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“Pathways To Success” - Proposed Cross-Departmental ‘NEET’ Strategy

Action for Children welcomes the opportunity to respond to Pathways to Success - Proposed Cross-Departmental Strategy to reduce the number of young people most at risk of remaining outside education, employment or training.

While we would caution about use of the term 'NEET' given the potential to stigmatise young people, we have used the acronym here for the purposes of brevity. We would point to the Scottish Government strategy and use of the acronym 'MCMC' in referring much more positively to "More Chances, More Choices" in supporting such groups of young people.

Action for Children works with some of the most vulnerable children and young people across the UK and given our involvement in policy developments elsewhere we have been at the centre of calling for such a strategy in Northern Ireland.

Our response starts by noting some of the important contributions we have made to this debate to date including helping ensure young people's issues take a central place in taking work forward on the proposed cross-departmental strategy and help inform work streams and the Action Plans which will follow. We have included some information about Action for Children and our work on education and training issues along with a brief look at the impact our employability and other work is having in helping improve young people's lives and life chances and also some of the key issues and lessons arising from this work.

We then provide some comments on the proposed strategic direction set out in the consultation document and draw attention to some key issues which we feel will need to be considered and addressed in taking more detailed work this forward on a cross-departmental basis under the proposed work streams. Given the significant social and economic costs associated with young people 'NEET' we draw attention to the benefits of investing in early intervention before making some final remarks

Action for Children's contributions on this issue to date

As active members of the NEET Strategy Forum, Action for Children has supported the Department of Employment and Learning (hereafter referred to as the Department) in taking forward work on a framework for developing a cross-departmental strategy to address some of the core issues regarding young people at risk of disengaging or not in education, employment and training in Northern Ireland.

Our contributions to the DEL NEET Scoping study and evidence to the NI Assembly Committee Inquiry (March 2010) drew on evidence from a range research and best practice in supporting vulnerable children and young people across different ages and settings in the UK ¹. This included highlighting key 'transitions issues', complex needs, barriers and effective ways of helping children and young people stay engaged / re-engage in education, employment and training. As the NEET Inquiry was coming to a close, we also helped ensure young people involved in our services availed of the opportunity to help frame the recommendations of the Assembly Committee's report.

We responded to the Department's request via the NEET Strategy Forum (August 2010) around gathering detailed information about the nature and extent of work organizations are undertaking with children and young people on 'NEET' issues. In addition to providing some quantitative information, our response helped identify key barriers our young service users were facing and the types of support they need and difference the help was making to their lives.

We also contributed to the Department's pre-consultation event in late January 2011 which examined the strategic approach being adopted in taking forward work on developing the proposed NEET Strategy. The session highlighted the need to retain / provide additional resources to help implement the cross-cutting departmental Strategy and consider the needs of target age groups and recognize the different barriers and challenges facing specific groups of young people and importance of taking a young people-centred in approach. It also highlighted the need to stem the flow of young people becoming NEET and keeping a strategic focus on

¹ **Growing up- Supporting young people to a successful adulthood (August 2009)** looks at the huge changes that young people have to negotiate between the ages of 16 and 25, and why, for the most vulnerable, staying in touch with services matters so much for their future wellbeing. Drawing on a wide range of research, it looks at the problems, barriers and the solutions, describes the widely varying policy picture for this group of young people in England, Scotland, Wales and Northern Ireland. It also looks at some of the innovative services that cater for these diverse and often challenging groups. <http://www.actionforchildren.org.uk/uploads/media/34/7699.pdf>

Stuck in the Middle ; the importance of support six to 13 year olds (February 2009) focuses on the importance of supporting vulnerable children and young people between the ages of six and thirteen, sometimes known as the 'middle years'. Our research demonstrates the fundamental importance of this period to the emotional and physical development of all children, but especially the most vulnerable. Moreover, when we asked the young people we work with to highlight times when they needed support, they too identified this period. While this a crucial period in children's development, where they go through a succession of 'quiet transformations', the report highlights that not enough attention or resources are currently dedicated to this key transitional time. <http://www.actionforchildren.org.uk/uploads/media/36/4442.pdf>

