

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE

Minutes of a meeting of the Children and Young People Scrutiny Committee held on Tuesday, 29th April 2014 at 6.30pm in Meeting Room 3, Darby House, Telford, TF3 4JA.

PRESENT: Councillors M. Ion (Chair), G. Green, J. Loveridge, J. Pinter, C. Turley and Co-optees S. Ali and S. Rayner.

Attending: J. Collins, Assistant Director Education & Corporate Parenting; S. Jones, Scrutiny Officer. Also present Cllrs. K. Guy and N. Dugmore.

CYPSC-41 APOLOGIES FOR ABSENCE

Cllrs. A. Mackenzie, T. Hope and Co-optees A. Atkinson, R. Aveley, M. Ward and Cabinet Member Cllr. P. Watling.

CYPSC-42 DECLARATIONS OF INTEREST

None

CYPSC-43 SCHOOL IMPROVEMENT

The Chair welcomed the Assistant Director to the meeting to provide reports in response to questions arising at the meeting in January on the validated education results for the borough. Responses to Members' questions had been circulated as Appendix A and the Chair invited the Assistant Director to talk through the reports focussing on interpreting the information presented in the tables, the predicted attainment for children in care (CiC) and the Securing School Improvement Protocol.

The Assistant Director (AD) presented reports on the following areas:

1. Ofsted Categories

Tables showed the percentage of schools in Telford and Wrekin in each Ofsted category compared to other West Midlands authorities and the all England average.

All Schools: Telford & Wrekin ranked 4th in the table of West Midlands LAs and the all England average (7th) for the percentage of schools rated Outstanding or Good. Only Herefordshire, Worcestershire and Solihull were better.

Primary Schools: Telford & Wrekin ranked 8th just below the all England average. Worcestershire was ranked top and Sandwell, ranked 11th for All Schools, was second. Telford & Wrekin was below the all England average but not significantly below (78.5% compared to 79.5%) in terms of Ofsted inspections (not attainment).

Secondary Schools: Telford & Wrekin was ranked 2nd of West Midlands authorities behind only Herefordshire and above the all England average ranked at 8th. This was very pleasing, especially considering that when the National Challenge was introduced 5 or 6 years ago the majority of secondary schools were around or below floor standard, so the uplift was very significant.

The following information was provided in response to questions:

- Data was based on Ofsted inspection reports to the end of last term and for all types of school including academies.
- The key determinant for ranking was schools rated Outstanding or Good. This methodology was used by the Chief Inspector and used in national reports. The Chair noted that if schools rated Inadequate were included in the determinant Telford and Wrekin would be higher up the table.
- The Ofsted ratings for secondary schools in Telford and Wrekin were: Outstanding – Adams Grammar, Newport Girls' High, Thomas Telford; Good – Abraham Darby, BRJ, Burton Borough, Charlton, HLC, Lakeside, Madeley, Sutherland, Wrockwardine Wood; Requires Improvement – Ercall Wood, Phoenix. Data had not been disaggregated into local authority maintained schools and non-maintained schools and this could be provided but would show a mix across types.

2. KS2 Schools Below Floor

Tables showed schools below floor in 2011, 2012 and 2013 i.e. schools below the national threshold for the % of children expected to achieve:

- Level 4 or better in Reading, Writing and Maths combined (English and Maths pre-2013), and
- 2 levels of progress in each of Reading, Writing and Maths (or English and Maths pre-2013)

In 2011, Millbrook, Queenswood and Short Wood were below floor. Measures had been put in place at Short Wood where things had turned around and improved from 37% achieving L4+ combined in 2011 to 64% in 2012 so the school was no longer below floor in 2012. Millbrook had improved by 2012 but was still below floor and category 3 although standards were now accelerating. There had been an unusual issue with the publication of Maths results at Ladygrove in 2012 which meant a 0 score was recorded for L4+ English and Maths and the school had fallen unexpectedly below floor. Ladygrove was still below floor in 2013 and the results indicated there was a particular problem with Maths. Queenswood was below in 2011, had made good progress to rise above in 2012 but had unexpectedly dipped back below in 2013 with only 29% achieving L4+ R/W & Maths. There were some specific circumstances which accounted for the dip which no longer existed and from the latest monitoring attainment was expected to rise to mid-high 60s% in 2014. Dawley was only 1% below floor in 2013 with a small cohort of 17 which meant a small number of children could make a big statistical difference, and because the school had been below floor at the time of inspection it had been rated Inadequate.

The following information was provided in response to questions:

- In terms of emerging themes which put schools at risk, it was often situations out of the ordinary or beyond the school's control that were most likely to have a contributory impact. A list of such situations was included in the School Improvement Protocol (Section 4, Strand 5) including significant changes in the senior leadership team, significant staff absence or vacancies, building work (which was worrying for the BSF programme), reorganisation or merger, unusually large pupil admissions etc. as indicators of schools needing support
- Schools must fall below the threshold in all indicators to fall below floor standard. This means a school could be below the threshold in one or more category but not below floor because they are above in other categories. It was possible for a school to be below 60% on attainment but above on levels of progress or (more likely) to be above 60% on attainment but below on levels of progress which may indicate a school is coasting.
- Regarding who a school would turn to if they see a problem on the horizon, intervention could be instigated in two ways. School Improvement is a traded service and schools can buy into the core service or pay for specialist advisors, but if the School Improvement team sees an issue with poor results they intervene on behalf of the Council. The floor standard is one indicator - but not the only one - that would lead to intervention. Some schools are above 60% attainment but progress is poor and School Improvement would go into these schools to look at progress and keep a watching brief.
- In response to a question from a non-Committee member about efforts to increase the number on roll and support for small schools (where a small number of pupils has a disproportionate statistical effect): the committee would be aware from the recent review of primary school places that it was not possible to increase the number on roll where there are physical constraints although across primary schools as a whole numbers lower down were increasing and larger cohorts would come through. Small schools are supported by larger schools and the authority brokers support from the local teaching college so for example, a good English teacher from a larger school could be trained to offer training to teachers in smaller schools. Schools with similar challenges are paired up to support each other, for example to transfer NLE or ESL skills to schools with a significant number of ethnic children. Newport Girls' High had done a good piece of work with Phoenix on high performers.
- Comparisons with statistical neighbours are not used any more but could be provided. None of the West Midlands authorities are statistical neighbours.
- Using Queenswood as an example, the type of action that would be taken was that the school would be put in category 3. The authority would put in intensive support and challenge and there would be half termly meetings chaired by a School Improvement Senior Advisor which would also include a local authority

finance officer, HR advisor and data collection officer. A Raising Attainment Plan (RAP) would be put in place, and in the example used, a maths consultant would be put in to look at baseline information and levels of teaching to identify trends which indicate where there are issues. The maths teachers could be sent to other schools to look at the teaching and the pupils work to see how things are done and the level expected, and take this back to their own school – often the quality of teaching is the issue. Progress on the RAP Plan is monitored and reported back at the half-termly meeting which are minuted, and progress is expected at each stage. An anonymised example of a visit report could be provided to Members if required.

- In terms of the projections for 2014, none of the schools below floor in 2013 were anticipated to be below floor in 2014 barring unforeseen circumstances. Schools Requiring Improvement were being monitored and they were confident they would be above floor and were working towards no schools below in 2014. There had been some discussion nationally about changes to floor standard but none had been made for 2014.

3. KS4 Schools Below Floor and results by School Type 2013

Tables showed:

- a) Schools below floor standard in 2011, 2012 and 2013 i.e. below the national threshold for the % of pupils expected to attain 5 or more A*-C GCSE passes including English and Maths and 3 levels of progress in each of English and Maths
- b) KS4 results for 2013 by type of school and the average for maintained schools, academies and the CTC. There were no significant variations between maintained schools and academies.

The following information was provided in response to questions:

- Schools needed to be below all thresholds to be below floor. There had been a concern that schools had focused on getting borderline pupils over the C grade threshold at the expense of progress of other pupils so new measures had been introduced in 2011 to assess levels of progress. As a result Sutherland had fallen below floor in 2011 which had been a shock but they had pulled back above by 2012. Phoenix was below floor in 2012 and 2013. It has been made clear to them that there was no excuse for this and they were now confident that Phoenix would be above the 40% floor in 2014. Lakeside was below in 2013 (34%) and was predicted to achieve 41% at best but there was a risk of dipping below because of borderline pupils and this was not good enough. The Heads would say that Lakeside and Phoenix's ability to achieve good grades had suffered from the opening of Abraham Darby and Madeley Academies which were the preferred choice of parents. Parental preferences should level out as all schools get better.
- There was a proviso about the predicted results for 2014. The Secretary of State had changed the way exam results would be recorded for league tables from 2014. Students have multiple choices of when to take exams and in future the first time a pupil takes an exam will be the recorded result for the league tables. The Heads of Wrockwardine Wood and Burton Borough had said students who had been prepared for early entry and would be entered as planned but this would distort the

league table results – for example, Wrockwardine Wood was likely to achieve 66% but the recorded result would be 36% which would technically be below floor.

- In terms of schools in the “local authority family” there are 14 schools in total including the City Technology College. Five are maintained schools i.e. funded via the local authority (2 community schools, 2 foundation schools and 1 voluntary aided school) but the authority is represented on the Multi-Academy Trust Board so the 3 MAT schools could be deemed part of the family. (There are actually 4 schools currently in the MAT)

4. Children in Care (CiC) Trend Data and Predicted Outcomes for 2014

- a) Trend data for CiC - A table showed the average point score for Telford and Wrekin CiC across KS2 and KS4 measures compared to all children and all non-CiC in Telford and Wrekin for 2011, 2012 and 2013 and the all England average for CiC 2013. Results at KS2 showed the average CiC score was significantly lower than for all children and the gap had widened between 2012 and 2013. In 2013 L4+ combined for CiC was 13% compared to 74% for all Telford and Wrekin children and 45% CiC national average. However there were small numbers in the cohorts (11 in 2012, 15 in 2013) so results of individual children could make a big statistical difference. KS4 CiC results in 2012 were particularly good - 46% had gained 5 or more A*-C grades including English and Maths compared to 61% for all Telford and Wrekin children. This had dropped to 22% in 2013 but remained above the national average attainment of CiC at 20%.
- b) Predicted outcomes at KS2 - there were 26 in the year 6 cohort. Ten (39%) have a SEN statement and were therefore less likely to achieve the expected standard. Nine of the remaining 16 (35%) were predicted to achieve L4+ combined. Three were borderline L3-L4 and would have additional intervention. If they all achieved L4 the results would be in line with national progress. However, things could easily tip the other way for example a placement breakdown could disrupt progress. Eleven (40%) were expected to attain L3 i.e. below national expectations. Three were not expected to sit the tests. It was important to be mindful that the trauma of early childhood experienced by many CiC meant they were starting from a much lower level than non-CiC. It would be interesting to see the levels of progress of the children expected to attain a Level 3.
- c) Predicted outcomes at KS4 – there were 28 in the cohort of which 21% were expected to achieve the national expected standard which would be inline with national results for CiC for 2013 but was still not good enough. 50% were expected to achieve 5 A*-G GCSEs and 64% expected to achieve at least one A*-G GCSE. 4 were in special provision and it was unlikely they would be entered for the exams.

The following information was provided in response to questions:

- Clarification of whether the number of CiC used for the predicted outcomes included children in schools outside the borough would be provided after the meeting.

- Regarding the distribution of CiC across schools, most schools have one or two. The question is why CiC cannot do well if a school only has one or two to boost - but schools with a higher concentration of foster carers in the area and higher numbers of CiC have been able to develop effective practice, for example Old Park where the designated teacher uses the Pupil Premium to good effect. No schools inhibit progress, but despite the fact that all schools have a designated teacher some CiC can get overlooked so there is a network for designated teachers to share practice.
- In terms of how the authority supports designated teachers, they are brought together to share best practice. The Pupil Premium grant has been increased and has been used to train designated teachers on how to use the Pupil Premium more effectively to close the attainment gap.
- The trend data and predictions for CiC did not include levels of progress measures but this information could be supplied.
- The Chair said it was the first time predications had been provided to the committee and it was very useful and the AD said it could be provided every year.

5. Role and Impact of Virtual Head

The Virtual Head provides a strategic lead to raising the profile and attainment of CiC. Appointment to the post would be confirmed as part of the current restructure following the voluntary retirement of the post-holder. In addition, new posts had been created in the restructure for a CiC Lead Teacher and Data Tracking Officer to support the Virtual Head and to drive up standards for CiC. There is also a plan to appoint 2 additional CiC Inclusion Mentors. The expectation is that all school age CiC should be known to the Virtual Head – there would be 200-300 maximum so the Virtual Head should be able to carry information in their head. Once the new structure was in place the Virtual Head should have a greater impact.

The following points were explored in discussion:

- The Chair wanted to know whether the authority has a strategy for which schools CiC attend so they have the best support for their needs. The AD said out of borough placements are driven by safety issues or if the child is exhibiting challenging behaviour requiring specialist provision which is not available locally in which case the driver is the residential provision. In the past social workers did not always check schools near the out-of-borough foster care placements but this was changing. Within the borough all schools have CiC as an admissions criterion (2 are selective schools). The authority can try to influence choices but it is up to foster carers (as it is for other parents) to decide which school the children go to but these issues are raised via the foster carers' network. If a foster carer has school-age children the foster child usually goes to the same school as part of normal family life. It is not entirely within the remit of the authority as it is about making the whole experience of the child in care as normal as possible. As to whether there is a grading system for Designated Teachers, there is not but the AD

would take this back to consider.

