

Petitions Committee inquiry: Work based learning for vulnerable young people

Thank you for the opportunity to submit written information for the inquiry

I have attached two reports carried out in conjunction with Careers Wales and Cardiff CYPP. The larger of the reports gives data on the profile of young who are NEET and reasons they did or did not start or complete work based learning. The full report is very good although you may find the primary research with young people of value as most of the young people involved in the focus groups would be considered vulnerable i.e. in sheltered housing, care leavers. The second report highlights many of the same cohort and demonstrates that if work is not successful young people fail to move on.

We would in the Vale wish to raise concern at a lack of WBL within the Vale of Glamorgan supportive or not.

We would also like to raise the issue/concern of alternative funding streams used within Wales to support vulnerable young people to access WBL. Funding streams include Big Lottery and ESF (although others exist).

As an example of money not necessarily being targeted strategically - The Big Lottery have recently awarded two large grants in the Vale, one via Crossroads to support young carers with a focus of support and getting young carers back into Education Employment and Training (EET) and one to Llamau Housing again very much focussed on engagement and getting vulnerable young people back into EET. Although we fully welcome large projects that support young people it is unfortunate that the Big Lottery continue to fail to acknowledge the CYPP as the main coordinating body for children and young peoples services in any authority and ensure that any potential proposal has the CYPP support. We only found out about the success of these projects via press releases after they had been awarded and then an approach to work with us. The CYPP ensures that projects do not duplicate existing provision.

With regard to ESF convergence funding the Vale is unable to access this funding stream and therefore young people within the Vale lose out on funds that other authorities use to bolster both their support and training provision.

I hope that by raising these points the committee is able to take a strategic view and note that WBL is supported by more than just WAG/DCELLs funding and that many vulnerable young people need different types of support.

If required please feel free to contact me again.
Regards

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Final

Careers Wales: Cardiff and the Vale
of Glamorgan

Analysis of 18-23 year olds
in receipt of benefits

May, 2010



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Acknowledgements

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Executive Summary

Introduction

This report presents the findings of an analysis of Jobcentre Plus data relating to the following school leaver cohorts:

- 2003 school leavers
- 2004 school leavers
- 2005 school leavers
- 2006 school leavers
- 2007 school leavers

This report, focusing on 18 to 23 year olds in receipt of benefits, was commissioned by Cardiff CYPP and Careers Wales. It follows an original report that presented an analysis of 2003 and 2004 school leavers in the 2007 report “*Research into Post 16s who are not in education, employment or training (NEET) in Cardiff and the Vale of Glamorgan*”.

Between the original report and this report there is likely to have been a reduction in employment opportunities due to the change in economic circumstances.

The report presents an updated position on the 2003 and 2004 school leavers in receipt of benefits, as well as providing trend analysis in relation to 2005, 2006 and 2007 cohorts in receipt of benefits as at the 10th January 2010.

Readers should refer to the original report to consider issues raised with 16-18 year olds (to see the original report please see: <http://www.ifanc.org.uk/page.php?page=36&lang=1>)

Limitations

Where data is presented using Cardiff and Vale of Glamorgan school leaver populations as the baseline measure caution is needed in interpretation of findings. This is because this baseline will not take into account population movements into and out of Cardiff and the Vale of Glamorgan. For instance, we are using a 2003 school leaver population as a baseline for the situation in 2010. It is likely the picture will have changed in a 7 year period. Cardiff and Vale of Glamorgan are likely to have seen an increase in population during this time, for example, in-migration may have increased with European Union enlargement.

Jobcentre Plus was unable to provide ethnicity data, or cumulative data in relation to how long young people were in receipt of benefits. This has restricted some of the analysis that in an ideal world we would like to have achieved in this report.

Key findings

The report shows:

Overall numbers in receipt of benefits

- As of January 10th 2010 there were 5,885 18-23 year olds in receipt of benefits in Cardiff and the Vale of Glamorgan. This represents 21.8% of the population of 18-23 year olds in Cardiff and the Vale of Glamorgan using the 2003-2007 school leaver population as a baseline measure. Using Office for National Statistics (2001) data as the baseline (including 18, 19, 20, 21 and 22 year olds) this figure is 16.4% of the Cardiff and Vale of Glamorgan population. The ONS data is now approximately 10 years old. This means it is likely to underestimate movements of people into and out of Cardiff and the Vale of Glamorgan.
- On the basis of both baselines (school leaver population & ONS) and taking into account of what is likely to have been a trend of in-migration it may be reasonable to estimate that 15% of the 18-23 year old population in Cardiff and the Vale of Glamorgan are in receipt of benefits. This means that 1 in 6 18-23 year olds in Cardiff and the Vale of Glamorgan are likely to be in receipt of benefits. The figures represent an increase in the proportion of those in receipt of benefits in comparison to the previous (2007) report.
- A more accurate comparison of 16 to 18 data to post 18 data would only be available if Jobcentre Plus and Careers Wales could match individual level data.
- If Jobcentre Plus could provide cumulative unemployment data this would help track and support young people who are long term or who have regular periods in receipt of benefits. This would enable providers to focus resources on those in most need of help.

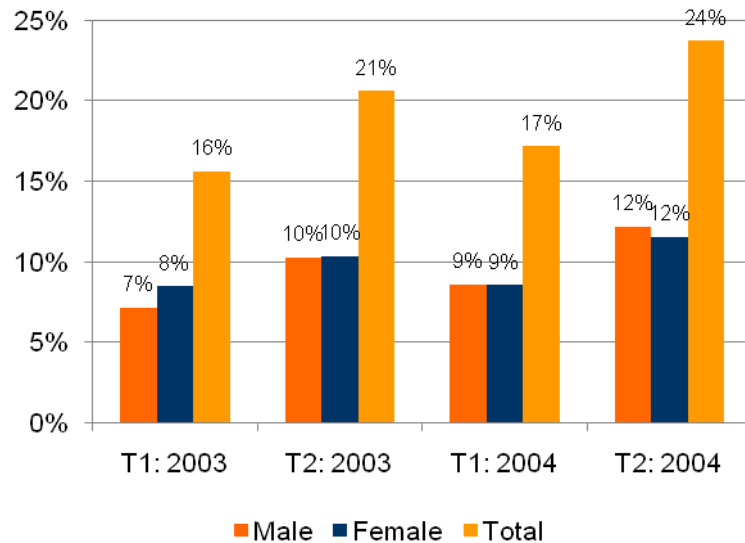
Increasing proportion of people in receipt of benefits

- Total population in receipt of benefits for the **overall working age population** (source: NOMISWEB) has increased between November 2006 and November 2009 in both Cardiff (from 16.0% to 17.4%) and the Vale of Glamorgan (from 15.1% to 16.5%).
- Figure 1 suggests that between the **snapshot** data in 2007 and 2010 there has been an increase in those from the 2003 and 2004 school leaver populations in receipt of benefits. For the 2004 school leaver population there has been a 7% increase. Using the ONS baseline population data this figure is 4%. This is a larger percentage increase for the 2003 and 2004

school leaver cohorts in comparison to the overall working age population.

- This is likely to be due to migration into Cardiff and the Vale of Glamorgan, as well as an economy that moved from relative boom in 2007 to recession by January, 2010. There may also be an issue of seasonality, as the 2007 data was provided in June and the 2010 data in January.

Figure 1: Percentage uptake of benefits, 2007 data (t1) in comparison with 2010 data (t2) - 2003 & 2004 school leaver cohorts



Gender differences

- As at January 2010 there are no significant gender differences for those from 2003, 2004, 2005 and 2006 cohorts in receipt of benefits. However, using school leaver population data as the baseline, 2.3% more males than females were receiving benefits from the 2007 cohort according to the January 2010¹ snapshot data (see Figure 9).

Benefit type by 2010 snapshot data

- Most young people in receipt of benefits are in receipt of either Jobseekers Allowance or Income Support
- Trends over time are fairly consistent concerning the types of benefit young people claim
- Jobseekers Allowance (JSA) is the most commonly claimed benefit. There is a steady increase in uptake of this benefit by school leaver and ONS cohort between 2003 and 2007 based on the 2010 snapshot data. This may reflect the difficulty that 2006 and 2007 school leavers are facing in finding employment, education and training opportunities during recession (see Figure 12).

