

SCRUTINY COMMITTEE

Wednesday, 24th October, 2012

10.00 am

**Darent Room, Sessions House, County Hall,
Maidstone**





AGENDA

SCRUTINY COMMITTEE

Wednesday, 24th October, 2012, at 10.00 am
Darent Room, Sessions House, County Hall, Maidstone

Ask for: **Anna Taylor**
Telephone: **01622 694764**

Membership

Conservative (7): Mr R F Manning (Chairman), Mr D A Hirst (Vice-Chairman),
Mr B R Cope, Mrs S V Hohler, Mr P J Homewood, Mr J E Scholes
and Mr C T Wells

Liberal Democrat (1): Mrs T Dean

Labour (1) Mr G Cowan

Independent (1) Mr R J Lees

Church Dr A Bamford and Mr A Tear

Representatives (3):

Parent Governor (2): Mr P Myers and Mr B Critchley

Refreshments will be available 15 minutes before the start of the meeting

Timing of items as shown below is approximate and subject to change.

County Councillors who are not Members of the Committee but who wish to ask questions at the meeting are asked to notify the Chairman of their questions in advance.

Webcasting Notice

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UNRESTRICTED ITEMS

(During these items the meeting is likely to be open to the public)

A - Committee Business

- A1 Introduction/Webcast Announcement
- A2 Substitutes
- A3 Declarations of Interests by Members in items on the Agenda for this Meeting
- A4 Minutes of the meeting held on 28 March 2012 (Pages 1 - 4)

B - Select Committee updates

- B1 Key Stage 2 Attainment (Pages 5 - 10)
Sue Rogers, Director Education, Quality and Standards will be attending to answer Members' questions on this item.
- B2 Student Journey (Pages 11 - 30)
Martin Blincow, Research and Development Manager from the Skills and Employability Service will be attending the meeting to answer Members' questions on this item.

EXEMPT ITEMS

(At the time of preparing the agenda there were no exempt items. During any such items which may arise the meeting is likely NOT to be open to the public)

Peter Sass
Head of Democratic Services
(01622) 694002

Tuesday, 16 October 2012

Please note that any background documents referred to in the accompanying papers maybe inspected by arrangement with the officer responsible for preparing the relevant report.

KENT COUNTY COUNCIL

SCRUTINY COMMITTEE

MINUTES of a meeting of the Scrutiny Committee held in the Darent Room, Sessions House, County Hall, Maidstone on Wednesday, 23 May 2012.

PRESENT: Mr R F Manning (Chairman), Mr B R Cope, Mr G Cowan, Mrs T Dean, Mr D A Hirst (Vice-Chairman), Mrs S V Hohler and Mr R J Lees

ALSO PRESENT: Ms S J Carey and Mr B J Sweetland

IN ATTENDANCE: Mr P Sass (Head of Democratic Services) and Mrs A Taylor (Research Officer to Cabinet Scrutiny Committee)

UNRESTRICTED ITEMS

3. Introduction/Webcast announcement

(Item A1)

- (1) The Chairman welcomed Members to the meeting and for the benefit of the webcast introduced all Members of the Committee and the Division they represented.

4. Election of Vice Chairman

(Item A3)

- (1) Mr Cope proposed and Mrs Hohler seconded that Mr Hirst be elected Vice Chairman.

RESOLVED that Mr D Hirst be elected Vice-Chairman of the Scrutiny Committee

5. Minutes of the meeting held on 29 March 2012

(Item A5)

RESOLVED that the minutes of the meeting held on 29 March 2012 are correctly recorded and that they be signed by the Chairman.

6. Hawkinge Household Waste Recycling Centre Consultation

(Item B1)

- (1) Ms Carey introduced the item explaining that she was the local member for Elham Valley where the Hawkinge Household Waste Recycling Centre (HWRC) was located. Ms Carey accepted that savings had to be made by the County Council and that the Hawkinge HWRC may have to be closed but the Town and Parish Councils had asked that this issue be discussed by the Scrutiny Committee.

- (2) Ms Carey addressed the points contained within the agenda papers.

Point 5 - the Town and Parish Council had concerns over the questions within the consultation document in that they were leading and in some cases did not sufficiently explain the background.

Point 4 - The Town and Parish Council had struggled to understand how the savings would be made.

Point 3 – Hawkinge HWRC was an older site so data regarding the number of people using the centre had not been recorded and therefore the information available was not comparable with Kent's other HWRCs. Point 2 – the present Town Council would be happy to see extended hours at Hawkinge HWRC.

Point 1 – the Town and Parish Councils were of the opinion that the figures being used were out of date. It was considered that the closure of Hawkinge HWRC had undermined the efforts of the local people to achieve high recycling rates.

