
Report Title: Education, Employment and Training Pathways for those with SEND in Cumbria.

Audience: Children and Young People's Scrutiny Advisory Board and Scrutiny Performance Working Group.

Author: Cumbria Local Enterprise Partnership.

Date of Meeting: December 2019 & January 2020.

1.0 Introduction

1.1 At last October's Meeting of Scrutiny Performance Working Group, Dan Barton Assistant Director Education and Skills was in attendance to speak to Members about the performance focus of the SEND Improvement Programme.

1.2 Members of Scrutiny Performance Working Group referenced activity they had heard about relating to developing activity relating to Education, Employment and Training Pathways for those with SEND in Cumbria at the recent AGM of Cumbria Local Enterprise Partnership.

1.3 Scrutiny Performance Working Group requested further information on these developments and Cumbria Local Enterprise Partnership have produced this report to provide further detail on these pathways.

2.0 Update for Scrutiny

2.1 Within the Draft Local Industrial Strategy a number of people and skills challenges have been identified. These challenges include:

- A declining working age population with a looming workforce gap of over 20,000 people;
- A thin pool of higher level skills;
- Cold spots of worklessness and youth unemployment; and
- Low rates of business start up.

2.2 Our strategies for People, Employment and Skills are based on 5 strategic priorities:

- Make the best use of available talent;
- Develop and retain higher level skills;
- Create the future workforce to meet the needs of employers;
- Develop our future leaders and manager;
- Address worklessness and youth unemployment.

2.3 Cumbria Local Enterprise Partnership has established a People, Employment and Skills Strategy Group (PESSG) as part of its governance structure. This group brings together employers, representatives from schools, Colleges, Higher Education Institutions, Independent Private Training Providers, Voluntary and Community Sector and other key agencies to develop responses to these challenges.

2.4 These responses are informed by intelligence and information gathered through the LEP Sector Panels, which bring together employers from across the 9 LEP Growth Sectors. These responses will include

2.5 The PESSG is currently developing a programme of work that will include:

- A campaign that will celebrate the achievements and contribution of Cumbria's young people and demonstrate that fantastic education and career opportunities are available here. We will also work with our sector panels to communicate the benefits of employing young people and adults who are currently not in the labour market, or who may require additional support to enter the labour market.
- Developing a curriculum for inclusive growth that will provide education, training and support to enable:
 - a) An effective approach to transition at key points;
 - b) A clear understanding of employer skills needs;
 - c) A technical education vision;
 - d) Building an enterprising culture;
 - e) A clear understanding of the current and future skills offer
 - f) Demonstrate career pathways across growth sectors;
 - g) An approach to digital skills;
 - h) Meeting the needs of older workers;
 - i) Securing a consistent approach to employability skills;
 - j) An employer led higher skills offer.
- Implementing the Careers Strategy for Cumbria to include:
 - a) Effective co-ordination of experiences;
 - b) A stable Careers Education workforce;
 - c) A campaign promoting opportunities;
 - d) An approach to Careers Education for all ages.
- Developing and retaining higher level skills in our economy
 - Develop a shared understanding of employer demand for higher level skills;
 - Develop a sustainable offer of Higher Level Skills;
 - Develop a shared understanding of HE progression and destination data.
- Create the future workforce and skills to meet the needs of our economy
Build a skills promotion campaign that:
 - a) Explore the and promotes the role of large employers to stimulate the demand for skills;
 - b) Capitalises on the 800 Apprenticeship leads generated by the Edge project;
 - c) Challenges accepted methods of recruitment to develop flexibilities that would encourage and support young people.
- Develop our future leaders and managers:
Map the existing offer and develop the curriculum to address gaps.
Develop a technical education vision for Cumbria that will:

- a) Develop High Quality route ways;
- b) Improve work readiness;
- c) Anticipate skills demand changes;
- d) Provide information for learners and influencers;
- e) Provide engagement with employers at all stages of learning;
- f) Recognise skills and knowledge obtained outside the classroom;
- g) Secure on-going collaboration between employers and the skills system;
- h) Enable employers to become expert customers of the skills system;
- i) Define delivery methods that will encourage employer participation.

- Develop an approach to the promotion and understanding of the skills offer.
- Identify where attainment and progression challenges exist and develop approaches to address these.
- Develop subject specific academies that would bring together the skills offer in common themes such as leadership and management, project management.
- Develop a co-ordinated approach to the development of enterprise education and entrepreneurial skills.
- Develop an approach to engage young people in the design and delivery of responses to the LIS People, Employment and Skills Challenges.
- Address Worklessness and Youth Unemployment:
 - Map the existing offer and identify gaps;
 - Develop an escalator model of support;
 - Ensure that flexibilities in skills funding are fully influenced by the LEP, understood by employers and utilised by providers to meet identified needs.

2.6 The actions detailed above will include detailed consideration of the needs of all young people in Cumbria, providing access to high quality advice, support, skills provision and support for progression. The PESSG will source additional support expertise to ensure that the responses reflect the needs of specific groups of learners and employees, for example young people with learning difficulties and disabilities, young people NEET, long term unemployed and service leavers.

2.7 CLEP has been working with partners and agencies to secure strategic funding to develop innovative, high quality programmes in support of these ambitions. These include:

- Cumbria Careers Hub – A programme of support to assist schools and Colleges across Cumbria to develop their delivery of high quality careers education. The progress is measured through 8 benchmarks (Gatsby Benchmarks) and to date the Hub has secured improvements in each of the benchmarks as evidenced in the Careers and Enterprise Company State of the Nation Report.

The Hub has also brought together schools, Colleges and employers to secure a range of opportunities to enable students to gain experience of workplaces and employers, as well as promoting the range of careers available across Cumbria. We are exploring how the Hub can be further extended to provide additional support for young people with learning difficulties and disabilities.

- Careers Strategy for Cumbria – In addition to the Careers Hub, CLEP is working with partners to secure delivery of the Careers Strategy for Cumbria and has secured over £2m of European Social Funding (ESF) to bring the world of education and the world of work closer together, providing a wide range of experiences for young people and adults who require work experience, encounters with employers and information and guidance about the career options and opportunities available.
- Skills Support for the Workforce – CLEP and partners have invested over £8m of ESF funding in innovative, employer led approach to skills development. This programme, delivered through the Edge Partnership led by Carlisle College, has delivered skills support to over 7000 learners and delivered training needs analyses to over 2500 employers. The latest iteration of this project is focused on the higher level skills challenge detailed above.
- Skills Support for Unemployed – a series of programmes delivered by G4S and Inspira have helped over 2000 develop the skills needed to find work. The latest iteration of this programme will focus on the youth unemployment challenge detailed above
- NEET Prevention – supporting young people not in education, employment or training (NEET) is the focus of this programme. Linked with other support for this age group this programme has helped over 750 young people gain skills, improve their employability and find education and training opportunities. A further programme is planned for 2020.

3.0 Conclusion

3.1 This short report has been produced to support Scrutiny's understanding of development to support pathways into Education, Employment and Training pathways for young people in SEND in Cumbria.

3.2 Scrutiny are asked to raise questions about areas they wish to gain further clarity on.

4.0 Contact

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