

**Believe, Achieve and Succeed: Supporting Post-16 Progression
into Education, Employment and Training**

2023 – 2025



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Purpose

This is our partnership plan to support more young people to progress into post-16 education, employment and training, to enable them to develop appropriate qualifications, skills and aptitudes, leading to fulfilling careers and supporting our local economy. It builds upon previous versions of our plan, developed in 2013, 2015 and 2019 respectively. During this time, we have undertaken significant work to develop new ways of providing support to young people, in response to their changing needs, as well as the changing needs of the local economy.

A factor that has had a very significant impact on the participation of young people in education, employment or training in recent times has been the COVID-19 pandemic. We are also mindful of the fact that funding through the European Structural and Investment Fund programme, which underpins a substantial element of delivery in relation to this agenda, will end in December 2023. In response, we have refreshed our partnership plan for 2023-25, in order to address specific issues that have emanated from the COVID-19 pandemic, as well as to prepare for new funding arrangements from 2024 onwards. In addition, we continue to focus on persistent structural issues that inhibit our ambition of ensuring that no young person in County Durham is NEET (not in education, employment or training) for a sustained period of time.

Our plan incorporates a number of recommendations that were made by young people during a series of peer led consultation events, organised by Investing in Children. We will be consulting with members of the DurhamWorks Youth Forum, to ascertain whether these recommendations are still valid and whether there are other priorities for the Improving Progression Partnership to focus on, in preparation for a new Progression Plan during 2025.

Recognising that a collaborative approach is key to its successful delivery, our plan has also been developed in conjunction with key partners, including schools, further education colleges, voluntary and community sector partnerships, public health, and County Durham's Economic Partnership.

Our plan incorporates current delivery of the Youth Employment Initiative / ESF Programmes – DurhamWorks and DurhamWorks3, as well as the Youth Futures Foundation Programme, DurhamWorks Futures. It also identifies key priorities that will be used to inform how future funding is directed.

Context

County Durham covers a large and diverse geographical area. It has a population of nearly 533,000, with two in five residents living in rural areas. It is home to over 14,000 businesses, which are mainly micro, small and medium sized enterprises, complemented by major international companies.

In terms of participation in learning, County Durham has a broad mix of post-16 education and training provision, including four further education colleges, school sixth forms, special schools, DurhamLearn (Durham County Council's Adult Education Service), as well as other independent education and training organisations. However, it is important to highlight that a significant number of young people travel to learn at education and training provision outside of County Durham, including areas such as Darlington, Hartlepool, Gateshead, Newcastle and Sunderland.

As highlighted in County Durham's Inclusive Economic Strategy¹, its local economy has changed considerably during the previous thirty years, with County Durham sitting at the heart of the North East region, with the biggest population and the strongest economic connectivity from the Tyne to the Tees. The industrial economy remains a strength, anchored by a large and productive manufacturing base. It is the largest source of full-time, well-paid jobs. The health sector also has a large employment base in County Durham, with the highest number of jobs in life sciences and pharmaceutical manufacturing in the North East. The arts, entertainment and recreation sector has been growing quickly in recent years. County Durham is also set to capitalise on new, emerging opportunities, including space and satellites, fintech, as well as the green economy.

However, in spite of these changes to the local economy and the fact that unemployment is significantly below peak numbers experienced in previous decades, many communities continue to be affected by high levels of economic inactivity, low household incomes and health inequalities. These communities also have a higher proportion of young people who are NEET.

As a partnership, we have made significant progress since our original plan was developed in 2013. However, whilst the proportion of young people who enter education, employment and training at age 16 continues to be very positive, we recognise that there are too many young people who either disengage from learning or do not subsequently progress into sustained employment upon completion of their programme. This is as a result of a number of inter-related challenges that impact on participation in learning rates, as well as the number of young people who are NEET. Some of these challenges, which have been exacerbated by the legacy of the Covid-19 pandemic and periods of economic lockdown, include: increased levels of economic inactivity, with mental health being a significant factor; an increasing number of young people entering jobs with no training, which tend to

¹ 'Inclusive Economic Strategy 2022-2035 - Inclusive and green County Durham: a sustainable economy for a diverse county.' County Durham Economic Partnership (2022).

be lower paid, insecure and potentially more at risk of future economic downturn in the economy; as well as an increasing proportion of young people who are unwilling to engage with programmes such as DurhamWorks and / or support offered through DWP Jobcentre Plus.

The enduring impact for young people of being NEET for a sustained period of time in terms of increased chances of subsequent periods of unemployment, longer-term reductions in earnings, as well as poorer health outcomes is well documented. Research² highlights the complex influence of educational attainment, family disadvantage and where people live in terms of increasing their chances of being NEET in early adulthood. We also know that young people who have certain characteristics are more likely to be NEET³.

However, we need to be careful not to assume that less advantaged young people inherently lack aspirations and we should recognise that the ability of young people to achieve them is dependent on many factors⁴. These can be difficult to quantify but do appear to be crucial in terms of improving outcomes for young people. For example, more advantaged young people benefit from significant levels of investment in their personal development – building social capital. Less advantaged young people can experience limited investment in their personal development and, therefore, need more support to compensate for this.