- (3) In response to a question, Ms Carey stated that Hawkinge HWRC was open on Saturday mornings but suggested that more people would use the site if it was open all weekend in line with many other HWRCs.
- (4) Mr Sweetland explained that the consultation had been Kent wide in line with the Kent wide review. The response to the consultation was around 45% and had been one of the highest Kent County Council had received. The review had been thorough, there had been updates to the Policy Overview and Scrutiny Committee meetings, and an Informal Member Group had been set up which had visited most of the HWRCs in Kent. There had been a public meeting in Hawkinge attended by an officer from KCC and a separate meeting with the Town Council in February.
- (5) Regarding the wording of the consultation questions Mr Sweetland accepted that there had been some confusion in relation to Ashford; however the questions were factually correct. A Member asked whether the consultation documents went through a screening process to ensure they conformed to best practice, the Committee suggested that the Policy and Resources Cabinet Committee be asked to investigate whether the consultation process used by KCC was in accordance with best practice.
- (6) Hawkinge HWRC was due to close at the end of the existing contractual period at the end of summer 2013. In response to a question about whether Hawkinge Town Council might be able to take over and run the centre themselves there was an opportunity for the Town Council to challenge the right to provide under the Localism Act 2011. A Member asked for confirmation that the land would not be sold before the centre closed at the end of summer 2013 – Mr Sweetland gave his assurance that this would be the case. It was understood that Campaign to Protect Rural England would be producing a guidance document in relation to the private running of recycling centres.
- (7) Questions were raised regarding the timing of this item and why it hadn't been raised sooner. Ms Carey stated that she had attended the Member briefing and the public meeting but the fact still remained that Hawkinge Town Council wished to preserve their recycling facility. It was noted that further work would be undertaken by the Town Council to investigate whether there was a route via the Localism Act 2011 to maintain Hawkinge HWRC.

RESOLVED: That the Scrutiny Committee

- (8) Welcome the assurance of the Cabinet Member that the land that Hawkinge Household Waste Recycling Centre currently occupies will not be sold prior to the centre closing in late summer 2013,
- (9) Invite the Policy & Resources Cabinet Committee to consider and assure itself that the County Council's consultation documents are prepared in accordance with best practice, particularly in relation to the wording of questions and public awareness of consultations,
- (10) Guidance should be re-issued to Members informing them of the new decision making process.

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By:	Mike Whiting, Cabinet Member for Education, Learning and Skills Patrick Leeson, Corporate Director for Education, Learning and Skills
To:	Scrutiny Committee – 24 October 2012
Subject	Key Stage 2 Attainment Select Committee - Update.
Classification:	Unrestricted

Summary	This report identifies the initial outcomes of the actions to implement the Educational Attainment Select Committee recommendations and the further actions planned.
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1. Introduction

1.1 The Educational Attainment Select Committee review was established on 3 February 2011. The committee was chaired by Cllr Chris Wells. The purpose of this committee was to examine the reasons for variations in KS2 performance of all Kent schools with a focus to those schools in areas of deprivation

1.2 The committee established the following terms of reference;

- a) To examine levels of attainment at KS2 by reviewing the performance of all schools at a district level. This will include the identification of schools in areas of deprivation in each district. These schools will have the highest levels of FSM and IMD. It will also include a review of those schools with 2 or more years below the national floor target of 55% for combined English and Maths and those schools with a 3 year declining or improving trend.
- b) To gain an understanding of the nationally agreed factors that contribute to differential achievement in deprived areas and how those factors impact on children's individual attainment and on overall school performance.
- c) To explore what measures have been put in place in schools and their surrounding communities to mitigate the effects of disadvantage or low attainment and consider their effectiveness. To explore the factors that have enabled some schools within individual districts to have broken the link between deprivation and poor attainment.
- d) To propose any additional action the Select Committee believes would be helpful in raising attainment either across Kent generally or in individual districts.

1.3 On 24th October 2012 the Educational Attainment Select Committee action plan will be presented to the Scrutiny Committee. The Action Plan is effectively the

school improvement targets contained in the Bold Steps for Education Vision and Strategy.

2. Financial Implications

2.1 The financial implications of the recommendation are that proportional funding from the Education, Quality and Standards service are directed at the delivery of the recommendation.

3. Bold Steps for Kent and Policy Framework

3.1 The outcomes of the KS2 Select Committee report are directly related to the ELS Bold Steps priorities and the actions in the ELS Annual Plan agreed by Cabinet on 16 April 2012, which directly supports the ambitions of the recommendation.

