risk use provider pastoral systems and/or allocate a learning coach as a lead worker. 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. 	Careers Wales
Tier 3: NEET or actively seeking EET but known to Careers Wales	<ul style="list-style-type: none"> 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. 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. 	<ul style="list-style-type: none"> Lead worker identified for 100% of the cohort. Careers Wales will provide the lead worker in nearly all cases. 	Careers Wales

Tier 2: Young people known to Careers Wales who are NEET and are not ready or available to seek EET	<ul style="list-style-type: none"> • Significant or multiple barriers requiring intensive personal support. • Not available or unable to seek EET (for example due to illness, being a young carer, pregnancy, in custody). 	<ul style="list-style-type: none"> • Lead worker identified for 100% of the cohort. • Youth Employment & 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). 	Local Authority
Tier 1: EET status unknown to Careers Wales	<ul style="list-style-type: none"> • Unknown to YEPF Stakeholders. • Young person could be in a destination but will remain 'unknown' until this is confirmed. 	Once individuals are identified they are allocated to appropriate tier and allocated a lead worker accordingly.	Local Authority

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.

STRATEGY 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

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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.

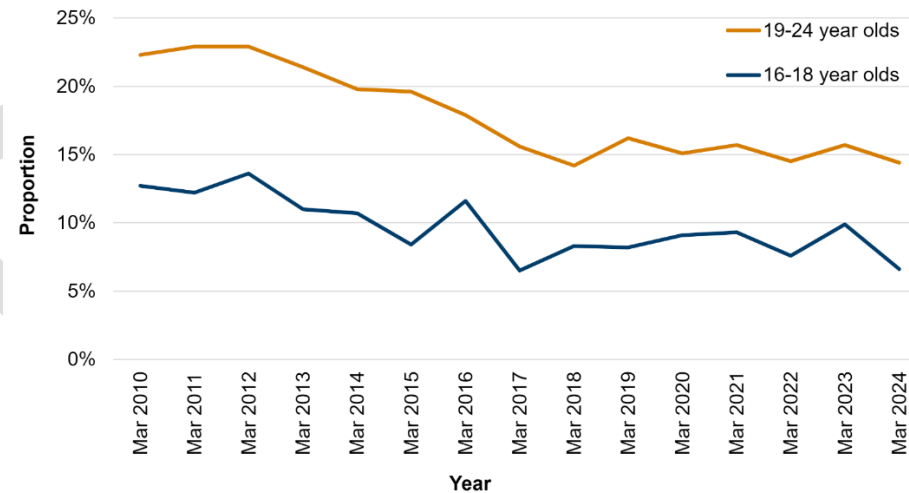
- Equip people with skills and qualifications to enter employment and enable employment progression. In addition, Monmouthshire County Council 'Community and Corporate Plan 2022 -2028' commits to promoting career paths in shortage areas such as care and construction earlier and more consistently, this 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	1.3%	1.4%	2.0%	1.8%	1.8%
	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%	0.2%	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	1.36%	3.92%	1.96%	1.2%	1.1%
	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 th form offer in Monmouthshire	Youth Employment & Skills team working with stakeholders to develop Level 2 offer in 6 th forms – Passport to Employment.
Missed opportunities to engage	Engagement & Progression Coordinator developed Effective Practice Guidance 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 31st March 2025.

OUR ASPIRATION, KEY PRIORITY THEMES AND OBJECTIVES

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 11what

	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%	1.6%	1.4%	1.3%
	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%	1.0%	1.0%	1.0%
	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"> • At risk of becoming NEET • At risk of homelessness (Collaborative Tool) 	<ul style="list-style-type: none"> • Deliver the Early Identification Tool three times per year for Years 7-11. • Maintain EIT in line with Welsh Government guidance, contributing to WG guidance development if required. • Maintain Individual EIT to be used with Y12-13 if required by schools. 	<ul style="list-style-type: none"> • Number of EIT's per academic year • Numbers of young people being identified as 'at risk of NEET' • Number of Y12-13 EIT's • Number of young people supported by NEET prevention (Inspire) and Youth Homelessness (Compass) programmes. 	Ongoing Termly By January, then termly. Ongoing	Youth Employment & Skills Youth Employment & Skills and Housing Support Team
EARLY IDENTIFICATION	Facilitate the Early Identification Tool to enable early intervention ahead of Key Stage 3 transition. <ul style="list-style-type: none"> • Key Stage 2 Early Identification Tool (developed under ESF funding) to support early identification of at risk children in year 5 and year 6. 	<ul style="list-style-type: none"> • Maintain and enable access to Key Stage 2 EIT if required by schools annually ahead of KS3 transition. • Ensure KS2 EIT remains accurate in case of future delivery of support programmes for KS2. 	<ul style="list-style-type: none"> • Number of KS2 EIT's requested (and delivered). • KS2 EIT. 		Youth Employment & Skills
EARLY IDENTIFICATION	Continue the identification and monitoring of young people 16-19 who are NEET.	<ul style="list-style-type: none"> • Continue to coordinate and lead monthly Keeping In 		Ongoing – monthly meeting	Youth Employment & Skills

