



**Islington Youth Council**  
**Submission for the**  
**Islington Employment Commission**  
**August 2014**



## Contents

➤ Introduction	1
➤ Setting the scene, facts and stats	1
➤ Youth Employment Priority	3
➤ Our plans to make progress with this priority	3
➤ Case Study 1: A young person's experience of work experience, labour market intelligence and careers advice	4
➤ Career and Education Planning Priority	5
➤ Our plans to make progress with this priority	5
➤ Read our experiences of careers education information and guidance (Case studies)	5
➤ Current research and thinking calls to appoint youth employment minister	7
➤ Recommendations and ideas from Simple Truth report	7
➤ Recommendations for local government, LEPs and City Deals	9
➤ A local council leading the way: The Sandwell Guarantee	9
➤ Our recommendations for supporting young people to access opportunities within the labour market	10

## **Introduction**

Following the election last November in which nearly 5000 young people voted, we were voted in as the 12 youth councillors who form the Islington Youth Council (IYC).

We started our 2 year electoral term in office on 1<sup>st</sup> February and are responsible for making sure the opinions of young people in Islington are heard and campaign for youth services in Islington to be responsive to the needs and interests of young people.

We work with council officers and elected members to ensure young people have a key role in planning, designing, delivering and reviewing services.

Based upon our manifestos and election campaigns, we have identified and agreed four priorities which we will focus on during our term in office.

Two of these priorities focus on career and education planning and youth employment.

We are in alphabetical order of surname, Anastasia Aidoo, Taiga Asada, Kia Helena Augustin, Isaiah Fadeyi, Ryan Mackin, Abu Mensah, Christiane Pangula, Rachel Ramus, Shanaz Shaw (Deputy Young Mayor), Zenari Singh, Tanjina Uddin, Hiba Warsame (Young Mayor)

## **Setting the scene, facts and stats**

In 2011, the government transferred responsibility for careers advice from Local Authorities (LA's) to schools, introducing a new statutory duty on schools to provide impartial careers advice and guidance.

The government have subsequently commissioned Ofsted to assess progress of the new duty's operation. Their report (Going in the right direction?) concluded that 75% of schools visited were not delivering adequate careers advice and guidance. The government is responding to this report in a number of ways, one of which has been for the Department of Education to publish revised statutory guidance.

### Careers guidance and inspiration in schools April 2014

The guidance affirms that schools must now provide advice to pupils in years 8-13 (the original duty was for years 9-11). The guidance breaks down advice expected at each stage, emphasising that advice must cover the full range of options.

The guidance particularly emphasises the need for schools to provide impartial advice that 'includes information on the full range of education and training options, including apprenticeships and other vocational pathways'. Key to this is building strong connections with employers – part of the original rationale for transferring responsibilities directly to schools – and the guidance makes several suggestions on how this can effectively be done.

In addition to the above guidance also outlines the ways in which LAs will continue to be involved in assisting schools with careers advice, of which the main points are:

- Schools should work with LAs to identify people who are in need of targeted support or who are at risk of not-participating post-16.
- Schools should work in partnership with LAs to ensure they know what services are available and how young people can be referred for support.
- Pupils in AP are a particular group who may require targeted support to fulfil their potential – the guidance suggests LAs consider developing links with mainstream schools in to broaden the experiences and advice available to these students.

**Children and Young People Now reported in September 2013 the following:**

The government is to revise statutory guidance for schools on careers advice services, with greater emphasis to be placed on developing links with local employers and highlighting vocational training opportunities.

The announcement followed publication today of an Ofsted thematic review of careers advice services in 60 schools that showed just one in five were giving pupils information about a sufficiently wide range of career options.

**Nick Clegg plans employment safety net for 16-year-olds who don't go to university**

In a speech to 500 young people in London today, the Liberal Democrat leader will admit that careers advice at school is not good enough.

“Too many young people aren't getting what they need,” he will say. “We're going to make sure that every young person gets good careers advice and guidance at school.”

Mr Clegg will say that schools should collect and publish more detailed, up-to-date information about the destination of their former pupils so they can be judged “not only on their students' exam results but what they do after they leave”.

Source: Independent Newspaper (27 February 2014)

## **The Islington Youth Council Priorities 2014-16**

### **Youth Employment Priority**

Our view is that securing satisfying and stable employment is a priority for all Islington's young people.

We will ensure that young people's voices are heard in the work of the Islington Employment Commission (EC).

We will work with the council to ensure that the recommendations of the EC which will benefit young people are carried out.