4. Summary of the Educational Attainment Action Plan to date

- During the process of the KS2 Scrutiny Committee, the ELS Directorate established its vision for Education contained in Bold Steps for Education. This vision reflects the ambitions of the KS2 recommendation. The strategy sets out clear targets for raising pupil attainment and progress in all phases for children and young people in Kent.
- The school improvement strategy has targeted support to the schools that need to improve most, with a focus on improving leadership and the quality of teaching and learning. The combination of challenge and support, with rigorous monitoring of progress, has been highly effective in bringing about rapid improvement in a number of schools.
- There has already been significant improvement in KS2 performance in 2012, when level 4 attainment including English and mathematics improved to 78% from 72% in 2011 and the number of schools performing below the floor standard reduced to 23 compared to 70 Primary schools in 2011. Members will be aware of this through the presentation to the Education Cabinet Committee by the Corporate Director. A full report of results in 2012 will be presented to the ECC in November.
- Whilst significant improvement has been made at KS2 in 2012 there are further ambitions for 2013 through to 2015 and targets have been adjusted to increase this ambition to reflect the progress achieved in 2012.

5. Conclusion

5.1 A number of key actions have already been taken resulting in significant improvement in KS2 in 2012 and the attached action plan reflects some key actions that have been taken to ensure that the progress in 2012 is secured and enhanced in 2013 through to 2015.

Recommendations

Members are asked to:-

- note the improvement in KS2 standards in 2012

Background documents

Bold Steps for Education

http://www.kent.gov.uk/news_and_events/news_archive/2012/may/bold_steps_for_education.aspx

ELS Standards and School Improvement Annual Plan 2012/3

<http://kent590w3:9070/documents/s31394/Item%205%20-%20Business%20Plan%2012-13%20-%20Final.pdf>

Report to Education Cabinet Committee – 12 September 2012:- School Performance
2012 National Curriculum Test and Public Examination

<http://kent590w3:9070/documents/s33902/Item%20E1j%20-%20Tunbridge%20Wells.pdf>

Lead Officer Contact details

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07795343481

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School Attainment Action Plan: 15 October 2012

No.	Recommendation	Priority Action	Deadline	Outcome	Lead	Completed to Date
1.	In the spirit of challenge to schools, and their need to challenge their teachers and pupils, the Select Committee challenge ELS to take this information, and begin a process of sharing with stakeholders the purpose, relevance, and importance of this data and evidence, driving improvement in Kent Schools and ensuring the best quality leadership and teaching performance be targeted on our most disadvantaged schools and their communities.	Developed a new school improvement strategy for this academic year. We have been very clear in categorising the support levels for all Kent schools and the support and challenge required to ensure, maintain or enhance performance both in terms of progress and attainment.	September 2012	Sent to all schools. Very positive feedback received about the transparency of the support and challenge for all schools	Sue Rogers	GREEN
Page 9		Developed a Leadership and Management strategy to ensure effective use of resources such as our Teaching Schools, the National College for School Leadership and partners such as Christ Church University. We have developed our own leadership programmes to ensure that we develop leaders from NQT onwards and that there is a clear framework for colleagues to develop and therefore secure succession planning.	September 2012 on-going	Two new leadership courses are underway with a total of 50 schools engaged. All Districts have a leadership fund and are developing bespoke Leadership courses under the guidance of the Senior Improvement Adviser.	Cathie Aldis	GREEN
		Developed a range of new teaching and learning programmes. These are called Every Lesson Counts and focus on moving teaching within six weeks to good or better and in addition a new course moving good to outstanding teaching in the same timeframe. We have also just piloted a similar course, Every Teaching Assistant counts.	September 2012 on-going	Very positive feedback from schools. These courses have already seen significant improvement in the teaching profiles of schools including an increase in the capacity of schools to coach and mentor effectively.	Jayne True	GREEN

School Attainment Action Plan: 15 October 2012

No.	Recommendation	Priority Action	Deadline	Outcome	Lead	Completed to Date
Page 10		Ensuring accurate and effective assessment practices in schools. Developing pupil tracking systems which have included ensuring six weekly progress reviews and appropriate interventions to accelerate pupil progress.	September 2012 on-going	Ofsted inspections this term are reflecting improved assessment and tracking systems in schools targeted for improvement.	Sue Rogers	GREEN
		Collation and dissemination of best practice across Kent eg Reading review Leading the conference season with the KAHT to inspire, share and celebrate good practice and keep abreast of national agendas	September 2012 on-going	The appointment of 4 colleagues, 2 to Literacy and 2 to Numeracy under the leadership of an SIA for Literacy, Rachel Gough and an IA Helena Evans for Numeracy (Helena ran National Strategy Primary Maths) is having significant impact on what we are able to do and to be able to provide equity across the districts. Both areas have developed action plans and are rolling these out.	Rachel Gough/ Helena Evans	GREEN
		Alliances, collaborations, and a range of partnerships based on rigorous accountabilities (eg SLA Facilitating school networking)		The vast majority of schools are now in collaboratives. 39 collaboratives have already had an action plan approved and many more are currently being scrutinised for approval. £1 million has already been sent out and we expect to spend 3.5 million by next March. The 2 day offer to schools has been very well received. The partnership between the LA and the collaborative is a strong feature of this work.	Sue Rogers	GREEN

