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Y Gweinidog Addysg a Sgiliau
Minister for Education and Skills



Llywodraeth Cymru
Welsh Government

Eich cyf/Your ref
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Andrew R T Davies AM
Chair, Enterprise and Business Committee,
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA

29 July 2011

Dear Andrew

Thank you for your letter of 15th July following attendance at the Enterprise and Business Committee. You requested some additional information on three topics and I am pleased to be able to respond to these requests.

Enclosed you will find an update covering each element of the Youth Engagement and Employment Action Plan. There is much progress to report here. For example, three Intermediate Labour Market pilots have now commenced in North Wales, West Wales and the Heads of the Valleys. These are supporting young people aged 16-17 into paid employment. The pilots will create at least 180 placements and the learning generated through the pilot will help inform our approach to delivery of the Welsh Jobs Fund.

I hope that you will agree with me that we are also making real strides in reducing drop-out rates for apprenticeships. The headline figures here are a drop from 27% in 2007/08 to just 16% in 2009/10. The information provided gives a full breakdown by programme type.

Finally, in responding to your request for more information on the gender split in construction training, I attach information from our Work-based Learning programmes. The challenge of raising the level of engagement by females in the construction sector is significant in Wales, as it is across the UK. Information on actions in Wales to support greater female engagement is provided.

I hope that this information provides a full response in line with the expectations of the Committee and I look forward to working with you and the Committee over the course of this term.

*Yours sincerely,
Leighton Andrews*

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Minister for Education and Skills

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Wedi'i argraffu ar bapur wedi'i ailgylchu (100%)

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YOUTH ENGAGEMENT AND EMPLOYMENT ACTION PLAN
2011 – 2015 (July 2011 update)

No.	Youth Engagement and Employment Action Plan	Timing	Update
1	<p>Ensure Welsh Assembly Government initiatives enhance but do not duplicate programmes introduced by DWP welfare reforms.</p>	<p>April 2011</p>	<p>Work Programme launched in Wales 16 June 2011. Both successful delivery providers invited to attend the Joint Employment Delivery Board helping to ensure that WP activities align and do not duplicate Welsh Government Provision;</p> <ul style="list-style-type: none"> - WEFO has issued revised eligibility criteria for ESF projects delivering under the Increasing Employment and Tackling Economic Inactivity Priority in order to ensure additionality of ESF projects over and above Work Programme provision; - Work ongoing to develop a better understanding of core DWP/ Welsh Government products for employers and to promote a better understanding with respective employer facing 'advisers' - Welsh Government engaged with the DWP Innovation Fund for Youth Employment to ensure it complements Welsh Government and other youth provision and services.

No.	Youth Engagement and Employment Action Plan	Timing	Update
2	<p>Pilot a new 'Pathway to Work' for 16-17 year olds which is not a new programme but the creation of a single, flexible and coherent 'route' for young people. This route would combine current approaches, enhanced where necessary, into a programme which offers a flexible but integrated and continuous journey towards sustainable employment or other positive outcome. Achievements of the young person will be celebrated at key points along the pathway, including soft skills achievements.</p>	<p>November 2011</p>	<p>A Steering Group has been established to provide advice and support to the Welsh Government on the development and implementation of the Pathways to Work concept across Wales. The next meeting will take place on 27th July.</p> <p>A marketing company has been contracted to support the marketing and communication of Pathways to Work. Initial marketing visuals and communications concepts have been completed and are currently being market tested with young people. A feasibility study has been completed on developing an online community for Pathways to Work.</p> <p>An initial review of NEET delivery commenced via initial mapping exercise to understand what provision underpins the Pathway to Work is to be followed up by more detailed analysis to be completed end of December 2011.</p>

No.	Youth Engagement and Employment Action Plan	Timing	Update
			<p>Supplementing the Pathway to work concept:</p> <ul style="list-style-type: none"> Three Vacancy matching pilots have been established to test whether a personalised, individual-to-vacancy matching approach backed up by post-employment training and mentoring, could get more unemployed young people into vacancies and then sustain employment. The projects are taking place in partnership between Welsh Government, Careers Wales and Job Centre plus in Blackwood, Cardiff and Haverfordwest and Pembroke. To further promote the service with employers and young people, employer engagement events are taking place in June and July across the 3 pilot areas. Intermediate Labour Market Programme (ILM) – 3 pilots have commenced (North Wales, West Wales and Heads of the Valleys) and will support young people aged 16-17 into paid employment at minimum wage or above for a 6 month period. This will create at least 180 placements.

