



NOTICE OF MEETING

ECONOMIC DEVELOPMENT, CULTURE & LEISURE SCRUTINY PANEL

THURSDAY, 5 DECEMBER 2013 AT 6.00 PM

CONFERENCE ROOM A - CIVIC OFFICES (FLOOR 2)

Telephone enquiries to Joanne Wildsmith CCDS Tel: 9283 4057

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Membership:

Councillor Matthew Winnington (Chair)

Councillor Phil Smith (Vice-Chair)

Councillor John Ferrett

Councillor Darron Phillips

Councillor Will Purvis

Councillor Steve Wemyss

Standing Deputies

Councillor Margaret Adair

Councillor David Fuller

Councillor Jacqui Hancock

Councillor David Horne

Councillor Luke Stubbs

Councillor Alistair Thompson

(NB This Agenda should be retained for future reference with the minutes of this meeting.)

Please note that the agenda, minutes and non-exempt reports are available to view online on the Portsmouth City Council website: www.portsmouth.gov.uk

AGENDA

- 1 Apologies for absence**
- 2 Declarations of Members' Interests**
- 3 Minutes of Previous Meeting - 7 November 2013 (Pages 1 - 8)**

The minutes of the meeting of 7 November are attached for approval.

RECOMMENDED that the minutes of 7 November 2013 be approved as a correct record.

4 Review - Pathways into Work for Young People (Pages 9 - 22)

a) The panel is due to hear from the following witnesses

Alan Brennan, Service Manager Hampshire Learning and Employability, Catch 22 (briefing paper attached)

Helen Brennan, Head of Student Support Services, Highbury College (briefing paper attached)

Shirley Sliwinski, Co-ordinator for Work Related Learning, Mayfield School

Phil Harris Vice Principal and Oona Taylor, Head of Careers Guidance, Portsmouth College

Kim Rayner, Director of Alternative Curriculum Provision, Admiral Lord Nelson School

Mike Stoneman, Strategic Commissioning Manager, Education - Strategic Commissioning, Portsmouth City Council

Sharon George, Youth Support Commissioning Manager, Children's Social Care and Safeguarding, Portsmouth City Council

b) Written Evidence

The Business in the Community report "What's the Risk?" regarding employing young adults with criminal convictions can be accessed via: http://www.t2a.org.uk/wp-content/uploads/2011/09/BCT_BIC_A4_ver1-2.pdf

5 Dates of future meetings

Members have been advised of the rescheduled Apprenticeship Event at Fratton Park on 23 January which would be a useful source of gathering more information on an individual basis.

The Panel's report will start to be drafted in January and a provisional date of 30 January at 6pm should be held in members' diaries for an informal meeting to discuss progress and if further evidence is required.

Agenda Item 3

ECONOMIC DEVELOPMENT, CULTURE & LEISURE SCRUTINY PANEL

RECORD OF DECISIONS of the meeting of the Economic Development, Culture & Leisure Scrutiny Panel held on Thursday, 7 November 2013 at 6.00 pm at the Guildhall, Portsmouth

Present

Councillor Matthew Winnington (in the Chair)

Councillors Phil Smith
Darron Phillips

33. Apologies for absence (AI 1)

Apologies for absence had been received from Councillors John Ferrett, Will Purvis and Steve Wemyss.

34. Declarations of Members' Interests (AI 2)

Whilst there were no pecuniary interests it was noted that one of the witnesses (Clare Ansell) was related to Councillor Rob Wood, a colleague of the councillors present.

35. Minutes of Meeting of 8 October 2013 (AI 3)

These were agreed as a correct record.

36. Minutes of meeting of 17 October 2013 (AI 4)

These were agreed as a correct record.

37. Review - Pathways into work for Young People (AI 5)

(a) Helen Fuge, Purple Door representing the University of Portsmouth

Helen Fuge presented the paper submitted by Chris Martin who was the education liaison and outreach manager at the University of Portsmouth who worked with schools and colleges. Helen explained that her own role at Purple Door was to upskill students and get them into graduate employment.

Chris Martin's report explained the outreach work taking place with schools and colleges from Year 5 through to Year 13 with two core aims

- (1) Increasing applications from under-represented groups and higher education, in particular working with schools and colleges where there had traditionally been low progression into higher education; and

- (2) Enabling potential students to make informed decisions about whether the University of Portsmouth is right for them.