SIA = Senior Improvement Adviser IA= Improvement Adviser

By:	Mike Whiting, Cabinet Member for Education, Learning and Skills Patrick Leeson, Corporate Director for Education, Learning and Skills
To:	Scrutiny Committee 24 October 2012
Subject	Report on Student Journey Action Plan
Classification:	Unrestricted

Summary:	This report identifies the initial outcomes of the actions to implement the Student Journey Select Committee recommendations and the further actions planned.
Recommendations:	We recommend that:- (a) the Student Journey Action Plan be endorsed; (b) the Scrutiny Committee recognises the legislative and policy changes made that impact on the Student Journey Select Committee recommendations

Introduction

1 (1) The Student Journey Select Committee review was established in March 2011. The committee chaired by Cllr Kit Smith describes the purpose of the committee in the report as;

(2) “The proposal to set up The Student Journey Select Committee stemmed from the findings of visits to all the twelve Kent districts in 2011. It became very evident that an urgent and fresh approach to education, learning and skills from Key Stage 2 right through meaningful employment was needed. That “journey” for students appeared to lie at the heart of any new regeneration strategy.

(3) The Wolf Report indicates that students’ education, training and skills should have a sharper focus on the economy and on employment, and less dependency on bureaucracy and exam results. We have sought to understand that journey and have endorsed it.

(4) The response has been excellent, so that on completion of the report several recommendations were already being put into practice.”

(5) The Committee established the following terms of reference;

- To investigate the extent to which learning and skills providers in Kent prepare young people for work, and enable them to apply their learning in the workplace.
- To explore the relevance of training and skills provision for young people against local labour market needs and growth industries in Kent.

- To seek out and listen to students' views about, and experiences with, their preparedness for work and their employability.
- To examine the efficacy of partnerships between local businesses and local educators, and the opportunities in Kent for young people hoping to enter the labour market at key transition points of their educational journey.
- To look into the extent to which careers information, advice and guidance (IAG) enables young people to make informed choices about their future education and employment at key transition points.
- To consider the potential impact of changes in national policy on the educational and employment opportunities, and choices, of young people in Kent.
- To make recommendations after having gathered evidence and information throughout the review.

(6) On October 24th the Student Journey Action Plan is to be presented to The Scrutiny Committee. The Action Plan identifies work to date completed on the recommendations. The Action Plan is attached as Appendix 1.

Financial Implications

2 The financial implications of the Student Journey Select Committee recommendations are that funding from the Skills and Employability Service are directed at the delivery of the recommendations.

Bold Steps for Kent and Policy Framework

3 (1) The outcomes of the Student Journey Select Committee are directly related to the achievement of the ELS Bold Steps priorities 3 and 4.

(2) The actions contained within the Action Plan will directly support the ambitions of the draft 14-24 Learning, Employment and Skills Strategy, which is now about to go out for consultation.

Summary of Student Journey Action Plan

4 (1) Many of the recommendations given in the Action Plan attached are included in the Delivery Plan for the Skills and Employability Service. Where possible these actions for the Student Journey Select Committee have been assimilated into the Key Performance indicators for the Skills and Employability Service.

(2) The draft 14-24 Learning, Employment and Skills Strategy includes references to the work of the Student Journey Select Committee. The KPIs within this Strategy will be delivered and monitored against the agreed actions which are attached in Appendix 1.

(3) A number of the recommendations made by the Student Journey Select Committee have been enacted as a result of changes to policy by the Department for Education. These include;

- Funding Review 16-19: From September 2013 the funding of students 16-19 will be on a per capita basis rather than per qualification.
- Study Programmes 16-19: From September 2013 there is an expectation that students should have purposeful work experience built into their study programme.

(4) There have been some recommendations which have not been implemented. The main barrier has been factors outside of the influence of the Skills and Employability Service. For example kentchoices4u.com has been assimilated into the KCC corporate site. This was because of the “One County” approach to communications.

(5) There have been some recommendations which the Local Authority now has less influence to direct. The removal of the duty from the Local Authority to provide a universal careers service as of April 2012, and placing the duty with schools, means that KCC exerts less direct influence on careers advice and guidance. Schools and Colleges are now accountable through the Destination Measure which is a new performance measure for schools. The Destination Measure identifies the positive destinations of the cohort of students leaving school or college at the end of Key Stages 4 and 5. This measure will be published in spring 2013.

Conclusions

6 (1) There have been a number of key actions taken to implement the recommendations of the Student Journey Select Committee.

(2) The draft 14-24, Learning, Employment and Skills Strategy has assimilated a number of the Student Journey Select Committee recommendations.

(3) The Skills and Employability Service has assimilated a number of the Student Journey Select Committee recommendations into its’ Delivery Plan.

(4) There have been a number of key national legislative and policy changes which have impacted on the Student Journey Select Committee recommendations.