- In terms of raising the expectations of children in care, the progress data is important and they try to raise expectations in the children themselves. This can happen with stable placements but the children can sometimes take a step backwards if they are affected by adverse factors. The key is knowing who all the children are and making sure they are treated like other children – for example foster carers ask them about their day at school, buy them books etc. – normal things that parents do for their children which make a difference.
- The Chair said provision and access for children in care to education was a national issue and that the best interests of the child should be put first, over the wishes of the foster carers, and he suggested the authority should take a more strategic approach. The AD this was being done in some places for example if a school went into special measures a risk assessment was done on whether it is in the best interests of the child to remain in the school or to be moved. The Chair said this was reactive and a more proactive and strategic approach should be taken with earlier intervention.
- Mr. Rayner said there were a disproportionate number of children in care with statements and they need to look at the progress of the statemented children and ask if they are getting as good an education as possible. If they are in a special school which is in special measures then that is a concern.

6. Trend Data by Ethnicity

Tables showed the average point score across KS2 and KS4 measures by ethnic group for 2011, 2012 and 2013 and the national average by group for 2013. The group that was most challenged was the Pakistani group which was below the average for Telford and Wrekin and below the national average for the same group. The figures were in the light of knowing this is a priority group and having had interventions in place.

The following points were explored in discussion:

- In terms of the type of interventions, examples were TCAT and New College had piloted a supplementary school to support Pakistani children at the top end of primary and secondary level. HLC had focus groups working around Pakistani learners. Other schools had recruited Teaching Assistants from Pakistani backgrounds.
- The reasons why the Pakistani group was most challenged were difficult to know. It could be to do with the relationship between schools and the home – some (a small number) have drifted away from school and switched off so there is a need to change mind sets and attitudes. Dr. Ali said there could be attitude issues with a particular section of the community but not with all people with a Pakistani background. A small number of men travel to Pakistan to find wives and if the wife cannot speak English it can create a gap for children who live in a non-English speaking home. There may also be cultural differences and children copy the

cultural aspirations of their parents.

- The Chair said that based on data from College Ward, a Pakistani boy is four times more likely to be unemployed at age 19 than non-Pakistani boys, five times more likely to be in a low paid job and ten times more likely to be in the criminal justice system. The statistics were down to a very small number of families.

7. Securing School Improvement Protocol

The Protocol had been circulated as Appendix 1 of the report. Due to time pressure there was limited time for questioning and the Chair suggested members e-mail questions to the Scrutiny Officer to request a response.

There was one further question which referred to the table in section 2 which showed the number of primary, secondary and Special/PRU schools by local authority category. Mr. Rayner was concerned about the number of PRU/Special schools in category 3 and 4. The AD said there were two schools in category 1, three in category 2, one in category 3 and two in category 4. The school in category 3 had just been inspected by Ofsted and rated Good and the expectation was that it would be raised to category 2 next year. The local authority categories sometimes reflect the Ofsted rating but can be different because local intelligence is used as part of the overall picture. For example, there was a primary school rated Good by Ofsted but School Improvement were aware of underlying issues so the school was in local authority category 3. Evidence amassed by the School Improvement Team over the year contributes to the category and SATs results are the final determinant.

The Chair said some important issues had been raised during the meeting and the committee would come back to them at a future meeting.

CYPSC-44 CHAIR'S UPDATE

The Chair updated members on the following points:

- The committee's report on the planning and provision of primary school places had been deferred from the April cabinet to allow more time to prepare the Cabinet response and was due to be presented to Cabinet on 15th May.
- The review of youth unemployment had already held a series of meetings. It had previously been discussed that a FOI request would be sent to either the main contractors or DFE about the work programme outcomes in Telford and Wrekin, but the Chair had decided that before resorting to FOI, the main contractors (Serco and ESG) would be invited to a future meeting to answer questions, or to provide a written submission for the committee for the review. Further meetings would be held with the Chair of the LEP and one for the committee to pull together the evidence on each strand of enquiry and start to formulate recommendations.
- The work of the committee on the care placement strategy, leaving care grant and care placement budget had been selected by the Scrutiny Management Board for submission to the Centre for Public Scrutiny for the 2014 Good Scrutiny Awards.

A copy of the submission had been circulated by e-mail and the Scrutiny Officer explained that the work had been selected to showcase the impact that scrutiny can have which was reflected in the excellent endorsements provided by the Chair of the Telford & Wrekin Safeguarding Children Board and the missing children force lead from West Mercia Police. The shortlist would be announced on 19th May.

- The Chair announced that he would be standing down as a Councillor from 2015 and as Chair of the CYP Scrutiny Committee at the end of this municipal year in May 2013. The new Chair would be appointed at Annual Council at the end of May. Dates for future meetings of the committee would be confirmed as soon as the new Chair was appointed.

The meeting ended at 8.10pm.

Chairman:.....

Date:.....



The Marches Skills Plan 2013 – 2015

First Annual Review October 2013

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Introduction and Objectives

The Marches Local Enterprise Partnership Board adopted its Skills Action Plan for 2013-15 in December 2012. As part of the plan the LEP committed itself to undertaking annual reviews against a number of key indicators in order to determine the level of progress against the stated objective of the Skills Plan, namely:

A GROWING ECONOMY SUPPORTED BY A SKILLED AND FLEXIBLE WORKFORCE WHERE YOUNG PEOPLE CAN REALISE THEIR POTENTIAL

This document is the first in a series of three annual reviews which aim to:

- Review and comment upon the progress and activity against the plan to date;
- Provide a high-level review of any emerging new issues and evidence; and,
- Provide both the Employment & Skills Board and the LEP Board with an opportunity to consider what else needs to be done to realise the LEP's skills vision.

This document draws primarily on official data sources produced or recognised by the Office of National Statistics. In addition to commenting on the LEP area's performance against agreed benchmarks, this report also provides brief summary of a number of additional data sources published over the course of the last 12 months.

Headline Findings

Employment

- Overall, employment in the LEP area has continued to increase by +0.6% over the last 12 months, adding an additional 2,100 jobs on the figure from the previous year. This has not been true across all local authority areas with Herefordshire and Telford & Wrekin both witnessing a decline. Only in Shropshire has total employment continued to rise.
- Overall, the employment rate is 73.4% in The Marches area. This is higher than either the West Midlands (68.4%) or the rest of the UK (70.8%). Shropshire has the highest employment rate (76.8%).
- Private sector employment accounts for 78.9% of the total in The Marches area. This is higher than the proportion in either the West Midlands (77.5%) or the rest of the UK (76.5%).

Self-employment

- The rate of self-employment in The Marches has declined by 0.2% (400 people) in the last 12 months. However, it still remains higher than in the West Midlands (12.7%) or the rest of the UK (13.6%).

Unemployment

- The unemployment rate in The Marches has decreased from 3.1% to 2.6% in the last 12 months. It is significantly lower than the rates in either the West Midlands (4.1%) or the rest of the UK (3.4%).
- The 18-24 unemployment rate in The Marches has decreased by a quarter in the last 12 months from 7.6% to 5.7%. Telford and Wrekin has the highest unemployment rate amongst young people, with 7.5% unemployed.
- The proportion of 18-24 year olds who are unemployed for more than six months has declined, from 2.6% to 2.2%. Telford and Wrekin has the highest rate with 3.2% of 18-24 year olds unemployed for more than 6 months, which is higher than the proportion for either the West Midlands (3.0%) or the UK as a whole (2.3%).
- The proportion of all unemployed who have been out of work for 6 months or more has increased from 41.5% to 45.7%. However, the number of long term unemployed has decreased in absolute terms from 5,020 to 4,800.
- The proportion of NEETs in The Marches has decreased from 6.8% to 6.1% in the last 12 months. Telford has the highest proportion of NEETs (6.9%), which is greater than the proportion for the West Midlands (6.2%) or the rest of the UK (5.7%).

Skills

- The workforce in The Marches is generally better qualified than the workforce in the West Midlands, but less qualified than the UK average.
- Telford and Wrekin has the highest level of attainment for 5 A*-C GCSEs, including English and Mathematics (61%). This is the highest rate in The Marches, and higher than the West Midlands (58.3%) and the UK (58.6%).

Training and Developments

- There has been a 21% increase in the number of 19+ apprenticeship starts in The Marches area in the last year. This is much higher than the 5% increase in the number of 16-18 year old apprenticeship starts over the same period.
- There has been a 20% increase in the number of advanced apprenticeship starts in The Marches area.
- The proportion of the workforce which had received training in the past 4 weeks prior to being surveyed has increased from 9.6% to 11.4% in the past 12 months. The proportion of the workforce which had received training in the past 13 weeks prior to being surveyed has also increased from 18.9% to 20.0% in the last 12 months.

A Review of New Evidence

- The economy of The Marches area is improving. Recent surveys show that two-fifths of businesses in The Marches reported that their level of output was higher than the same time the year before, compared to 19% who reported a decline. The net figure was +21%, but this was slightly lower than the West Midlands (+25%) or England as a whole (+26%).
- Marches businesses are slightly more confident about the future than those regionally or nationally. One-quarter of businesses are forecasting a growth in output over the next three months, as compared to 23% for the West Midlands and 22% across England.
- There has been a net change of 5% of businesses increasing the size of their workforces. This is lower than either the West Midlands (+8%) or England (+10%) rates.
- Local businesses are cautious about the prospect of increasing the size of their workforce over the next 12 months, with a net increase of +6%. This is less than that predicted in either the West Midlands (+9%) or England as a whole (10%).
- The Marches has experienced higher growth in economic output from 2009-2011 than the average for England (4.5% compared to 3.9%).
- The Marches has the fourth highest rate of employment in the Manufacturing sector for any LEP (15.1%). This is almost double the proportion in England as a whole (8.7%). However, from 2010-2011, there was a 0.1% decline in the proportion employed in the Manufacturing sector.
- According to the Telford Employer Survey, one-fifth of employers stated they had Hard-To-Fill vacancies. The main causes for these HTF vacancies were a low number of applicants with the required skills, lack of work experience and a lack of required qualifications.
- Just less than one-in-ten companies in Telford & Wrekin reported skills gaps amongst their existing employees. 15.6% of employers have done nothing to reduce these gaps.
- Only just over half (51.5%) of employers had a training plan and only around one quarter (25.6%) had a training budget. Over 40% of employers had not provided any training for employees over the last 12 months.
- Less than one-fifth (18.6%) of employers in Telford & Wrekin employ apprentices and only 6% of employers use them every year. The majority of companies who do not use them either do not want them or have skills/qualification needs that are higher than the apprenticeships can provide.

Performance Indicators

Performance Indicator	Baseline Position	Update 2013	West Midlands	UK	Year and Source
Employment					
Employment change year on year	+0.4% (1,012)	The Marches +0.6% (2,100); Herefordshire -0.7% (-1,200); Shropshire +2.2% (4,000); Telford and Wrekin -0.6% (-1,700)	+0.1% (4,100)	+0.2% (90,900)	April 2012- March 2013 (APS)
Employment rate	72.7%	The Marches 73.4%; Herefordshire 71.8%; Shropshire 76.8%; Telford and Wrekin 69.0%	68.4%	70.8%	March 2013 (APS)
Private sector employment	78.0%	78.9%	77.5%	76.5%	April 2012 - March 2013 (APS)
Rate of self-employment (aged 16-64)	15.7%	15.5% (43,500)	12.7%	13.6%	March 2013 (APS)
Unemployment rate	3.1%	The Marches 2.6% (10,500); Herefordshire 2.0% (2,300); Shropshire 2.2% (4,200); Telford and Wrekin 3.7% (4,000)	4.1% (147,206)	3.4% (1,389,688)	August 2013 (JSA Claimant count)
18-24 unemployment rate	7.6%	The Marches 5.7% (3,010 people); Herefordshire 4.9% (655 people); Shropshire 5.0% (1,185 people); Telford and	7.4% (39,900 people)	6.2% (369,170 people)	August 2013 (Claimant count)

		Wrekin 7.5% (1,165 people)			
18-24 long term unemployment rate (>6 months)	(2.6%) 1,290	The Marches 2.2% (1,160 people); Herefordshire 1.8% (250 people); Shropshire 1.7% (405 people); Telford and Wrekin 3.2% (505 people)	3.0% (16,365 people)	2.3% (139,490 people)	August 2013(Claimant count)
Proportion of all unemployed who have been out of work for more than 6 months	41.5% (5020 people)	The Marches 45.7% (4,800 people); Herefordshire 44.3% (1,015 people); Shropshire 44.3% (1,870 people); Telford and Wrekin 47.8% (1,915 people)	51.6% (75,965 people)	49.2% (683,940 people)	August 2013(Claimant count)
NEETs (%)	6.8% (1460 people)	The Marches 6.1% (1,280 people); Herefordshire 6.2% (360 people); Shropshire 5.4% (500 people); Telford and Wrekin 6.9% (420 people)	6.2% (11,940 people)	5.7% (99,895 people)	2012 (Department for Education)
Skills					
% of workforce qualified to Level 4	28.5%	28.5%	27.8%	34.2%	January-December 2012 (APS)
% of workforce qualified to below Level 2	30.7%	28.9%	33.3%	28.3%	January-December 2012 (APS)
% of workforce with no qualifications	11.7%	10.6%	13.6%	9.9%	January-December 2012 (APS)

% of young people attaining 5 GCSEs at A-C including English and Maths	Herefordshire (56.5%) Shropshire (58.5%) Telford and Wrekin (61.0%)	Herefordshire (56.5%) Shropshire (58.5%) Telford and Wrekin (61.0%)	58.3%	58.6%	SFR 25/2012 (Results for 2012)
Training and development					
Apprentices 19+	5170 starts	6,260 starts (19-24: 2,960) (25+:3,300)	44,810 starts	390,700 starts	NAS starts May 2013 (relating to 2011/2012)
Apprentices 16-18	1650 starts	1,740 starts	15,660 starts	129,900 starts	NAS starts May 2013 (relating to 2011/2012)
Number of advanced apprenticeships	2,810 starts	3,360 starts	21,650 starts	187,900 starts	NAS starts May 2013 (relating to 2011/2012)
Training¹					
% who have received job related training in the last 4 weeks aged 16-64	9.6% (37,200 people) Herefordshire 8.8% Shropshire 9.3% Telford and Wrekin 11.1%	The Marches 11.4% (43,600 people); Herefordshire 10.1%; Shropshire 12.3%; Telford and Wrekin 11.1%	8.1% (277,800 people)	9.5% (3,814,900 people)	Baseline Position APS (April 2011-March 2012) Updated 2013 APS (April 2012 – March 2013) NB These figures were not included in the original 'Marches Skills Plan 2013-2015'
% who have received job related training in the last 13 weeks	18.9% (72,800 people) Herefordshire 16.8% Shropshire 19.0% Telford and	The Marches 20.0% (76,700 people); Herefordshire 17.8%; Shropshire 21.2%;	16.1% (552,100 people)	18.8% (7,540,000)	Baseline Position APS (April 2011-March 2012) Updated 2013

¹ NB These figures were not included in the original 'Marches Skills Plan 2013-2015'

	Wrekin 20.7%	Telford and Wrekin 20.3%			APS (April 2012 – March 2013)
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Key

	Indicator shows improvement		No change or minor decline		Significant decline in indicator
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Employment

Since the original report, employment in The Marches has, overall, improved. The employment change year on year has increased, from +0.4% in 2011-2012, to +0.6% in 2012-2013. This equates to 2,100 additional jobs in the last year. However, by local authority, only Shropshire has experienced an increase in employment, with an additional 4,000 jobs created. Both Herefordshire (-0.7%) and Telford and Wrekin (-0.6%) have both had decreases in employment and have, together, lost almost 3,000 jobs over the course of the last 12 months.