Taken together, this research confirms that by targeting resources towards young people who have vulnerable characteristics, including those who are experiencing deprivation, whilst also ensuring that young people who are NEET receive sustained support, our approach will make a positive difference to the lives of more young people in future.

National Policy

There are a number of national policies relating to the progression of young people into post-16 education, employment and training that have informed our plan. Key policy areas include:

- The ***Participation of Young People in Education, Employment or Training (2016)*** guidance sets out the statutory responsibilities of local authorities, including duties that specifically relate to the Raising of the Participation Age (RPA) that also apply to learning providers and young people.
- The ***Careers Strategy: Making the most of everyone's skills and talents (2017)*** sets out the Government's long term plan to build a world class careers system to help young people and adults choose a career that is right for them. This document is supported by ***Careers Guidance and Access for Education and Training Providers: Statutory Guidance for Schools and Guidance for Further Education Colleges and Sixth Form Colleges (2023)*** which set out the statutory responsibilities of schools and colleges to provide young people with access to independent careers guidance; to ensure education and training providers have access to young people, to inform them about approved technical education

qualifications or apprenticeships (schools); and to meet the Gatsby Benchmarks of Good Career Guidance.

- The ***Skills for Jobs: Lifelong Learning for Opportunity and Growth (2021)*** white paper sets out how the Government intends to reform further education in order to meet the skills needs of the economy. It also references the importance of improving careers guidance in schools and colleges so that students can make an informed choice between technical and academic options, confirming a number of actions to extend the support that is provided in order to accelerate progress against achievement of the Gatsby Benchmarks.
- The ***Special Educational Needs and Disability Code of Practice: 0-25 years (2015)*** sets out a range of duties for schools, colleges and local authorities to ensure young people with SEND receive appropriate support to meet their needs. In 2022, the Government published a green paper, ***SEND Review: Right Support, Right Place, Right Time***, which sets out proposals to establish a single national SEND and alternative provision system. A consultation on the Government's proposals was undertaken and in March 2023, the Government published its response - the ***Special Educational Needs and Disabilities (SEND) and Alternative Provision (AP) Improvement Plan - Right Support, Right Place, Right Time***. This sets out a plan to establish a new national SEND and alternative provision system with a mission to: ensure children and young people with SEND (or attending alternative provision) achieve good outcomes and are well prepared for adulthood and employment; build parents' trust; and provide financial sustainability. The foundation for this new system will be evidence based National Standards. The plan also contains proposals in relation to effective transitions and preparation for adulthood.
- The ***Children and Social Work Act (2017)*** introduced a number of duties for local authorities relating to Care Leavers, which include providing Personal Adviser support for all Care Leavers up to the age of 25 (***Extending Personal Adviser Support to all Care Leavers to age 25, 2018***); having regard to Corporate Parenting Principles that guide the way in which services to Care Leavers are provided; publishing a Local Offer for Care Leavers, which sets out their legal entitlements and additional discretionary support that is available.

The Standards for Children in the Youth Justice System (2019) define the minimum expectation for all agencies that provide statutory services to ensure good outcomes for children in the youth justice system, including a focus on transition and resettlement.

Involvement of Young People

To inform the development of our key aims, Investing in Children facilitated a series of peer led discussions (Agenda Days) with young people. The purpose was to obtain feedback on a number of areas that are intrinsic to the success or otherwise of young people progressing into post-16 education, employment and training. These included the quality of

² 'Establishing the Employment Gap' Impetus; National Institute of Economic and Social Research (2019).

³ 'New insights into improving outcomes for at-risk youth' Impetus (2016)

⁴ 'Understanding Barriers to Young People's Aspirations and Ambition in County Durham' Institute for Local Governance (2018).

Careers Education, Information, Advice and Guidance; the breadth of education, employment and training opportunities available; and the level of support provided at key transition points.

The Agenda Days involved young people, including those with Special Educational Needs and Disabilities (SEND), young people who are Looked After / Care Leavers, young people experiencing mental health issues, young people from Gypsy, Roma and Traveller Communities (GRT), and young people who identify as LGBTQ.

A number of recommendations were made by young people and are reflected within our plan, including: developing more work experience opportunities; creating clear progression pathways for young people; providing support to find employment; ensuring young people have opportunities to provide feedback on the services they access, including learning provision; providing more support for mental health and emotional wellbeing. We will consult with young people to ensure these recommendations remain valid.