Backing the future – why investing in children is good for us all (September 2009) Commissioned from the new economics foundation (nef), the report identifies both the financial savings and the benefits for individuals, families and communities that investing in early intervention would bring. Accompanied by three guides linked with co-producing and commissioning children services and measuring children's wellbeing, the work also shows that for every £1 invested in our services, Action for Children produced returns of between £4 and £10.2. <http://www.actionforchildren.org.uk/content.aspx?CategoryID=561>

Deprivation and risk: the case for early intervention (March 2010) The report opens with a series of policy analyses from outside experts, each of them offering different policy solutions to break the cycle of deprivation. The second part of the report is a series of twelve powerful 'Life Stories' based on interviews with people who have used Action for Children services. Some of the interviews focus on the problem of intergenerational deprivation, while others demonstrate the role of resilience. The report ends with a summary of a review of best practice in tackling child deprivation

As long as it takes: a new politics for children (September 2008) made the case for more long-term policy making. Solving the complex problems facing the most deprived children requires a level of long-term commitment that can only be achieved by cross-party consensus and a willingness to take an agenda forward over a generation. <http://www.actionforchildren.org.uk/content.aspx?CategoryID=372>

early intervention and including preventative measures and need to consider the different support needs of young people aged 19 and older. Other key issues raised included the importance of coordination in multi-agency / cross department working and that the NEET Strategy made links with existing departmental policies and forthcoming strategies such as the Child Poverty Strategy.

With *Pathways to Success* issued for public consultation, Action for Children took steps to ensure young people had the opportunity to contribute to this important strategic development. We held focus groups with teenagers and young people aged up to 22 involved in our employability, intensive family support and floating support services using the questions and information set out in the Young People's version of the consultation document. We also used this process to provide an opportunity for a group of young people to have their say and participate in the Department's own Young People's consultation event held in Belfast on 15th June 2011. Acting as facilitators / recorders at the event, our staff ensured the Department received notes which captured the key issues raised by young people at the event. Please note, a summary of the key issues raised by the young people attending the Action for Children and Department's consultation events has been included in the Appendix to this submission.

About Action for Children

Action for Children is a UK-wide charity that speaks out for the most vulnerable and neglected children and young people, and supports them to break through injustice, deprivation and inequality, so they can achieve their full potential. We also promote social justice by lobbying and campaigning for change. Action for Children helps around 200,000 children, young people and their families through around 460 projects across the UK working with children and young people:

- whose families need support
- who cannot live with their birth families
- who are disabled
- who experience severe difficulties in their lives

Working with statutory, voluntary and community sectors we provide services to around 5,000 of Northern Ireland's most vulnerable children, young people and families. This work includes providing employability services for care leavers, floating support services for care leavers and young people at risk of becoming homeless, fostering services for looked after children, support services for young carers and early intervention and intensive family support / prevention of offending services for young people aged 8-17 years. In addition our involvement in running four Sure Starts, we provide a range of integrated early years and family support services for children in need and young people at risk in Northern Ireland.

Our Work on Education and Training Issues and Employability in the UK and Northern Ireland

Across the UK, Action for Children's education, employment and training services are working directly with over 600 young people aged sixteen and over to increase their employability. Building on proven models of what works and policy initiatives such as the Future Jobs Fund we have developed strategic partnerships with major private sector and public sector employers along with local businesses.

Our services include work tasters, work experience placements, employability skills workshops, job seeking workshops and volunteering for young people. Building on the success of the Youthbuild in Scotland² we have developed models and partnerships to extend opportunities for young people to access work placement experiences across a wide range sectors. Action for Children itself is also providing over 40 young people with a range of work placements and mentoring support linked with our projects, properties, offices and support services. We provide opportunities for young people to achieve accreditations using the Qualification Credit Framework from the Foundation Learning.