As a whole, The Marches has had a much greater increase in the employment rate (+0.7%) than either the rest of the West Midlands (+0.1%) or the UK (+0.2%).

The sectors which had the greatest increase in the numbers working in them were distribution, hotels and restaurants (2,300) and construction (2,000). The sectors with the greatest decrease in the numbers working in them were related to the services industry; transport and communications (-2,500) and other services (-1,200). Across the Marches, the most significant changes in the proportion employed in each broad industrial sector have been in the transport and communications (-0.8%) and construction (0.7%).

The employment rate has also increased with an additional 0.7% of the population being employed in March 2013, compared to March 2012. However, again, at a local authority level, it can be seen that only Shropshire has more than three-quarters of its working age economically active population in employment (76.8%), whilst only 71.8% of the same group in Herefordshire and 69.0% of Telford and Wrekin are in employment.

The employment rate in The Marches, and in Herefordshire and Shropshire, is higher than the rate in either the West Midlands (68.4%) or the rest of the UK (70.8%).

Private sector employment has increased from the previous report; in March 2012, only 78% were employed in the private sector, whilst in March 2013, 78.9% were employed in the private sector. There has been a decrease in public sector spending and a reduction in jobs in The Marches, with a £13 million savings plan in Telford and Wrekin including staff cuts, more than 3.9% cut of staff numbers at Shropshire Council, with a further 1,700 additional jobs expected to be cut, and a

£10.8 million reduction of spending at Herefordshire Council. This reduction of public sector employment is expected to continue for the foreseeable future. The Marches has a slightly higher rate of private employment than either the West Midlands (77.5%) or the rest of the UK (76.5%).

Whilst local authority figures are not available, regional figures for the West Midlands show that 9.6% of the workforce is estimated to be under-employed. If this same level were true in The Marches LEP area, this would equate to 29,100 in the Marches LEP, of which there would be 7,700 in Herefordshire, 13,900 in Shropshire and 7,500 in Telford and Wrekin.

Self Employment

The rate of self employment has decreased since March 2012, with 400-500 fewer people self-employed in March 2013, meaning only 43,500 are now self-employed. It may be the reduction of self-employed people is also leading to the increase in unemployment, in areas like Herefordshire and Telford and Wrekin. The rate of self-employment in The Marches is proportionally still higher than either the West Midlands (12.7%) or UK average's (13.6%).

The reasons behind the fall in self-employment are not immediately obvious. One possible explanation, however, is that many of those made redundant during the early years of the recession sought to move into self-employment and, for a variety of reasons, this has not proved successful. These individuals are likely to have either moved back into employment as the economy recovered or left the labour market altogether following their period of self-employment.

Unemployment

The unemployment rate in The Marches has decreased since the original report, from 3.1% in July 2012, to only 2.6% in August 2013. This is a promising sign, as it shows that the impact of the retrenchment in public spending has not fed through to a rise in unemployment. However, unemployment remains far higher in Telford and Wrekin than in the other local authorities, standing at 3.7%. This is almost twice the proportions in Herefordshire and Shropshire (2.0% and 2.2% respectively) and is 0.4% higher than the Great Britain average. However, it is still lower than the West Midlands average of 4.1%.

Whilst the proportion of people suffering from long-term unemployment has increased from 41.5% to 45.7%, the actual number of individuals who have been out of work for more than six months has actually decreased from 5,020 in July 2012 to 4,800 in August 2013. This is also a promising sign, as it suggests that the rate of increase in long-term unemployment has been arrested and may now be beginning to fall. Telford and Wrekin has a higher proportion of unemployed people out of work for more than six months than the other local authorities; 47% compared to 44.3% in both Herefordshire and Shropshire.

The proportion that have been out of work for longer than six months is lower in The Marches area and the three local authorities, than either the West Midlands (51.6%) or the rest of the UK (49.2%).

The rate of unemployment amongst 18-24 year olds has also decreased from 7.6% in July 2012 to 5.7% in August 2013. This is a drop of 1.9 percentage points, which is almost four times greater than the decrease for the unemployment rate for all groups. The average for Shropshire and Herefordshire is even lower at only 5%, whilst Telford and Wrekin's youth unemployment stands at 7.5%, which is 1.5 times greater than for Herefordshire and Shropshire.

The West Midland unemployment rate amongst 18-24 year olds is almost one and a half times greater than the rate for The Marches (7.4% compared to 5.7% respectively).

The long term unemployment rate (those who have been unemployed for 6 months or more) for 18-24 year olds has reduced from 2.6% in July 2012 to only 2.2% in August 2013. This equates to 130 fewer 18-24 year olds in long term unemployment across The Marches area.

The long term 18-24 unemployment rate is 0.8% higher in the West Midlands than The Marches (3.0% compared to 2.2% respectively). The Marches rate is comparable with the rate for the rest of the UK (2.3%).

The rate of long term youth unemployment varies between the local authorities; in Herefordshire and Shropshire, on average, only 1.8% of people aged 18-24 have been unemployed for more than six months. In Telford and Wrekin, 3.2% have been unemployed for more than 6 months, accounting for the greatest number of long term young people unemployed, 505, despite only having the second largest population of people aged between 18 and 24. From this and other evidence, it can be seen that Telford and Wrekin has had greater problems with regard to youth unemployment than other areas.

As well as the reduction of unemployment amongst 18-24 year olds, there has also been a reduction in the number and percentage of NEETs (young people aged 16-24). In 2011, 1,460 young people (6.8%) were recorded as NEETs, whilst the latest figures show that only 1,280 (6.1%) were recorded as NEETs. The proportion of NEETs varies between each local authority; whilst Shropshire has the highest number of NEETs (500), it has the lowest proportion, with only 5.4% of its young people believed to be NEETs. Telford and Wrekin has the highest proportion of young people regarded as NEETs, with 6.9%, which is 0.7% higher than the proportion in Herefordshire (6.2%).

The Marches has a higher rate of NEETs compared to the rest of the UK (6.1% compared to 5.7%) but a marginally lower rate than the West Midlands (6.2%).

Skills

Since the original report, there has been an overall improvement in the level of qualification attainment. The proportion of the workforce with no qualifications has decreased from 11.7% in 2011 to 10.6% in 2012, which indicates that the supply of new recruits entering the labour market are, on average, better qualified than those leaving. It may also indicate that older workers in the workforce recognise the need to up-skill in order to be able to effectively compete for work in the future.

The proportion of the workforce qualified to below Level 2 has also reduced significantly by 1.8 percentage points, from 30.7% in 2011 to 28.9% in 2012. The proportion of the workforce qualified to Level 4 has remained broadly the same in the last 12 months at 28.5%.

There has been no updated data for the percentage of young people attaining 5 GCSEs at A-C, including English and Mathematics since the original report, so it is not possible to compare any changes.

Overall, it can be seen that The Marches has a higher rate of qualification attainment than the West Midlands, but it is still lower than the rest of the UK. 28.5% of people in The Marches have achieved Level 4 qualification, whilst 34.2% of the rest of the UK had attained them and only 27.8% in the West Midlands had achieved them.

Similarly, 10.6% in The Marches have attained no qualifications, whilst 13.6% have no qualifications in the West Midlands but only 9.9% across the UK have no qualifications.

The GCSE attainment level, for 5 A*-C including Maths and English is lower in The Marches than either the West Midlands (58.3%) or the rest of the UK (58.6%). However, Telford has a much higher rate of attainment, with 61.0% of students attaining 5 GCSEs.

Training and Development

Since the original report, figures are now available for the number of apprenticeship starts for 2011/2012. Overall, there has been an 18% increase in the number of apprenticeship starts, especially for 19+ year olds and advanced apprenticeships.

In 2011/2012, there were an additional 90 apprenticeship starts amongst 16-18 year olds than in 2010/2011. This represents an increase of only 5.4%, which is much lower than the increases for the apprentices 19+ years old and the number of advanced apprentices.

In 2011/2012, there were 6,260 apprenticeship starts by people aged 19+, compared to only 5,170 in 2010/2011. This represents an increase of 21% and may be evidence of the greater difficulty of people in finding employment.

The number of advanced apprentices has also increased, with an additional 550 starts (representing 19.6%) from 2010/2011 to 2011/2012; in 2010/2011, there were only 2,810 advanced apprenticeships, but in 2011/2012, this had increased to 3,360.

Whilst not included in the original report, it is also possible to examine what proportion of the workforce has received training recently. Overall, according to figures from April 2012-March 2013, 11.4% of The Marches workforce had received job related training in the last 4 weeks, whilst one-fifth (20.0%) have received training in the last 13 weeks. These both show an increase from the same period for the previous 12 months; an additional 1.8% have received training in the last 4 weeks and an additional 1.1% in the last 13 weeks. Whilst the growth in the proportion is quite small, it does provide evidence of more, regular training in The Marches area.

The proportions of the workforce who have received job related training recently differ between the local authorities. Shropshire has the highest proportion receiving training; 12.3%, equating to 21,700 people, in the last 4 weeks and 21.2%, equating to 37,200 people, in the last 13 weeks. Telford and Wrekin has the second highest proportion, with 11.1% having received training in the last 4 weeks, and 20.3% having received it in the last 13 weeks. Herefordshire has the lowest proportion receiving training, with only 10.1% having received any in the last four weeks and only 17.8% having received any in the last 13 weeks.

A higher proportion have received training in The Marches, both in the last four and 13 weeks, compared to the West Midlands and the rest of the UK. In the last four weeks, 11.4% of the workforce in The Marches received training, compared to only 8.1% in the West Midlands and 9.5% in the rest of the UK. In the last 13 weeks, one-fifth of workers in have received training, compared to only 16.1% of workers in the West Midlands and 18.8% of workers across the UK. This implies that The Marches' economy is more focused on providing training and may also be more able to afford to pay for more training compared to the other areas. The higher levels of qualification attainment in the area may also mean that the jobs in the area require more training to retain the highest possible skills levels.

A Review of New Evidence

The Marches' Economy

Data from the English Business Survey for the second quarter of 2013 shows evidence that the economy of The Marches area is improving. Two-fifths (40%) of businesses reported that their level of output was higher than the same time the year before, as compared with 19% which reported a decline in output over the same period. The net position was therefore +21% (40% -19%) but this was slightly lower than the corresponding figures for either the West Midlands region (+25%) or England as a whole (+26%).

Marches businesses are, however, slightly more confident about the future than those regionally or nationally. Data from the English Business Survey shows that a net (e.g. higher – lower) 25% of businesses are forecasting a growth in output as compared with 23% for the West Midlands and 22% across England.

While the local economy has witnessed a growth in output over the last few months, employment growth has been much more modest. Approximately 18% of local businesses have seen a growth in employment over the last three months with 13% witnessing a contraction. There has been, therefore, a net change of 5% of businesses increasing their workforces over the period which is lower than either the West Midlands (+8%) or England (+10%) averages.

Local businesses are also more cautious about the prospect of increasing the size of their workforces than either those regionally or nationally. While 16% of businesses in The Marches believe their total workforce will increase over the next three months 10% believe their workforce will decline, leaving a net +6% of businesses. The

corresponding figure for the West Midlands region is +9% and for England as a whole the rate is +10%.

According to the LEP Network 'Review of Local Enterprise Partnership area economies in 2013,' The Marches has experienced higher growth in economic output from 2009 to 2011 than the average for England; 4.5% compared to 3.9%. This means The Marches has the 19th highest growth in economic output of all 39 LEPs.

The Marches also has one of the highest rates of employment in the Manufacturing sector: 15.1%. The only LEPs with higher rates are Cumbria (16.8%), the Black Country (15.8%) and Humber (15.2%). The Marches has almost twice the proportion employed in manufacturing compared to England as a whole (8.7%). From 2010-2011, there was a 0.1% decline in the proportion employed in manufacturing in The Marches area.