#### **Our plans to make progress with this priority are as follows:**

- To ensure that young people's views contribute to the EC.
- Following the publication of the findings of the EC, the IYC will monitor and hold to account LBI Officers to ensure that they action the recommendations as appropriate.
- Review jobs and work content on Izzy. (Islington Council's website for young people, [www.izzy-info.com](http://www.izzy-info.com))
- Promote the use of Izzy to support young people looking for jobs and apprenticeships.
- Use Social Media to encourage young people to tweet their top tips on job search and then retweet the best ones.
- Promote and share the weekly vacancy and opportunities bulletin produced by Central London Connexions to young people in the borough through Facebook and Twitter.

## **Case Study 1 (CS1)**

### **A young person's experience of work experience, labour market intelligence and careers advice.**

CS1 is a Year 11 school leaver and has just completed his GCSE's.

CS1 has a real interest in engineering and ever since he was a child been fascinated by the way things work. So when the opportunity came to do work experience in Year 10 at his Islington secondary school, CS1 was looking forward to this opportunity to learn about engineering and to get a real insight into the industry.

Sadly the reality for CS1 was that due to a lack of careers support and unsuccessful applications made to engineering companies including BAE systems, CS1 was placed in a local nursery for 2 weeks.

CS1 feels strongly that had he been given information about local engineering companies such as INMARSAT, his experience of the world of work would have been interesting and relevant to his career choice.

Like most of his peers, CS1 was encouraged to find his own work experience placement as the school had limited capacity. Whilst CS1 initially felt confident about finding a suitable work experience placement, securing this opportunity proved more challenging.

Like most of CS1's peers doing 2 weeks work experience in an industry which was unrelated to his career choice was seen as "boring" and as a "waste of time".

In Year 11, CS1 had very limited career information, advice and guidance. CS1 recalls that the extent of the help he received to support him with his career plans and making applications to colleges and sixth forms was through an online careers application called "Fast Tomato".

Subsequently CS1 turned to his family and friends for help in applying to college and choosing subjects and courses to study.

CS1 feels that whilst his family and friends were supportive, he would have benefited from seeing a qualified career adviser both in Year 10, (to support him with identifying local engineering employers), and in Year 11 for career guidance to support him with identifying the most appropriate routes into engineering.

## **Career and Education Planning Priority**

We recognise that all young people leaving school in Islington should have access to support to plan their individual career and education pathway.

We will ensure that Head Teachers are aware of young people's priorities in relation to career education and planning support in Islington's secondary schools.

We will work to ensure that all young people leaving Islington's secondary schools have access to the support that they need to plan their next steps in learning.

### **Our plans to make progress with this priority are as follows:**

Review career planning content on Izzy.

Audit schools on the provision of careers education and access for students to impartial and independent information, advice and guidance.

Ask young people about their experiences of careers education and planning in their schools, in order to create a set of case studies.

Work with fellow youth councillors to feed into the EC.

Use Social Media to ask young people to tweet on their experience of accessing careers information advice and guidance.

### **Read our experiences of careers education information and guidance**

As a year 9 student I didn't receive much couriers advice to choose my options with however I would have appreciated it nevertheless I had teachers who were willing to help me, being trained professionals

Now I am faced with having to change one off my options after 1 month of being sure that's what I wanted to do, maybe with more help choosing my subjects in mid-year 9 I wouldn't be in this situation

#### **Case study 2 (Year 9 student)**

In year 9, I didn't receive any Career help that I can recall.

In year 10, in PSHE, our coursework was based on mainly job interviews. In addition, our school recently held careers fair for Year 10 and 9.

#### **Case study 3 (Year 10 student)**

I didn't receive any careers advice in Years 9 or 10. In Year 11, however, I did receive a 20 minute conversation with my school's careers advisor. Having said that, we did not really talk about career options, but mostly about what colleges I was applying to.

Moreover, I was not supported at all by my school in finding suitable work experience. I was forced to find and organise my own, which I completed during the February half term of 2013. I completed the 1 week experience at a local nursery successfully, though felt that it had no links with what I aspire to do in the future.

**Case study 4 (Year 11 student)**

In both Year 9 and Year 10, I didn't receive any help with careers

In Year 11 I received some information from the colleges I was applying for. As I know what I want to be when I'm older I was expected to match the subjects I choose to study to the requirements from the job itself.

I didn't have access to an independent guidance as my school career woman was on maternity leave

**Case study 5 (Year 11 student)**

Year 9: I hadn't received any careers help.

Year 10: none

Year 11: careers advisor meeting. Just discussing college applications and GCSE's

Year 12: haven't started UCAS yet.

No other careers advice.

Not much help sorry but I don't remember much or have even had much.