Recommendations

7 Members are asked to:-

- Note the Student Journey Action Plan;
- the Scrutiny Committee recognises the legislative and policy changes made that impact on the Student Journey Select Committee recommendations

Background Documents

Appendix 1 – Student Journey Action Plan

The Student Journey Select Committee Report -

<https://shareweb.kent.gov.uk/Documents/council-and-democracy/select%20committees/The%20Student%20Journey%20report%20-%20FINAL.pdf>

Contact details

<p>Lead Officer: Sue Dunn Head of Skills and Employability ☎ 01622 694923 ✉ Sue.dunn@kent.gov.uk</p>	<p>Martin Blincow Research & Development Manager Skills & Employability Service ☎ 07795 495701 ✉ martin.blincow@kent.gov.uk</p>
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Student Journey Action Plan: 24 October 2012

No.	Recommendation	Priority Action	Deadline	Outcome	Lead	Completed to Date
1.	The Student Journey Select Committee recommends the strengthening of the 14-19 Strategic Forum, which should include representatives and leaders of learning and skills providers and of businesses in the County. The Committee proposes that the name of the Forum should be changed to the “14-24 Strategic Training and Employment Forum”.	Martin Blincow to produce a paper on the future options for the 14-19 Strategic Forum.	November 5 th 2012	Paper produced for Nov 5 th 2012	MB	GREEN
		The 14-24 Learning, Employment and Skills Strategy refers to a Employment Learning and Skills Board. This needs to be considered as a possible option to replace the 14-19 Strategic Forum.		The new Employment, Learning and Skills Board established with clear terms of reference and targets.		
2.	The Committee recommends that KCC’s Skills and Employment Team facilitates the use of existing Local Planning Forums to promote dialogue between local learning and skills providers and local employers. Although strategic leadership is necessary to secure commitment at county-wide level, local issues and solutions are best discussed at local level, with local accountability residing within Locality Boards.	The role of the local / district planning forums is currently under review in line with the launch of the 14-24 Learning, Employment and Skills Strategy. This will support the move to district board working.	December 2012	New strategic partnership in place to support the delivery of the KPI indicators within the 14-24 Learning, Employment and Skills Strategy and the actions from the Student Journey recommendations.	MB	AMBER

Student Journey Action Plan: 24 October 2012

Page 16	3	The Select Committee endorses Recommendations 4 and 11 of the Wolf Report and recommends that:				SD	AMBER
	3.1	<ul style="list-style-type: none"> KCC's Cabinet Member for Education, Learning and Skills should write to the Secretary of State for Education to urge that performance management indicators and systems do not give schools incentives to divert low-attaining pupils on to courses and qualifications that are not recognised by employers or accepted by colleges for progression purposes. 	<p>Agree letter with Patrick Leeson and Mike Whiting</p> <p>Letter sent to the Secretary of State for Education</p>	September 2012	Awaiting reply from the Secretary of State for Education.		
		Funding for full-time students aged 16-18 should be on a programme basis, with a given level of funding per student. The funding should follow the student.	A result of government consultation from September 2013 student funding will be per capita rather than per qualification.	September 2013 Funding Review of 16-19 introduced	New Funding structure in place September 2013.	RB	GREEN
	4.	KCC's Cabinet Member for Education, Learning and Skills should write to the Secretary of State for Education to press for the teaching of employability and "soft skills" in the curriculum from Key Stage 1, and for the improvement of young people's literacy and numeracy standards, especially those of the lowest attaining learners.	<p>Agree letter with Patrick Leeson and Mike Whiting</p> <p>Letter sent to the Secretary of State for Education</p>	September 2012	Awaiting reply from the Secretary of State for Education	SD	AMBER

Student Journey Action Plan: 24 October 2012

5.	The Skills and Employability Team should develop a personal, electronic version of a portfolio containing a list of activities that young people in Kent should undertake in order to improve their employability. This e-portfolio, which the Committee wishes to name “Footprints”, should be available to all students in Kent, from those in Years 5 and 6 in primary school to those in university; it should record the activities that will help students enhance their employment prospects during their different “student journeys”.	The Skills and Employability Team have developed an E-Portfolio – MOOPLE. In the Autumn of 2012 the team will be trialling the new product.	Autumn deadline met for pilot. Working towards larger roll out in Autumn 2013	To have a functioning E-Portfolio supporting young people to develop their employability skills and readiness for employment.	MR	GREEN
Page 17	KCC’s Cabinet Member for Education, Learning and Skills should write to the Secretary of State for Education to recommend the setting up of the proposed national kitemark scheme that validates the different CEIAG quality awards for schools, colleges and work-based learning providers.	Agree letter with Patrick Leeson and Mike Whiting Letter sent to the Secretary of State for Education	September 2012	Awaiting reply from the Secretary of State for Education	SD	AMBER