Telford Employer Survey 2013

According to the Telford Employer Skills survey, one-fifth of employers stated they had experienced Hard-to-Fill vacancies, which was more than three times the rate for England as a whole. The main causes for HTF vacancies were a low number of applicants with the required skills (39%), lack of work experience (24%) and a lack of required qualifications (23%).

According to the same survey, 8.7% of companies reported skills gaps amongst their existing employees. More than one-third of employers (36.9%) reported that technical, practical and job-related skills were missing amongst their existing employees. Whilst 72.3% of companies have undertaken training to reduce these skills gaps, 15.6% have **done nothing to reduce these gaps**.

Only just over half (51.5%) of employers had a training plan and only a quarter (25.6%) had a training budget. Over 40% of employers had not provided any training for any employees over the last 12 months, which is lower than the national average (42%). Whilst the majority (63%) of these businesses felt that there was no need for additional training, as their staff are already fully trained, there were still 8% of companies who felt that their employees were too busy or courses were too expensive.

Currently, less than one-fifth (18.6%) of employers use apprenticeships in Telford and Wrekin and only approximately 6% of companies employ an apprentice every year. Companies who do not employ apprentices are either not interested in employing apprentices, they have no need for apprentices or they have skills/qualification needs that are higher than apprenticeships can provide.

Local Authority: Positives and Negatives

Herefordshire

Positives

- The employment rate in Herefordshire is 71.8%, which is higher than either the West Midlands (68.4%) or the UK average (70.8%).
- Herefordshire has the lowest unemployment rate in the Marches, only 2.0% compared to the Marches' average of 2.6%. Herefordshire also the lowest number of unemployed people, with only 1,200 unemployed. Herefordshire's unemployment rate is also lower than either the West Midlands (4.1%) or the UK (3.4%).
- The long term unemployment rate (more than six months) in Herefordshire is 44.3%, which is lower than the Marches average of 45.7%. Herefordshire's long term unemployment rate is also less than the West Midlands (51.6%) or UK (49.2%) average.
- Herefordshire has the lowest unemployment rate for 18-24 year olds in the Marches area, at only 4.9%. The Marches average is 5.7%, Shropshire's rate is 5.0% and Telford and Wrekin is at 7.5%. Herefordshire is also lower than both the West Midlands (7.4%) and the UK (6.2%).
- Herefordshire has a lower than average rate of youth long term unemployment in the Marches (1.8% compared to 2.2%).

Negatives

- The employment level in Herefordshire has decreased by 0.7%, which equates to 1,200 fewer jobs. This is the highest rate of decline in the Marches area. In the Marches overall, there has been a 0.6% increase in the employment level. The West Midlands has had a 0.1% increase and the UK, a 0.2% increase in the same period.
- The employment rate in Herefordshire (71.8%) is lower than that in either Shropshire (76.8%) or the Marches average (73.4%).
- The 18-24 year old unemployment rate is marginally higher in Herefordshire (1.8%) than Shropshire (1.7%).
- Herefordshire has a higher NEET rate (6.2%) than either Shropshire (5.4%) or the UK as a whole (5.7%).
- Of the benchmark areas, Herefordshire has the lowest rate of attainment for five GCSEs grade A*-C, including English and Mathematics (56.5%). It is almost 5% lower than Telford and Wrekin, and more than 2% lower than the UK average.

Shropshire

Positives

- Shropshire has the highest employment rate of any of the areas (76.8%). This is higher than the average for the Marches (73.4%) or either of the other local authorities in it. It is 7.8% higher than the rate in Telford and Wrekin. It is also higher than either the West Midlands (68.4%) or the UK as a whole (70.8%).
- Shropshire has the highest employment change from 2011-2013, with an increase of 2.2%. This equates to an additional 4,000 jobs. This means that Shropshire is the only area in the Marches LEP which had an increase in its employment level.

- The unemployment rate in Shropshire (2.2%) is lower than both Telford and Wrekin (3.7%) and the Marches average (2.6%). It is also substantially lower than the rates in the West Midlands (4.1%) and the UK (3.4%).
- Shropshire has the joint lowest long term unemployment rate (all those unemployed for more than six months) in the Marches LEP (44.3%). It is lower than the Marches average (43.7%), the West Midlands (51.6%) or the UK average (49.2%)
- Shropshire has a youth unemployment rate of only 5.0%. This is lower than the proportion in either Telford and Wrekin (7.5%) or the Marches (5.7%). It is also lower than both the West Midlands (7.4%) and the UK (6.2%).
- Shropshire has the lowest long term youth unemployment of any of the benchmark areas, with only 1.7% of 18-24 year olds being unemployed for 6 months or more. The West Midlands rate is almost double that of Shropshire (3.0%) and the rate for the UK as a whole is 0.6% higher (2.3%).
- The proportion of NEETs in Shropshire is only 5.4%, which is the lowest proportion in the Marches. It is also lower than the proportions in both the West Midlands (6.2%) and the UK as a whole (5.7%).
- The rate of attainment for 5 GCSEs at grade A*-C, including English and Mathematics, is 58.5% in Shropshire, which is higher than both Herefordshire (56.5%) and the West Midlands (58.3%).
- The proportion of the workforce in Shropshire which had received training in the four weeks prior to being surveyed was 12.3%. This was the highest proportion in the Marches area. It was also higher than the rates in both the West Midlands (8.1%) and the UK (9.5%)

Negatives

- The 18-24 year old unemployment rate in Shropshire (5.0%) is marginally higher than in Herefordshire (4.9%)
- The level of GCSE attainment for grades A*-C, including English and Mathematics, in Shropshire is 58.5%. This is lower than the rate in Telford and Wrekin (61.0%) and the UK average (58.6%).

Telford and Wrekin

Positives

- Telford and Wrekin has an employment rate of 69.0%, which is higher than the employment rate for the West Midlands as a whole (68.4%).
- The unemployment rate in Telford and Wrekin is 3.7%, which is lower than the rate in the West Midlands as a whole (4.1%).
- Telford and Wrekin has a lower long term unemployment rate (47.8%) (proportion all who have been unemployed for more than six months) than both the West Midlands (51.6%) and the UK as a whole (49.2%).
- Telford and Wrekin has the highest rate of attainment for 5 GCSEs grade A*-C, including English and Mathematics of any of the benchmark areas. It is significantly higher than other areas in the Marches; Herefordshire has an attainment rate of only 56.5% and 58.5% in Shropshire.
- The proportion of the workforce in Telford and Wrekin which had received training in the four weeks prior to being surveyed was 11.1%. This was the second highest proportion in the Marches area; in Herefordshire, only 10.1% had received training. It was also higher than the rates in both the West Midlands (8.1%) and the UK (9.5%)

- The proportion of the workforce in Telford and Wrekin which had received training in the thirteen weeks prior to being surveyed was 20.3%. This was the second highest proportion in the Marches area; in Herefordshire only 17.8% had received training. It was higher than the rates in both the West Midlands (16.1%) and the UK (18.8%).

Negatives

- Telford and Wrekin has the lowest employment rate in The Marches LEP (69.0%). This is 4.4% lower than the Marches average and 7.8% lower than the rate in Shropshire. It is also lower than the average for the UK as a whole (70.8%).
- Employment in Telford and Wrekin has decreased by 0.6% from 2011-2013. This equates to 1,700 fewer jobs in the local authority area. Shropshire has experienced a 2.2% increase in the number of jobs, whilst the Marches overall has had a 0.6%. Telford and Wrekin has experienced a decrease in the number of jobs whilst the West Midlands (0.1%) and the UK (0.2%) have both experienced an increase in the number of jobs.
- The unemployment rate in Telford and Wrekin is 3.7%, which is higher than both of the other areas in the Marches; Herefordshire's unemployment rate is only 2.0%, whilst Shropshire's is only 2.2%. It is also higher than the rate in the UK as a whole (3.4%).
- Telford and Wrekin has the highest long term unemployment rate (proportion of all unemployed, who have been unemployed for more than 6 months) in the Marches area (47.8%). Shropshire and Herefordshire have only 44.3% of unemployed out of work for more than six months.
- Telford and Wrekin has the highest proportion of NEETs of any of the benchmark areas, with 6.9% of young people not in employment, education or training. The overall rate in the Marches is 6.1%, 0.8% lower than Telford and Wrekin. The rate of NEETs in the West Midlands is 6.2% and the UK 5.7%, almost one-fifth lower than the proportion in Telford and Wrekin.
- The proportion of the workforce in Telford and Wrekin which had received training in the four weeks prior to being surveyed was 11.1%. This is lower than the proportion in Shropshire, where 12.3% of the workforce had received training.
- Less than one-fifth of local employers currently use apprenticeships in their business.

1.0 Introduction

In November 2013, officers were invited to attend a Children & Young People Scrutiny meeting to outline the position with regards to youth unemployment within the Borough and to present a range of initiatives planned to tackle youth unemployment. These initiatives had been developed based on a thorough review of the barriers young people face when trying to access employment and training. Initiatives were to be funded from £1.3m over a two year period, commencing 2014/15 and provided for the extension of existing programmes which were providing to be successful but were limited by resources, as well as new initiatives to be run as pilot schemes to determine impact.

In this context the report provides:

- An update on youth unemployment data, 10 months on.
- An evaluation of the Partnerships for Jobs Fair held in March 2014.
- An overview of Job Junctions, which members of the Scrutiny Committee have visited as part of their review.
- An overview of the positive impact other initiatives are having on addressing youth unemployment

2.0 Update on Youth Unemployment in Telford & Wrekin

- The Borough's modelled rate of unemployment for April 2013 to March 2014 was 7.7%, placing us below the regional rate (8.1%) and above the national rate (7.1%).
- Rates of unemployment at local, regional and national level are lower than those reported one year previously (TWC down from 8.4% to 7.7%, WM down from 8.8% to 8.1%, England down from 7.8% to 7.1%).
- For the year to March 2014, an estimated 6,300 of the Borough's working age population (aged 16-64) were unemployed (confidence intervals suggest a range between 5,200 and 7,400). This is the lowest it has been since the year ending September 2010 when there were 6,400.
- Youth unemployment in the Borough was reported as 26.4% at the end of March 2014, with an estimated 3,200 people aged 16-24 unemployed. Rates of youth unemployment in the Borough were above the national rate (19.3%) and West Midlands (22.3%). The report to Scrutiny Board in November 2013 reported a youth unemployment figure of 32.1%. Changes during this time show the Telford and Wrekin rate has reduced by 5.7% were as nationally it reduced by only 1.5% and in the West Midlands by 2.3%.
- The number of JSA claimants fell by 140 persons between June and July 2014, from 2,770 to 2,630. This is the sixth consecutive month in which the number of JSA claimants has reduced. The rate, 2.4%, is lower than the regional rate (3%) but higher than the national rate (2.3%). The number of persons claiming JSA is 35.9% lower than a year previously (4,105).
- At least one in five long-term claimants (22%) are aged 24 and under (180).
- The number of young people (aged 24 and under) claiming JSA in the Borough represents 29.8% of all JSA claimants (785), a similar proportion to the year before (29.5%). This is 7.6% less than the previous month (850) and 36.9% lower than a year previously (1,245).

- More than 1 in 3 new JSA claimants were aged 18-24 years (37.7%) with 260 signing on and 310 signing off. 15.9% of new claimants came from the 25-29 age band, with 110 signing on and 115 signing off.
- All age groups had a larger flow of claimants leaving the cohort than joining with the exception of 16/17 year olds where 5 signed on and none signed off.

3.0 Evaluation of Partnership for Jobs Fair 2013

The first Partnership for Jobs event was held on 27th March 2014 at The International Centre in Telford. Over 4,000 people attended along with 104 exhibitors of which 78 were employers, 17 were training providers and the remaining were Telford & Wrekin Council stands offering support to job seekers. 37% of those that attended were in the 18-24 year old age band. Employers represented all major sectors including engineering, construction, hospitality, care and administration.

171 vacancies were displayed on the day, 69 of which were filled as a direct result of the Jobs Fair. We do not hold data on the age or location of successful candidates but will look to collect this data at all future Job Fairs.

Three Southwater businesses also attended the event; Zizzi, Nandos and Cineworld to raise their profile and showcase their up coming recruitment opportunities. As a direct result of this, our Job Box Mentors have attended recruitment days with these businesses to provide support and assistance to job seekers. Their support has been greatly received by the businesses concerned and a number of people have secured employment as a result of our support and intervention.

Feedback from all those who attended the Jobs Fair was incredibly positive, with 94% of exhibitors declaring that they would consider attending a similar event and 72% of job seekers stating that they were either very satisfied or satisfied with the event. We have taken on board comments and know there are improvements we can make to ensure that future Jobs Fairs are an even greater success by;

- Increasing the size of the venue. The numbers of people attending exceeded expectations meaning at times the venue was very cramped which made the interaction between employers and job seekers difficult. We have booked a larger, ground floor hall for next year's event.
- Creating "Careers Zones" so people can focus their job search
- Ensuring that when businesses register they also stipulate the vacancies they will be advertising on the day
- Revising the seminar programme to improve engagement
- Improving the catering provision
- Targeting specific groups with high unemployment levels

The total cost to the Council of holding the Jobs Fair was £19,830 which equates to £287 per successful candidate based on the 69 known filled vacancies. There will be many more filled that we aren't able to evidence as they are still on going.

We were able to generate a small income from training providers, however many of the exhibitors told us that they would be willing to pay a small fee to be present at the next jobs fair and we are proposing to charge moving forward. Many of the banners and marketing material produced for the event can be reused for next year, thus reducing our costs for a further event.

Following the resounding success of the event in March a Christmas recruitment jobs fair is being held at Telford Shopping Centre on Friday 12th and Saturday 13th September. We are engaging with local retailers and hospitality businesses to advertise their short term Christmas vacancies on their behalf. The response from retailers and hospitality businesses has been incredibly positive about the venture so far. In addition to this the Job Centre, TCAT and our internal skills and recruitment services will be on hand to support would be employees with their recruitment needs.