The university recruits a team of student ambassadors and mentors who support the work across all age ranges and there is a membership club for 11 to 16 year olds "Up for It Club" which has approximately 5,000 members. The club aims to raise aspirations, change perceptions and encourage pupils from all socio-economic backgrounds to see higher education as an attractive and accessible option. This is a free scheme and activities are run in the school holidays.

School Events

The report set out the number of events held each year:

- For primary schools with 1,500 children from Year 6 attending university tours, interviewing a student and attending a mini-lecture and mock graduation ceremony.
- For secondary schools there are over 150 events per annum offering campus tours, subject workshops, parents' events and talks and workshops in schools.
- Post-16 for A level/BTEC students there are over 250 events per annum entitled "Up for Your Future" with talks being given in schools and colleges and attending higher education and careers fairs around the country.
- The university has recently introduced a session specifically aimed at raising aspirations of students on level 3 vocational courses who are under-represented in higher education.
- Also there is an annual and very successful Year 12 conference series attended by over 500 local 17 year olds where academics from each faculty offer taster lectures to help young people make better informed decisions about their future subject choice.

The University of Portsmouth offers support to all students and graduates throughout their time at university and up to five years after graduation as well as Purple Door recruitment which ran volunteering opportunities. There is a jobs board with online vacancies, appointments can be booked with career advisers, there is a wide variety of events and workshops to support students and graduates ranging from mock interviews through to the graduate recruitment fair.

Local Labour Market Information

Purple Door Recruitment works with over 5000 organisations across the South East including both the commercial and third sector. The agency works pro-actively with these employers to place students and graduates into volunteer, part-time and graduate positions.

The Destinations of Leavers from Higher Education (DLHE) survey provides information on the activities of graduates after leaving higher

education institutions. Data is collected through surveys carried out approximately six months after students leave their institution and relates to UK and EU domiciled students only. The information presented below shows a regional snapshot based on the 2012 survey.

UK domicile, First Degree 2012 leavers			
District	Non-Professional/ Non-Managerial	Professional/ Managerial	Grand Total
Chichester District	7	12	19
Isle of Wight	12	26	38
Neighbouring Portsmouth	59	121	180
Non PO & SO	600	1311	1911
Portsmouth Central	57	132	189
Southampton	45	75	120
Grand Total	780	1677	2457

UK domicile, First Degree 2012 leavers		
District	Non-Professional/ Non-Managerial	Professional/ Managerial
Chichester District	36.8%	63.2%
Isle of Wight	31.6%	68.4%
Neighbouring Portsmouth	32.8%	67.2%
Non PO & SO	31.4%	68.6%
Portsmouth Central	30.2%	69.8%
Southampton	37.5%	62.5%
Grand Total	31.7%	68.3%

Based on Home Post code

Portsmouth Central = PO1 - PO6 Neighbouring Portsmouth = Havant,W'ville,F'ham,G'port Chichester District = Chi, Ems,B'Regis

As demonstrated through the statistics, there are still a number of graduates entering 'Non-Professional' occupations in the local region.

Helen reported that generally over the past 12 months the graduate labour market has become more buoyant with a noticeable increase of graduate level vacancies from local employers.

Purple Door works across the south east region with employers and Helen reported that part time vacancies go quickly and the part time opportunities in the city are fairly low. However, the voluntary sector is booming and approximately 300 students participate per year. The graduate market that they deal with covers an area from Southampton to Petersfield and employers were now coming to the university with job opportunities. Purple Door has a team of eight and they place

approximately 250 graduates per year which represents a small proportion of the total number of graduates.

The trend was whilst previously many students tended to stay in the Portsmouth area they were now moving home to save money. Purple Door was considering widening the area from the south east region although its main focus had been to regenerate the south east. It was reported that the careers advice and information generated a huge footfall with approximately 3,000 visitors per annum. Students were trying to do more than just study for their degree.

In response to members' questions the following information was given:

- Purple Door was assessed on the roles it found for graduates so those employers trying to fill vacancies rather than provide graduate jobs were signposted to other recruiters. The policy was that a graduate level job should be in the range of £18-21,000.
- Whilst some employers would incorporate further training and qualifications for the graduate in their jobs (in specific areas such as marketing, accountancy law etc) other organisations were willing to offer cross-training on IT where there were still shortages of suitable candidates.