Student Journey Action Plan: 24 October 2012

<div data-bbox="85 740 125 861" data-label="Page-Footer"> Page 18 </div>	<p>7. The Skills and Employability Team should set up a pilot scheme, in at least two secondary schools/colleges per District, where suitably trained mentors are regularly available to give students careers information, advice and guidance.</p>	<p>In Autumn 2012 the Skills and Employability Team working with Key Training will be offering to schools a pre-employment training programme for those most vulnerable of becoming NEET. This programme will be augmented by working with other partners, including Skills Training UK who will be running the Youth Contract programme in Kent from September 2012.</p>	<p>Autumn 2012 onwards</p>	<p>The key outcome will be the reduction in the number of NEETs and an increase in the number of 16-18 year olds in employment.</p> <p>The work will be delivered through the new Youth Contract which has a target to re-engage 2,400 young people by 2015 into learning, or employment with training.</p>	<p>MB</p>	<div data-bbox="1861 440 2040 485" data-label="Text"> <p>GREEN</p> </div>
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Student Journey Action Plan: 24 October 2012

	The Skills and Employability Team should also pilot an online careers education mentoring website for Kent which is based on the national model of www.horsesmouth.co.uk. The website should provide a safe social network for informal mentoring and should enable users to search for a mentor. In addition, it should give information on how to become a mentor, and should be a source of inspirational mentoring stories. The scheme should encourage the recruitment of mentors from the business community.	There is a link from kentchoices4u to the Horsesmouth national website. At present the annual cost of £30k for developing a bespoke Kent version is an obstacle		Young people able to access mentoring opportunities through a national website.		AMBER
8. Page 19	KCC should channel part of the Early Intervention Grant to the Skills and Employability Team in order to enhance the employability of Kent young people aged 14-24.	The future use of the EIG is to be agreed. Further discussions required including the development of the Kent Integrated Adolescent Support Service	December 2012	Implementation September 2013	PL	AMBER
9.	KCC should support the Young Chamber project by meeting the Chamber's annual licence fee of £500.	Supported by Skills and Employability Service	September 2012	Involvement of schools in Young Chamber	MB	AMBER
10.	KCC's Cabinet Member for Education, Learning and Skills should write to the Secretary of State for Education asking him to consider the allocation of more appropriate and proportional funding per student for International	Agree letter with Patrick Leeson and Mike Whiting Letter sent to the Secretary of State for	September 2012	Awaiting reply from the Secretary of State for Education	SD	AMBER

Student Journey Action Plan: 24 October 2012

	Baccalaureate courses.	Education				
11.11.1	KCC should not integrate the kentchoices4u website into the corporate KCC website. The Skills and Employability Team should instead promote the use of the kentchoices4u website by introducing, if possible, hyperlinks and QR codes in other KCC websites that are popular with young people.	From September 2012 the website will be incorporated into the KCC website, as part of the “One Council” policy.	September 2012	KCC have integrated kentchoices4u into the corporate KCC website	MR	RED
11.2	The apprenticeships section in kentchoices4u should be expanded in order to offer more information to young people about the choices that available to them.	The apprenticeship section of kentchoices4u is evolving to reflect the “Kent Jobs for Kent young people” programme. From September 2012 there will be a far larger offer to young people. This will be added to by the launch in September 2012 of the Youth Contract	September 2012	All website materials will be updated and kept under regular review. There will be further web based information on the “Kent Jobs for Kent young people” site. These sites will be linked.	MR	GREEN

Student Journey Action Plan: 24 October 2012

11.3	Finally, access to this website should be extended to Kent children in the last two years of primary school. This is necessary for the effective delivery of Footprints and to support the consolidation of the employability skills of young people in Kent.	This element of the Moople project to be considered as part of one of the outcomes of the next steps after the trials.				RED
12. Page 21	KCC should allow all its Divisions to use social media, such as Facebook and Twitter, in order to enhance their communication and engagement with young people, and to support them into employment. Social media access and usage should be moderated as appropriate.	KCC policy now allows for the use of social media. As part of the launch of Kentchoices4u in November there will be social media aspect to the launch and ongoing use of the website. This includes the launch of a phone app.	November 2012	There will be a wider access to kentchoices4u, and also increased channels of communication with young people for KCC.	MR	GREEN
13. 13.1	<p>The Committee recommends that KCC's Regeneration Board continues to support the GradsKent project by providing funding for a further 2 years. Any income generated by GradsKent should be re-invested into the project with the aim of making it self-sustaining.</p> <p>The Committee recommends that GradsKent continues to work on the following objectives:</p> <ul style="list-style-type: none"> Increasing the number and visibility of student and graduate employment 	<p>Grads Kent has received funding for the next 2 years from Regeneration and from the Skills and Employability Service.</p> <p>GradsKent is working towards the recommended actions and has seen a significant increase in</p>	<p>Funding approval: April 2012</p> <p>Action points: Ongoing</p>	Grads Kent to recruit 100 Graduate Placements through the Kent Employment Programme	NL	GREEN