There will also be the opportunity for job seekers to complete and submit job applications on the day.

A further Partnerships for Jobs fair is planned for Thursday 12th March 2015 at The International Centre. Work is starting imminently to begin planning for next year's event.

4.0 Job Box Junctions

One of the pledges made as part of the Youth Unemployment Programme was to increase the number of Job Junctions within the Borough to ensure that all residents had easy access to this service. The decision to increase provision was based on the successes we were seeing out of the existing proposition. We also committed to re-launching all Job Junctions under the "Job Box" brand so as to raise profile and attendance. The number of Job Junctions has now increased from 8 to 15 (see Appendix 1) with new Job Junctions launched at:

- The Carpenter Centre - Overdale,
- The Hub - Newport,
- Watling Centre – Arleston,
- St Georges & Priorslee Parish Centre and
- Castle Farm Community Centre - Hadley

£13,000 of additional funding has been secured from the following Town & Parish Council's to support Job Junctions in their area, Great Dawley Parish, St Georges and Priorslee Parish, Madeley Town Council (Sutton Hill and Woodside) and Brookside & Stirchley Parish.

As a result, attendance at Job Junctions has increased and at the end of June 2014 was at 3,405 compared to 3,188 for the whole year in 2013. If attendance continues at this level we expect circa 7,000 people to have attended a Job Junction in 2014. Table 1 shows monthly attendance at each Job Junction and projections for 2014 against 2013 figures. Those highlighted in green are new venues introduced as part of the Youth Unemployment programme. Of those people attending Job Junctions, circa 15% are within the 16-25 age groups as set out in Table 2. Since January 2014, 135 people have been supported into employment, training or voluntary work.

Venue	2014								2013	
	Jan	Feb	Mar	Apr	May	Jun	Jul	Total		Projected Total
Dawley & Malinslee	62	93	143	158	162	179	221	1018	1594	381
Wellington	68	51	58	77	58	84	65	461	792	685
Sutton Hill	49	41	87	65	85	76	67	470	806	368
Woodside	55	41	69	41	60	63	42	371	658	305
Brookside	58	60	52	30	27	34	26	287	522	802
Donnington	73	96	80	65	87	73	79	563	948	647
Hadley	X	X	3	5	12	25	20	65	90	
Madeley	X	X	40	27	27	30	44	168	252	
Overdale	X	X	12	12	6	21	18	69	102	
Randlay	X	X	16	6	9	13	21	65	88	
St Georges	X	X	5	12	13	17	16	63	94	
Arleston	X	X	X	X	2	7	49	156	18	
Meeting Point House	X	X	X	67	35	72	17	51	348	
Oakengates	X	X	X	62	70	62	7	16	388	
Unit 10 Stafford Park	X	X	X	X	25	30	56	56	110	
Total	365	382	565	627	678	786	748	3879	6810	3188

Table 1: Attendance at Job Junctions

Venue	14-19	20-24	25-29	30-49	50+	Total
Brookside	4.5%	13.6%	16.2%	40.9%	24.7%	100.0%
Carpenter Centre	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Dawley	5.9%	8.3%	5.9%	49.1%	30.8%	100.0%
Donnington	2.5%	8.6%	8.6%	43.8%	36.4%	100.0%
DWLL	2.0%	5.0%	10.9%	46.5%	35.6%	100.0%
Hadley	0.0%	20.0%	40.0%	20.0%	20.0%	100.0%
Leegomery	0.0%	16.7%	50.0%	33.3%	0.0%	100.0%
Madeley Library	6.7%	0.0%	0.0%	60.0%	33.3%	100.0%
Malinslee	0.0%	50.0%	0.0%	50.0%	0.0%	100.0%
Meeting Point House	9.1%	0.0%	0.0%	18.2%	72.7%	100.0%
Oakengates	0.0%	0.0%	0.0%	23.1%	76.9%	100.0%
Park Lane	10.0%	5.4%	11.5%	49.2%	23.8%	100.0%
Randlay	0.0%	9.1%	0.0%	45.5%	45.5%	100.0%
St. Georges	0.0%	0.0%	22.2%	55.6%	22.2%	100.0%
Sutton Hill	6.0%	17.9%	13.9%	44.8%	17.4%	100.0%
Wellington	1.9%	7.6%	2.9%	44.8%	42.9%	100.0%
Woodside	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Average	4.7%	10.0%	10.5%	45.3%	29.5%	100.0%

Table 2: Attendance at Job Junctions by Age

5.0 Other Youth Unemployment Provision under Job Box

We are aware that Job Junctions don't necessarily provide the right forum for young people and that they can be intimidating, however, they have an important role to play both directly in the youth unemployment agenda but also by ensuring that parents of young people are supported into positive destinations. This has a huge impact on the destination of their children.

It is also important to consider the provision as a whole, with Job Junctions being just one of a suite of support available for young people. We know that individuals want to access support in a range of ways and at different times and the support identified below has been developed to respond to this.

Provision	Age	Service
FutureFocus	13-19 (up to 25 if learning difficulties and disabilities)	<ul style="list-style-type: none"> The FutureFocus Service is a free support service for 13 – 19 year olds or up to 25 years for those with additional needs to assist people into education, employment or training. Advisors provide impartial information, advice and guidance on careers and future planning and support when things get in the way of an individual's learning or future plans. FutureFocus advisors can help with the following: <ul style="list-style-type: none"> Exploring realistic options including education and training Referral to other organisations if further specialist support is required Support with and transport to providers, taster days and events Jobsearch, CV writing, applying for jobs and interview skills, coaching Help in applying for an apprenticeship

		<ul style="list-style-type: none"> • Choosing the right courses • Finding the right careers information • Overcoming reasons not to carry on with learning • Increasing confidence and building up communication skills • Involving an individual's family in their learning plan • Support for risk of NEETS by helping individuals to overcome issues – of the 2,100 young people who left school last year 1336 were judged to be high /medium risk, only 100 didn't progress.
Job Box Mentors	20-24	<ul style="list-style-type: none"> • A brand new free service designed to support unemployed people aged 20-24. • Job Box Mentors work with unemployed 20-24 year olds on a 1-to-1 personal basis by: <ul style="list-style-type: none"> • Helping them to consider their options and plan a way forward. • Helping with the search for work or learning opportunities • Support with putting together CVs and applications as well as interview preparation. • Keeping individuals up to date with what's going on in the Telford & Wrekin area and make clients aware of upcoming jobs before they're advertised. • Liaising with employers and recruitment agencies • Providing advocacy and referral to support services • Providing support with the Job Centre • Building confidence and motivation
Turnaround	14-18 (up to 25 with learning difficulties and disabilities)	<ul style="list-style-type: none"> • A 12 week course, funded by the European Social Fund, for young people who are currently out of work or education, have poor school attendance, are NEET or won't engage. • Courses are usually 2 days per week, start all year round and are based at a variety of venues across the area. • Courses allow for a wide range of activities (from cooking right through to outdoor pursuits, music and art) and help individuals learn the skills that will help them find the right job or training opportunity. • Courses are an informal, safe place to learn where individuals can improve skills, try new things and gain motivation and confidence before moving onto the next step on the career ladder.
Education, Employment Advice Support Team	16+	<ul style="list-style-type: none"> • Specialist service for those with learning difficulties and disabilities • Support around Job search, CV advice, interview and on the job coaching, • Liaison with employers to help recruit those with learning difficulties/disabilities • Liaison with Job Centre and attending meetings with individuals • Attendance at interviews with individuals as well as grievance interviews and disciplinary interviews
Education Business Links	All Ages	<ul style="list-style-type: none"> • Traded service to schools • Database of employers offering work experience • Health and safety checks of employers for work experience • Student talks on preparing for work experience • Diary for recording work experience duties

We are seeing these services have a real impact on the progression of young people and are receiving some excellent feedback. Case studies of some of the recent success stories are included in Appendix 2.



Telford Job Junction Sessions

Drop in sessions for information, advice and guidance on local courses and training and employment support. Please note that you may have to wait to speak to an advisor or



use a computer. Every effort will be made to ensure that you are seen as quickly as possible.

Monday	Carpenter Centre Oak Rd, Overdale TF3 5BT	10am - 12noon	Andy Dowdall, Telford College 07825 877831
Tuesday	Dawley Social Club King Street, Dawley TF4 2AG	9.30am - 11.30am	Mandy Jenkins, Telford & Wrekin Council 01952 382181
	Wellington Civic & Leisure Centre Larkin Way, Wellington TF1 1LX	10am - 12noon	Lisa-Marie Groves, Telford & Wrekin Council 01952 382888
	The Hub (the old library) St Mary's Street, Newport TF10 7AB	1pm - 3pm	Andy Dowdall, Telford College 07825 877831
	Lifelong Learning Centre St Matthews Road, Donnington TF2 7RB	2pm - 4pm	Richard Shaw, Telford & Wrekin Council 01952 388623
Wednesday	Community Centre off Boulton Grange Randlay TF3 2LB	10am - 12noon	Susan Wilkins, Telford College 07717 508831
	Sutton Hill Community Centre Southgate, Sutton Hill TF7 4HG	1.30pm - 3.30pm	Stephen Blake, Telford & Wrekin Council 01952 382261
	Meeting Point House Telford Centre TF3 4HS	1.30pm - 3.30pm	Cathy Addison, Telford College 07887 661847
Thursday	Park Lane Centre Park Lane, Woodside TF7 5QZ	9.30am - 11.30am	Stephen Blake, Telford & Wrekin Council 01952 382261
	Telford College of Arts & Technology Haybridge Rd, Wellington TF1 2NP	9.30am - 12.30pm	Mel Duncan, Telford College 01952 642339
	Oakengates Town Hall Theatre Square TF2 6EP	12noon - 2pm	Jaz Sandhu, Telford College 07824 464048
	Castle Farm Community Centre, High Street, Hadley TF1 5NL	1.30pm - 3.30pm	Rob Hedison, Telford & Wrekin Council 01952 382888
	The Sambrook Centre, Grange Avenue, Stirchley TF3 1FA	1.30pm - 3.30pm	Mandy Jenkins, Telford & Wrekin Council 01952 382181
Madeley Library Russell Square, Madeley TF7 5BB	2pm - 4pm	Vikki Naughton, Telford College 07500 446760	
Friday	Dawley Social Club King Street, Dawley TF4 2AG	10am - 12noon	Mandy Jenkins, Telford & Wrekin Council 01952 382181
	St. Georges & Priorslee Parish Centre London Road, St Georges TF2 9LJ	10am - 12noon	Jane Evans, Telford College 07825 878088
	Watling Centre St Giles Close, Arleston TF1 2AB	10am - 12noon	Richard Shaw, Telford & Wrekin Council 01952 388623

In addition to the 'drop in' provision above, one-to-one appointments with a National Careers Adviser are also available at a range of locations in Telford.

For more details, or to make an appointment, please call
01952 382888

Appendix 2: Case Studies

JOB JUNCTIONS	
<p>Kamaljit</p> 	<p>Kamaljit came to Dawley JJ on the 24 April for support with her CV and set up a Universal Job match Account, was quite stressed and concerned as she had been relying on the support of her family, not claimed any benefits for some time and although reluctant she had no choice to do so.</p> <p>She explained that she had worked in the family taxi business as a driver and felt she would like to pursue a similar type of work but no idea how to go about it. We searched online using job sites and looked at job profiles, matched these with her skills, completed CV. At end of the first session Kamaljit had compiled her CV and created a Universal Jobmatch account. In her words (<i>the Job Junction was a God send</i>).</p> <p>Over the next three weeks Kamaljit was supported to complete application forms, personal profiles and brush up on her interview skills.</p> <p>Kamaljit had a successful interview with National Express for the position of a Bus Driver and has been offered employment</p> <p>We contacted Kamaljit to congratulate her on her success, she was over the moon and could hardly contain her excitement over securing employment.</p>
<p>Lee</p> 	<p>Lee came to the Job Junction at Sutton Hill last Year. He wanted to make a new start and set an example for his children by finding work. Lee had several qualifications and together with staff at the Job Junction, he was able to use these along with his transferable skills to compile a professional CV. Lee spent his time outside of the Job Junctions writing and delivering speculative letters to a range of prospective employers. He was successful in getting a job at a restaurant in Madeley.</p> <p>Lee said: <i>The Job Junctions gave me the confidence I needed in my job search and helped me to recognise the skills I already had. I get a real buzz from being at work and engaging with people.</i></p>
<p>Andrew</p>	<p>Andrew informed us that he had secured a full time contract with Grange Fencing. He had lost 3 stone since last seen three months ago at Park Lane Job Junction. Andrew seemed like a different person, he had secured a temporary contract for j three months where he had knuckled down and worked whenever required in terms of overtime and cover. Andrew's whole persona has changed; he is now confident and bubbly and thanked us for all the support he had received with his CV and job searching at the JJ. Andrew said that he felt like a new man and although grateful that he now had a regular income, the fact that he was now in full time employment and has lost so much weight makes such a difference to his overall health and state of mind.</p>
FUTUREFOCUS	
<p>Anna</p>	<p>Anna is homeless and is currently working with the Targeted Youth Support Team.</p> <p>Previous Youth Offending Service involvement.</p> <p>Keen to pursue a career in Equine – wants to be a jockey.</p> <p>Previously started a course but had to finish early due to personal circumstance such as becoming homeless.</p> <p>Liaised with Targeted Youth Support worker regularly about latest on Anna.</p> <p>Applied for Rodsbaston College Equine Course with support.</p> <p>Registered for Youth Contract.</p> <p>Supported Anna in contacting JCP re: benefits.</p> <p>Enquired about all of the equipment needed for the course and costs.</p> <p>Requested Youth Contract for funding.</p> <p>Purchased all of the necessary equipment for her course.</p> <p>.Anna started and sustains her college place and has all of the necessary equipment and clothing.</p> <p>Anna has ongoing support from TYS and knows and is familiar with FutureFocus so enables her to access the service if and when needed.</p>