Our Vision

Our vision is for all County Durham young people to have the self-belief, opportunity and support to gain the skills, experience and qualifications to enable them to succeed. To realise our vision, we have identified seven key aims:

- Improve access to high quality Careers Education, Information, Advice and Guidance in schools and further education settings to ensure young people are clear about progression pathways, including Apprenticeship opportunities.
- Develop more opportunities for young people to gain experience of work whilst in education and when unemployed – including employer based placements, work trials, Intermediate Labour Market models, Supported Internships.
- Ensure young people at risk of not making a successful transition from school or further education are supported to do so.
- Enhance the range and quality of employment opportunities available and ensure appropriate support is in place to support young people to access opportunities.
- Support more young people with vulnerable characteristics into employment – including Children Looked After / Care Leavers, young people who have SEND, young people who are supervised by the Youth Offending Service.
- Develop measures to improve the confidence and resilience of young people – including more support for mental health and emotional wellbeing.
- Ensure participant voice informs all future support to enhance young people's access to education, employment and training.

Supporting Strategies

Our plan supports a number of linked strategies / plans, including:

- County Durham Children and Young People's Strategy
- SEND Strategy for County Durham

- Think Autism in County Durham Strategy
- County Durham Care Leavers Strategy
- County Durham Youth Offending Service Youth Justice Plan
- County Durham Poverty Action Strategy
- County Durham Child Poverty Plan
- Durham County Council Apprenticeship Strategy

Our plan contributes towards the North East Strategic Economic Plan and County Durham's Inclusive Economic Strategy in terms of supporting young people to overcome barriers into employment, including work readiness, skills, improved careers advice and guidance, and addressing poor health. It also contributes to the County Durham Partnership's vision for 2035⁵, whereby County Durham 'is a place where there are more and better jobs, people live long and independent lives and our communities are well connected and supportive.' It will also be a place where 'our young people will achieve their full potential by having access to good quality education and training to prepare them for employment.'

Programmes to Support Young People into Education, Employment and Training

As a transition region, County Durham has benefitted from the European Structural and Investment Fund programme, including funding specifically to support young people who are NEET / at risk of becoming NEET. Programmes funded through ESIF to support young people are delivered under the brand name of DurhamWorks.

The original DurhamWorks Programme was delivered from 2016 until December 2021 and received £29.04m of funding through ESF / Youth Employment Initiative. In terms of performance, 8,750 young people were supported by the Programme, of which 55% were defined as 'vulnerable'. 6,297 (78%) young people subsequently progressed into education, employment and training or gained a qualification on completion.

The original DurhamWorks Programme achieved 94% of its target for 'starts', as well as 104% and 111% of its targets for 'completions' and 'progressions' respectively. An analysis concluded that for every £1 spent on the DurhamWorks, the social return on investment achieved was £2.78. The Programme was also recognised as an example of best practice by the Local Government Association, the Employment Related Services Association, the North East Local Enterprise Partnership, and the Northern Powerhouse.

Further funding has been successfully secured from ESF / Youth Employment Initiative, the Youth Futures Foundation, and County Durham's Poverty Action Steering Group to develop and continue support for young people in County Durham. As a result, the current programmes available to support young people in County Durham are: DurhamWorks, DurhamWorks 3, DurhamWorks Futures, and the Workplaces Project. There is also additional support for young people and individuals whose mental health is acting as a barrier to their progression through DurhamHELP.

⁵ 'A Vision for County Durham 2019 – 2035' County Durham Partnership, 2019.

DurhamWorks

DurhamWorks is a £12m programme to support 6,900 young people aged 15-24. This consists of a preventative element (DurhamWorks Programme for Schools), as well as a re-engagement element (DurhamWorks). It is a partnership programme led by Durham County Council and delivered in conjunction with a number of Delivery Partners and subcontractor organisations.

DurhamWorks Programme for Schools supports young people aged 15-16 who are identified as being at risk of becoming NEET, to make a successful transition into post-16 education, employment and training. Young people identified as vulnerable are prioritised, including: young people who have SEND (with an Education, Health and Care Plan), young people who are Looked After, young people who are supported by the Education Health Needs Team, Young Carers, young people who are supervised by the Youth Justice Service, as well as young parents.

DurhamWorks Programme for Schools is being delivered in identified schools located in geographical areas that traditionally have higher than average rates of young people who are NEET, as well as schools that have a high proportion of vulnerable young people. This includes mainstream secondary schools, special schools, as well as alternative education provision. Young people who are engaged in the Programme receive a combination of careers guidance, one-to-one mentoring support, as well as the opportunity to participate in a range of activities that are focused on transition support, improving motivation, and Work Related Learning and Enterprise. Delivery of these activities are supported by fully trained Business Ambassadors, who are volunteers from local businesses and organisations.

The re-engagement element of DurhamWorks is supporting young people aged 16-24 who are NEET. Young people who are engaged with the Programme receive transition support, the opportunity to obtain English and maths qualifications, as well access to a range of provision to support their progression into education, employment and training.

DurhamWorks 3

DurhamWorks 3 is a £4.0m programme to support 1,191 vulnerable young people, including those who have SEND, are Looked After/Care Leavers, accessed Social Care interventions, young parents, were excluded from education and/or accessed Alternative Education, are offenders/at risk of offending, young carers, as well as those with mental health issues. It is a partnership programme led by Durham County Council and delivered in conjunction with a Delivery Partner and subcontractor organisations. DurhamWorks 3 is focused on securing employment outcomes for young people within a defined timeframe. Therefore, employer engagement activity is a key feature of the programme. A DurhamWorks Grant is available to SME businesses to support the employment of young people engaged by the Programme.