¹ As baseline populations are not divided between male and female this calculation should be treated with caution.

- There is a decrease by cohort in the percentage claiming Income Support (IS) using both ONS and school leaver population baselines. This shows that more recent school leavers are less likely to be in receipt of Income Support in comparison to those people who have been out of school for a longer period (see Figure 12).
- Employment Support Allowance (ESA) replaced Incapacity Benefit (IB) and Income Support (IS) paid because of an illness or disability for new claims from 27th October, 2008.
- In terms of the distribution of benefits recipients among the 18-23 year old 2010 snapshot cohort (the share of different types of benefits across the cohort) in comparison to the all ages working population the following can be said (see Figure 14):
 - A considerably smaller proportion of 18-23 year olds are in receipt of Incapacity Benefit (IB) / Employment Support Allowance (ESA) in comparison to the all age working population. 1.5% of young people in the 2003 and 2004 school leaver cohorts were in receipt of ESA (as at 2010) in comparison to 8.1% of total working age population benefit recipients in Cardiff and 7.6% in the Vale of Glamorgan as at November 2009.
 - A higher proportion of 18-23 year olds (2010 snapshot data) are in receipt of JSA in comparison to the working age population
 - A higher proportion of 18-23 years olds are in receipt of DLA and IS in comparison to the working age population.

Benefit type comparing 2007 and 2010 snapshot data

- On the basis of a comparative analysis between **2007 and 2010 snapshot data** (for the 2003 & 2004 school leaver cohorts) the following can be said:
 - There is an increase in ESA and IB recipients between the 2007 and 2010 snapshot data (2003 & 2004 school leave cohorts), whereas in the **all working age population benefits receipt data** for Cardiff and the Vale of Glamorgan (source: NOMISWEB), between November 2006 and November 2009, there is a decrease in uptake of ESA and IB (see Figure 26).
 - In the 2007 **snapshot** data there were 27 Incapacity Benefit recipients in the 2003 school leaver cohort and 13 Incapacity Benefit recipients in the 2004 cohort. With the introduction of Employment Support Allowance (ESA) which replaced Incapacity Benefit in 2008,

there has been an increase in recipients claiming ESA (see Figure 23).

- In the 2010 **snapshot** data, 86 young people were in receipt of ESA (including Incapacity Benefit) compared to 27 recipients of Incapacity Benefit in the 2007 data (a rise of 219%). In 2010, 77 young people were in receipt of ESA (including Incapacity Benefit) compared to 13 recipients of Incapacity Benefit in the 2007 data (a rise of 492%). We are unsure as to the reason for this increase, which is based on small numbers so percentage increase figures should be treated with caution. This increase could merit further investigation.

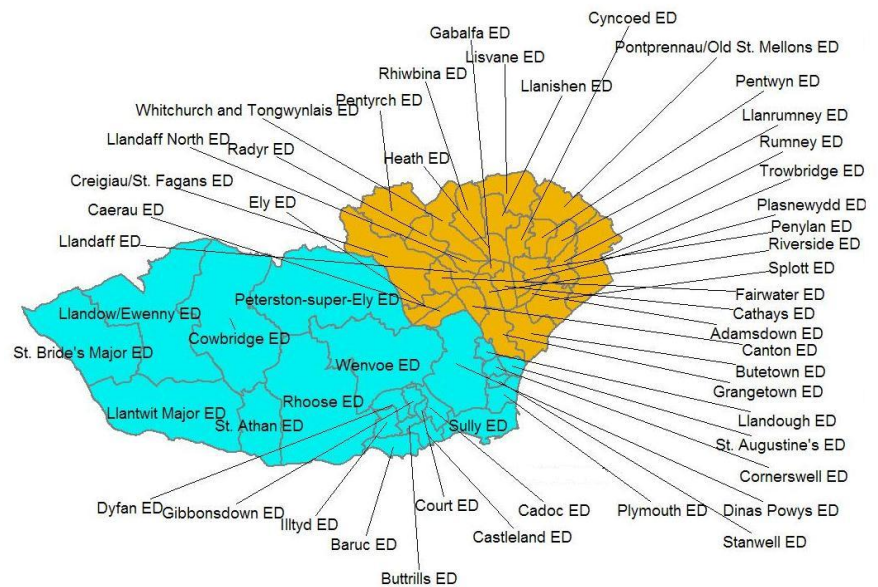
Jobseeker allowance type

- Very few young people receive Jobseekers Allowance that is training or training and income based. The reason for this may merit further investigation.

Geography

- Over the 2003 to 2007 cohorts there is a consistent picture that over twice as many young people in Cardiff were in receipt of benefits in comparison to the Vale of Glamorgan. This is the same finding as shown in the 2007 snapshot data and is reflective of the distribution of 18-23 year olds in each area.
- 2007 and 2010 snapshot data show that in Cardiff the areas of Ely, Trowbridge, Caerau, Splott and Pentwyn consistently have the highest proportions of young people in receipt of benefits. In the Vale of Glamorgan areas of Barry and Llantwit Major consistently have the highest proportion of young people in receipt of benefits.

Figure 2 Map of Cardiff and the Vale of Glamorgan by Enumeration District



The cost of people being in receipt of benefits

- If benefit recipients from all of the 5 years included in the 2010 **snapshot data** were in receipt of the benefits and claimed for a period of 1 month, this would directly cost the economy approximately £1.4m. For a year, this would directly cost the economy £16.8 million. This does not include a calculation of possible indirect costs (i.e. social, opportunity costs etc) to the economy of these young people being in receipt of benefits.
- If every 18-23 year old in Cardiff and the Vale of Glamorgan that is in receipt of JSA were to enter full-time employment earning the national minimum wage², then collectively these individuals would earn:
 - £571, 919 per week
 - £2,478,317 per month
 - £29,739,801 per year

If the benefit recipients from the 5 year groups contained in the 2010 **snapshot data** were in receipt of benefits **for a year**, on the basis of direct benefit receipt and minimum wage calculations (excluding other costs, e.g. social etc.) the cost to the economy would total at least **£46.5 million**.

Conclusions and recommendations are outlined in section 4 of this report.

² As of October 2009 the national minimum wage was £5.80 for those aged 22 years and over and £4.83 for those aged 18 to 21. In this analysis it was assumed that the 2003 and 2004 cohort of school leavers would earn the full national minimum wage. For all other cohorts it was assumed that individuals would earn the national minimum wage for 18 to 23 year olds. For the 2005 cohort this estimate provides a lower bound since some individuals would already be 21 as of January 2010 and all individuals would turn 21 by August 2010 and would thus be entitled to the full national minimum wage.

1 Introduction

This report presents findings in relation to trends in benefits recipients for 5 cohorts of school leavers (2003-2007). It also presents a comparison of data at 2 snapshots in time using Jobcentre Plus data received in June 2007 and data received in January 2010 (for 2003 & 2004 school leavers). It provides an estimate of those young people who may be NEET in the Cardiff and Vale of Glamorgan areas based on an estimated cohort of 27,000 18-23 year olds (using school leaver population data supplied by Careers Wales) or 35,931 young people using Office for National Statistics 18-22 year old population data (ONS, 2001). The ONS data is now approximately 10 years old. This means it is likely to underestimate movements of people into and out of Cardiff and the Vale of Glamorgan.

This report presents the findings of an analysis of Jobcentre Plus data relating to the following school leaver cohorts:

- 2003 school leavers
- 2004 school leavers
- 2005 school leavers
- 2006 school leavers
- 2007 school leavers

It follows up an analysis of 2003 and 2004 school leavers presented in the 2007 report *Research into Post 16s who are not in education, employment or training (NEET) in Cardiff and the Vale of Glamorgan* (to see the original report please see: <http://www.ifanc.org.uk/page.php?page=36&lang=1>)

The report presents an update position on the 2003 and 2004 school leavers, as well as providing trend analysis in relation to 2005, 2006 and 2007 cohorts. It also provides indicative costs of young people receiving benefits in Cardiff and the Vale of Glamorgan. These costs are likely to be an underestimate of the true cost to the economy, since they do not provide information in relation to in-direct costs (e.g. the social costs of receiving benefits).