Our work with vulnerable children and young people in Northern Ireland includes helping them engage / re-engage with education, employment and training. This has included working with teenage parents, running employability services for young people leaving care in the Northern HSCT area and through our floating support services to care leavers and vulnerable 16-17 year olds at risk of becoming homeless in the Western HSCT area. Working in partnership with other agencies and organisations, our work takes account of key transitions, challenges and other issues which impact on the young people's lives

In terms of preventative NEET work, we provide early intervention services for 8-13 year olds at risk of getting involved in antisocial or offending behaviour and support services to adolescents in the 10-17 year old age range in the Northern HSCT area. Our regional fostering service has provided stable placements for looked after children which have helped them remain settled in school and remain focused on their education. Around 1 in 12 of the 210 or so young carers we supported last year of school age (under 16) in the Belfast and South Eastern area had issues about absenteeism or missing school. However, many more of the young people would have issues about being able to fully participate and achieve their potential in education due to the nature of their caring role.

Until funding came to an end recently, we helped children living in the L'Derry city area through the Chance for Change and UK Mentoring service. Chance for Change worked with about 50 primary school-aged children last year, about a third of whom had poor school attendance (below 85%) and were receiving support in relation to trying to improve school attendance. Operating in a similar geographic area, the UK Mentoring service worked with over 30 children aged up to 12 years old who required additional support to promote their self esteem and to develop life skills. Most of the children who were involved with the mentoring programme were referred because of being socially isolated in school, no friends, school life quite unhappy, bullying, lack of confidence, behaviours being difficult to manage those types of issues.

Impact of our education, training and employability services

Across the UK, our services have been very effective in helping support vulnerable young people to re-engage in education, training and employment in the context of dealing with other issues in their lives. We measure success and impact through a range of tools which have been developed alongside young people including 'the Outcomes Star' evaluation tool. We also have our own internal outcomes based measuring tool used across all services and report cards, through quarterly monitoring returns and discussion with service commissioners.

² Youthbuild Programme in Scotland offers training and support for socially excluded young people who find it difficult to gain employment.-
http://www.actionforchildren.org.uk/media/145242/action_for_children_youth_build_2008.pdf

Our latest Impact Report (2011)³ brings together the knowledge from evaluations and research and other sources of information about the effectiveness of Action for Children's work which is clustered around key headings relating to the work our services including improving children and young people's achievement in life which is central to many services. The 2011 Impact Report points to evidence from across the UK of services improving the rate of young people leaving care and otherwise vulnerable who are not in education, employment or training (NEET). The report also highlights improving the employment of highly vulnerable young people via our Youthbuild scheme in Scotland which has been used to develop the model underpinning the Employability Services in use in Northern Ireland.

Our research and work across the UK points to some common key issues in relation to young people who are, or at risk of becoming, 'NEET' including:

- low education attainment / no formal qualifications, poor literacy / numeracy dropped out of school early some formally excluded and some not;
- vulnerable young people and some abusing drugs and alcohol and coming to the attention of the police, other emotional behavioural difficulties eg those referred from CAMHs, young people who become pregnant early;
- young people from families where inter-generational unemployment or worklessness is an issue and ;
- lack of employment opportunities in some areas (particularly rural settings)

Key lessons arising from this work with young people point to the importance of early intervention, improved school attendance and partnership with schools; importance of parenting support and working with the whole child /whole family, self-esteem building. The engagement process with young people and their families is crucially important and building trust with young people. Many young people have low aspirations, limited choices and opportunities. Need to offer job tasters and short term job placements so that young people can get used to work routines and have the opportunities to reach their full potential

Proposed Strategic Direction in 'Pathways to Success'

Action for Children supports the strategic direction proposed within the draft NEET Strategy. We believe that we have an obligation to provide appropriate opportunities and support for all young people especially the most vulnerable, who are disengaged from education, employment, training.

We believe it will take time for any new approaches to bed in and these will need to be coordinated across government departments and sectors and will require cross party support to allow them the time to succeed in the longer term. What is very clear is that the most vulnerable young people need extra support during this recession so that they are equipped to take advantage of future opportunities.

Our experience shows that the business/private sector, public sector and NGOs should all be at the table with government in making a central contribution to developing and delivering on the NEET strategy and Action Plans which follow. Employers in their many guises are critical players in providing training and employment tasters and placement opportunities for the target groups of young people.

³ Action for Children Impact Report 2011 - Research findings from several studies on the difference Action for Children services make to the lives and life chances of the most vulnerable and neglected children and young people across the UK

Key Target Groups – complex needs and key barriers

We would suggest *Pathway to Success* would benefit from giving greater recognition to the complex needs, issues and significant barriers including structural barriers experienced by some very vulnerable young people who are at high risk of being 'NEET' such as looked after children, young offenders, disabled young people and /or young people experiencing mental health problems and/or those living in severe poverty or with very limited or restricted resources. .