No.	Youth Engagement and Employment Action Plan	Timing	Update
3	Carry out a review of existing funding and provision for young people who are NEET from across Wales, including European Social Fund programmes, to inform and introduce a revised process for the approval of the youth engagement and employment projects ensuring that resources and activities meet need, are not duplicated and offer the best possible service to the young person.	March 2012	Review of NEET delivery commenced via initial mapping exercise, to be followed up by more detailed analysis to be completed end of December 2011.
4	Seek to extend the opportunities available for young people to enter apprenticeship programmes, including development of the Pathways to Apprenticeships initiative and Young Recruits programme as part of the apprenticeship offer.	March 2011	Pathways to Apprenticeships and Young Recruits programmes developed and implemented as part of the broader apprenticeship offer. Online Apprenticeship Vacancy Matching Service rolled out as an all-Wales pilot on 15 th June 2011.
5	Introduce the use of social clauses in Welsh Assembly Government and wider public sector procurement contracts to create youth employment, work experience and training opportunities wherever practical, including assistance for those in receipt of grants and government support.	Ongoing	Work is underway to promote social clauses/community benefits in contracts across the Welsh Government. The Youth Engagement and Employment Team have been involved in the promotion of social benefits to create opportunities for young people in development of new contracts within the Welsh Government, for example, the new Housing Project.

No.	Youth Engagement and Employment Action Plan	Timing	Update
6	<p>Increase opportunities for work experience for those ages 14-24 across Wales, including extending opportunities within the Welsh Assembly Government, wider public sector, private and voluntary sector.</p>	Ongoing	<p>The Youth Engagement and Employment Unit also is a member of the sustainable benefits board, which is chaired by Value Wales.</p> <p>We have established the 'Real Conversation' which aims to support young people into employment by bringing employers, young people and practitioners together to improve work experience and employment opportunities for those aged 14-24. The Real Conversation hopes to promote the real benefits and value of work experience for a young person to enable them to gain a satisfying career in the future. A steering group has been established, from internal and external organisations, to develop and support the delivery of the Real Conversation.</p> <p>The first event took place in Cardiff in March and the delivery of actions is underway. The next Real Conversation event will be held in West Wales in the autumn and will focus on the labour market intelligence Project, specifically looking at the potential of developing a rating system of jobs across Wales</p>

No.	Youth Engagement and Employment Action Plan	Timing	Update
7	Establish a new team with overarching responsibility for youth engagement and employment.	October 2010	Youth Engagement & Employment Unit established in October 2010.
8	Seek to set the overall approach to youth engagement and employment in Wales. This will incorporate opportunities for vulnerable young people and those with additional learning needs, and will inform local authority leadership arrangements by building on positive initiatives from across all sectors (including private, voluntary and public sectors) and analysing NEET hotspots with a view to sharing good practice.	March 2012	<p>Youth Engagement and Employment Action Plan published in January 2011. Implementation of Action Plan being overseen by Youth Engagement and Employment Delivery Board.</p> <p>In January 2011, working closely with the Department for Education and Skills, the Welsh Government's Efficiency and Innovation Programme Work Stream commissioned a study of the approaches being taken in the local authorities of Swansea and Wrexham, as two areas that have reported some of the best and most improved results in Wales in terms of reducing the proportion of young people not in education, employment or training.</p> <p>The comprehensive study has involved semi-structured interviews and focus groups with staff at all levels in Wrexham and Swansea, a focus group with young people, a literature review on the costs of young people not in education, employment of training and the development of a cost appraisal model.</p>

No.	Youth Engagement and Employment Action Plan	Timing	Update
9	<p>Ensure Children and Young People's Partnerships are working effectively and that all are brought to the standard of the best.</p>	<p>Ongoing</p>	<p>A final report and summary is now available and Delivery Board members have been requested to consider the information in respect of their respective areas of policy development. The report is due for publication on the Welsh Government's website in July 2011.</p> <p>Review of NEET delivery commenced via initial mapping exercise, to be followed up by more detailed analysis to be completed end of December 2011.</p>
			<p>Children and Young People's Partnerships have completed consultations on their draft CYP Plans for 2011-14 and final versions are either published or being finalised. Comments from officials on draft versions were summarised and sent to each Partnership, enabling lead officials to provide feed back on their policy and programme areas. Further work to establish systems to evidence performance of partnerships awaits the result of current consideration by the WG of the wider landscape of partnerships and plans with a view to possible reduction in complexity.</p>

