

## Student Journey Action Plan: 24 October 2012

No.	Recommendation	Priority Action	Deadline	Outcome	Lead	Completed to Date
1.	<b>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”.</b>	<p>Martin Blincow to produce a paper on the future options for the 14-19 Strategic Forum.</p> <p>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.</p>	November 5 <sup>th</sup> 2012	<p>Paper produced for Nov 5<sup>th</sup> 2012</p> <p>The new Employment, Learning and Skills Board established with clear terms of reference and targets.</p>	MB	<b>GREEN</b>
2.	<b>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.</b>	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	<b>AMBER</b>

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3	<b>The Select Committee endorses Recommendations 4 and 11 of the Wolf Report and recommends that:</b>				SD	<b>AMBER</b>
	3.1 • <b>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.</b>	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.		
	3.2. <b>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.</b>	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	<b>GREEN</b>
4.	<b>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.</b>	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	<b>AMBER</b>

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5.	<b>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”.</b>	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	<b>GREEN</b>
6.	<b>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.</b>	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	<b>AMBER</b>

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7.	<b>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.</b>	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.	Autumn 2012 onwards	<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>	MB	<b>GREEN</b>
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	<b>The Skills and Employability Team should also pilot an online careers education mentoring website for Kent which is based on the national model of <a href="http://www.horsesmouth.co.uk">www.horsesmouth.co.uk</a>. 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.</b>	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.		<b>AMBER</b>
<b>8.</b>	<b>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.</b>	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	<b>AMBER</b>
<b>9.</b>	<b>KCC should support the Young Chamber project by meeting the Chamber's annual licence fee of £500.</b>	Supported by Skills and Employability Service	September 2012	Involvement of schools in Young Chamber	MB	<b>AMBER</b>
<b>10.</b>	<b>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</b>	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	<b>AMBER</b>

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	<b>Baccalaureate courses.</b>	Education				
<b>11.1</b>	<b>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.</b>	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	<b>RED</b>
<b>11.2</b>	<b>The apprenticeships section in kentchoices4u should be expanded in order to offer more information to young people about the choices that available to them.</b>	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	<b>GREEN</b>

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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.	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.	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.	Grads Kent has received funding for the next 2 years from Regeneration and from the Skills and Employability Service.	Funding approval: April 2012	Grads Kent to recruit 100 Graduate Placements through the Kent Employment Programme	NL	GREEN
13.1	<p>The Committee recommends that GradsKent continues to work on the following objectives:</p> <ul style="list-style-type: none"> <li>Increasing the number and visibility of student and graduate employment</li> </ul>	GradsKent is working towards the recommended actions and has seen a significant increase in	Action points: Ongoing			GREEN

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13.2	opportunities, including internships and graduate careers.	business in 2012-13. It continues to run successful social media channels, and the GradsKent web app was developed in August 2012.				
	<ul style="list-style-type: none"> <li>Working with businesses to identify skills shortages, and encouraging graduates with in-demand skills to work in Kent.</li> </ul>					
13.3	<ul style="list-style-type: none"> <li>Working with local universities to increase their students' employability.</li> </ul>					
13.4	<ul style="list-style-type: none"> <li>Engaging with students, graduates and employers through appropriate channels, including social networking sites where return on investment can be demonstrated.</li> </ul>					
13.5	<ul style="list-style-type: none"> <li>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.</li> </ul>		Web app: September 2012			
14.	The Skills and Employability Team, in partnership with employers, learning and skills providers and other local organisations, should:				RL NH	<b>GREEN</b>
14.1	<ul style="list-style-type: none"> <li>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.</li> </ul>	The 14-24 Skills Strategy has clear KPIs for the growth of Apprenticeships 16-18	April 2015	The number of apprenticeships overall will double and Level 2, 3 and		



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14.2	<ul style="list-style-type: none"> <li>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.</li> </ul>	<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>		
15.	<p><b>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:</b></p>	<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>	December 2012	<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>	RL NH	<b>GREEN</b>
15.1	<ul style="list-style-type: none"> <li>Establish a dedicated unit which is charged with the development and delivery of the apprenticeships strategy in Kent.</li> </ul>					

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15.2	<ul style="list-style-type: none"> <li>• <b>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.</b></li> </ul>	<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 &amp; Employability service</p>		
15.3	<ul style="list-style-type: none"> <li>• <b>Encourage the setting up of a database which maintains shared information and contacts on apprenticeships, work experience, health and safety, and other related matters.</b></li> </ul>					
15.4	<ul style="list-style-type: none"> <li>• <b>Help to cut bureaucratic processes in order to ease the setting up of apprenticeships by employers and their take-up by young people.</b></li> </ul>					

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16.	<p><b>KCC endorses Recommendation 14 of the Wolf Report, and urges the Government to adopt and implement it.</b></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
17. 17.1	<p><b>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.</b></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>		<p>The number of assisted employment opportunities for learners with learning difficulties and disabilities will increase by 10%.</p>	RL	GREEN

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		bespoke training and employment programme that KCC has developed for young people with learning disabilities.				
17.2	<b>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.</b>	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	<b>GREEN</b>
18.	<b>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.</b>	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	<b>AMBER</b>

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19.	<b>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.</b>	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.	September 2012	<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>	RL	<b>GREEN</b>
20.	<b>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</b>	To work with IMPACT Ashford to share their good practice, and offer them visibility through	October 2012	IMPACT to have a presence on Kentchoices4u.com	MR	<b>AMBER</b>

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	<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

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22.2	<p><b>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.</b></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><b>AMBER</b></p>
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