Further research or investigation may reveal that certain groups of particularly vulnerable children and young people such as those with mental health problems may also have special education needs, have limited positive family support and have limited literacy and numeracy due to missing out on significant time at school and aspects of their education whether due to formal or informal school exclusions. Some levels of need such as very limited educational progress may suggest the issues may be less about the individual child / young person and point more toward a sort of 'system failure'

Further analysis key target groups of particularly vulnerable young people at risk of becoming NEET should help point a link with regard to the role of other departments and /or the contributions expected from other key strategies such as the OFMDFM cross-cutting 10 year children and young people's strategy or Child Poverty strategy.

There is limited reference in *Pathways to Success* to the context and key economic drivers and to promoting youth employability and that preparing someone for a job is no longer enough. Young people need to be equipped with the right sorts of skills along with personal, social and communication skills needed to prepare them for lifelong employment. The NEET strategy and Actions Plans which follow should recognise that 'core NEET' groups of vulnerable young people will have a range of needs including family support needs.

We are mindful from our practice and participation work that each young person is an individual making their own unique journey through life. So some scope and flexibility is required to take a more holistic approach to meeting young people's needs in a way which take a strengths based approach and helps instil confidence within them.

We welcome the focus on vulnerable young people who need additional supports, especially given during times of recession, so that they are better equipped to take advantage of any future opportunities. However, the opportunities young people may have thought would be available to them at the time of entering the job market are unlikely to be there. There is concern that as youth unemployment rises opportunities will be snapped up by young people better connected and more academically successful which will further increase the divide.

For the most vulnerable and excluded the impact of the recession will not just be felt now but may persist across generations. Some families trapped by previous recessions are still feeling the impact today and the current recession appears likely to widen this gap still further. The repercussions both for individuals and for our society in terms of wasted aspirations and lost opportunities will resonate for years.

Cost of young people NEET an Benefits of Intervening Early

Research commissioned by the Committee for Employment and Learning on the subject of NEETS ⁴indicates that the economic cost of youth unemployment alone, in Northern Ireland, is

⁴ **Young People not in Education, Employment or Training (NEETs)** (16 November 2009), Research Paper prepared for the Committee for Employment & Learning, Dr Robert Barry

now probably somewhere in the region of £250 million per year; the social cost includes increased levels of underachievement, cultural disaffection, poverty and crime and; the personal cost includes wasted potential, low self-esteem, depression and, in some cases, early death.

Given these costs, we would highlight the growing body of evidence demonstrating the link to promoting long-term outcomes for children and young people and the cost-effectiveness of early intervention preventing avoidable costly social problems. Our research with nef (the New Economics Foundation) called *Backing the Future – why investing in children is good for us all (2009) cited above* provides the economic and social case for transforming the way we invest in the future of society through our children.

We found that governments across the UK are failing to make the best use of public resources to improve the key areas that affect children's lives, such as poverty and inequality, together with the psychological and social dimensions of their wellbeing. The report sets out the need for a comprehensive investment programme in preventative services for children and young people that would both save money on dealing with social problems, and deliver wider benefits to society.

The findings also reveal the social value of early intervention services: for every £1 invested annually in Action for Children's targeted services designed to catch problems early and prevent problems from reoccurring, society benefits by between £7.60 and £9.20. This social value can be generated, for example, through improved family relationships which keep children out of expensive care options.

Next Steps

Action for Children remain committed to helping shape the strategy and making plans work effectively. We have indicated our willingness to lead and /or participate in the strands of work under consideration and previously proposed within the NEET Strategy Forum.

We would support any structures or mechanisms which would facilitate young people's participation in talking forward work on helping shape and implement the Strategy and Actions Plans which follow.

We would urge the department to consider the issue and suggestions made by young people including the need to develop a focus on beyond 16-19 year 'core' NEET young people and to help younger and older young people remain engaged and tackle the barriers and encourage them make the journey back to education, training and work.