DurhamWorks Futures

DurhamWorks Futures is a £1.23m programme funded through the Youth Futures Foundation to support 290 young people, including those who have previously received a Social Care intervention, those identified as SEN Support in school, those who have previously been excluded from education, and those who have previously attended alternative education. It is a partnership programme led by Durham County Council and delivered in conjunction with a Delivery Partner. As young people in these specific cohorts are more at risk of experiencing significant labour market disadvantage than their peers, there is a focus on providing intensive support in order to develop motivation, confidence and work ready skills. There is a strong emphasis on evaluation, in order to test the effectiveness of the support model.

Workplaces Project

The Work Places Project is a £650,000 programme funded by County Durham's Poverty Action Steering Group, which provides opportunities for identified young people in Year 10 and Year 12 to gain a valuable insight into the world of work and to find out about the skills and aptitudes that employers value through bespoke visits to work places. Young people learn about specific employment sectors, different job roles within those sectors, as well as recruitment processes. They also spend time with employees to find out about their pathways into work, in order to show them that employment is an achievable goal.

DurhamHELP

DurhamHELP is funded by Durham County Council's Public Health Service and supports young people and individuals aged 16 and above who are engaged with employability programmes, including DurhamWorks, and whose mental health is acting as a barrier to their progression into employment. Support is available from a Mental Health Employment Practitioner, whose role is to assess the needs of the young person, support them to overcome their mental health issue, build their resilience and signpost them to appropriate services. The Mental Health Employment Practitioner can also act as a link between employers and individuals to identify any barriers, create reasonable workplace adjustments and promote positive change.

Current and Future Funding

The current funding through the European Structural and Investment Funds, which underpins the DurhamWorks and DurhamWorks 3 Programmes will end in December 2023. The funding from the Youth Futures Foundation, which underpins the DurhamWorks Futures Programme is due to end in December 2023, although there is potential for this to be extended until March 2025. The funding for the Workplaces Project is due to end in July 2025 and funding for DurhamHelp is due to end in February 2024.

As a result of the United Kingdom leaving the European Union, the Government has created the UK Shared Prosperity Fund to replace European Structural and Investment Funds. The primary goal of the UK Shared Prosperity Fund is to build pride in place and

increase life chances across the United Kingdom. Underneath this overarching aim, there are three investment priorities:

- Communities and Place
- Supporting Local Business
- People and Skills.

Through the people and skills investment priority, funding can be utilised to help reduce the barriers some people face to employment and support them to move towards employment and education. Funding can also be targeted into skills to support employment and growth in local areas.

County Durham's allocation of UK Shared Prosperity Fund is £30.8m, for the period 2022 to 2025. Of County Durham's overall allocation, £9.1m has been apportioned to the People and Skills investment, of which £4.9 million has been allocated to Durham County Council to directly commission employability support programmes. Funding from the UK Shared Prosperity Fund, alongside funding from Durham County Council's core budget, ensures that support will continue to be provided to young people who are NEET/at risk of becoming NEET through DurhamWorks from January 2024 to March 2025. This will include support for young people in vulnerable groups to support their progression from Year 11 into post-16 learning, including young people who are educated otherwise than at school (EOTAS), involving 'Step-Up' re-engagement programmes, engagement with parents/carers, as well as intensive tracking.

North East Mayoral Combined Authority

The seven North East Local Authorities have given their approval for a new North East Mayoral Combined Authority to be established, as part of a devolution deal with the Government. Once established, the region will receive new investment and additional powers, in order to support inclusive economic growth and regeneration. It is anticipated that the devolution agreement will result in 24,000 extra jobs and 70,000 courses to give individuals the skills they require to obtain good jobs. From 2025-26, the North East Mayoral Combined Authority will also plan and deliver the UK Shared Prosperity Fund.

As further details emerge concerning the North East Mayoral Combined Authority, we will consider their implications for the Improving Progression Partnership and use them to help shape our new Progression Plan from 2025 onwards.

We will also continue to source and bid for funding opportunities that will support the progression of young people across County Durham, prioritising those who have vulnerable characteristics.

How will we measure success?

Our plan contains a set of robust key annual performance indicators (Appendix 2) against which we will monitor our performance. We also monitor monthly trends in relation to 16-17 year olds who are participating in learning, those who are NEET, as well as those whose destination is Not Known. We compare our performance against national, regional and Statistical Neighbour averages.

Monitoring and Review

Delivery of our plan and performance against our key indicators will be monitored through our Progression Governance Structure (Appendix 1). Our Improving Progression Partnership has a strategic overview of education, employment and training priorities relating to the participation and progression of young people in County Durham.

Where are we now?

Post-16 Progression into Education, Employment and Training in County Durham



County Durham Post-16 Progression Plan



Vision

All young people have the self-belief, opportunity and support to gain the skills, experience and qualifications to enable them to succeed.