No.	Youth Engagement and Employment Action Plan	Timing	Update
10	Consider the role of the Youth Service in Wales and update guidance regarding its role in delivering the NEET agenda.	March 2012	The draft updated National Youth Service Strategy 2012 – 2015 contains a key objective on the theme of employability. The draft Strategy & Action Plan will be published for consultation, subject to Ministerial approval, later this year. It includes a range of suggested roles for youth workers to provide work based learning opportunities, foster volunteering opportunities and entrepreneurship skills in order to prevent young people from becoming NEET.
11	Develop an integrated approach to assisting families whose children may be at risk of becoming NEET.	Ongoing	The Families First initiative aims to establish the best ways to support families, improving the delivery of front line services and helping to focus on better outcomes for children and families. Two initial pioneer learning consortia areas were established across six LA areas in July 2010, one consortium in South Wales and one in North Wales. A further three consortia were established from 1 April 2011 bringing the total number of LAs involved in the pioneer phase of Families First to 14. An interim report on the learning so far, from the pioneers and from external analysis outside Wales, is due to be reported shortly. Full roll out of Families First is expected from 1 April 2012.

No.	Youth Engagement and Employment Action Plan	Timing	Update
12	<p>Through the continuous professional development (CPD) of teachers, ensure awareness of dealing effectively with pupils at risk of becoming NEET.</p>	Ongoing	<p>Officials have completed the review of professional standards, performance management and continuing professional development. The outcome of the review concluded that the current arrangements for professional standards, performance management and CPD for all practitioners need to change so that they work together more holistically and coherently with a clear and consistent focus on learner outcomes and wellbeing. As a result, the Learning Improvement and Professional Development Division are currently working on proposals to develop new structures for:</p> <ul style="list-style-type: none"> + Induction and Early Professional Development for newly qualified teachers + Leadership and the NPQH + CPD + Professional Standards - specifically the standards for Induction and Headteachers + Performance Management for teachers and headteachers.

No.	Youth Engagement and Employment Action Plan	Timing	Update
13	Strengthen planning and provision for young people making the transition from primary to secondary school and from education to employment.	December 2011	14-19 Learning Pathways – Data received from Careers Wales Online has confirmed that all young people at post-16 have been offered a minimum of 30 choices. The Local curriculum offer takes into account the needs of the local labour market. This means that the young people will leave education with the skills and qualifications that both employers and universities require.
14	Further develop the basic skills of young people and ensure adults have access to appropriate basic skills provision.	Ongoing	Evaluation of adult basic skills provision to commence shortly with a view to informing post-16 basic skills policy and delivery from 2012 onwards, taking into account findings from the National Survey of Adult Skills in Wales, 2010 (Statistical First Release to be published on 13 July 2011 and followed by a more detailed analysis later in the year). Initial advice will be submitted to Ministers in September 2011.
15	Pilot an extension to 14-19 learning coach provision, with particular emphasis on supporting young people during their transition from primary to secondary school, with a view to informing best practice.	March 2012	The Welsh Government will undertake a learning coach pilot for children between the ages of 11-13 to investigate the relative costs and benefits of rolling out across Wales. Welsh Government officials have been working with stakeholders to develop a delivery mechanism for the pilot

No.	Youth Engagement and Employment Action Plan	Timing	Update
16	<p>Deliver targeted activities and events to stimulate interest and participation in entrepreneurship, particularly to those who are unemployed and/or economically inactive.</p>	<p>Ongoing (2010-2015)</p>	<p>focusing primarily on transition between primary and secondary education i.e. years 6 and 7. The Pilot will commence in September 2011.</p> <p>Meeting held with NTFW Board members on 17 May 2011 to discuss how they could engage with the Youth Entrepreneurship Strategy (YES). Providers were notified that information is available at: www.bigideaswales.com and is no longer password protected.</p> <p>Work Based Learning provider resource packs are being put together and are planned for distribution in July to the 25 organisations delivering Apprenticeships, Traineeships or Steps to Employment programmes from 1 August 2011.</p> <p>The initial YES Action Plan – Welsh Government Officials Meeting was held on 8 June 2011 to discuss how progress is being made against the actions contained within the YES plan. Minutes of this meeting are available for further reference.</p>