They highlighted the need for the Careers Service, schools and other agencies / organisations to work more closely, share information about what each other is doing. Young people need to receive a more timely, person-centred and coordinated support service delivered through a single point of contact. This should be built around a flexible ETE pathway stretching both further back (potentially to Key Stage 3) and indeed potentially further forward.

Young people want their education pathway options to be informed by a sound analysis of the likely skills and employment opportunities which will be around for them by the time they are ready to enter the job market. They want to be given the information, support and means to be able to

make decisions about the education / career options likely to be available to them and take more control over the pathway they might wish to travel.

Concluding Remarks

Action for Children is pleased to be able to respond to this important consultation. Working across the UK we have considerable experience and knowledge of what works in helping support vulnerable young people (re) engage in education, employment or training and key barriers that they face.

However, youth unemployment is growing UK wide problem and likely to increase with Northern Ireland still in recession and the economic outlook likely to remain gloomy for the remainder of much of the new mandate and current CSR / Budget period.

Difficult to reach young people experience a poverty of opportunity in many areas of their lives, including accessing opportunities in employment, training and employment. We welcome the proposals set out in Pathway to Success and would like to see a commitment from the Northern Ireland Executive to provide more choices and more chances for young people who are vulnerable and difficult to reach.

While we support the Northern Ireland Executive's giving top priority around stimulating the economy we have concerns that vulnerable young people may lose out unless made a specific priority within the forthcoming Programme for Government.

Investing in all our young people will help to deliver sustainable economic success and greater numbers of high quality opportunities in training, employment and education must be created for across Northern Ireland along with ensuring sustainable jobs are created for young people.

We note that the Scottish government have taken positive approach to creating more choices and more chances for young people through the Community Jobs Scotland Fund which will primarily support 16-24 year olds who have been unemployed for six months or more, into a job within a local third sector organisation.

I hope you find the comments and information we have supplied in this submission useful and constructive in the way they were intended. On behalf of Action for Children, may I wish the officials leading on this at the Department of Employment and Learning and their colleagues in other Departments much success in drawing together the key issues to take forward for the 'NEET Strategy for in Northern Ireland.

If you require any further information of clarification please do not hesitate to contact either me or my colleague Ross McCrea, our Policy and Public Affairs Manager in Northern Ireland.

Yours sincerely

Louise Warde Hunter
Strategic Director of Children's Services
Action for Children Northern Ireland and Scotland

**Appendix 1a – Summary of Views from Young People involved in Action for Children Services
- Young People’s NEET Strategy Consultation Document**

Consultation Qs	YP aged 10-17 (Northern HSCT)	YP aged 18-22 (Western HSCT Area)
Other young people at risk of becoming NEET?	Young people with ill health, big families with lots of problems, people who lack confidence, no bus routes/living in rural areas , people with no GCSE’s who cant get onto courses	Someone who has suffered loss of family member or close friend or tragedy - has big impact on school / YP’s ability to concentrate on their work.
Focus on 16-19 yr old group? Other ideas	Two groups should be together and the support balanced. Earlier support for younger people / too much focus on intelligent groups of young people. Extra support is important/in own area	Why focus the strategy 16-19 yrs olds - as this age group has the most support in place? Less support available for 19-24 year olds. Prevent the problem from continuing by focussing on the younger age group.
Actions to Take		
A. To Improve Information	Early careers advice in school, guidance on training as soon as possible, need to give information to everyone, ask me – phone me or came out to my house	Tracking YP? Feeling that government would use this as an opportunity to spy on people. Legal steps needed to make sure that information on individual s is not used for anything else. Set date before a YP leaves school to meet with careers service. Make engaging in training compulsory to get benefits People learn differently so good idea to have work experience / ‘Taster’ days to help people decide what job they would like to do Make an individual careers / pathway plan for each young person (early). Better promote career options for young people within schools - careers workers need to be able to give advice on how you can achieve your goals. Careers need to take more of a “Can Do” with YP & show them the steps to getting toward where they want to go. Promote services via Social Networking sites like Facebook and Twitter & run Ad campaigns eg on buses or billboards.
B. To prevent young people at risk from becoming NEET	more help for school age mums, EMA, have alternative and catch up classes, good support in school for people with family difficulties (support workers), school training advisors	Need to think outside schools eg offering home tuition, have education projects for young people no longer attending school. Set out an individual learning path for each child from the start of secondary school/from P7? Someone to help you achieve your goals who actually cares
C. supporting projects to help young people back into education, work or training:	Right Actions ? Not sure, unclear about what a ‘programme’ is, very difficult to work out what that would look like Other things ? Volunteering opportunities for NEET people, opportunities to set up own business, I need support to go to university (ie organising somewhere to live), its good to have peer mentors, groups at school early in education to start talking about these issues	‘ASDAN’ / ‘Give and Take’ services were every good and helped her to get into college. But YP only found out about these from her social worker, not told about them in school. As these courses / services are only available to Looked After / Care Experienced children. These services / options should be extended to other groups of YP who need them Funding is an issue for YP who are trying to take part in education or training to enable longer term planning and achieve more stability for YP. An Allowance / funding should be available to pay for books / course fees for Yp aged 18 and over. Student Finance support (currently 3 years) should be able to be extended to cover the full duration (4 years) of a chosen HE career course eg Childcare If YP leaves school early - there is a ‘longer route’ back to Higher Education / University. Some YP felt some course tutors were ‘giving up’ on them / YP – this needs to change YP need support in relation to housing if they are to avoid becoming NEET. The benefits system is very complicated and needs to be simplified in order to support those who want to get into training. There is a lot of conflicting advice from Jobs and Benefits and Social Security, CAB is much better. Volunteering is good for the CV and for employers. YP without family support / living on their own and attending training, had to be on a DEL approved training course to access