Aims

1. Improve access to high quality careers education, information, advice and guidance in schools and further education settings to ensure young people are clear about progression pathways, including Apprenticeship opportunities.

2. Develop more opportunities for young people to gain experience of work whilst in education and when unemployed – including employer based placements, work trials, Intermediate Labour Market models, Supported Internships.

3. Ensure young people at risk of not making a successful transition from school or further education are supported to do so.

Key Actions

Schools, further education colleges and other learning providers to meet the Gatsby Benchmarks of Good Career Guidance
 All young people to receive a suitable offer of a place in education, employment or training upon leaving school.
 Young people have access to enterprise and work related learning activities as part of their curriculum learning.
 Information about education and training opportunities, as well as the local labour market to be accessible to young people and parents / carers.

Young people with vulnerable characteristics are provided with opportunities to engage with employers through visits to workplaces etc.
 Employer champions who provide opportunities for young people to be nurtured and celebrated.
 Good practice amongst education providers and employers to be highlighted and shared.
 Increased work experience tasters / trials, Supported Internships etc. to be established in different occupational sectors.
 A model of supported employment to be developed and promoted.

Young people at risk of becoming NEET in pre-16 and post -16 education to be identified at an early stage and provided with appropriate transition support.
 Information about young people who disengage from learning to be shared between learning providers and the local authority.
 All young people who require support with their progression to receive high quality careers IAG from appropriate services.
 Transition support arrangements to be clearly communicated between services and to young people, including those with vulnerable characteristics.

Drivers

Strategic Leadership and Governance

Enable robust governance through County Durham Children and Families Partnership; County Durham Economic Partnership; members of Children and Young People's Overview and Scrutiny Committee.

Partnership Working

Establish effective partnership in conjunction with local authority services, Public Health, schools, further education colleges, other learning providers, North East LEP, DWP Jobcentre Plus.
 Ensure post-16 progression informs focus of partners, through Preparing for Adulthood Group (SEND); Care Leavers Steering Group; CDYJS Management Board;

Performance Management

Monitor performance against targets in relation to 16-17 year old participation in learning, NEETs and Not Knowns (see appendix 2)
 Benchmark County Durham performance against national, regional and statistical neighbours.
 Monitor performance in relation to young people who are inactive.

Vision

All young people have the self-belief, opportunity and support to gain the skills, experience and qualifications to enable them to succeed.

Aims

4. Enhance the range and quality of employment opportunities available and ensure appropriate support is in place to support young people to access opportunities.

5. Support more young people with vulnerable characteristics into employment – including young people who are Looked After / Care Leavers, young people who have SEND, young people who are supervised by the Youth Offending Service.

6. Develop measures to improve the confidence and resilience of young people – including more support for mental health and emotional wellbeing.

Key Actions

Encourage and support employers to create apprenticeship and other employment opportunities for young people.
Establish a strategic joined-up approach to employer engagement – especially for significant new business / sector developments in County Durham.
Promote the value and benefits of employing young people amongst businesses.
Ensure public sector employers e.g. local authority, schools, NHS are proactive in providing employment opportunities, including Apprenticeships, to young people, including young people with vulnerable characteristics and young people who reside in deprived communities.

Ensure all young people with vulnerable characteristics are identified and receive wrap-a-round support.
Embed a Think Family multi-agency approach within post-16 progression.
Develop flexible, tailored pathways to employment which are shared with young people.
Ensure young people have the skills and confidence to travel independently in order to access learning.
Ensure young people have access to available financial support.
Increase the number of opportunities for Care Leavers within the local authority, including Apprenticeships and sessional employment placements.

Ensure young people who are NEET and whose mental health is a barrier to their progression have access to appropriate support.
Embed resilience and emotional wellbeing skills within progression pathways by linking with key partners.
Increase understanding of mental health and emotional wellbeing needs of young people amongst professionals, including how to refer into appropriate services.
Utilise appropriate assessment tools to measure the progress of young people who are NEET.

Drivers

Strategic Leadership and Governance

Enable robust governance through County Durham Children and Families Partnership; County Durham Economic Partnership; members of Children and Young People's Overview and Scrutiny Committee.

Partnership Working

Establish effective partnership in conjunction with local authority services, Public Health, schools, further education colleges, other learning providers, North East LEP, DWP Jobcentre Plus.
Ensure post-16 progression informs focus of partners, through Preparing for Adulthood Group (SEND); Care Leavers Steering Group; CDYJS Management Board;

Performance Management

Monitor performance against targets in relation to 16-17 year old participation in learning, NEETs and Not Knowns (see appendix 2)
Benchmark County Durham performance against national, regional and statistical neighbours.
Monitor performance in relation to young people who are inactive.

Vision

All young people have the self-belief, opportunity and support to gain the skills, experience and qualifications to enable them to succeed.

Aims

7. Ensure the views and opinions of young people inform all future support to enhance their access to education, employment and training.