Further information would be sought from the Destination Officer for panel regarding students from other universities coming back to Portsmouth to live and it was noted that Purple Door's careers advice was open to any graduate of any university.

The chair thanked Helen Fuge for her interesting presentation and she left the meeting at this point.

(b) Clare Ansell, Director of Operations, Motiv8

Motiv8 is an independent charity in the Portsmouth Hampshire area working with those young people identified as being at risk and in need of support. Core activities centre on work in the community, delivery in schools and supporting young people into employment. They have teams based in the community.

ITYSS

In Portsmouth Motiv8 deliver the Integrated Targeted Youth Support Service (ITYSS) on behalf of PCC in the north of the city based at Paulsgrove Community Centre working with 9-19 year olds. Motiv8 identified young people who are in need of assistance and intervention before they reach crisis point and send information to the headteachers to work collaboratively. There were one to one support sessions with dedicated key workers who used a common assessment framework plan (CAF) and involvement of the families. The work is preventative to support young clients who without support might go on to achieve

poor outcomes e.g. becoming NEETS¹ , offending, getting involved in substance misuse or becoing teenage parents.

Intensive Support Programme

This was funded by the Home Office via the Office of Police and Crime Commissioner. The aim is to work intensively with two young people (up to 10 hours each per week) who are in the criminal justice system and have been identified as being at high risk of re-offending to challenge the behaviour of the young person and give them encouragement and offer practical help. Consideration is given to education, training and employment options.

Employment & Volunteering Opportunities

At the moment there are 38 active volunteers, 50% were in the 17-25 age range. The expectation is that this would help lead to paid employment, including at Motiv8 itself (over a quarter of Motiv8's paid workforce had previously volunteered there).

The welfare reform changes had had the effect of increasing numbers wanting to volunteer and Motiv8 were unable to meet the demand due to the level of supervision and time needed.

Motiv8 is committed to providing an **apprenticeship** scheme and over the last three years they had six apprenticeships. There was encouragement when tendering for new contracts there should be inclusion of apprenticeship opportunities to be written into the bids. It was noted that the take-up of apprenticeships by looked after children was lower as it impacted on their benefits where they were living independently.

Social Enterprise

The bike recycling scheme at Gosport had opened in October 2012. They received donated bikes which were worked on for resale, service and repairs and there was training given in bike maintenance. The scheme included four young people on work experience (referrals from PRU² units) and 16 volunteers had been involved this year. The scheme would be replicated at the Portsmouth voluntary hub centre in Winston Churchill Avenue for which a tender had recently been won by Motiv8 (to operate PCC's community cycle project funded for 18 months by the Local Sustainable Transport Fund). It would provide sales, services and repairs, bike doctor sessions, workshops, volunteer and work placements, guided and targeted rides.

Links to Local Businesses

¹ Not in Education, Employment or Training

² PRU = Pupil Reference Unit

This had included the 'seeing is believing' Business in the Community event publicising what Motiv8 offer and asking for pledges of in-kind support. This had led to local company Carillion running interview and recruitment days to give good practice for young people. Motiv8 were delivering phase 2 provision in Hampshire (PCMI provide this for Portsmouth) and they operate the employment drop-in service for Hampshire County Council.

The following information was then given in response to members' questions:

- Many of their clients were engaged with the local job centres and there was close liaison; Motiv8 were able to give more practical hands-on support in some cases.
- There has been a gap identified for post 16 options for young people with additional social, emotional and behavioural needs. An example was given of work being developed with Highbury College and Harbour Schools to look at this type of gap in provision.
- The bicycle recycling scheme would liaise with the Portsmouth Cycle Forum and also offered work with schools on Bike Doctor sessions. It offered three levels of the Velotech awards and there had been some successful placements at local bicycle companies such as Halfords through this. Another success story had been of Motiv8's apprentice attending the Goodwood Orbital event.
- Motiv8 were keen to see social inclusion within major contracts which would be of interest to the city council. Through the Wessex resettlement consortium there had been opportunities to place young people in the construction industry through their partners at Construction Youth Trust.

The chair thanked Clare for her useful and interesting presentation and would take forward outside of this scrutiny review the information given regarding refuse collection contractors looking in on vulnerable older people.

(c) The Written Evidence

The CIPD's research report entitled "Employers are from Mars, Young People are from Venus" addressing the young people/jobs mismatch was welcomed by the panel and further information would be circulated on behalf of the chair.