Consultation Qs	YP aged 10-17 (Northern HSCT)	YP aged 18-22 (Western HSCT Area)
		<p>benefits. This pushes YP away from remaining at school? For young mums, childcare is a big issue. But . playgroups are too expensive for young mums (under 18) and lack of affordable, quality childcare acts as a barrier, keeping y / mums back from re-entering ETE.</p>
Making it happen	<p>Who involved & How?/ Young people should be involved through meetings at our local projects etc and involved through consultation meetings</p>	

Appendix 1b – Summary of Views from Some Young People involved in DEL NEET Strategy Consultation Event in Belfast (15th June 2011)

Questions	YP aged 16-18 yrs	YP aged 18-22 (care experienced & visual impairment)
<p>What would help move YP towards their ideal job, school /college course or training course</p>	<p>More support from teachers and place you're going and family / family can help decide what I want to do. Need grades – people to help Careers Service have helped More projects with employability workers (eg Action for Children) Being given a chance It would help for people listen to why I am/YP are in this position My health needs should be supported – my health impacts on what type of job I can get</p>	<p>Funding / resources were needed – YP had to go through a charity to get what she needed (to get on course) Sight impaired YP need reasonable adjustments (such as large print / e-versions) when studying / taking part in training courses. Student finance rule should allow YP to complete the FE/HE courses (even if these extend to 5 years) Tackling Discrimination / negative attitudes of Employers re: employing people with disabilities/sight impairment / from care back ground. Suggest conduct disability awareness audit of employers and follow up with offer of awareness training to employers / staff More work placements needed for YP especially those with disability / sight impairment</p>
<p>Barriers to YP making more of a success of their lives?</p>	<p>Drugs & Alcohol running about with wrong people / wrong crowd, getting into crime at an early age families don't support you or they are into crime or drugs YP don't have confidence, people judging me on why I have no qualifications Too many exams, no qualifications or experience No training provided, not enough courses Lack of confidence for job interviews as I haven't had the experience Not enough respect from future employers Depends on how you present yourself</p>	<p>Training courses in FE oversubscribed / choice of courses not there for what YP want. Places in FE being taken up by 'smart' YP who are able to remain at school – lack of option for 'less able' YP YP in rural areas had to travel long way and commuting long way puts YP off Young mother had to leave school & so missed staying on to do A levels Schools not linked in / aware of courses run by Princes Trust / Routledge / Wider Horizons. So YP left on their own & only way to access these is via social services Essential Skills in FE colleges vital but not well promoted - better sign-posting needed from schools Lack of support for those aged 18 and over (critical of focus of NEET Strategy on 16-19 yr olds) Big problem with timing of careers advice in school - happens too late. Careers planning / advice on options needs to go back to KS 3 More flexibility needed at school re: delivering academic curriculum/ classes, allow YP to have more scope do more ½ days at school and ½ day getting more work tasters / experiences etc (while still in education) Lack of links needed between schools and businesses/ employers If YP trained and doing jobs they are not interested in is very de-motivating - yet staying motivated is very important! Big problem with economic recession and lack of jobs and lot of competition for any jobs going and with schools</p>
<p>Things that would help YP make more of a success of their lives?</p>	<p>Help earlier in schools to teach you more of this stuff More training groups, more access to careers service More support, Employability worker if you can get one More work experience, more jobs that provide training</p>	<p>- Careers service (working more closely with schools) should do research and inform pupils at earlier stage (KS 3) about what employment sectors are doing well & likely to in future in NI. This would help YP plan / make choices about best career paths to follow (at an early stage) eg no point studying 'joinery' if no jobs - To achieve above - need to radically change careers planning to get YP thinking about pathways at KS 3 in school (Year 10-13). However, some YP felt this would be too early to expect YP to be choosing a specific career – rather YP should to encouraged to try and do things they would enjoy - Departments in schools need better planning and communication around needs of YP with disabilities so they have the resources they need to supporting their learning</p>