<p>Belinda</p>	<p>Pregnant student in year 11 Needed support relating to pregnancy (e.g. anti natal, housing and benefits Belinda lacked confidence in talking over pregnancy with school and wanted help with this, needed support around housing since her parents were moving out of the area, needed financial assistance; she had no money at all. Potential attendance issues at school, school concerned about Belinda's post 16 progression. FutureFocus advisor explained situation to school so that a support plan could be out into place. Liaised with early intervention team to get a family nurse to support Belinda relating to issues around pregnancy. Liaised with housing ensured her current housing situation was taken into account and suitable housing was found. Completed an agency letter to JCP and ensured her benefits were in place. Supported Belinda to complete college application and took her to college for interviews and taster sessions, Ensured college bursary was sorted and correct documentation was given to college to arrange the bursary. Belinda had her baby and had suitable housing to return to once the baby was born, both mum and baby are thriving Belinda has returned to college 6 weeks after the baby was born, started her level 2 in beauty and is really enjoying it. Attendance has been excellent. Continued to receive support with baby from FNP (Family Nurse)</p>
<p>Frank</p>	<p>Year 11 student on a limited timetable attending exclusion centre in school 3 afternoons a week. Nnot allowed in mainstream school because of poor behaviour and attendance. Highly dependant on cannabis. Low confidence / self esteem / anxiety attacks / paranoia. Only allowed to sit core subject exams. School concerned with post 16 progression. With Frank's permission referred to substance misuse. Used youth contract in order to mentor Frank throughout transition period. Liaised with school that Frank be allowed to attend booster sessions so that best possible exam results are achieved. Arranged post 16 visits to college & training providers, supported in taking Frank to these visits. Supported in attending taster sessions. Supported in applying for appropriate course, attended interview with Frank. Supported in applying for bursary/ travel pass. Supported mom in completing paperwork out for benefits to continue eg/CB,CTC,WTC. Secured funds via youth contract to purchase new clothes to attend college. Frank started course last Sept and has sustained good attendance, he has gained confidence and self esteem, new friends and is still working with substance misuse.</p>
<p>JOB BOX MENTORS</p>	
<p>Sammy Jo</p>	<p>Sammy-Jo is a 24yr old mum of two. Her partner works, but she has been looking for part-time work for several months doing a bit of cleaning. She met a Job Box Mentor at the Woodside Fun Day and was signed up there and then. Met with Mentor on 2nd July. Mentor used past connections with cleaning companies to get Sammy-Jo to meet a cleaning companies that currently has vacancies that very same day. The company has offered her a job and she started on Monday 7th July – so from 0 to a job in 24hrs.</p>
<p>Tyler Wilkinson</p>	<p>As part of our ongoing programme of support, apprentices who have 3 months remaining on their contract are automatically referred to a Job Box Mentors. Tyler found the support provided by his JBM Dean, invaluable in helping him to secure a fantastic job at Cap Gemini.</p>



TURNAROUND

Claire

Claire started Turnaround with little confidence and suffering with panic attacks. Claire had not attended year 11 at all due to anxiety. She stated she didn't like crowded places and very rarely left the house.

As part of Claire's action plan she was going to gradually build up her hours attending Turnaround, and start with just a couple of hours a day once a week.

Week 1

Claire arrived with mom and said she was going to stay until 12:00 then go home. She seemed withdrawn at first but seemed to settle after a few ice breakers. Claire managed to stay until 14:00 and left in high spirits.

Week2

Claire arrived again a little panicky as we were going to Telford ice rink. It was a challenge for her to go to such a public busy place, plus she had never been ice skating before.

She was physically shaking but keen to give it a go she would not let it beat her. The rest of the team supported and encouraged her for the session and she stayed on the ice the whole session and was extremely proud of what she had achieved.

Week3

Claire arrived for the session feeling a little more panicky than previous weeks. She had been arguing at home. We had shopping and cooking planned for this day. She explained she may not be able to go into the shops to get ingredients with the other learners.

Once we got to Tesco she was very quiet and looked uncomfortable so our worker offered to stay outside with her. Claire insisted she was going to give it a go and completed the task. Since then Claire's FutureFocus advisor reported that she had been shopping with her mom and even went into the town centre on her own.

Week4

Claire attended both sessions at Watling Centre this week and also came to the busy town park to attempt high ropes and zip wire. She stated that she is feeling more confident in leaving the house and is currently waiting for her interview date to start TCAT in Sept.

Ruth

Ruth– report after attending for 3 weeks

Ruth started Turnaround with very little self confidence, knowledge of her surroundings and a fear of eating or drinking in front of staff and other young people.

Ruth was worried about attending Turnaround as she would not know anyone. She was worried on how she would get to the centre every day as she lived in Brookside and didn't feel she could cope with public transport by herself. After some discussions Ruth agreed to do some travel training with our worker.

Week 1

Turnaround advisor met Ruth at the bus station that was closest to her home and travelled from Brookside to Woodside on the bus. Turnaround advisor showed Ruth which stop she needed to get off in Woodside and showed her where she had to walk to get to the centre.

Ruth felt happy that this travel training went well.

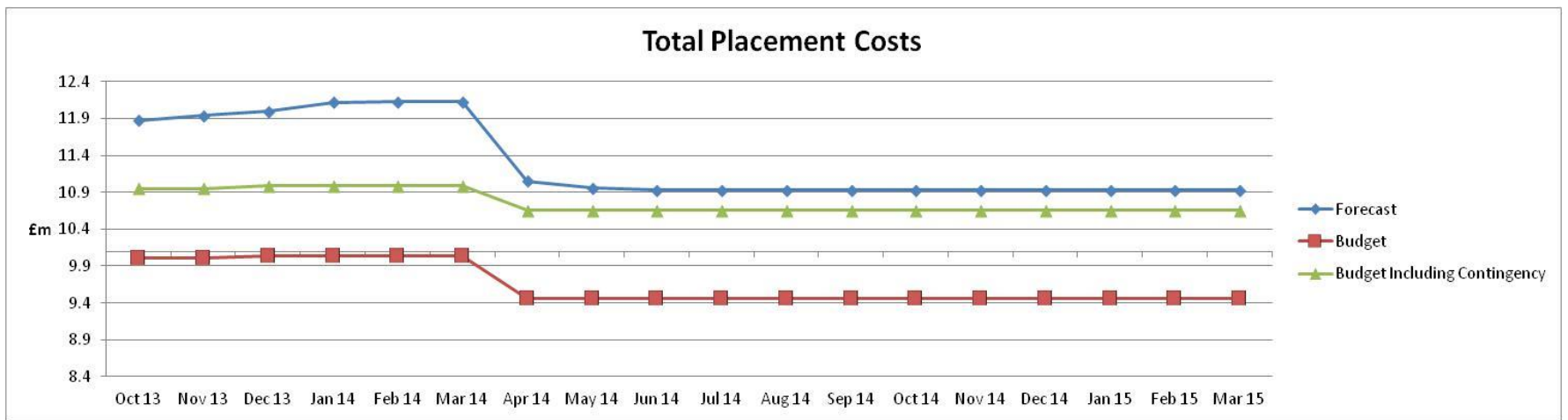
	<p><u>Week 2</u> We offered to do some more travel training with Ruth but she felt she could get on the bus on her own but would like someone to meet her at the bus station in Woodside. Turnaround staff walked and met Ruth who seemed proud of herself for getting on the bus on her own.</p> <p><u>Week 3</u> More travel training was offered but she didn't want any support this week. At 9:50am Ruth walked into the Park Lane Centre. She got on the bus on her own and walked from the bus stop on her own. She was very proud of herself and also the staff. Ruth's other worry was eating or drinking in front of staff and other young people.</p> <p><u>Week 1</u> Ruth sat down with staff in the cafe and picked a fruit salad for lunch which she ate in front of two staff members. It was a hot day and after a walk from Woodside to Ironbridge Ruth enjoyed a vanilla ice cream in front of the group. She never thought she would be able to be confident enough to do this let alone on the first week.</p> <p><u>Week 2</u> Ruth helped cook curry, rice and naan bread and she ate a small plate full in front of staff and in the same room as other students.</p> <p><u>Week 3</u> Ruth was blindfolded as part of a group food tasting afternoon and she did excellent, she was happy to give 10 different fruit and veg a try.</p>
<p>Laura</p>	<p>Laura is estranged from her family, living independently and struggling. She suffers with depression, was under CAMHS but no longer on their caseload as she wasn't really engaging with appointments.</p> <p>Laura was signed up to the Youth Contract as it was felt she needed that extra bit of support. With her Youth Contract Mentor, small steps were taken to discuss her situation and long term plans. It emerged that Laura wanted to study law at college, but had no GCSE's as she hardly attended school. Her Youth Contract mentor discussed her options and introduced her to County Training. She was also taken to County Training for her informal interview.</p> <p>Laura was eager to start but lacked a lot of confidence and didn't have any suitable clothes. With the funds available from the Youth Contract clothing was purchased and helped her to feel more confident.</p> <p>Laura's attendance started to be an issue, so her Youth Contract mentor made contact and it became apparent that there had been some issues about her Income Support which was worrying her. Further funds from the Youth Contract were obtained and enabled us to take Laura food shopping as she was not eating, her IS claim has now been sorted. Laura is now regularly attending the County Training training place she secured.</p>
<p>EDUCATION, EMPLOYMENT SUPPORT TEAM</p>	
<p>Joel</p>	<p>Joel is the first new starter at Dawley Town Hall (a job junction which supports customers with additional needs such as learning disabilities). Joel was referred by the Job centre.</p> <p>Due to his lack of confidence and learning disability, Joel was supported by his mother to attend. Joel successfully registered and completed ILP with his mother's encouragement. During the process he appeared to show signs of anxiety and agitation, expressing his wish to leave after enrolment. Through some subtle encouragement Joel was encouraged to stay and have a look at the facilities and meet other clients. After overcoming these initial nerves Joel was able to register with Universal Job Match before leaving.</p> <p>Joel has now attended 3 times independently; he is confidently using the computer, evidencing his IT skills, searching for jobs via different search engines. Joel has developed his own CV and is ready to refine this on his next visit. Joel has realistic expectations of his skills and abilities and is searching and applying for jobs he is skilled to achieve.</p>

Children in Care Monthly Performance Dashboard

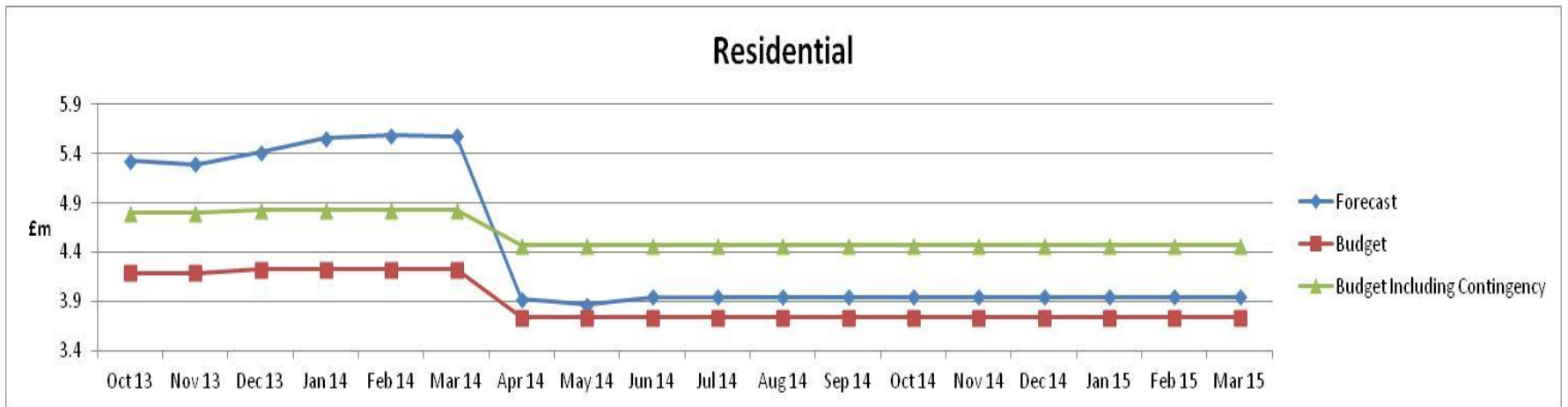
JUNE 2014

NB 2013/14 data provisional and subject to revision in line with statutory returns



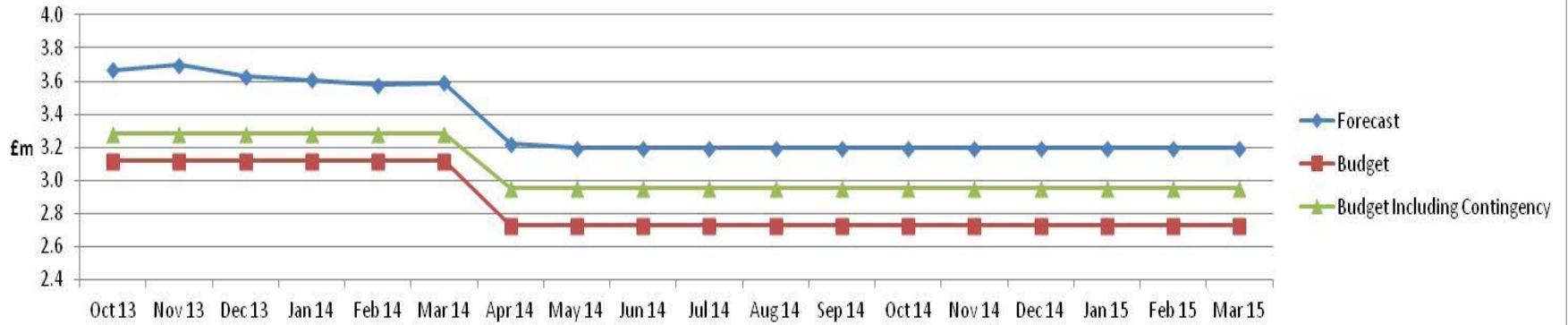


Care Leavers forecast added from June 2014 to above graph, resulting in forecast overspend.