1.1 Glossary

Figure 3 provides a glossary for terms and abbreviations used in this report.

Figure 3: Abbreviations

Term / abbreviation	Definition
JSA	Jobseekers Allowance
IB	Incapacity Benefit
IS	Income Support
DLA	Disability Living Allowance
ESA	Employment Support Allowance
NEET	Not in Education, Employment or Training

2 Methodology

2.1 Introduction

The analysis contained in this report is based on two data sources provided by Jobcentre Plus.

The first data-set presents a snap shot of all those in Cardiff and the Vale of Glamorgan receiving benefits as at 6th June 2007 that relate to the school leaver years 2003 and 2004.

The second data-set presents a snap shot of all those in Cardiff and the Vale of Glamorgan receiving benefits as at 10th January 2010 that relate to the school leaver years 2003, 2004, 2005, 2006 and 2007.

Figure 4: Description of data-sets

Data-set date provided	Cohort
2007	2003 school leavers cohort – 01/09/1986 – 31/08/1987 2004 school leavers cohort – 01/09/1987 – 31/08/1988
2010	2003 school leavers cohort – 01/09/1986 – 31/08/1987 2004 school leavers cohort – 01/09/1987 – 31/08/1988 2005 school leavers cohort – 01/09/1988 – 31/08/1989 2006 school leavers cohort – 01/09/1989 – 31/08/1990 2007 school leavers cohort – 31/08/1990 – 31/08/1991

Both data-sets provided the following information:

- Sex of claimant
- Geographical location of claimant
 - Vale of Glamorgan / Cardiff
 - Sub-local authority area information (2007 data had electoral ward, 2010 data had community level data)
- Type of benefit people have received :
 - Disability Living Allowance (DLA)
 - Incapacity Benefit (IB)
 - Income Support (IS)
 - Jobseekers Allowance (JSA)
 - The 2010 data-set also included Employment Support Allowance (this came in during 2008, replacing IB)
- Type of Jobseekers Allowance claimants have received:
 - Contributory benefit only
 - Training only
 - Contributory & income based
 - Training & income based

This data allows us to:

- Compare the snapshots of 2007 and 2010 to assess what has occurred over that time period in relation to the 2003 and 2004 school leaver cohorts
- Conduct an analysis of trends using the 2010 data for the 2003, 2004, 2005, 2006 and 2007 school leaver cohorts

Neither dataset contained information in relation to the ethnicity of benefits recipients.

2.2 Understanding the data

The following messages should be noted when interpreting the findings based on the data:

- The data is snap-shot in nature. It does not give a complete picture of all those from the school-leaver cohorts who may have claimed benefits over the period 2003 – 2010.
- The data contains individuals who have made more than one type of benefit claim and who also started claims at more than one point in time. The analysis that follows does not “double-count” individuals who are in receipt of benefits, i.e. if one person is in receipt of JSA and Income Support they are only counted once in the analysis unless otherwise stated.
- Benefits may be claimed alongside employment. For instance claimants may be in receipt of Disability Living Allowance and able to work as well. The Jobcentre Plus data does not take this into account. Caution should therefore be applied in interpreting this data in relation to the NEET issue.
- The data is likely to have a margin of error when comparing to the Cardiff and Vale of Glamorgan school leaver cohorts. This is because the data does not take into account migration – in this area it is likely to be in-migration. Therefore, the data will include claimants who did not necessarily attend schools in Cardiff and the Vale of Glamorgan
- The data does not explain why claimants are in receipt of data or what their individual circumstances are. The information provided by Jobcentre Plus has very limited information about claimant’s individual background characteristics. **The data does not include any cumulative information in relation to how long people have been in receipt of benefits. This restricts the ability to identify and focus resources on those in most need of help.**
- In the analysis that follows we use the following school leavers’ cohort information as a baseline to measure the percentage of people coming into contact with Jobcentre

Plus. We also sometimes use ONS (2001) population data as a comparator baseline.

Figure 5: School leaver cohort populations

Cohort	Cardiff	Vale of Glamorgan	Total school leaver population	Total ONS population
2003	4,113	1,550	5,663	5,997
2004	3,625	1,550	5,175	7,496
2005	3,712	1,677	5,389	8,006
2006	3,805	1,580	5,385	7,798
2007	3,693	1,701	5,394	6,634
Total	18,948	6,383	27,006	35,931

As with the previous report there is still no way of accurately matching cases between Careers Wales register data and Jobcentre Plus data. The UK government should consider working towards systems that allow young people to be tracked through the system, and particularly through periods of transition, i.e. the 16-25 period. This will help agencies and stakeholders to work towards delivering more effective interventions.

3 Findings

3.1 Introduction

This section outlines the findings based on the data provided by Jobcentre Plus. The findings are in fact estimates based on a series of assumptions as outlined in the above methodology. They should be treated with caution. The figure below presents a summary of the findings in comparison with other estimates.

Figure 6: Summary of findings based on a variety of sources

Source	% NEET or in receipt of benefits
SFR basis ³	11.5% 16-18 NEET (Wales estimate)
APS basis ⁴	12.9% 16-18 NEET (Wales estimate)
Pupil destinations basis ⁵	7.1% Year 11 leavers are NEET (Wales estimate)
Jobcentre Plus data – Cordis Bright 2007 report	17.2% of the 2004 school leaver population were in receipt of benefits as at the 6 th June 2007. (Cardiff and Vale of Glamorgan estimate)
Jobcentre Plus data – Cordis Bright 2010 report (School leaver populations as baseline)	21.8% (or 5,885) 18-23 year olds in Cardiff and Vale of Glamorgan were in receipt of benefits as at the 10 th January 2010 (Cardiff and Vale of Glamorgan estimate)
Jobcentre Plus data – Cordis Bright 2010 report (ONS, 2001 data as a baseline)	16.4% of 18-23 year olds in Cardiff and Vale of Glamorgan were in receipt of benefits as at the 10 th January 2010 (ONS, 2001 data)

3.2 Recap of findings from the original

The original report presented the following key findings:

- 17.2% of the 2004 school leaver population were in receipt of benefits as at the 6th June, 2007. This was based on 2004 school leaver populations.
- Migration into Cardiff and the Vale of Glamorgan may have meant that the baseline cohort has grown by the time the 2004 Year 11 cohort reached 18. The percentage of those in receipt of benefits may therefore be smaller than that reported above concerning those who are NEET.
- The report suggested that 12-15% is likely to be a truer picture of the percentage who are NEET at 18. The number available for employment, education or training may be lower still around 8-11%. This is due to some claiming Income Support, Disability Living Allowance and Incapacity Benefit who may not actively be seeking employment, education or training.
- At November 2006, 15.3% of the Vale of Glamorgan working age population were claiming benefits (this is any benefits) and 16% of the Cardiff working age

³ Statistical First Release: "Participation of young people in education and the labour market". This uses education data sources and the Annual Population Survey. This estimate is as at the end of 2007.

⁴ Annual Population Survey (ONS). As at end quarter 2, 2009.

⁵ Careers Wales Pupils Destination basis from schools in Wales survey. As at October 2008.

population were claiming benefits. This suggests that it is likely that adult inactivity in the labour market is the equivalent or indeed greater than it is for young people when comparing to the general working age population. The challenge is to ensure that young people remain active in the labour market and over time do not follow the adult pattern.

- In comparison to the general working age benefits claimants population young people claim a far greater percentage of Jobseekers Allowance benefit and much less Incapacity Benefit. A similar pattern is reported in the current analysis.
- There were no significant gender-differences in those who have claimed benefits according to Jobcentre Plus data.
- The Jobcentre Plus data illustrated the geographical nature of labour market inactivity. Wards identified as “hot-spots” for those on the Careers Wales register corresponded with those for those in receipt of benefits in the Jobcentre Plus data.

3.3 2010 snapshot analysis

This section presents an analysis of the 2010 data which includes the following cohorts:

- 2003 school leavers
- 2004 school leavers
- 2005 school leavers
- 2006 school leavers
- 2007 school leavers

It also provides a figure for those aged 18-23 who are currently receiving benefits in Cardiff and the Vale of Glamorgan.

3.3.1 Totals and gender

Figure 7 shows the total number of benefits recipients from each cohort as at the 10th January, 2010.