Student Journey Action Plan: 24 October 2012

<div> <div>13.2</div> <div>13.3</div> <div>13.4</div> <div>Page 23.5</div> </div>	<p>opportunities, including internships and graduate careers.</p> <ul style="list-style-type: none"> Working with businesses to identify skills shortages, and encouraging graduates with in-demand skills to work in Kent. Working with local universities to increase their students' employability. Engaging with students, graduates and employers through appropriate channels, including social networking sites where return on investment can be demonstrated. Keeping pace with changing technology in order to remain accessible to users, particularly through developing GradsKent into a web app which offers increased functionality when visited on a smart phone. 	<p>business in 2012-13. It continues to run successful social media channels, and the GradsKent web app was developed in August 2012.</p>	<p>Web app: September 2012</p>			
	<p>14. The Skills and Employability Team, in partnership with employers, learning and skills providers and other local organisations, should:</p> <p>14.1</p> <ul style="list-style-type: none"> Set a target whereby 10% of 16-18 year old young people in each cohort in Kent are undertaking an apprenticeship within an agreed timeframe. 	<p>The 14-24 Skills Strategy has clear KPIs for the growth of Apprenticeships 16-18</p>	<p>April 2015</p>	<p>The number of apprenticeships overall will double and Level 2, 3 and</p>	<p>RL NH</p>	<p>GREEN</p>

Student Journey Action Plan: 24 October 2012

<div style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 23</div>	<p>14.2</p> <ul style="list-style-type: none"> • Ensure that the take-up of work experience placements increases, by promoting and encouraging the organisation of more placements throughout the year and not exclusively in the summer months. 	<p>The provision of work experience is under consideration because the provision of WRL in KS4 is no longer statutory from September 2012, and that from September 2013 work experience will need to be part of a 16-18 Study Programme. Work experience to be a key element of employability programmes delivered within the 14-24 Learning, Employment and Skills Strategy.</p>		<p>4 apprenticeships offered in Kent key sectors will increase by 10%.</p> <p>The provision of work experience develops into new formats which include, different timings through the school year, and work experience programmes developed for 16-18 year olds.</p>		
<p>15.1</p>	<p>The Skills and Employability Team should increase its support, advice and guidance to young people and to local employers who offer, or intend to offer, apprenticeships and work experience programmes in Kent. In particular, the Team should:</p> <ul style="list-style-type: none"> • Establish a dedicated unit which is charged with the development and delivery of the apprenticeships strategy in Kent. 	<p>In July 2012 the Kent Employability Programme became part of the Skills and Employability Service. There is now a review of the Kent Apprenticeship Strategy to develop an Advisory service for Kent Apprenticeships</p>	<p>December 2012</p>	<p>The successful completion rate for apprenticeships for 16-24 year olds in Kent will improve to at least 80%.</p> <p>The KCC Apprenticeship scheme will continue with at</p>	<p>RL NH</p>	<p style="text-align: center; color: white; font-weight: bold; font-size: 1.2em;">GREEN</p>

Student Journey Action Plan: 24 October 2012

<div>15.2</div> <div>15.3</div> <div>15.4</div> <div>Page 24</div>	<ul style="list-style-type: none"> • Ensure that the unit also acts as a single point of contact, providing support, advice and guidance to young people and to businesses that offer, or intend to offer, apprenticeships and work experience schemes. The unit should ensure that the staff who operate the main KCC switchboard are trained to put employers and young people seeking apprenticeships-related information through to the unit/contact point. • Encourage the setting up of a database which maintains shared information and contacts on apprenticeships, work experience, health and safety, and other related matters. • Help to cut bureaucratic processes in order to ease the setting up of apprenticeships by employers and their take-up by young people. 	<p>incorporating, Kent Apprenticeships, Vulnerable Learner Project, Success Kent, Kent Employment Programme and the partnership with a range of external partners. All of these will come under the headline ‘Kent Jobs for Kent’s Young People’ Advisory Service to have one database one point of contact team of trained staff who can multi task on a range of Apprenticeship programmes including work placements and work experience within KCC</p> <p>The Aim is to support employers, training providers and young people to drive the Apprenticeship agenda.</p>		<p>least 88 apprentices taken on each year, totalling 350 successful apprenticeships delivered by KCC by 2015.</p> <p>Joint database developed to support all Apprenticeship programmes.</p> <p>Apprenticeship Advisory service established within the Skills & Employability service</p>	
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Student Journey Action Plan: 24 October 2012