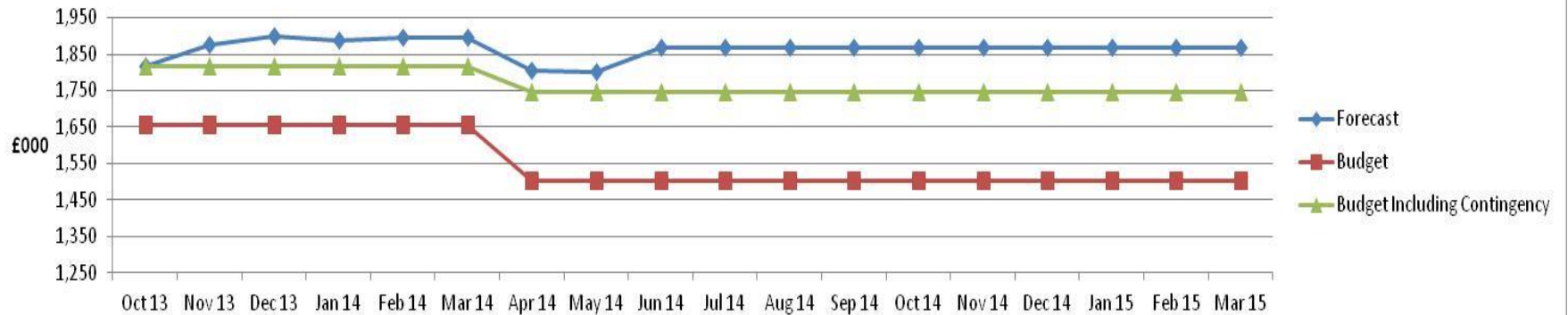
No overall change from last month, contingency covering small forecast overspend.

External Fostering



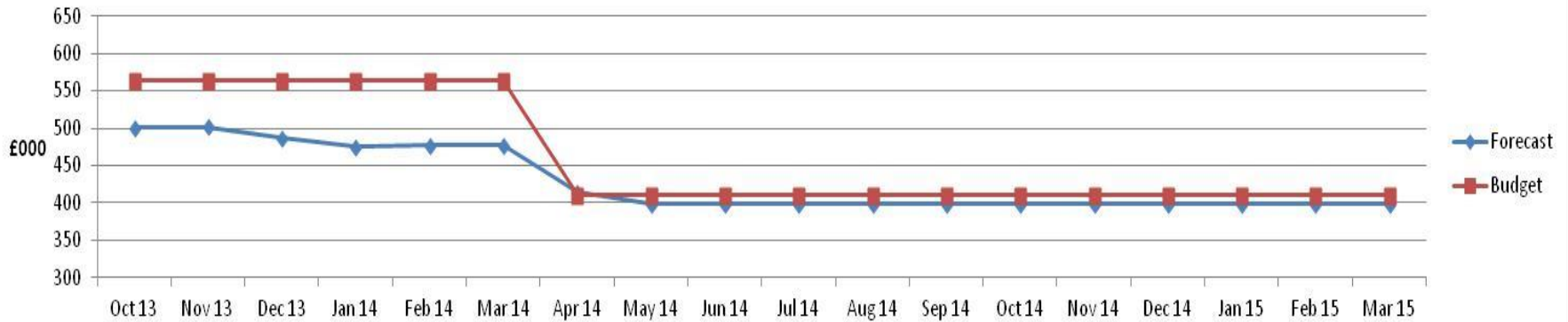
No change from last month's projection which shows the forecast exceeding the budget including contingency

Internal Fostering



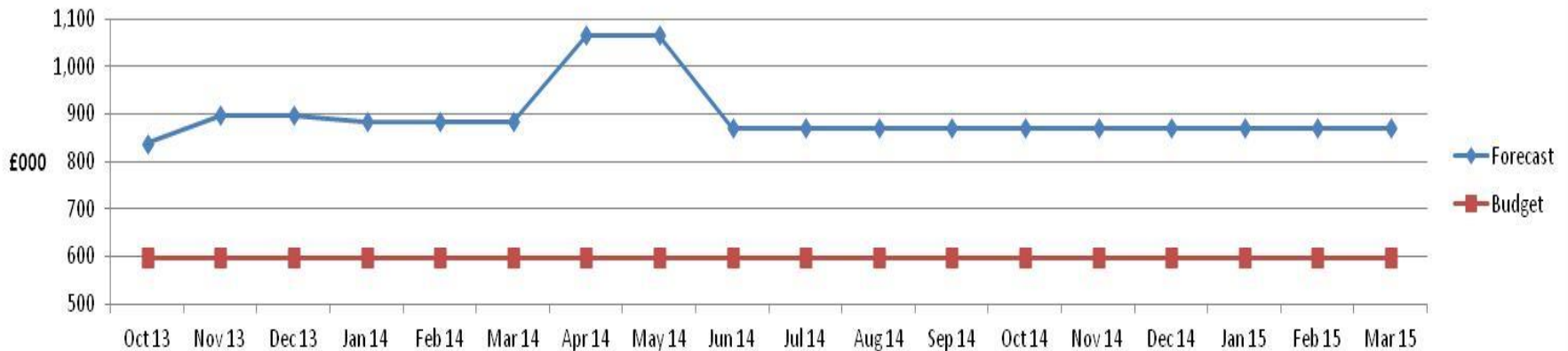
No change from last month's projection which shows the forecast exceeding the budget including contingency

Relative Carers



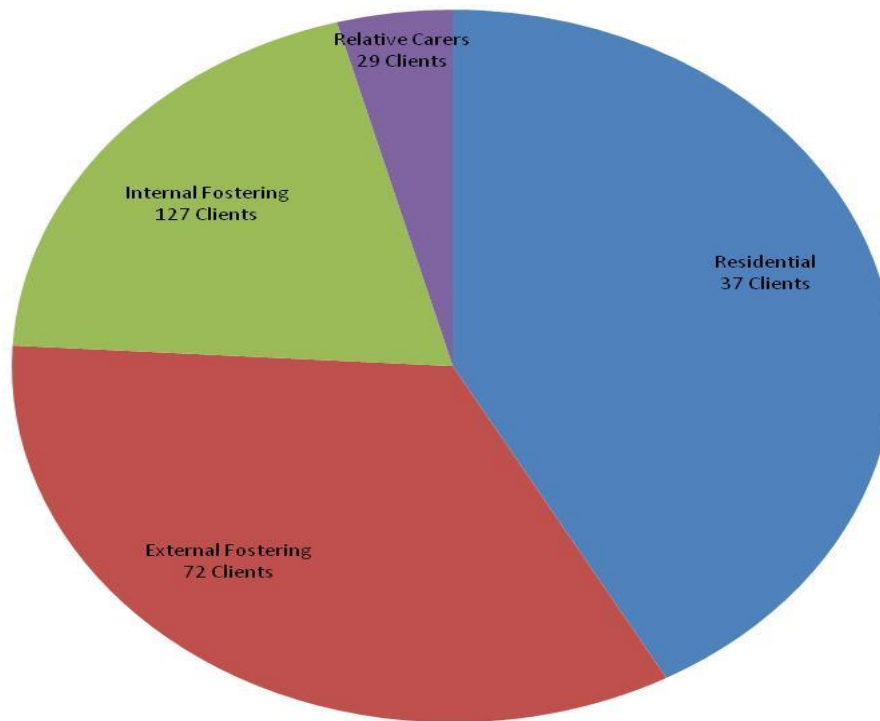
No change from last month's forecast underspend.

Careleavers



A review of Care-leavers forecast has resulted in a significant reduction in the projection from the end of May position. However the projected outturn (which is forecast on a prudent basis) still currently identifies an overspend against budget.

Placement Cost Analysis – Year 2014/2015



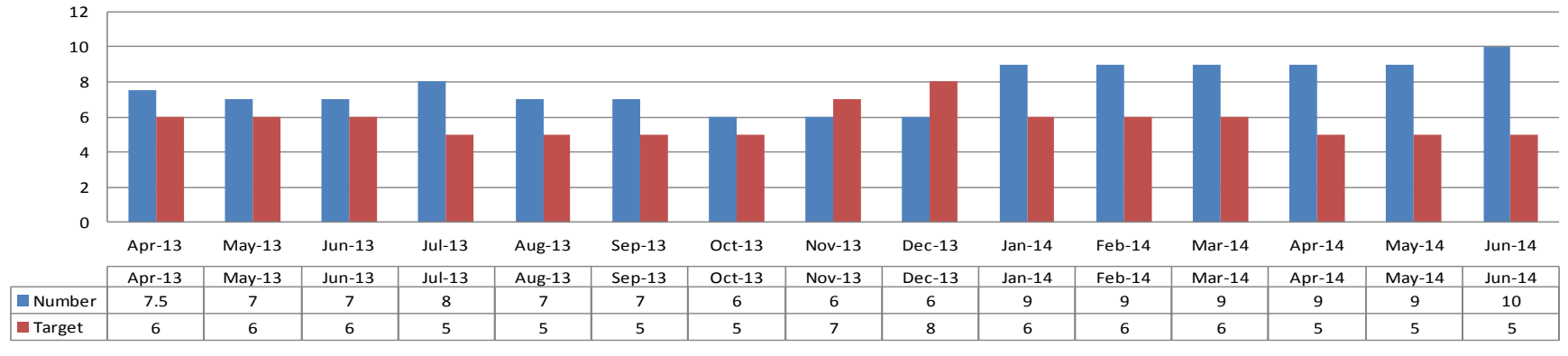
This chart shows the relative cost of placements against the numbers of children in each category. The cost of residential placements represents 42% of projected spend for 14% percentage of the number of placements which incur costs. Note that children placed for adoption are excluded as there is no cost.

VACANCY AND RECRUITMENT INFORMATION 30/6/14

Team	Establishment				Vacancies				Agency Social Worker			Notice Given (Resignation, Retirement, Maternity & Adoption, other agreed leave)				Job Offer Accepted				Long Term Sick > 3 Weeks				Maternity Leave or secondment				NQS in post	
	TM	ASWP	SSW	SW	TM	ASWP	SSW	SW	TM	SSW	SW	TM	ASWP	SSW	SW	TM	ASWP	SSW	SW	TM	ASWP	SSW	SW	TM	ASWP	SSW	SW		SW
Emergency Duty Team	1	0	4.5	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Children in Care Team	2	1	4	7.8	1		0	0	0	0	2	0		0	0	0		0	0	0		0	0	0		0	0	2	
Family & Friends Fostering	1	0	1	5	0		0	0	0	0	0	0		0	0	0		0	0	0		0	0	0		0	1	0	
Mainstream Fostering Team	1	0.5	1	6.5	0	0.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
(East) ACM Team	1		2	5	0		1	1	0	0	2	0		1	0	0		0	0	0		0	0	0		0	1	1	
(North) ACM Team	1		2	5	0		0.4	1	0	0	0	0		1	0	0		0	0	0		0	0	0		1	0	4	
(South) ACM Team	1	1	2	5	0	0	0	2	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	2	
(West) ACM Team	1		2	6	0		0	4	0	3	0	0		1	0	0		0	1	0	0	0	0	0		0	0	2	
Safeguarding Duty Team/ Family Connect	1	0	1	4	0	0	0	0	0	1	0	0		0	0	0	0	0	0	0	0	0	0			M	0	0	
Community Social Work Team	1		3	3	0		0	1	0	0	0	1		0	0	0	0	0	1	0	0	0	2	0		0	0	1	
DCT - Inclusion and support	1		0	0	0		0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0		0	0	0	
DCT	1	1	0	5	0	1	0	0	0	0	0	0		0	0	0	1	0	0	0	0	0	0	0	0	0	1	2	
TOTALS	13	3.5	23	52.3	1	1.5	2.4	9	0	4	6	1	0	4	0	0	0	0	3	0	0	0	2	0	0	2	3	15	

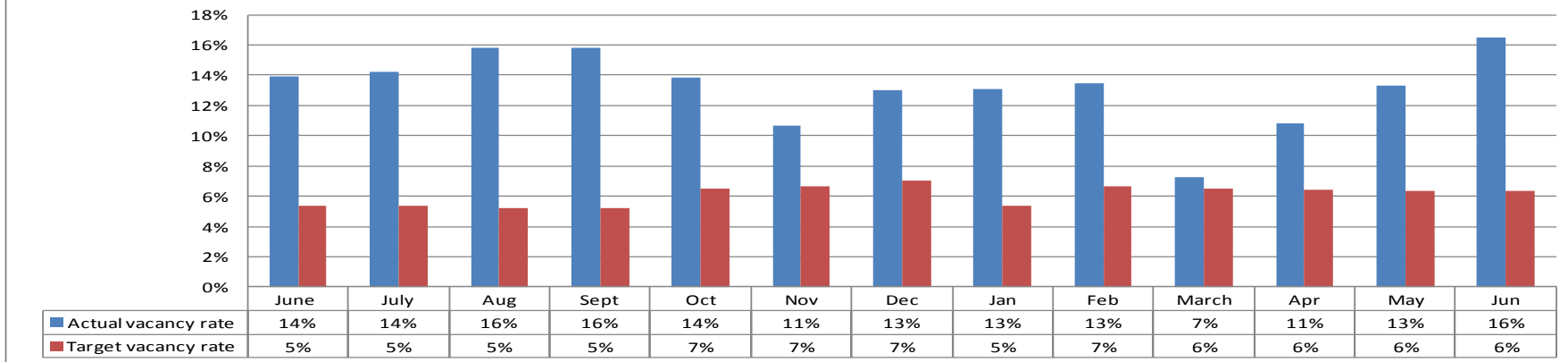
Improve the recruitment and retention of SW staff to reduce the numbers of agency SWs (Objective 1)