This figure shows that:

- 21.8% (or 1 in 5) 18-23 year olds in the Vale of Glamorgan and Cardiff are in receipt of benefits when using school leaver cohort numbers as a baseline. This percentage figure is likely to be an over-estimate as the base population is likely to have increased due to in-migration.
- As at 10th January, 2010 there were 5,885 18-23 year olds in receipt of benefits.

Figure 7: Numbers in receipt of benefits, 2010 data

	2003	2004	2005	2006	2007	Total
Male	582	630	558	636	657	3,063
Female	585	597	551	556	533	2,822
Total in receipt of benefits	1,167	1,227	1,109	1,192	1,190	5,885
Total cohort (school leavers)	5,663	5,175	5,389	5,385	5,394	27,006
Total cohort (ONS)	5,997	7,496	8,006	7,798	6,634	35,931

Figure 8 shows percentage trends for males, females and total for those in receipt of benefits for the 2003, 2004, 2005, 2006 and 2007 cohorts using both the school leaver cohorts and ONS cohorts as baselines.

It shows:

- No significant gender differences, although for the 2007 cohort (18 year olds) 2.3% more males than females were in receipt of benefits using the school leaver population as a baseline.
- The percentage in receipt of benefits from each cohort is fairly stable varying from 20.6% to 23.7% - using school leaver population data as the baseline.
- Using the ONS cohort as a baseline, there appears to be slightly more variation, varying from 13.9% to 19.5%. This however is attributable to the greater year to year variation in the ONS population data relative to the school leaver population data.
- The percentages of those in receipt of benefits are systematically lower using the ONS population data as a baseline, owing to the larger size of this population data from year to year.
- Despite these differences, there is little substantive difference in the pattern that emerges using the different baselines in relation to gender.

Figure 8: Receipt of benefits, gender differences 2003-2007

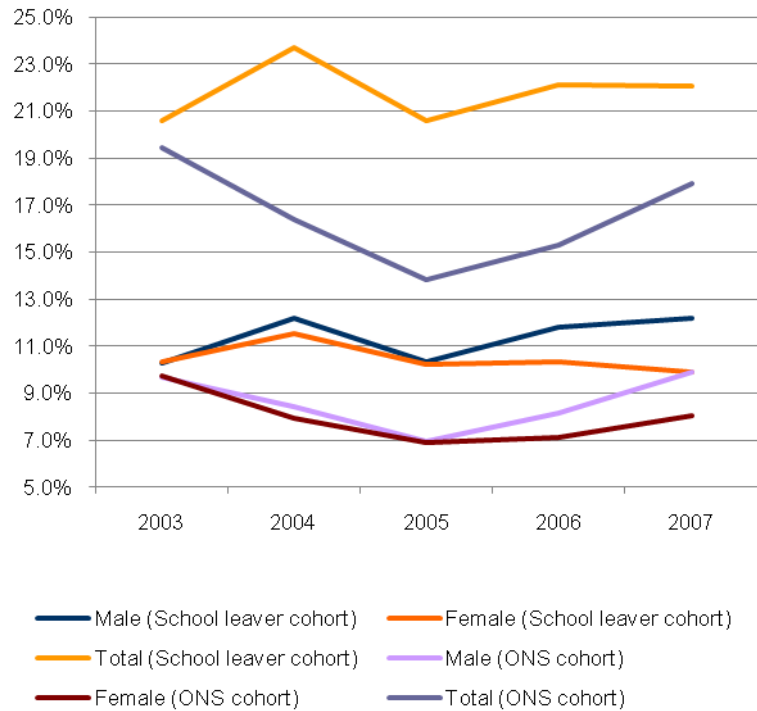


Figure 9 and Figure 10 illustrate percentages receiving benefits using school leaver population data and ONS, 2001 data as the baseline. This replicates the information illustrated in Figure 8.

Figure 9: Percentages receiving benefits, school leaver population baseline

	2003	2004	2005	2006	2007	Overall
Male	10.3%	12.2%	10.4%	11.8%	12.2%	11.3%
Female	10.3%	11.5%	10.2%	10.3%	9.9%	10.4%
Total	20.6%	23.7%	20.6%	22.1%	22.1%	21.8%
Total cohort (school leavers)	5,663	5,175	5,389	5,385	5,394	27,006

Figure 10: Percentages receiving benefits, Office for National Statistics (2001) baseline

	2003	2004	2005	2006	2007	Overall
Male	9.7%	8.4%	7.0%	8.2%	9.9%	8.5%
Female	9.8%	8.0%	6.9%	7.1%	8.0%	7.9%
Total	19.5%	16.4%	13.9%	15.3%	17.9%	16.4%
Total cohort (ONS)	5,997	7,496	8,006	7,798	6,634	35,931

3.3.2 Benefit type

Figure 11 shows the number and percentage distribution of 18-23 year olds in receipt of Jobseekers Allowance (JSA), Incapacity Benefit (IB), Income Support (IS), Disability Living Allowance (DLA) and Employment Support Allowance (ESA) as at January 2010.

It shows that:

- Very few 18-23 year olds in Cardiff and the Vale of Glamorgan are in receipt of Incapacity Benefit. This reflects the phasing out of this benefit and the introduction of Employment Support Allowance (ESA).
- However, 6.9% of those 18-23 years olds in receipt of benefits at 10th January 2010 were in receipt of Employment Support Allowance (ESA) and 15.4% were in receipt of Disability Living Allowance (DLA).
- Most young people in receipt of benefits were claiming Jobseekers Allowance and Income Support.

Figure 11: Numbers in receipt of benefits – 2010 snapshot data

Benefit type	2003	2004	2005	2006	2007	Total overall	% distribution
JSA	531	600	585	665	775	3,156	50.1
IB	7	5	0	0	0	12	0.2
IS	465	442	331	292	188	1,718	27.3
DLA	155	201	182	217	214	969	15.4
ESA	79	73	85	114	85	436	6.9
Total	1,237	1,321	1,183	1,288	1,262	6,291	100.0

Figure 12 and Figure 13 below show percentages by cohort receiving benefits by type using the school leaver population and ONS data as baselines respectively. It shows:

- Jobseekers Allowance (JSA) is the most commonly claimed benefit. There is a steady increase in uptake of this benefit by school leaver and ONS cohort. This may reflect the difficulty that 2006 and 2007 school leavers are facing in finding employment, education and training opportunities during recession.
- There is a decrease by cohort in the percentage claiming Income Support (IS) using both baselines. This shows that more recent school leavers are less likely to be in receipt of Income Support in comparison to those people who have been out of school for a longer period.