Page 25	<p>16. KCC endorses Recommendation 14 of the Wolf Report, and urges the Government to adopt and implement it.</p> <p><i>Wolf Report – Recommendation 14</i></p> <p><i>Employers who take on 16-18 year old apprentices should be eligible for payments (direct or indirect), because and when they bear some of the cost of education for an age-group with a right to free full-time participation. Such payments should be made only where 16-18 year old apprentices receive clearly identified off-the-job training and education, with broad transferable elements.</i></p>	<p>Agree letter with Patrick Leeson and Mike Whiting</p> <p>Letter sent to the Secretary of State for Education</p>	September 2012	Awaiting reply from the Secretary of State for Education	SD	AMBER
	<p>17. In order to fulfil its Corporate Parent responsibility, KCC should actively promote and increase the apprenticeship take-up of vulnerable young people, such as looked-after children and care leavers, both within KCC and across Kent.</p>	<p>The Vulnerable Learner Project has begun Phase 2. In Phase 1 the outcome was 69 young people have been employed. 62 of those undertaking an Apprenticeship – either Level 2 or Level 3 – and 7 young people undertaking an Apprenticeship Style Opportunity – a</p>		The number of assisted employment opportunities for learners with learning difficulties and disabilities will increase by 10%.	RL	GREEN

Student Journey Action Plan: 24 October 2012

		bespoke training and employment programme that KCC has developed for young people with learning disabilities.				
17.2	In addition, the Skills and Employability Team should ensure that apprenticeships are offered by a greater variety of teams within the Authority, and that the placements are not all office-based.	The team is currently liaising with all heads of service within KCC to expand the current apprenticeship offer	September 2013	The number of assisted employment opportunities for learners with learning difficulties and disabilities will increase by 10%.	RL	GREEN
18.	The Skills and Employability Team should encourage learning and skills providers to agree voluntary targets to reduce the number of young people who could potentially become NEETs when they leave school or college.	The Skills and Employability Service is working with partners on its Raising of the Participation Age strategy. RPA pilots have been established in 4 Districts. Using Hidden Patterns data to identify potential NEETs	2015	The NEET figures will decrease to below 1%.	MB	AMBER

Student Journey Action Plan: 24 October 2012

Page 27	<p>19. KCC should consider proposals, such as that of the Kent-based construction company Denne, to develop and support the delivery of work-focused programmes to be taught in secondary schools in Kent.</p>	<p>The planning phase of this pilot is complete and the delivery is due to start in September with yr 9 students from three schools in east Kent. Once completed KCC should review the findings and if successful advocate this to other employers.</p>	<p>September 2012</p>	<p>To develop the involvement of employers in employability projects. These projects to be reviewed and the outcomes shared.</p> <p>Each district in Kent will have effective partnership working for 14-19 year olds, involving KCC, schools, colleges, work based learning providers, employers and other agencies. They will deliver a clear vocational curriculum offer, progression pathways and work based training for all 16-19 year olds.</p>	<p>RL</p>	<p>GREEN</p>
	<p>20. The Committee commends the valuable work that IMPACT Ashford does to help local young people who are not in education, employment or training to develop their social and academic</p>	<p>To work with IMPACT Ashford to share their good practice, and offer them visibility through</p>	<p>October 2012</p>	<p>IMPACT to have a presence on Kentchoices4u.com</p>	<p>MR</p>	<p>AMBER</p>

Student Journey Action Plan: 24 October 2012

	<p>skills and to enhance their employability.</p> <p>The Committee recommends that the Skills and Employability Team promotes across Kent the work of organisations such as IMPACT Ashford as examples of good practice.</p>	Kentchoices4u.com				
21.	KCC should put in place measures to enable Kent employers to buy the Kent 16+ Travel Pass for their apprentices at KCC's purchase rates.	The Kent 16+ Travel Card will also be available for Apprentices aged 16-18. This is the first time that this category of learner will have been included within the KCC Post-16 Discretionary Transport Policy.	September 2012	Kent 16+ Travel Card in place	MS	GREEN
22. 22.1	The Skills and Employability Team, the Kent Foundation and other proven agencies should further encourage schools to raise awareness amongst their students about the option of becoming self-employed, and to provide information about the support and guidance that are available.	Kent Foundation has undertaken a study to ascertain the demand for direct support for 15-18 year old entrepreneurs in Kent through schools, colleges and independent groups e.g. youth groups	January 2012 Sept 2012	Research programme completed. Lottery funding bid to undertake work in progress. Sept 2012	PB PB	AMBER

Student Journey Action Plan: 24 October 2012

22.2	<p>The Kent Foundation should be supported in promoting entrepreneurship and self-employment, and in increasing the number of Kent young people starting up a business. The organisation should also be encouraged to deliver enterprise education to young people in Kent.</p>	<p>Kent Foundation has promoted its workshops to schools colleges and academies in Kent. Presentation to Thanet Heads scheduled.</p>	<p>Spring 2012 and Sept 2012</p> <p>Scheduled 10 October 2012</p>	<p>Direct approach to educational establishments. Promoted through EduKent</p>	<p>PB</p> <p>PB</p>	<p>AMBER</p>
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