**Case study 6 (Year 12 student)**

## **Current research and thinking calls to appoint youth employment minister**

A report by the Youthforia Youth Employment Commission titled “Simple Truths” calls for a dedicated minister to work across government departments to “youth proof” policies.

The report suggests like in Scotland (which appointed Angela Constance as minister for youth employment in 2011) the government should appoint a minister for youth employment.

The commission wants the minister to work with young people, testing and “youth proofing” youth employment policy to ensure it is fit for purpose.

The commission made the call after seeking the views of 400 11- to 25-year-olds, who said the current system for supporting young people through the transition from education into employment is complex and lacks cohesion.

By linking up employers, schools and colleges and to encourage them to work together will improve work experience, traineeships and apprenticeships for young people.

Fiona Blacke, chief executive of the National Youth Agency, has welcomed the call and suggest this would be a real step forward – participation of young people at the highest levels should be a goal for all departments, and would send a strong message to young people about their value and worth.

Philanthropic organisation Impetus-Pef believe a better approach for tackling youth unemployment would be to create a Secretary of State responsible for school to work transitions to bring together work across government departments.

Its director of policy and strategy Jenny North, said: "Given the scale of the current problem, we need someone at the top of the tree to lead the charge; to be responsible for building and realising the vision for Britain’s youth labour market and ensuring there is a clear line of responsibility for making Neets history."

## **Recommendations and ideas from Simple Truth report**

- High quality and meaningful work experience should be reintroduced into schools to support young people to develop the skills needed for employment;
- Colleges and schools should advertise vacancies through means such as social media and onsite noticeboards.
- Local companies should be encouraged to offer more short term work experience to a wider variety of young people.

- PSHCE should be provided in all educational establishments and should be compulsory using relevant, effective and up to date resources
- Schools, colleges and businesses should provide sufficient information on apprenticeships and careers guidance to young people.
- Schools should make young people more aware of other non-academic qualifications that will benefit young people in gaining employment, for example vocational courses such as engineering or sports science.



## **Recommendations for local government, LEPs and City Deals**

- Create local conditions or mechanisms that link the advice provided to young people, to the local labour market – to both and current and future skills needs of employers and business.
- Foster greater strategic collaboration and consistency between and across local institutions and across the 11-25 age range. Influence or incentive where possible, schools, education providers, job centres and HEIs to develop a collective approach which is linked to local employers and allows more effective and collaborative use of resources.
- Promote systems that connect all available opportunities to young people – for example in web portals, apps, digital solutions.
- Encourage or invest in the provision of greater support for employers to engage with the number of schemes and initiatives on offer, through a third party broker style service thereby bringing current opportunities close to the labour market. This service may also be well placed to inform, link to, or even deliver some of the IAG young people receive, providing support and brokerage for both employers and young people.

### **A local council leading the way: The Sandwell Guarantee**

Sandwell Council is offering unemployment young people a paid job or training placement for at least six months through a business partnership. The Sandwell Guarantee could help up to 4,000 young people aged 16 to 24 on benefits or not in education, employment or training, the council said. Placements will start with a six week college course in sectors such as food and drink, construction, business, horticulture, advanced manufacturing, and health and social care.

Source: Children and Young People Now (Tuesday 22 July 2014)

**We think that Islington Council should consider these recommendations and see if this approach could help reduce youth unemployment in the borough, and to support young people to access the labour market successfully.**

**Our recommendations for supporting young people to access opportunities within the labour market.**

The EC should add its weight to encourage schools to offer young people impartial careers education, information, advice and guidance (CEIAG).

This needs to be of high quality and provided to young people at key transition points and at times they require this, in order that they are able to make well informed realistic career decisions.

High quality CEIAG needs to be provided consistently across all of Islington's educational establishments.

EC and the Business and Employment Support Team (BEST) to recognise that a young person entering the labour market has very different needs to an adult who has been employed and has several years of work experience and sector specific qualifications.

Young people are therefore at a disadvantage when competing for jobs with adults who may have relevant work experience.

Whilst young people may be cheaper to employ, they are in direct competition with migrants from Eastern European countries who may settle for lower wages and have work experience to offer potential employers.

Young people who have been NEET require support from Careers Advisers who can support them with their choices and through 1-1 guidance, help to remove any barriers which they face in accessing employment and training opportunities.

Young people would benefit from someone who is able to find local jobs and opportunities and to negotiate entry requirements with employers in favour of young people. Young people who need help to access these jobs should have support available.

Vacancies and opportunities should be ring fenced for young people.

Council leaders to consider the Sandwell initiative and put in place a similar commitment to help young people access employment and training. The "Islington Guarantee" should be offered to all 16-19 year olds in Islington.