Figure 12: Trends by benefit type (School leaver population baseline)⁶

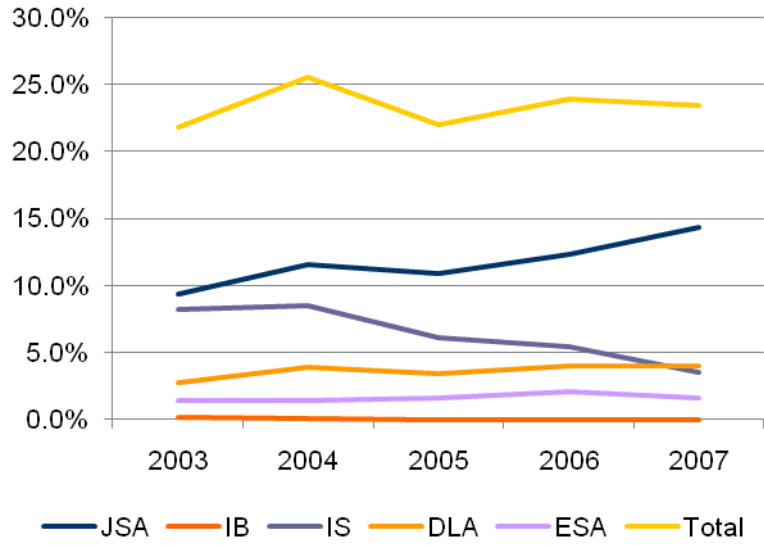


Figure 13: Trends by benefit type (ONS cohort baseline)⁷

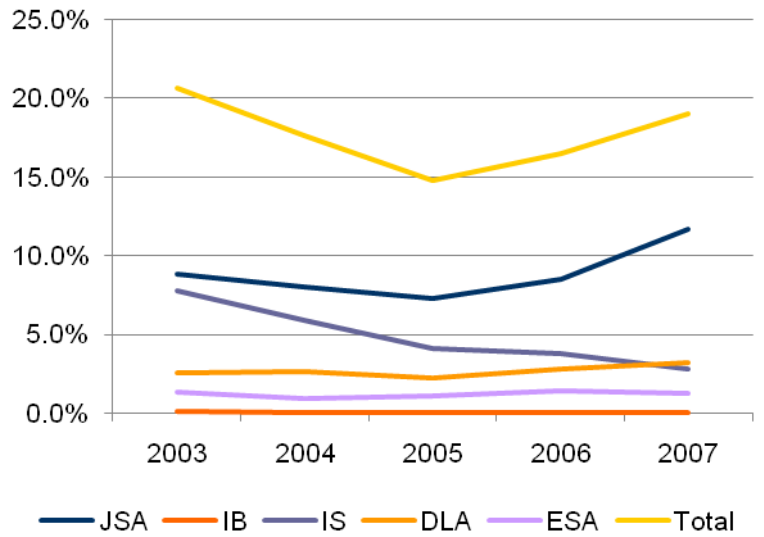


Figure 14 shows a comparison of the percentage distribution of benefits recipients in the 2010 snapshot data compared to benefits recipient data for all ages as compiled at August 2009 by the Office for National Statistics (ONS). The figure shows that:

- A considerably smaller proportion of 18-23 year olds are in receipt of IB / ESA in comparison to the all age

⁶ This graph presents data based on all claims, therefore it is by claim rather than on an individual basis

⁷ This graph presents data based on all claims, therefore it is by claim rather than on an individual basis

working population. 1.5% of young people in the 2003 and 2004 school leaver cohorts were in receipt of ESA (as at 2010) in comparison to 8.1% of total working age population benefit recipients in Cardiff and 7.6% in the Vale of Glamorgan as at November 2009, see section 3.4.2 for more information.

- A higher proportion of 18-23 year olds (2010 snapshot data) are in receipt of JSA in comparison to the working age population
- A higher proportion of 18-23 years olds are in receipt of DLA and IS in comparison to the working age population.
- A longitudinal analysis comparing **2007 and 2010 snapshot data is shown in section 3.4.2.**

Figure 14 Comparing 2010 snapshot data with all working age benefits recipient data (source: NOMISWEB) as of August 2009

	% distribution 2010 snapshot data (18-23 year olds) Cardiff & Vale of Glamorgan	% distribution all working ages Cardiff	% distribution all working ages Vale of Glamorgan	% distribution all working ages Cardiff and the Vale of Glamorgan
JSA	50%	42%	42%	42%
IB & ESA	7%	23%	26%	23%
IS	27%	24%	20%	23%
DLA	15%	11%	12%	11%
Total	100%	100%	100%	100%

3.3.3 Jobseeker Allowance type

Figure 15 and Figure 16 show that the majority of those in receipt of Jobseekers Allowance are claiming contributory and income based. Very few are claiming training based JSA. This is because under the New Deal 18-24 year olds were not eligible for Skillbuild unless they were classed as having a disability, which is why numbers are low.

Figure 15: Jobseeker allowance by type (number)

JSA type	2003	2004	2005	2006	2007
Contributory benefit only	18	11	7	5	3
Training only	2	0	0	1	2
Contributory & income based	504	584	577	651	755
Training & income based	7	5	1	8	15
Total	531	600	585	665	775

Figure 16: Jobseeker allowance by type (percentage)

JSA type	2003	2004	2005	2006	2007
Contributory benefit only	0.3	0.2	0.1	0.1	0.1
Training only	0.0	0.0	0.0	0.0	0.0
Contributory & income based	8.9	11.3	10.7	12.1	14.0
Training & income based	0.1	0.1	0.0	0.1	0.3
Total	9.4	11.6	10.9	12.3	14.4

3.3.4 Geographical analysis

This section presents a geographical analysis of those aged 18-23 in receipt of benefits in Cardiff and the Vale of Glamorgan.

Figure 17 shows:

- Over twice as many young people in Cardiff were in receipt of benefits in comparison to Vale of Glamorgan figures.
- This distribution is reflective of the number of young people in the 18-23 age range from each area.

Figure 17: Numbers in receipt of benefits - Cardiff and the Vale of Glamorgan

	2003	2004	2005	2006	2007	Total
Cardiff	657	693	649	666	626	3,291
Vale of Glamorgan	286	302	250	304	302	1,444
No data	224	232	210	222	262	1,150
Total	1,167	1,227	1,109	1,192	1,190	5,885

The following tables show the geographical distribution of claimants as per the 2010 snapshot. It should be noted that the units of geographical analysis used for the 2010 data are slightly different from those used in the 2007 data. Also, incomplete post-codes / unrecognisable post-codes provided in the spreadsheet from DWP meant that approximately 19.5% of young people could not have geographical areas attributed to them. The following figures are based on the data available and the extent of this missing data means that caution should be applied to interpretation of findings.

Figure 18 for Cardiff shows that Ely, Trowbridge, Caerau, Pentwyn and Splott are those areas that have the most 18-23 year olds in receipt of benefits.

Figure 18: Cardiff School Leaver Claimants

Cardiff	2003	2004	2005	2006	2007	Total	%
Ely Community	85	87	69	76	94	411	12.5%
Trowbridge Community	76	89	73	55	60	353	10.7%
Caerau Community	62	50	64	58	64	298	9.1%
Pentwyn Community	56	57	60	57	57	287	8.7%
Splott Community	53	41	58	58	42	252	7.7%
Llanrumney Community	46	50	44	50	38	228	6.9%
Fairwater Community	40	44	45	59	33	221	6.7%
Adamsdown Community	36	49	30	36	33	184	5.6%
Plasnewydd Community	37	45	30	34	35	181	5.5%
Riverside Community	27	30	27	30	36	150	4.6%
Rumney Community	17	23	32	41	24	137	4.2%
Butetown Community	34	24	31	24	20	133	4.0%
Grangetown Community	18	12	20	15	20	85	2.6%
Canton Community	16	17	19	12	10	74	2.2%
Roath Community	10	10	9	13	14	56	1.7%
Llandaff Community	7	13	7	8	12	47	1.4%
Pontprenau Community	11	6	9	12	6	44	1.3%

Cardiff	2003	2004	2005	2006	2007	Total	%
Cyncoed Community	7	10	3	4	11	35	1.1%
Radyr and Morganstown Community	3	11	4	4	3	25	0.8%
Old St. Mellons Community	3	5	4	10	3	25	0.8%
Lisvane Community	5	7	2	3	2	19	0.6%
Castle Community	5	4	2	0	2	13	0.4%
Cathays Community	3	2	4	1	0	10	0.3%
St. Fagans Community	0	2	0	3	5	10	0.3%
Pentyrch Community	0	3	1	2	2	8	0.2%
Llanishen Community	0	1	1	1	0	3	0.1%
Heath Community	0	1	1	0	0	2	0.1%
Total	657	693	649	666	626	3,291	100.0%

Figure 19 for the Vale of Glamorgan shows that Barry, Penarth, Llantwit Major, Rhoose and St Athan are areas that have the most 18-23 year olds in receipt of claimants.