38. Dates of next meetings (AI 6)

The next formal meeting will be held on 5 December to look at evidence from educational representatives. The apprenticeship event on 23 January 2014 was noted and members would be asked to go independently to this. The chair hoped to finalise a report in February so asked that members also hold 30 January as a provisional date for another meeting.

The meeting concluded at 7.00 pm.

Councillor Matthew Winnington
Chair

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Catch22 Portsmouth





Who are Catch22

Catch22 has over two hundred years' experience of providing services that help people in tough situations to turn their lives around.

Page 10 Our programmes help those we work with to: steer clear of crime or substance misuse; do the best they can in school or college and develop skills for work

We currently work in over 150 schools in England delivering a range of vocational and foundation learning programmes reaching young people who have either been excluded, or are at risk of exclusion. Last year the organisation worked with over 34,000 individuals and supported a further 60,000 through partnerships.



Page 4
“To transform the lives of the most disadvantaged vulnerable young people – **wherever they learn-** through personalised learning that provides real opportunities in Education, Employment or Training.”

To work with and enhance the learning experience of the most vulnerable, disadvantaged young people in a supportive environment. Our programmes provide accredited & non accredited value for money solutions, to positively deal with life challenges and enhance their learning experiences, as well as progressing them into education, employment or training.

Learners

- Vulnerable and Disadvantaged young people
- Learners with low aspiration, achievement or attainment
- Those at risk of exclusion or already excluded young people.
- Behaviourally challenged.
- NEET or at risk of NEET.
- Criminal records

Programmes supporting young people in Portsmouth



Study Programme

- EFA funded targeting 16-18 year olds
- Focus on developing learners employability skills through planned work experience with local employers
- Successful delivery of PCC Pre-apprenticeship Pilot - so far of 13 learners, 5 have progressed to Apprenticeships, 1 to FE with 7 still in training

Study Programme cont'd

- Improving English and maths skills for learners not yet at Level 2
 - Accredited learning / qualifications
 - Training Centre in Fratton with approx. 30 learners
 - Progression to EET (including Apprenticeships)
- NB Study Programmes can also be accessed (on a cost recovery basis) by KS4 students at risk of disengaging / becoming NEET

Programmes supporting young people in Portsmouth



Apprenticeships

- SFA funded targeting 16-24 year olds
- Locally, Catch22 delivers Level 2 and Level 3 Apprenticeships in Childcare, Business Administration, Customer Service and Sport / Active Leisure
- Work in partnership with wide range of local employers
- Delivery throughout Hampshire and SE England

Programmes supporting young people in Portsmouth



Route to Work

- Corporate funded (HSBC) programme supporting young people in Portsmouth and Hampshire aged 16-24 to progress to EET
- RTW Employability Brokers provide one to one job search support and mentoring
- Provide a dedicated service that sources employment / apprenticeship opportunities and matches these to young people
- Financial support to assist with the cost of training may be available

Further information/ contacts

Study Programme

alan.brennan@catch-22.org.uk

Apprenticeships

james.ford@catch-22.org.uk

Route to Work

lee.ricketts@catch-22.org.uk

Highbury College – Overview of Provision

The College

Highbury College is a large General Further Education College in Portsmouth, with a broad academic and vocational curriculum in thirteen subject areas. Full, part time, apprenticeship and traineeship programmes are delivered. Courses range from entry level to higher education. The College was inspected by Ofsted in May 2011; inspectors judged the College outstanding.

The College has six centres; five are located in Portsmouth and one in Leigh Park.

The College's Highbury Campus, delivers programmes in a wide range of curriculum areas: Automotive Studies; Engineering; Media; Performing Arts; Music Technology; Fashion; Art; Science; Pharmacy; Animal Studies; ICT; Business; Sport; Public Services; Hairdressing; Beauty; Literacy & Numeracy; and Education.

The College's Highbury Northharbour Centre is a state of the art centre for Construction and Building Services.

The College's Highbury City of Portsmouth Centre, situated in the heart of Portsmouth, provides work-rich learning environments in Hospitality & Catering, Travel & Tourism and Health & Early Years as well as Flexi IT, Literacy, Numeracy and ESOL programmes.

Highbury Arundel Centre provides real work environments in Hair & Beauty, and houses Express FM.

Marine Technology programmes are delivered from a specialist centre in Trafalgar Wharf.