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

		<p>professional judgement and information provided by partner organisations). See Tier 4 Guidelines for more information.</p> <ul style="list-style-type: none"> • 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. 			
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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
COMMISSIONING SUPPORT AND PROVISION	Identify person-centred support for young people, ensuring services work collaboratively to meet individual needs.	<ul style="list-style-type: none"> • Work with stakeholders to identify and map support and pathways available to young people. • Work collaboratively with partners to ensure sustainable destinations for young people. 	<ul style="list-style-type: none"> • Database of support providers and pathways • KIT membership and attendance. • Annual provider Self evaluation • Pupil Destination Data 	<p>April 2025</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Engagement & Progression Coordinator /Youth Employment & Skills</p> <p>YEPF Partnership – KIT Group Careers Wales/EPC</p>

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

		<p>to gain valuable workplace skills and experience.</p> <ul style="list-style-type: none"> • Through Youth Support Grant funding support young people at risk of homelessness as identified by the EIT. • Provide a targeted NEET prevention programme to support young people at risk of or who are NEET. 			
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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
MONITORING PROGRESSION	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"> • Develop transition working group with Vulnerable Learners Lead, Pupil Referral Service, Youth Offending Service and Social Services to monitor most at risk. • Coordinate and Contribute to Pupil Destination Data through working with stakeholders to achieve positive destinations for young people. 	<ul style="list-style-type: none"> • Pupil Destination Data • Number of NEET Prevention Programmes 	Ongoing	<p>CYP</p> <p>Vulnerable learners Lead</p> <p>Engagement & Progression Coordinator</p> <p>Pupil Referral Service</p> <p>Social Services</p> <p>Youth Offending Service</p>

		<ul style="list-style-type: none"> • Work towards target of 0% Unknowns and Targets agreed for NEET young people. • Monitor and support NEET prevention programmes in Monmouthshire. 			
MONITORING PROGRESSION	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"> • 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 needs for those that fail to make or sustain their destination. • 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. • Deliver, Update and share annually Effective Practice Guide – For 	<ul style="list-style-type: none"> • Pupil Destination Data • Tier Data – Tier 1 & Tier 2 • Number of Transition Activities • Updated guide – 1 per year 	Ongoing	<p>Youth Employment & Skills</p> <p>CYP</p> <p>Wellbeing Subgroup</p> <p>YEPF Partners</p>

		Transition from Secondary School to Post 16 education.			
MONITORING PROGRESSION	For young people aged 16 to 19, identify those whose destination on leaving school is unknown or known to be NEET and then: <ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Continue to operate the Keeping in Touch (KIT) partnership Seek to contact young people identified as Tier 1 to establish what they are doing. This will include communications, door knocks and partner knowledge Provide Post 16 Tier 2/NEET support through Post 16 Transition (Inspire) or for those without barriers to engagement signpost to Careers Wales. 	<ul style="list-style-type: none"> Tier Data Pupil Destinations Data Number of young people enrolled on Post 16 Transition 	Ongoing	Youth Employment & Skills EPC Careers Wales YEPF Partners
MONITORING PROGRESSION	Monitor and evaluate identification processes and support programmes or provision, so adjustments can be made, as needed.	<ul style="list-style-type: none"> Annual evaluation at Destination Count. Allowing us to identify themes, trends and areas of improvement. Work with stakeholders to look at themes, trends and data. Identify annual process and update following 	<ul style="list-style-type: none"> Pupil Destination Data Annual Review of NEET young people 	Ongoing	Youth Employment & Skills EPC Careers Wales YEPF Partners