Figure 19: Vale of Glamorgan School Leaver Claimants

Vale of Glamorgan	2003	2004	2005	2006	2007	Total	%
Barry Community	163	169	166	196	186	880	60.9%
Penarth Community	38	47	27	33	41	186	12.9%
Llantwit Major Community	22	26	14	23	16	101	7.0%
Rhoose Community	11	12	13	11	11	58	4.0%
St. Athan Community	7	10	9	11	18	55	3.8%
Dinas Powys Community	16	12	8	9	6	51	3.5%
Sully Community	2	3	1	4	5	15	1.0%
Wenvoe Community	6	1	1	2	3	13	0.9%
Cowbridge with Llanblethian Community	3	2	2	1	5	13	0.9%
Penllyn Community	1	4	1	1	1	8	0.6%
St. Brides Major Community	2	2	0	1	2	7	0.5%
Wick Community	2	1	2	1	1	7	0.5%
Llandough Community	3	3	0	0	1	7	0.5%
St. Nicholas and Bonvilston Community	0	2	1	1	1	5	0.3%
Llangan Community	2	1	0	1	1	5	0.3%
Ewenny Community	0	2	1	1	0	4	0.3%
Llandow Community	2	0	0	2	0	4	0.3%
St. Georges-super-Ely Community	0	0	2	1	0	3	0.2%
Llancafarn Community	2	0	0	1	0	3	0.2%
Peterston-super-Ely Community	1	0	0	2	0	3	0.2%
Michaelston Community	1	1	0	0	1	3	0.2%
St. Donats Community	0	1	0	1	1	3	0.2%
Pendoylan Community	1	1	0	0	1	3	0.2%
Llanfair Community	0	0	1	1	0	2	0.1%
Llan-Maes Community	1	0	1	0	0	2	0.1%
Welsh St. Donats Community	0	1	0	0	1	2	0.1%
Colwinston Community	0	1	0	0	0	1	0.1%
Total	286	302	250	304	302	1,444	100.0%

3.4 2007 and 2010 comparative analysis

This section presents an analysis of 2003 and 2004 school leaver cohorts at 2 points in time based on the 2007 and 2010 **snapshot** data.

3.4.1 Totals and gender

The figure below shows that there has been an increase in those from 2003 and 2004 school populations in receipt of benefits from the 2007 to the 2010 snapshot.

This is likely to be to do with immigration to the Cardiff and Vale of Glamorgan areas. The further one gets in time from the time young people leave schools the less accurate the school leaver population as a baseline figure will become. The figures may also reflect the current recession which has seen general unemployment rise significantly.

Figure 20: Total uptake of benefits by 2003 & 2004 school leavers - 2007 data & 2010 data

	2007 data	2010 data	2007 data	2010 data
School Leaver Cohort	2003	2003	2004	2004
Male	405	582	445	630
Female	479	585	443	597
Total	884	1,167	888	1,227

Figure 21 and Figure 22 illustrate, using the school leaver population and ONS as baselines, that:

- Between the 2007 and 2010 snapshot, the percentage increase of those of 2003 school leaver age in receipt of benefits has increased by 5%, from 16% to 21% using the school leaver population as a baseline. The increase using the ONS as a baseline is 4%, from 15% to 19%.
- Between the 2007 and 2010 snapshot, the percentage increase of those of 2004 school leaver age in receipt of benefits has increased by 7% using the school leaver population as baseline. The figure using the ONS as a baseline is again 4%, from 12% to 16%.
- Gender differences of those in receipt of benefits are very small using both baselines.

Figure 21: Percentage uptake of benefits, 2007 data (t1) in comparison with 2010 data (t2) - 2003 & 2004 school leaver cohorts, school leaver population data baseline

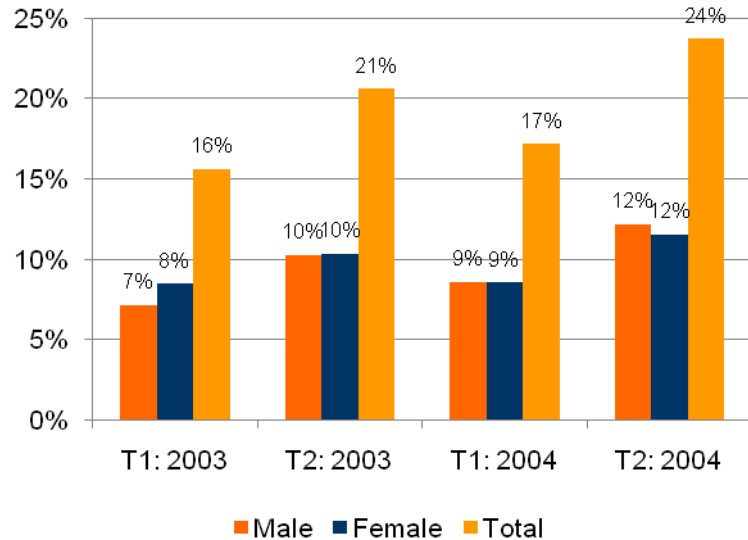
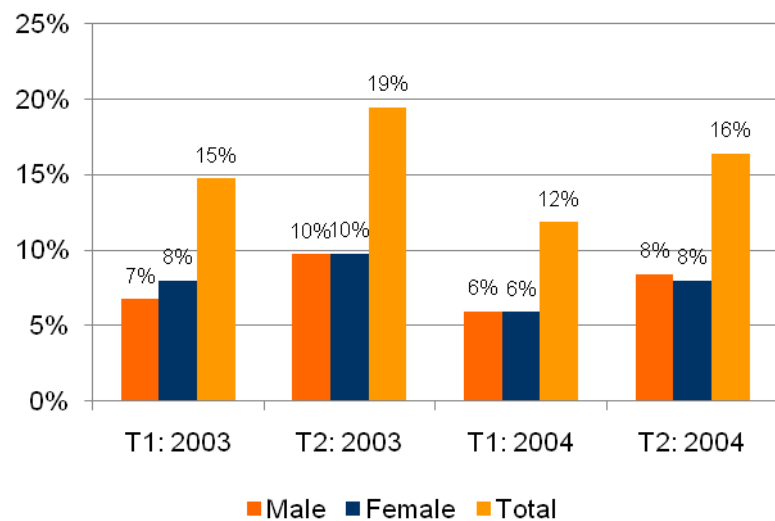


Figure 22: Percentage uptake of benefits, 2007 data (t1) in comparison with 2010 data (t2) - 2003 & 2004 school leavers, ONS population data baseline



3.4.2 Benefit type

Figure 23 shows the numbers of young people from the 2003 and 2004 school leaver's cohorts by benefit type comparing the 2007 and 2010 data. This shows that:

- There are no real differences in the proportions of types of benefits claimed. Jobseekers Allowance and Income Support are claimed by the majority of recipients.

- It is increases in Income Support and Jobseekers Allowance uptake that is mainly responsible for the increase in uptake of benefits between 2007 and 2010.

Figure 23: 2003 & 2004 school leaver cohorts, benefits recipients as at 2007 & 2010

	2007	2010	2007	2010
School Leavers	2003	2003	2004	2004
Jobseekers Allowance	344	518	410	576
Incapacity Benefit	27	7	13	4
Income Support	242	418	191	384
Disability Living Allowance	87	93	130	115
Jobseekers Allowance & Disability Living Allowance	7	5	7	17
Incapacity Benefit & Disability Living Allowance	-	0	4	1
Income Support & Disability Living Allowance	12	47	13	57
Employment Support Allowance	-	61	-	55
Employment Support Allowance and Income Support	-	-	-	1
Employment Support Allowance and Jobseekers Allowance	-	8	-	6
Employment Support Allowance and Disability Living Allowance	-	10	-	10
Employment Support Allowance, Jobseekers Allowance and Disability Living Allowance	-	-	-	1
2007 data other variations	165	-	120	-
Total	884	1,167	888	1,227
Total cohort (school leavers)	5,663	5,663	5,175	5,175
Total cohort (ONS)	5,997	5,997	7,496	7,496

Figure 24: 2003 & 2004 school leaver cohorts, benefits recipients as at 2007 & 2010. Percentage of school leaver population baseline

	2007	2010	2007	2010
School Leavers	2003	2003	2004	2004
Jobseekers Allowance	6.1%	9.1%	7.9%	11.1%
Incapacity Benefit	0.5%	0.1%	0.3%	0.1%
Income Support	4.3%	7.4%	3.7%	7.4%
Disability Living Allowance	1.5%	1.6%	2.5%	2.2%
Jobseekers Allowance & Disability Living Allowance	0.1%	0.1%	0.1%	0.3%
Incapacity Benefit & Disability Living Allowance	-	0.0%	0.1%	0.0%
Income Support & Disability Living Allowance	0.2%	0.8%	0.3%	1.1%
Employment Support Allowance	-	1.1%	-	1.1%
Employment Support Allowance and Income Support	-	0.0%	-	0.0%
Employment Support Allowance and Jobseekers Allowance	-	0.1%	-	0.1%
Employment Support Allowance and Disability Living Allowance	-	0.2%	-	0.2%
Employment Support Allowance, Jobseekers Allowance and Disability Living Allowance	-	0.0%	-	0.0%
2007 data other variations	2.9%	-	2.3%	-
Total (based on the school leaver cohort)	15.6%	20.6%	17.2%	23.7%