No.	Youth Engagement and Employment Action Plan	Timing	Update
17	<p>Set up a sustainable specification for the new Dormant Accounts Programme in Wales (to be launched in 2011) to support young people who are NEET.</p>	<p>December 2011</p>	<p>BIG Lottery Fund is undertaking a consultation on the three broad areas of proposed NEET activity included in the outline specification for the Dormant Accounts Programme.</p> <p>Advice will be submitted to Ministers shortly regarding proposed change of timescale as a result of delays in confirmation of funding and in order to allow the Programme to be informed by the current review of NEET delivery. It is therefore proposed that the Programme commence in September 2012.</p>
18	<p>Strengthen data management, statistical information, and sharing of information on young people who are not in education, employment or training between organisations to ensure a more joined up service is provided for the young person, including the development of a robust tracking system.</p>	<p>March 2013</p>	<p>The annual Statistical First Release "Participation of young people in Education and the Labour Market" will publish on 27 July 2011, and will include provisional estimates of young people who are NEET at year end 2010, alongside final estimates for year end 2009.</p> <p>Also on 27 July we will publish the quarterly update to our bulletin "Young People not in education, employment or training (NEET)", which includes additional but less robust analysis of data related to those NEET.</p>

No.	Youth Engagement and Employment Action Plan	Timing	Update
			<p>The Keeping in Touch project is now at the piloting stage. The four pilots will test ways of keeping in touch. The output of this work will be a core data set that can be used to identify young people who are at risk of not being in education or training or having a job. The outcome of the overall project will enable the more effective targeting of local action.</p>

Drop Out Rates for MA and FMA learning programmes

Source: Lifelong Learning Wales Record (LLWR)

Academic Year (AY)	Foundation Modern Apprenticeships			Modern Apprenticeships			All Apprenticeships		
	Learning Programmes Ending In AY (*)	Number of Learning Programmes Ending Before Completion	% Drop Out Rate	Learning Programmes Ending In AY (*)	Number of Learning Programmes Ending Before Completion	% Drop Out Rate	Learning Programmes Ending In AY (*)	Number of Learning Programmes Ending Before Completion	% Drop Out Rate
2007/08	12,135	3,165	26%	6,775	1,935	29%	18,910	5,100	27%
2008/09	11,305	2,340	21%	6,940	1,490	21%	18,250	3,835	21%
2009/10	10,210	1,645	16%	6,415	1,035	16%	16,620	2,680	16%

(*) This excludes learning programmes that ended within 6 weeks of commencing ("early drop-outs") or where the learner transferred to a new learning programme, continuing their learning programme at another learning provider or left their learning programme due to redundancy or death

Doc 5.

Currently in Wales, women account for approximately 11% of total employment in the construction sector. This figure is slightly lower, with the exception of Northern Ireland, than the proportion of women in total employment in the sector across the UK (13%), England (14%), Scotland (15%) and Northern Ireland (6%).¹

The proportion of women in manual trades is broadly comparable with other parts of the UK (1% in Wales (1%), Northern Ireland (1%), England (2%), Scotland (3%). The issue of gender imbalance is therefore an industry-wide rather than a Welsh specific issue.

The Welsh Government is aware of a number of schemes to help support and promote females into careers and employment in the construction sector. Details of four actions in support of this agenda are set out below. Also below are details of the numbers of females who have participated in various Work-based Learning programmes from 2007/08 to 2009/10.

CYT - Pink Ladies

Construction Youth Trust offers the Pink Ladies training sessions across South Wales in partnership with local authorities and community groups. Training looks at a variety of different skills including Plumbing, Tiling, Bricklaying and Painting & Decorating. The CYT scheme is about developing new skills, confidence and experience in working in the construction industry. The beneficiaries are young women aged 14 - 30 from a variety of different groups ranging from schools and colleges to young offenders and the homeless. The Welsh Government is not a direct funder of this project. ConstructionSkills Wales are, however, a partner.