Key Actions

- Systematically collect and analyse feedback from young people, parents / carers and employers.
- Customise approach for collecting feedback for young people who have vulnerable characteristics.
- Clearly evidence improvements in delivery of Information, Advice, and Guidance / wrap-a-round support as a result of feedback.
- Develop a 'You Said, We Did' approach which is communicated to young people and partners.
- Involve young people in policy development and performance measurement.
- Establish processes to engage young people in the co-production of services in relation to education, employ-

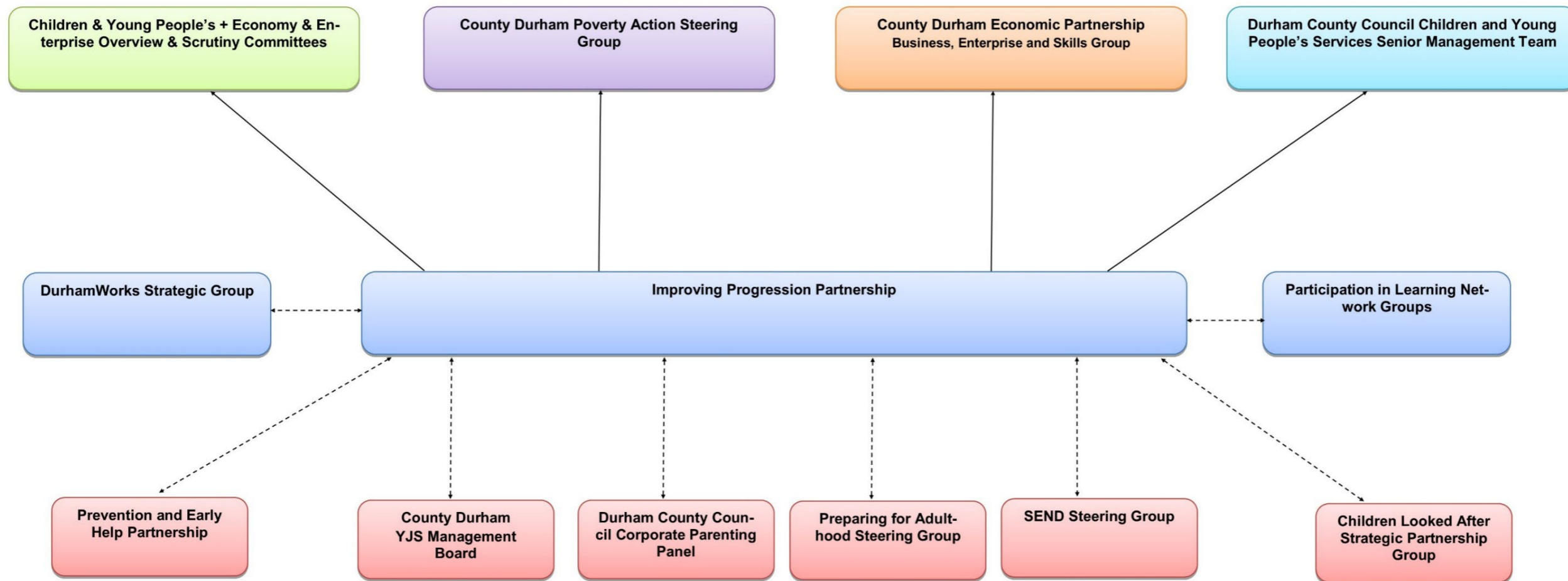
Drivers

Strategic Leadership and Governance
 Enable robust governance through County Durham Children and Families Partnership; County Durham Economic Partnership; members of Children and Young People's Overview and Scrutiny Committee.

Partnership Working
 Establish effective partnership in conjunction with local authority services, Public Health, schools, further education colleges, other learning providers, North East LEP, DWP Jobcentre Plus.
 Ensure post-16 progression informs focus of partners, through Preparing for Adulthood Group (SEND); Care Leavers Steering Group; CDYJS Management Board;

Performance Management
 Monitor performance against targets in relation to 16-17 year old participation in learning, NEETs and Not Knowns (see appendix 2)
 Benchmark County Durham performance against national, regional and statistical neighbours.
 Monitor performance in relation to young people who are inactive.

**Appendix 1:
Progression Governance Structure**



Key:
 Direct Accountability ———
 Reporting Relationship - - - - -

Appendix 2:

Key Performance Indicators

| Participation | 2018 / 2019 Actual / Target | 2019 / 2020 Actual / Target | 2020 / 2021 Actual / Target | 2021 / 2022 Actual / Target | 2022 / 2023 Actual / Target | 2023 / 2024 Actual / Target |
|--|---|--|--|---|--|--|
| Percentage of 16-17 year olds participating in learning ¹ . | 91.0% / 91.5% | 91.0% / 92.0% | 90.9% / 92.5% | 90.5% / 93.0% | 89.1% / 91.0% | 90.0% |
| Percentage of 16-17 year olds not in education, employment or training ¹ . | 4.6% / 4.6% | 4.0% / 4.4% | 5.6% / 4.2% | 4.9% / 4.0% | 4.8% / 4.0% | 4.7% |
| Percentage of 16-17 year olds whose destination is not known ¹ . | 1.6% / 1.4% | 0.9% / 1.3% | 0.9% / 1.2% | 0.7% / 1.1% | 0.5% / 0.6% | 0.5% |
| Percentage of 16 year olds receiving an offer of an education or training opportunity ² . | 98.5% / 99.0% | 99.2% / 99.0% | 98.5% / 99.2% | 98.0% / 99.3% | 99.4% / 99.3% | 99.4% |
| Percentage of 17 year olds receiving an offer of an education or training opportunity ² . | 93.0% / 93.5% | 94.8% / 93.5% | 94.5% / 94.0% | 95.1% / 94.5% | 93.8% / 95.1% | 94.0% |
| Percentage of 16-17 year olds with SEND (EHCP)¹: <ul style="list-style-type: none"> • participating in learning • not in education, employment or training • whose destination is not known | <ul style="list-style-type: none"> • 84.6% / 87.0% • 10.2% / 8.5% • 2.4% / 1.9% | <ul style="list-style-type: none"> • 83.7% / 88.0% • 10.2% / 7.5% • 0.2% / 1.7% | <ul style="list-style-type: none"> • 83.0% / 89.0% • 13.7% / 6.5% • 0.5% / 1.5% | <ul style="list-style-type: none"> • 82.8% / 90.0% • 13.8% / 5.5% • 0.6% / 1.3% | <ul style="list-style-type: none"> • 82.8% / 83.0% • 11.2% / 13.0% • 0.3% / 0.5% | <ul style="list-style-type: none"> • 83.0% • 11.0% • 0.5% |
| Percentage of 18-24 year olds with SEND (EHCP)¹: <ul style="list-style-type: none"> • participating in learning • total education employment or training • not in education, employment or training • whose destination is not known | <ul style="list-style-type: none"> • 70.8% / 51.5% • 73.6% / 60.3% • 17.4% / 15.5% • 9.0% / 18.5% | <ul style="list-style-type: none"> • 62.6% / 52.5% • 70.3% / 74.0% • 18.5% / 15.0% • 10.8% / 13.0% | <ul style="list-style-type: none"> • 58.4% / 53.5% • 62.6% / 76.0% • 21.8% / 13.5% • 14.8% / 11.5% | <ul style="list-style-type: none"> • 55.5% / 54.5% • 59.7% / 78.0% • 26.0% / 12.0% • 13.5% / 8.0% | <ul style="list-style-type: none"> • 54.4% / 56.5% • 60.5% / 60.7% • 22.2% / 21.8% • 17.0% / 12.0% | <ul style="list-style-type: none"> • 55.0% • 61.0% • 21.8% • 15.0% |
| Percentage of 16-17 year old Looked After Children & Care Leavers¹: <ul style="list-style-type: none"> • participating in learning • not in education, employment or training • whose destination is not known | <ul style="list-style-type: none"> • 67.9% / 76.0% • 21.2% / 17.0% • 2.3% / 1.1% | <ul style="list-style-type: none"> • 69.5% / 77.5% • 16.1% / 15.5% • 0.4% / 2.1% | <ul style="list-style-type: none"> • 74.5% / 79.0% • 20.5% / 14.0% • 0.0% / 2.0% | <ul style="list-style-type: none"> • 64.8% / 80.5% • 24.6% / 12.5% • 0.2% / 1.8% | <ul style="list-style-type: none"> • 60.7% / 69.0% • 16.9% / 20.0% • 0.0% / 0.2% | <ul style="list-style-type: none"> • 62.0% • 16.0% • 0.2% |
| Percentage of 16-17 year olds supervised by the Youth Justice Service¹: <ul style="list-style-type: none"> • participating in learning • not in education, employment or training • whose destination is not known | <ul style="list-style-type: none"> • 54.3% / 59.0% • 33.6% / 27.0% • 3.0% / 3.4% | <ul style="list-style-type: none"> • 33.8% / 59.5% • 46.3% / 25.5% • 2.5% / 3.2% | <ul style="list-style-type: none"> • 41.5% / 60.0% • 49.4% / 23.0% • 2.2% / 3.0% | <ul style="list-style-type: none"> • 27.0% / 60.5% • 39.5% / 20.5% • 3.9% / 2.8% | <ul style="list-style-type: none"> • 46.1% / 33.0% • 33.7% / 35.0% • 0.0% / 2.2% | <ul style="list-style-type: none"> • 47.0% • 32.0% • 0.2% |