Agency usage - Social Workers



Numbers of Agency staff have increased due to impact of reconfiguration and bring Leaving Care function into the CSSS

Vacancy rates for Social Workers - actual to target



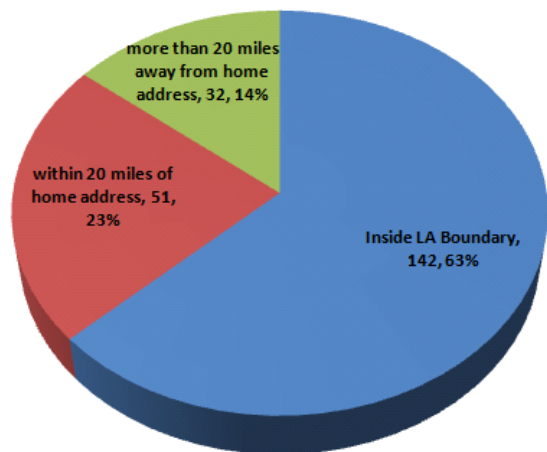
Vacancy rates have increased due to impact of reconfiguration; however there are 5 SWs and 1 SSW due to come into post in the next few weeks

Improve the recruitment and retention of SW staff to reduce the numbers of agency SWs (Objective 1)

Number of Children in Care / Supportive Accommodation at Month End, by Placement Type

	Placed for Adoption	Placement with relative or friend	Local Authority Carer	Agency Carer	Residential Placements	Placed with own parents	Independent living	YOI / Prison	Grand Total
Jun-13	12	36	124	87	46	9	3	0	317
Jul-13	12	33	126	91	46	9	4	0	321
Aug-13	13	33	128	90	46	9	4	0	323
Sep-13	14	33	130	84	45	12	3	0	321
Oct-13	18	35	118	86	45	11	3	0	316
Nov-13	19	35	123	84	46	9	3	0	319
Dec-13	21	33	118	76	42	9	4	2	305
Jan-14	23	32	119	72	44	11	4	0	305
Feb-14	24	32	120	71	42	12	5	0	306
Mar-14	24	31	120	71	40	13	8	1	308
Apr-14	21	30	122	73	40	14	7	1	308
May-14	22	29	121	73	38	13	6	2	304
Jun-14	21	29	127	69	36	13	5	1	301
12mth High	24	36	130	91	46	14	8	2	323
12 mth Low	12	29	118	69	36	9	3	0	301
12mth Average	19	32	123	79	43	11	5	1	312
Change from previous year	n	+9	-7	+3	-18	-10	+4	+2	+1
	%	+56.3%	-20.6%	+2.5%	-20.5%	-23.3%	+44.4%	+66.7%	n/a

Children placed in foster care by distance from home - 30th June 2014



The rise in independent living placements (above) is a reflection of low numbers producing large percentage increases and changes to recording.

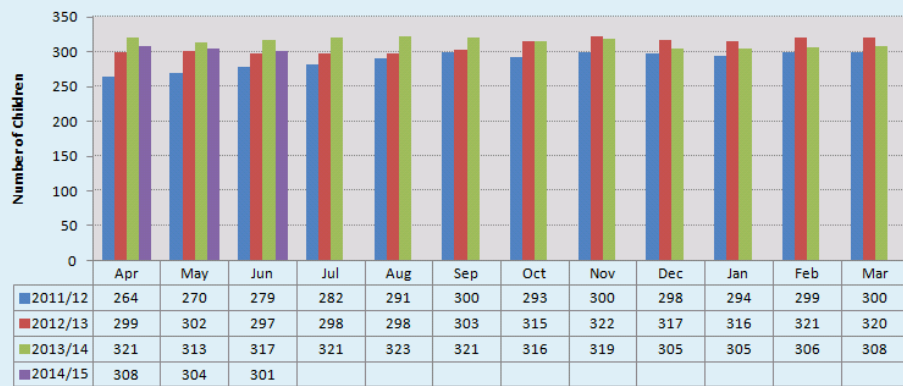
74.8% (225/301) of our looked after children are placed in foster care, including relative/friend carers. This is a little below the all England outturn at 2012/13 year end (75%) and below the 'in year' peak of 77.9% reported in both June and July of 2013, from which the percentage has generally since been falling.

As at 30th June 2014, 127 children were placed with Telford & Wrekin foster carers, some 42.2%. This is above the year end figure for 2013/14 of 40% (115/320) and above the previous 'in-year' peak of 40.5% (130/321 – September 2013).

The pie chart to the left shows the children placed in foster care (including LA foster care, agency and relative/friend placements) by distance from their home address. 86% (193/225) of children in foster care are placed within 20 miles of their home address. 63% (142/225) of these children are placed within T&W boundary. This compares favourably with all England average of 47% being within council boundary. 14% (32/225) are placed over 20 miles away from their home address.

21 Children are currently placed for adoption.

Number of Children in Care at month end: 30 April 2011 to 30 June 2014
 (Please note: these figures were accurate at the time of reporting, however may vary slightly due to changes in recording)



New Children In Care Episodes by Age Group at Start and by percentage of new CIC episodes

Age Group	01-Apr-13 to 31-Mar-14	As % of new CIC	01-Apr-14 to 30-Jun-14	As % of new CIC	Year end Forecast based on YTD
Under 1 year	37	33.0%	6	▼ 25.0%	n/a
1-4 years	23	20.5%	8	▲ 33.3%	n/a
5-9 years	13	11.6%	2	▼ 8.3%	n/a
10-15 years	35	31.3%	4	▼ 16.7%	n/a
16+ years	4	3.6%	4	▲ 16.7%	n/a
Total	112		24		n/a

NB Table refers to episodes of care - some children in each year's figures appear multiple times & across age groups.

The current rolling 12 month average of the number of children in care is 311, a figure which has been falling month-on-month since December 2013.

Period of care end reason	Cessations in the period April 2013 to March 2014							Cessations in the period 1st April 2014 to 30th June 2014						
	Under 1 Year	1-4 Years	5-9 Years	10-15 Years	16+ Years	Grand Total	% of all cessations	Under 1 Year	1-4 Years	5-9 Years	10-15 Years	16+ Years	Grand Total	% of all cessations
E11 - Adopted – application unopposed	1	2	0	0	0	3	2.4%	0	4	1	0	0	5	▲ 16.1%
E12 - Adopted, consent dispensed with	1	15	1	0	0	17	13.8%	0	3	0	0	0	3	▼ 9.7%
E4 - Returned home to live with parents (no order)	4	10	6	18	2	40	32.5%	2	0	1	3	4	10	▼ 32.3%
E41 - Returned home - Residence order	2	2	2	1	0	7	5.7%	0	0	0	0	0	0	▼ 0.0%
E43 - Special guardianship order made to former foster carers	0	3	0	2	0	5	4.1%	0	0	0	1	0	1	▼ 3.2%
E44 - Special guardianship order made to carers other than former foster carers	0	1	0	0	0	1	0.8%	0	0	0	0	0	0	▼ 0.0%
E5 - Independent arrangement with formalised support	0	0	0	0	29	29	23.6%	0	0	0	1	5	6	▼ 19.4%
E6 - Independent arrangement (no formalised support)	0	0	0	0	0	0	0.0%	0	0	0	0	2	2	▲ 6.5%
E7 - Transferred to adult social services	0	0	0	0	6	6	4.9%	0	0	0	0	2	2	▲ 6.5%
E8 - CLA ceased for any other reason	3	3	1	2	2	11	8.9%	0	0	0	0	1	1	▼ 3.2%
E9 - Sentenced to custody	0	0	0	2	2	4	3.3%	0	0	0	0	1	1	▼ 3.2%
Grand Total	11	36	10	25	41	123		2	7	2	5	15	31	

Shaded bars in Totals row & column are proportional to values & provide a visual indicator; arrows indicate direction of travel from previous year.

Reduce the numbers of children in care (Objective 3)

Unit costs – 30/06/2014

Placement Type	Children in Care at 31.03.14	Weekly Unit Cost 31.03.14	Children in Care at 30.04.14	Weekly Unit Cost 30.04.14	Children in Care at 30.05.14	Weekly Unit Cost 30.05.14	Children in Care at 30.06.14	Weekly Unit Cost 30.06.14
Placed for Adoption	25	N/A	22	N/A	22	N/A	21	N/A
Relative/Friend Carer	31	£418	30	£414	29	£387	29	£381
LA Carer	120	£445	123	£431	121	£436	127	£430
Agency Foster Carer	71	£825	73	£848	73	£841	72	£848
Residential Placements	41	£2,649	40	£2,475	38	£2,448	37	£2,468
Placed with Parents	13	N/A	14	N/A	13	N/A	12	N/A
Supportive Lodgings	8	N/A	8	N/A	6	N/A	6	N/A
Other Placement	0	N/A	1	N/A	2	N/A	1	N/A
TOTAL =	309	£868	311	£801	304	£799	305	£796
Supported Accommodation (Careleavers)	N/A	N/A	N/A	N/A	N/A	N/A	24	£738

- Unit costs for these both Internal Fostering and Relative Carers include an apportionment for overheads.
- Overheads relate to both the Social work Fostering team, management and other associated support costs.
- Residential Placement Unit cost reduction from 13/14 to 14/15 relates to a full year effect of the saving arising from the Queensway residential block and spot bed provision.
- The Care Leavers service transferred from Adult Services on the 1st April 2014. Supported Accommodation is the largest area of placement spend in this service and where there is most opportunity to deliver efficiencies.
- The Total weekly unit cost is calculated by dividing the full year forecast (including above overheads) for all placements by the total number of weeks forecast for all placements.

Reduce costs through better procurement and service redesign (Objective 4)

Performance Area	Target	Jun-14	Benchmarking Data	Status and Comments	2013/14 (provisional)	2012/13	Good performance direction
% of LAC aged 10-16 in foster placement or placed for adoption	Maintain percentage	74.3% (81/109)	No benchmarking data available	3 of the children not in foster care in this cohort are placed with their own parents, with 6 in residential schools and the remaining 19 children placed in homes or hostels.	75.2% (85/113)	81.6% (93/114)	Higher = Better
Number of looked after children adopted during the year as a percentage of the number of children looked after 6 months plus at month end	10%	3.01% (8/265)	WMG Q3 Avg – 7.0%	As at 30th June 2014 there were 21 children placed for adoption.	8.1% (20/247)	10% (27/268)	Higher =
				At the end of March 2013 this measure was 10% where 27 children had been adopted in year.			Better
Adoptions within best interest timescales	100%	100% (8/8)	All England Avg – 11/12 – 74.0% SN Avg 11/12 - 72.0% WMG Q4 12/13 Avg- 60.9%	Timescales from decision making through to placing children for adoption and being adopted are very positive in T&W.	90% (18/20) 20 children had been adopted as at 31/03/2014	100% (23/23)	Higher = Better
Increase in numbers of children placed with internal carers	20 additional children placed with internal mainstream	7 additional children since 31st March 2014	Not Available	As at the end June 2014 there were 127 children placed with internal foster carers, representing 42.2% of all CIC at that point, an additional 7 children since 31st March 2014. This is the highest recent percentage of the total CIC cohort placed with internal foster carers, surpassing the September 2013 peak of 40.5%.	5 (increase from 115 to 120)	14 (rise to 115 from 101)	Higher = Better
Reduction in numbers of children placed with external foster carers	10 fewer placed with external carers (see comment)	1 more child since 31st March 2014, no change from previous month	Not Available	As at 30th June 2014 there were 72 children placed with external carers. The year end figure of 71 for 2013/14 represented a decrease of almost 23% of the previous year end figure.	Decrease of 21 (from 92 to 71)	Increase of 2 (from 90 to 92)	Lower = better
				(Note: Target is not a mirror image of increase in internal carers due to step downs from residential. Placement changes as a whole would need to be looked at in order to appreciate the change in placement types - this is highlighted within the weekly finance report)			
% of children with 3 placements plus in the year (this includes repeat episodes of care)	10%	0.67% (2/305) Rolling Year 01/07/13 – 30/06/14 7.21% (22/305)	All England Avg – 12/13 – 11.0% SN Avg 12/13 – not known WMG Avg 2013/14 – not	So far in the year commencing 1st April 2014 there have been 2 children with 3 placements or more in this period. The rolling 12 month figure to 30th June 2014 is 7.21%, with 22 of the cohort of 305 CIC having 3 or more placements. 1 child has had 6 placements, 1 child has had 5 placements, 3 have had 4 placements and 17 have had 3 placements.	8.4% (26/308) Rolling Year 01/07/12 – 30/06/13 8.31% (26/313)	10.30% (33/321)	Lower = Better
CIC for 2.5 years with same placement for 2 years	75%	62.80% (81/129)	All England Avg – 12/13 – 67% SN Avg 12/13- not known WMG 2013/14 Avg – not known	As at the end of June, 81 of the 129 young people who had been in care for 2.5 years had been in the same placement for 2 years (62.8%). This is lower than the same point last year when 76.3% (87/114) of children had been in the same placement for 2 years.	72.40% (92/127)	77.30% (85/110)	Higher = Better