The College's Apex Centre in Leigh Park is a dedicated centre for pre 16 programmes in Construction; pre 16 programmes in other vocational areas run at Highbury City of Portsmouth Centre and Highbury Campus.

Re engaging NEET/vulnerable young people

The College has a track record of re engaging young people who are NEET, including well established January start programmes which recruit well through close partnership working with the Integrated Targeted Youth Support Services and other local agencies, including the Youth Offending Team, Learning Links, Social Care and the Foyer.

The College also provides a wide range of additional provision for vulnerable students and those from under-represented groups. This includes:

- A “Back on Track” programme for students recovering from mental health difficulties.
- The Five Ways to Wellbeing Initiative developed by the College and successfully piloted with a number of groups to support student retention and success, particularly for students with mental health issues.
- A Prince’s Trust programme at Highbury Campus which has been awarded by the Trust a rating of outstanding.
- Programmes for students not yet ready for full-time College, Prepare 2 and Prepare 4 started which in September 2013.

All vulnerable students become part of the College Support to Achieve Programme which offers additional 1:1 support to enable students to stay on programme and succeed.

Highbury Employment and Careers Service

Highbury College Employment and Careers Services, run in partnership with Reed/NCFE, has been successful in engaging with employers and securing jobs for students. The partnership, which started in February 2013, resulted in 2012/13 in: over 740 vacancies taken from 339 unique employers 331 interviews attended by Highbury students registered with Reed NCFE and 240 students placed in employment.

The College Careers Advice Service delivers, via three qualified Careers Advisers, approximately 1500 1:1 guidance interviews and 150 aspiration raising class sessions to students and potential students. The service also offers support to the 250 plus students who apply for higher education, via UCAS, each year. The College Careers Advisers organise an annual College Higher Education Fair to which representatives from local higher education institutes are invited. These include Portsmouth, Chichester, Winchester, Sussex, Brighton and Surrey universities. Representatives from the professions are also invited to the Higher Education Fair to enable students to learn about graduate opportunities.

Work Experience/Work Related Learning and Social Enterprise

The College facilitates work experience and work related learning for many of its students. Work experience opportunities range from large scale events such as the “Highbury Handover Day”, during which Highbury students took over many of the job roles available at Port Solent, to individual curriculum related work placements such as those undertaken by animal and health and social care students.

The College is also developing Learning Companies which enable students to work on commercially led projects alongside their course curriculum.

In addition students at the College undertake a wide range of work related, voluntary and enrichment activities that provide students with many opportunities to develop their skills and self-confidence, as well as make a positive contribution to community life. For example: Hair & Beauty students run “pampering” days for community organisations and Construction students have renovated a local vicarage and fitted work stations for a local community group.

Students from a number of subject areas have undertaken real work related projects that contribute to business operations at Staunton Country Park; for example, Computing students provided IT support at the park.

Enterprise

As a member of the Gazelle group of Colleges Highbury is also committed to developing students’ entrepreneurial mind sets skills. To this end it has:

- Launched a student led Enterprise Society called Collective Futures
- Offered to students the “Gazelle Launcher” a unique new business start- up finance programme for entrepreneurs. This offers new business owners aged 18 -30 access to teaching, a supportive community, regular mentoring and start up funding.
- Developed Learning Companies which enable students to work on commercially led projects alongside their course curriculum.
- Facilitated entrepreneurship events, conferences and activities.

Work with employers.

Partnership working with employers is highly effective and benefits students. In 2012/13, the College worked with 666 employers and had 1998 sponsored students. In 2011/12 the College established a partnership with IBM for the delivery of apprenticeships; new partnerships were developed with Veolia and with Hampshire Constabulary for the delivery of their apprenticeships in 2012/13.

Partnership working with schools

The College has well developed links with local schools the purpose of which are to raise pupil aspirations and support progression. These include:

- The College’s extensive 14 to 16 programme, run in partnership with local schools. Some 450 pre 16 students studied at the College in 2012/13 on a wide range of programmes, including school link programmes with special schools for pupils with learning difficulties and disabilities.
- College provision of academic mentoring for secondary school pupils.
- College delivery of over 50 motivational presentations to year groups 9, 10 and 11. The presentations cover post-16 opportunities.
- College staff attendance at year 8 and 9 school options events to provide progression information.

- The provision of College based work experience placements for school pupils.
- Embedded entrepreneurship across the curriculum

Helen Brennan
Head of student support and Alumni Services
26 November 2013