Figure 25: 2003 & 2004 school leaver cohorts, benefits recipients as at 2007 & 2010. Percentage of ONS baseline

	2007	2010	2007	2010
School Leavers	2003	2003	2004	2004
Jobseekers Allowance	5.7%	8.6%	5.5%	7.7%
Incapacity Benefit	0.5%	0.1%	0.2%	0.1%
Income Support	4.0%	7.0%	2.5%	5.1%
Disability Living Allowance	1.5%	1.6%	1.7%	1.5%
Jobseekers Allowance & Disability Living Allowance	0.1%	0.1%	0.1%	0.2%
Incapacity Benefit & Disability Living Allowance	-	0.0%	0.1%	0.0%
Income Support & Disability Living Allowance	0.2%	0.8%	0.2%	0.8%
Employment Support Allowance	2.8%	-	1.6%	-
Employment Support Allowance and Income Support	-	1.0%	-	0.7%
Employment Support Allowance and Jobseekers Allowance	-	0.0%	-	0.0%
Employment Support Allowance and Disability Living Allowance	-	0.1%	-	0.1%
Employment Support Allowance, Jobseekers Allowance and Disability Living Allowance	-	0.2%	-	0.1%
2007 data other variations	-	0.0%	-	0.0%
Total (based on the ONS cohort)	14.7%	19.5%	11.8%	16.4%

Comparison between 2003 and 2004 school leaver cohorts as at 2007 & 2010 and all ages data in relation to benefit receipts

Figure 26 shows the percentages of all working age populations in Cardiff and the Vale of Glamorgan in receipt of benefits. Total claimants refer to those in receipt of any type of benefit. The table also includes a comparison of ESA and IB between November 2006 and November 2009⁸. This shows that in both Cardiff and the Vale of Glamorgan the trend for total claimants

⁸ This is the latest data available on NOMISWEB. Data on NOMISWEB is not broken down in the same way as the snapshot data. For instance those in receipt of Income Support was not available.

is rising. For ESA and IB the trend is reducing, reflecting Government policy.

Figure 26 Table showing all working age population total claimants and ESA & IB claimants, November, 2006 & 2009. Cardiff and the Vale of Glamorgan

Claimants	November 2006	November 2009
Cardiff		
Total claimants (all working age)	16.0%	17.4%
ESA & IB	8.7%	8.1%
Vale of Glamorgan		
Total claimants (all working age)	15.1%	16.5%
ESA & IB	8.1%	7.6%

Taken together Figure 23, Figure 24, Figure 25 and Figure 26 show the following:

- There is an increase in ESA and IB recipients between the 2007 and 2010 snapshot data (2003 & 2004 school leaver cohorts), whereas in the **all working age population benefits receipt data** for Cardiff and the Vale of Glamorgan (source: NOMISWEB), between November 2006 and November 2009, there is a decrease in uptake of ESA and IB (see Figure 26).
- 1.5% of young people in the 2003 and 2004 school leaver cohorts were in receipt of ESA (including IB) according to the 2010 snapshot data in comparison to 8.1% of total working age population benefit recipients in Cardiff and 7.6% in the Vale of Glamorgan as at November 2009.
- In the 2007 **snapshot** data there were 27 Incapacity Benefit recipients in the 2003 school leaver cohort and 13 Incapacity Benefit recipients in the 2004 cohort. With the introduction of employment support allowance (ESA) which replaced Incapacity Benefit in 2008, it seems that there has been an increase in recipients claiming ESA (see Figure 23).
- In the 2010 **snapshot** data, 86 young people were in receipt of ESA (including Incapacity Benefit) compared to 27 recipients of Incapacity Benefit in the 2007 data (a rise of 219%). In 2010, 77 young people were in receipt of ESA (including Incapacity Benefit) compared to 13 recipients of Incapacity Benefit in the 2007 data (a rise of 492%). We are unsure as to the reason for this increase, which is based on small numbers so percentage increase figures should be treated with caution. This increase could merit further investigation.

3.4.3 Type of jobseeker allowance

This section shows types of jobseeker allowance that those in 2003 and 2004 school leaver cohorts (using both ONS population data and school leaver population data as baselines) are in receipt of for the 2007 and 2010 snap shot data sets.

The figures show:

- The majority of jobseeker allowance recipients received contributory and income based allowance.
- This picture was the same for both cohorts in the 2007 and 2010 data snapshots.

Figure 27: Numbers in the 2003 & 2004 school leaver cohorts by type of Jobseekers Allowance

	2007	2010	2007	2010
	2003	2003	2004	2004
Non-Jobseekers Allowance claim	356	636	334	627
Contributory benefit only	3	18	6	11
Training only	-	2	2	0
Contributory and income based	311	504	362	584
Training and income based	30	7	40	5
2007 other variations	184	-	144	-
Total	884	1,167	888	1,172
Total cohort (school leaver population baseline)	5,663	5,663	5,175	5,175
Total cohort (ONS)	5,997	5,997	7,496	7,496

Figure 28: Percentages in the 2003 & 2004 school leaver cohorts by type of Jobseekers Allowance (school leaver population baseline)

	2007	2010	2007	2010
	2003	2003	2004	2004
Non-Jobseekers Allowance claim	6.3%	11.2%	6.5%	12.1%
Contributory benefit only	0.1%	0.3%	0.1%	0.2%
Training only	-	0.0%	0.0%	0.0%
Contributory and income based	5.5%	8.9%	7.0%	11.3%
Training and income based	0.5%	0.1%	0.8%	0.1%
2007 other variations	3.2%	-	2.8%	-
Total percentage (based on school leaver population baseline)	15.6%	20.6%	17.2%	22.6%
Total cohort	5,663	5,663	5,175	5,175

Figure 29: Percentages in the 2003 & 2004 school leaver cohorts by type of Jobseekers Allowance (ONS population baseline)

	2007	2010	2007	2010
	2003	2003	2004	2004
Non-Jobseekers Allowance claim	5.9%	10.6%	4.5%	8.4%
Contributory benefit only	0.1%	0.3%	0.1%	0.1%
Training only	-	0.0%	0.0%	0.0%
Contributory and income based	5.2%	8.4%	4.8%	7.8%
Training and income based	0.5%	0.1%	0.5%	0.1%
2007 other variations	3.1%	-	1.9%	-
Total percentage (based on the ONS cohort)	14.7%	19.5%	11.8%	15.6%
Total cohort	5,997	5,997	7,496	7,496

3.4.4 Geographical analysis

The figures below show 2003 and 2004 school leaver cohort distributions for Cardiff and the Vale of Glamorgan.

It shows an increase in the number of young people in receipt of benefits where young people can not be attributed to either Cardiff or the Vale of Glamorgan due to incomplete data.

The figures show a slight increase in the number in receipt of benefits in the Vale of Glamorgan with little change in Cardiff. However, this should be treated with caution as it is based on incomplete data.

Figure 30: Numbers in receipt of benefits, Cardiff and Vale of Glamorgan, 2003 and 2004 school leaver cohorts - 2007 and 2010 data comparison

	2007	2010	2007	2010
	2003	2003	2004	2004
Cardiff	648	657	637	693
Vale of Glamorgan	196	286	192	302
No data	40	224	59	232
Total	884	1167	888	1227
Total cohort (school leaver population)	5,663	5,663	5,175	5,175

Figure 31: Percentage in receipt of benefits, Cardiff and Vale of Glamorgan, 2003 and 2004 school leaver cohorts - 2007 and 2010 data comparison

	2007	2010	2007	2010
	2003	2003	2004	2004
Cardiff	73.3%	56.3%	71.7%	56.5%
Vale of Glamorgan	22.2%	24.5%	21.6%	24.6%
No data	4.5%	19.2%	6.6%	18.9%
Total	100.0%	100.0%	100.0%	100.0%

3.5 Cost analysis

3.5.1 Direct costs of benefit receipt

This section presents an analysis of the direct costs of this level of benefit receipt among 18 to 23 year olds in Cardiff and the Vale of Glamorgan.