Women in Construction network

Lead by Joyce Watson AM, Women in Construction is an interactive website aimed at providing useful tools for women considering starting a career in construction, and for those who want to share their experiences. Campaign partners include Construction Skills, Construction Youth Trust (CYT), Pembrokeshire College, Carmarthenshire College (Coleg Sir Gar), Powys College (Coleg Powys), Swansea College, Chwarae Teg, The Association of Women in Property (WiP), Federation of Master Builders (FMB), The Institution of Civil Engineers (ICE) and Women's Engineering Society (WES). The Welsh Government is not a direct funder of the project.

Single Equality Scheme

ConstructionSkills operate a Single Equality Scheme which aims to set out how it will deliver and promote equality within the Construction Sector. WG is mentioned as a partner along with Chwarae Teg. While this is not a specific project, the scheme does identify principles for how ConstructionSkills work will be governed in tackling diversity and equality issue.

¹ Figures taken from the ConstructionSkills Sector Skills Assessment 2010, which draws data from the Labour Force Survey 2009.

ConstructionSkills EIF Project

The project will provide employers with female only training courses in order to improve soft skills such as confidence building, career building, leadership training and networking. This is a UK-wide project via the UKCES Employer Investment Fund, although delivery will be supported in Wales. We expect that around 4% of the 350 beneficiaries to be from Wales. This has yet to be confirmed with ConstructionSkills.

Work-based Learning provision - learning programmes active during the academic year, by programme type and gender

Programme type	Gender	2007/08			2008/09			2009/10		
		All work-based learning provision		Construction	All work-based learning provision		Construction	All work-based learning provision		Construction
		Construction	All work-based learning provision		Construction	All work-based learning provision		Construction	All work-based learning provision	
Foundation Modern Apprenticeship (Level 2)	Male	3,120	12,065	0	3,110	10,905	0	2,560	9,350	
	Female	75	14,830	0	55	13,605	0	35	12,225	
	Total	3,195	26,895	0	3,165	24,510	0	2,590	21,575	
Modern Apprenticeship (Level 3)	Male	2,130	8,220	0	2,475	8,120	0	2,490	7,750	
	Female	25	9,745	0	25	9,245	0	25	8,915	
	Total	2,155	17,965	0	2,495	17,365	0	2,515	16,665	
Modern Skills Diploma (Level 4)	Male	0	690	0	0	515	0	0	495	
	Female	0	1,735	0	0	1,560	0	0	1,660	
	Total	0	2,430	0	0	2,075	0	0	2,155	
Skill Build (and predecessor programmes)	Male	605	7,360	0	565	8,400	0	720	10,865	
	Female	15	5,390	0	35	6,080	0	45	7,590	
	Total	620	12,755	0	600	14,480	0	765	18,455	
Other work-based learning programmes	Male	125	1,195	0	125	1,145	0	10	2,715	
	Female	*	1,150	0	0	1,640	0	0	1,580	
	Total	125	2,345	0	125	2,785	0	10	4,295	
All WBL programmes	Male	5,980	29,535	0	6,270	29,085	0	5,780	31,170	
	Female	115	32,855	0	115	32,130	0	100	31,970	
	Total	6,090	62,385	0	6,385	61,215	0	5,880	63,140	

Source: Lifelong Learning Wales Record (LLWR)

Notes:

(a) Construction sector based on a grouping of sector codes (LP16 values):

- 105 - Electrotechnical
- 116 - Construction
- 117 - Plumbing
- 212 - Heating, ventilation, air conditioning & refrigeration
- 221 - Housing
- 233 - Timber trade
- 282 - Building services engineers
- 284 - Fence installation industry
- 302 - Building products industry
- 314 - Dry stone walling
- 343 - Highways maintenance
- 344 - Fitted interiors
- 352 - Industrial Building systems
- 355 - Construction diploma

(b) Academic year runs from August 1st to July 31st.

(c) A learner enrolled on more than one programme throughout the course of the same year will be counted once on each programme.

(d) Figures less than 5 and greater than 0 are represented by "0", all other figures are rounded to the nearest 5.

(e) There may be some slight discrepancy between the independently rounded totals and the sum of the constituent parts.