

<b>Committee(s)</b> Education Board	<b>Dated:</b> 10 November 2016
<b>Subject:</b> Education to Employment Update	<b>Public</b>
<b>Report of:</b> Director of Economic Development	<b>For Information</b>
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### Summary

1. Through the Education Strategy, the City Corporation has committed to ensuring that young Londoners in the City's schools and beyond have access to the information, advice and experiences that will help them into fulfilling careers.
2. For the first time, City schools have been asked to report on careers and work-related learning. This report provides an update on the work undertaken by the City's Schools and outlines next steps:
  - Measure the impact of careers provision using long term destination data
  - Ensure that activity is linked to up-to-date labour market information including apprenticeship opportunities
  - Maximise access to City of London grant funding for work-related learning
  - Assign work-related learning to specific Governors
  - Publish and review careers polices and curricula.

### Recommendation

- Members are asked to note the report.

### Main Report

#### Background

1. The youth unemployment rate in London now stands at 18.9%, the second highest in the country. At the same time, educational attainment for state-funded schools is above the national average; 59.7% and 56.8% A\*-C GCSEs including Maths and English in London and England respectively. Although there are many contributing factors, this indicates a lack of access to information, advice and support that would enable young Londoners to access appropriate employment opportunities.
2. London's businesses are struggling to recruit workers with the skills they need. In 2015, 21% of vacancies were reportedly due to skills shortages. Access to a diverse, skilled workforce is essential for London to function as a leading global city.

## **Current Position**

3. Through the Education Strategy, the City Corporation has committed to ensuring that young Londoners in the City's schools and beyond have access to the relevant information, advice and experiences that will help them into fulfilling careers.
4. Within the strategy, there are three prioritised actions:
  - Work related learning and work interactions
  - Access to quality and reliable careers advice
  - Using destination data to improve outcomes for young people
5. Annex 1 summarises the work undertaken by the City's Schools within each of these 3 themes. It provides data to support the work in each of these areas, identifies gaps and highlights opportunities to address these gaps.

## **Conclusion**

6. For the first time, City schools have been asked to report on careers and work-related learning. All City schools aside from City of London Academy Islington and Sir John Cass provided students over 100hrs on average of work related learning before the age of 16. Galleywall did not submit data.
7. Having assessed current activity the next stage is; working with City Academies to measure the impact of careers provision through long-term destination data, ensure activity is linked to up-to date labour market information including apprenticeship opportunities, maximise access to City of London grant funding for work-related learning, assign work-related learning to specific Governors, and publish and review careers policies and curricula.

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## Annex 1

### **Current Activity**

#### Work Related Learning and work interactions

Research shows us that when young people have four or more interactions with employers they are five times more likely to be in education, employment or training. As a result, the 'London Ambitions' guidance developed by the London Enterprise Panel, London Councils and the Mayor of London recommends 100 hours of experience of the world of work by the age of 16.

For the first time, City schools were asked to report how many hours of work-related learning (on average) each pupil receives. With only a reception class, Galleywall did not submit data this year. All schools apart from City of London Academy Islington and Sir John Cass attained over 100hrs of work related learning.

The City of London's Employee Volunteering programme has actively supported City academies for over 3 years. Since April 2016, 24 employees have delivered careers talks, provided French tutoring and attended the careers convention at Guildhall to highlight a range of potential careers; volunteers came from City of London Police, Barbican, City Business Library, Chamberlain's, City Surveyors and the Built Environment. In addition, 15 academy students gained work experience at the City Corporation.

Your Education Strategy recommends that the City Corporation maintains an overview of the breadth of work-related activities offered to schools as part of the broader London offer. Since April 2016, 72 school leavers in the City and its neighbouring boroughs accessed paid work placements through the City Business Traineeship scheme, 787 local school children participated in visits to City employers through the City Careers Open House programme and 35 16-24 year olds accessed the City of London apprenticeship scheme.

#### Access to quality and reliable careers advice

London's employers report that 31% of 17-18 year olds are poorly prepared for work e.g. lacking an understanding of the workplace, and technical and soft skills such as communication and team working. Further still, young people appear to be seeking skills and qualifications in areas with little projected demand in the economy. The provision of quality and up to date careers advice is therefore critical.

A review of the City's academies' websites found that only the City of London Academy Southwark featured a careers policy and curriculum, and none of the academies have nominated a Governor who is responsible for careers. This does not mean the quality of careers provision at the academies is poor, it simply means that it is difficult to assess. It is recommended that these issues be raised at future Heads and Governor forums.

In April 2017, the Government will introduce the Apprenticeship Levy. All employers with an annual pay bill of over £3million will contribute 0.5% towards the levy (minus

a £15k allowance) which they can recoup for apprenticeship training and assessment within their company. Given this increase in funding, there is likely to be an increasing array of school leaver programmes available for students.

### Using destination data to improve outcomes for young people

City Academies report that after Key Stage 4, all of their students have moved into Education Training and / or Employment. The majority have gone on to 6<sup>th</sup> form and further education, with only 2% and 1% of City Academy Southwark's students moving on to an Apprenticeship or Employment respectively.

## **Next Steps**

### Work Related Learning and work interactions

The next step is to work with City Academies to ensure that work interactions are relevant to the changing nature of London's labour market and to measure and report the impact of work interactions. In some cases the careers highlighted to students were those that provided few career opportunities e.g. acting, therefore increasing exposure to growing sectors such as compliance and cyber security is recommended. In doing so, opportunities for City schools to work together and share links could be explored.

To support this work, all City schools were asked whether they would like to offer additional work related learning. The responses were as follows:

- City of London Academy Southwark requested a careers fair, mentoring and business engagement. From Quarter 3, Officers are planning a year-long pilot mentoring project for 10-12 students. Subject to impact, Officers may encourage the Academy to request grant funding to scale up this programme. A careers fair with introductions to businesses is planned for Spring 2017.
- Sir John Cass requested a wide range of professionals to speak with pupils about their careers. This can be facilitated via the City Corporation's volunteer brokerage City Action and its Employee Volunteering programme.

### Access to quality and reliable careers advice

Programmes developed as a result of the new Apprenticeship Levy may suit students who are currently unable or unwilling to access university due to academic, financial, or personal reasons. Therefore, it is recommended that academies develop a plan for raising awareness of these opportunities. Given Alderman Parmley sits on the Government's Apprenticeship Delivery Board, there is an opportunity for City Academies to raise profile of this vocational route during his Mayoralty.

The City of London currently provides a grant to SGOSS to enable the charity to match skilled business volunteers with schools in the City's neighbouring boroughs. It is recommended that the City Schools access this support to identify Governors who can oversee careers curricula. One route could be a strategic partnership with SGOSS to identify opportunities.

### Using destination data to improve outcomes for young people

The next step is to work with City Academies to ensure work interactions are relevant to the changing nature of London's labour market and to measure and report the impact of work interactions.

The analysis of destination data over the following years will enable the Corporation to assess long term impact. The current measure for destinations is based on the Government's definition that a sustained destination is two terms after leaving school. However, it is important to understand the longer term impact of careers provision in order to plan effective programmes for the future and it is recommended that the destinations be tracked over the years.