		cycle with key stakeholders – Schools, Careers Wales and youth Employment & Skills.			
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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
EMPLOYABILITY AND EMPLOYMENT OPPORTUNITIES	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"> • 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 • 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. • Support employability and careers events in school through attending and contributing to school 	<ul style="list-style-type: none"> • Number of outcomes achieved through NEET Prevention programmes • Number of employability events delivered • Number of school holiday engagement sessions • Number of qualifications achieved through school holiday engagement. • Number of Careers Fairs attended 	Ongoing	Youth Employment & Skills

		careers fairs and other key events..			
EMPLOYABILITY AND EMPLOYMENT OPPORTUNITIES	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)	<ul style="list-style-type: none"> Develop and implement the Monmouthshire STEM Programme approved by Welsh Government in partnership with stakeholders Represent regional EPC's on Regional Skills Partnership Young Person's Guarantee Group 	<ul style="list-style-type: none"> STEM programme measures Number of regional partnerships 	December 2024 – two year programme. Ongoing	CYP Youth Employment & Skills EPC
EMPLOYABILITY AND EMPLOYMENT OPPORTUNITIES	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"> Work with stakeholders to support the development and implementation of the Level 2 offer in Monmouthshire Sixth Forms Provide Mentoring and 1:1 Support for at risk of NEET young people enrolled on L2 course. Contribute to and support implementation of New Curriculum by ensuring young people most at risk can sustain education. Also ensuring that qualifications delivered through 	<ul style="list-style-type: none"> Number of young people enrolled in Level 2 in 4 Secondary Schools Number of young people enrolled for L2 Passport to Employment Mentoring, Number of qualifications outcomes achieved through NEET prevention programme 	Review October 2024 August 2025	CYP Youth Employment & Skills

		Inspire compliment new curriculum.			
EMPLOYABILITY AND EMPLOYMENT OPPORTUNITIES	Working with stakeholders and networks to develop employer relationships.	<ul style="list-style-type: none"> • Careers Wales continue to deliver Year 10 Careers Check Data. Both identifying young people for Target Group and informing sector and employment data. • Work with Employers in Monmouthshire and Careers Wales to provide insights and knowledge around Career Pathways for schools and their learners. • Utilise Economy, Employment & 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> 	<ul style="list-style-type: none"> • Year 10 Careers Check • Careers Wales and the EAS CWRE all phase school network • Number of relationships with local businesses 	Ongoing	<p>Careers Wales</p> <p>EAS CWRE Network</p> <p>Economy, Employment & Skills</p>

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. 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"> • Coordination of YEPF and Engagement & Progression Coordination (EPC) function. • Continue to coordinate and lead monthly Keeping In Touch meeting and ensuring appropriate membership and attendance 	<ul style="list-style-type: none"> • Quarterly review with Youth Support Grant (YSG) partners (Principal Youth Officer and Youth Homelessness Manager) • YSG 6 month and Annual Report. Annual Delivery plan (<i>if grant proceeds beyond 2025</i>). • KIT Meeting minutes • Tier 1 and 2 Data 	<p>Ongoing</p> <p>October 2024 March 2025</p> <p>Ongoing</p> <p>Monthly (last Friday of each Month)</p>	<p>Engagement & Progression Coordinator.</p> <p>Youth Employment & Skills Team</p>
ACCOUNTABILITY	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"> • Annual Review and feedback from KIT partners to ensure appropriate membership and areas for development • Annual review of Pupil Destination processes with Careers Wales Pre 16 Manager • Annual Review of NEET Prevention Strategy 	<ul style="list-style-type: none"> • Review Form • Updated Destination Process • NEET Strategy Review 	<p>July 2025 November 2024</p> <p>November 2025</p>	<p>Youth Employment & skills</p> <p>Careers Wales</p>
ACCOUNTABILITY	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	<ul style="list-style-type: none"> • Continue to coordinate and contribute to Pupil Destination processes. • Review and feedback annual destination data and 'lessons learnt' to stakeholders. 	<ul style="list-style-type: none"> • Pupil Destination Data • Annual NEET young people overview • Tier 1 and 2 Data 	<p>April 2025</p>	<p>Youth Employment & skills</p>

	continuous improvement and learning amongst all partners.	<ul style="list-style-type: none"> • More frequent and strategic sharing progress including monthly tier data, Pupil Destinations and lessons learnt with Cabinet Members and Chief Officers. 			
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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 6th 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.