| Participation | 2018 / 2019 Actual / Target | 2019 / 2020 Actual / Target | 2020 / 2021 Actual / Target | 2021 / 2022 Actual / Target | 2022 / 2023 Actual / Target | 2023 / 2024 Actual / Target |
|--|---|--|---|---|---|--|
| Percentage of 16-17 year old Teenage Parents¹: <ul style="list-style-type: none"> participating in learning not in education, employment or training whose destination is not known | <ul style="list-style-type: none"> 18.4% / 26.8% 58.1% / 63.0% 2.2% / 3.0% | <ul style="list-style-type: none"> 19.8% / 27.3% 51.0% / 60.0% 2.5% / 2.2% | <ul style="list-style-type: none"> 12.1% / 27.8% 83.1% / 58.0% 0.0% / 2.0% | <ul style="list-style-type: none"> 12.3% / 28.3% 77.1% / 55.0% 0.0% / 1.8% | <ul style="list-style-type: none"> 27.7% / 18.0% 57.4% / 60.0% 0.0% / 0.0% | <ul style="list-style-type: none"> 28.0% 55.0% 0.2% |
| Percentage of 16-17 year old Young Carers¹: <ul style="list-style-type: none"> participating in learning not in education, employment or training whose destination is not known | <ul style="list-style-type: none"> 44.8% / 41.6% 43.1% / 50.0% 1.7% / 1.7% | <ul style="list-style-type: none"> 15.4% / 45.0% 69.2% / 42.0% 11.5% / 1.5% | <ul style="list-style-type: none"> 27.4% / 45.5% 69.8% / 40.0% 0.0% / 1.3% | <ul style="list-style-type: none"> 68.6% / 46.0% 25.7% / 38.0% 0.0% / 1.1% | <ul style="list-style-type: none"> 61.8% / 65.0% 33.3% / 25.0% 0.0% / 0.0% | <ul style="list-style-type: none"> 63.0% 30.0% 0.2% |

¹December to February average – Local Authority CCIS, Department for Education. ² Local Authority CCIS, Department for Education.

Average Cohort Size – County Durham

| | 2018/2019 | 2019/2020 | 2020/2021 | 2021/2022 | 2022/2023 |
|--|-----------|-----------|-----------|-----------|-----------|
| 16-17 year olds (All) | 9,855 | 10,245 | 10,660 | 11,172 | 11,239 |
| 16-17 year olds with SEND (EHCP) | 505 | 492 | 498 | 492 | 519 |
| 18-24 year olds with SEND (EHCP) | 575 | 703 | 705 | 745 | 702 |
| 16-17 year old Looked After and Care Leavers | 119 | 152 | 151 | 138 | 170 |
| 16-17 year olds supervised by Youth Justice Service | 77 | 27 | 32 | 16 | 30 |
| 16-17 year old Teenage Parents | 45 | 32 | 36 | 35 | 47 |
| 16-17 year old Young Carers | 19 | 9 | 11 | 35 | 48 |

¹December to February average – Local Authority CCIS, Department for Education.

Comparative Data for 16-17 year olds

| Area | In learning 2018 / 2019 | NEET 2018 / 2019 | Not Known 2018 / 2019 | Combined NEET and Not Known 2018 / 2019 | In learning 2019 / 2020 | NEET 2019 / 2020 | Not Known 2019 / 2020 | Combined NEET and Not Known 2019 / 2020 | In Learning 2020 / 2021 | NEET 2020 / 2021 | Not Known 2020 / 2021 | Combined NEET and Not Known 2020 / 2021 |
|-----------------------|----------------------------|---------------------|--------------------------|--|----------------------------|---------------------|--------------------------|--|----------------------------|---------------------|--------------------------|--|
| County Durham | 91.0% | 4.7% | 1.6% | 6.3% | 91.0% | 4.0% | 0.9% | 4.8% | 90.9% | 5.6% | 0.9% | 6.5% |
| England | 92.3% | 2.6% | 2.9% | 5.5% | 92.4% | 2.7% | 2.8% | 5.5% | 92.8% | 2.8% | 2.7% | 5.5% |
| Statistical Neighbour | 90.6% | 3.8% | 3.1% | 6.9% | 91.5% | 3.8% | 1.6% | 5.4% | 91.9% | 3.8% | 1.4% | 5.2% |
| North East | 91.0% | 4.2% | 2.3% | 6.5% | 91.3% | 4.1% | 1.8% | 5.9% | 92.3% | 4.7% | 1.0% | 5.7% |

| Area | In Learning 2021/2022 | NEET 2021/2022 | Not Known 2021/2022 | Combined NEET and Not Known 2021/2022 | In Learning 2022/23 | NEET 2022/23 | Not Known 2022/23 | Combined NEET and Not Known 2022/23 |
|-----------------------|--------------------------|-------------------|------------------------|--|------------------------|-----------------|----------------------|--|
| County Durham | 90.5% | 4.9% | 0.7% | 5.6% | 89.1% | 4.8% | 0.5% | 5.3% |
| England | 92.9% | 2.6% | 2.2% | 4.7% | 92.1% | 2.8% | 2.4% | 5.2% |
| Statistical Neighbour | 92.3% | 3.8% | 1.0% | 4.9% | 91.8% | 3.9% | 0.9% | 4.8% |
| North East | 91.6% | 4.6% | 0.8% | 5.4% | 91.0% | 4.7% | 0.5% | 5.2% |

December to February average – Local Authority CCIS, Department for Education.