		<ul style="list-style-type: none"> - YP need more opportunities to work while still in education in schools and colleges so YP don't end out on their own. Need more books / resources while in school to get qualifications – some large print books are expensive. More audio resources and powerpoint presentations needed for YP as teaching aids More teaching training - Employment Schemes should be developed with jobs protected for YP within a certain age bracket (not just 16-19 yrs) to help them get work experience and increase / enhance their employability. The scheme should include public sector agencies /community council services etc , but need to ensure staff are well trained so this doesn't lead to negative attitudes toward YP (from care/with disabilities etc) - Affordable childcare should be available to young mums so they are able to start /commit to a course at Tech - without them risking losing benefits. Sure start should be funded / developed /extended further and Y/mums / parents should be made aware of Sure start and other Early Years provision that is in their area - YP need to have 1-2-1 support (this is key !) and good (better) support networks for advice with training in careers advice for teachers etc . - YP need a single point of advice - at present too many agencies are trying to do the same thing and yet they do not know what each other is doing . Social security / Jobs and Benefits / DEL Careers give conflicting advice & there is a lack of communication between these agencies / offices
<p>Practical steps which Government Minister (s) should take</p>	<p>Let more foreign companies in so there are more opportunities Use funding available to support employers to make a commitment to employ young people Volunteering opportunities that can benefit from ie small monetary reward / training etc Give YP a chance to gain experience etc – don't always have to employ adults, have more jobs to apply for Support to start own business Support to be ready for work, more training centres, positive experience of learning</p>	<ul style="list-style-type: none"> - Minister / Government needs to speak to the support services which are available to YP (like Action for Children / RNIB) about what needs to be done - Use charities / Voluntary Orgs to help bring schools and other organisations together to encourage / broker more coordinated / interagency working with focus on tackling key barriers faced by YP / groups of YP and getting everyone to work well together - Include focus on providing more support / services and better coordination needed YP aged 18 plus with focus on getting people back to into education and get everything sorted for the including funding - Outreach service to provide 1-2-1 support for individual YP to help them apply to colleges etc. A Mentor or Personal Adviser service to help guide the YP through all the hoops / deal with benefits issues etc . The service should be part of a ONE STOP SHOP initiative with advisers coordinate / link YP into all the services they need
<p>Ways YP could help have a longer term voice in taking actions forward</p>	<p>Do surveys, get feedback Have a Facebook / different kinds of 'Apps' (mobile phone/ social media) Days like this consultation - good for us to get our point across, YP don't think government would listen to us so we could speak to important people to pass this on – another said I'd rather speak to minister face to face</p>	<ul style="list-style-type: none"> - Have representatives of different sectors so individual YP can talk to the 'representatives' who can feed into regular meetings - DEL and other departments should use Facebook to provide information / updates for everyone - Have Shadow YP Northern Ireland Executive Committee to help inform / influence this and other key strategies / decisions