The data does not contain how long a claim lasted or the weekly amount received in cases where the amount of benefit can vary. Therefore, it has been necessary to assume all benefit recipients are receiving the same amount (listed below). It has also been assumed that the number of people receiving each benefit as listed in Figure 11 receive the benefit for; 1 week, 1 month and 1 year.

The analysis also only calculates direct costs and cannot model the; opportunity costs, social costs or long-term costs from having this number of 18-23 year olds in receipt of benefits.

The estimates should therefore be seen as indicative only and on the lower end of the range of estimates (i.e. on the balance of probabilities it is an underestimate).

For each benefit the following assumptions have been made:

- **JSA** – A figure of £50.95 per week has been used. This is the amount paid to single adults aged 16 – 24 through either the Contributions-based JSA or Income-based JSA.
- **ESA** – A figure of £89.80 per week has been used. This is the amount paid to those individuals assessed to be in the “Work related activity group” after the 13 week assessment period.
- **IB** – A figure of £89.80 per week has been used. This is the “Long-term group” value, for people whose claim has lasted one year or longer. As IB was superseded by ESA on 27th October 2008 this would apply to all claimants in January 2010.
- **IS** – A figure of £50.95 per week has been used. This is the value paid to a single person aged 16 to 24 years old.
- **DLA** – A figure of £37.30 per week has been used. This is the amount of benefit paid to individuals receiving the “lower care component” and “lower mobility component”, both of which are £18.65 per week.

This benefits information reflects the situation as of **28th March, 2010**.

Figure 32 shows this cost analysis. It shows that:

- If everyone receiving benefits as of January 2010 were receiving benefits for; 1 day, 1 month and 1 year, it would cost £324,704 per day, £1,407,052 per month and £16,884,629 per year.
- Almost half of this total is made up of JSA payments and a quarter is made up of IS payments.

Figure 32: Cost analysis (direct costs)

Benefit type	1 week	1 month	1 year
JSA	£160,798	£696,792	£8,361,506
IB	£1,078	£4,670	£56,035
IS	£87,532	£379,306	£4,551,669
DLA	£36,144	£156,623	£1,879,472
ESA	£39,153	£169,662	£2,035,946
Total	£324,704	£1,407,052	£16,884,629

3.5.2 Opportunity cost - lost earnings

An alternative method to assess specifically how much this level of JSA⁹ receipt costs Cardiff and the Vale of Glamorgan is to calculate how much those 18-23 year olds on JSA would have earned had they been employed full-time (7 hours per day has been assumed) in a job paying the national minimum wage.

If every 18-23 year old in Cardiff and the Vale of Glamorgan that is in receipt of JSA as of January 2010 were to enter full-time employment earning the national minimum wage¹⁰, then collectively these individuals would earn:

- **£571, 919 per week**
- **£2,478,317 per month**
- **£29,739,801 per year**

⁹ The other benefits analysed in this report are either not dependent on income at all or, in the case of Incapacity Benefit or ESA, it is unreasonable to expect claimants to be able to enter full-time employment as part of the conditions on receiving such benefits are that the individual either cannot work or is affected in their ability to work.

¹⁰ As of October 2009 the national minimum wage was £5.80 for those aged 22 years and over and £4.83 for those aged 18 to 21. In this analysis it was assumed that the 2003 and 2004 cohort of school leavers would earn the full national minimum wage. For all other cohorts it was assumed that individuals would earn the national minimum wage for 18 to 23 year olds. For the 2005 cohort this estimate provides a lower bound since some individuals would already be 21 as of January 2010 and all individuals would turn 21 by August 2010 and would thus be entitled to the full national minimum wage.

4 Recommendations

Introduction

This section outlines some conclusions and recommendations from the above analysis. The recommendations in the previous report related to young people pre-18 (for more detail please see the original report). The recommendations in this report apply to analysis of young people post-18 but also take into account the recommendations in the original report in relation to young people pre-18.

This analysis re-iterates the conclusion in the original report that partners need to work together to develop more effective strategies, drawing on partners strengths, to provide young people who are not in education, employment or training (NEET) with the support and opportunities they need to re-engage with the labour market and society as a whole. Otherwise the overarching goal of 14-19 Learning Pathways – “95% of learners by the age of 25 to be ready for high skilled employment or higher education by 2015” - will not be met. Strategic vision must connect the delivery of services.

Early intervention

One of the conclusions of the previous report, based on extensive primary research, was that young people who are NEET often experience disaffection with the schooling system, which leads to a lack of engagement with the curriculum on offer and can be seen as a key contributory factor to young people becoming NEET. The analysis in this report suggests that partners need to ensure that those at risk of becoming NEET are identified early. This analysis of Post 18 year olds demonstrates that large numbers of young people need support to enter education, employment and training after they are 18, as well as before they are 18. Early identification and working with young people of school age may help ameliorate the current situation, which as has been demonstrated costs the economy greatly. Careers Wales should be identified by the Welsh Assembly Government as lead agency in relation to the 16-18 NEET issue.

Work based training

Young people who are NEET or who may become NEET need access to quality training provision which needs to be flexible and supportive.

Actions

- The various Jobcentre Plus contracted provision, supported by DCELLS work based training, is important to support NEETs return to employment or training. Jobcentre Plus and contracted provision should ensure they make effective use of local provision and services such as Careers Wales.

Information sharing

Career Wales and Cardiff CYPP suggest that little progress has been made over the last 2 years in relation to improved information sharing between partners. Too many providers and agencies work in isolation which can lead to duplication of effort and inefficiency, as well as young people falling through the network of support and provision.

Actions

- Improvements can be made around how information about young people who are NEET is collected, collated and analysed. This will serve to help improve the process of evidencing programmes that have successfully worked with NEET young people as well as providing an evidence base concerning the characteristics of young people who are NEET.
- A common database / MIS system would help agencies share information and track young people. It would also help build up a picture of the complex needs of individuals. Information stored on young people who are NEET must be accurate and kept up to date. Standards must be agreed and adopted by all relevant agencies and organisations working with NEET young people. A robust multi-agency data collection and management system can enable comprehensive mapping and analysis, identifying patterns, high-light areas of need and enable effective targeting of resources.
- The Welsh Assembly need to review how they can more effectively share the data they hold, for example the Llwr database and work to ensure a seamless recording and dissemination of pre and post 16 data to support Partnerships in their work – otherwise this treasure trove of information will remain lost to partners.
- Careers Wales and Jobcentre Plus need to work together to share data and plan effective support for young people's transition at 18 from Careers Wales to Jobcentre Plus, enabling effective tracking. This would require the support of national government to share data

effectively and develop the welfare to work reform agenda. The Welsh Assembly Government should take the lead to ensure this happens. This can also be enabled by Careers Wales being identified as the lead agency for Wales for work relating to NEETs aged 16-18, helping to ensure a more coherent sharing of information at 18.

- It would be positive to have local workshops on the NEET issue where practitioners can exchange knowledge as well as thinking about how outcomes can be improved for young people who either are NEET or at risk of becoming NEET.

Evidence based funding

It is vital to gain better information about the NEET group and also to raise the understanding that those who are NEET are a very “hard-to-reach” group – many of whom will have multiple problems. Often NEET status is a culmination of or an outcome of these problems. Although NEETs are a difficult group demanding a disproportionate share of resources, partners must continue to focus appropriately to help reduce the cost to society and the economy. Addressing other problems earlier will help reduce the NEET population.

Evidencing what works in terms of successful outcomes for young people who are NEET is essential. Programmes that have successful outcomes with young people who are NEET need evaluation to evidence this success (or lack of success), to assist in channelling monies into successful schemes.

Actions

- Jobcentre Plus data should be more easily accessible in order to support local strategies and provide evidence led implementation of solutions.
- Data from Jobcentre Plus should be improved in terms of quality. For example, cumulative data and data identifying ethnicity characteristics of recipients may assist in more informed strategies that can target particular groups most at risk of or who are NEET.
- Programmes aimed at reducing the numbers of NEET young people should be evaluated to provide evidence of their success. This will also have the effect of securing funding for successful programmes in the future.
- Identified support programmes aimed at reducing the numbers of NEETs should be appropriately funded and managed.

Appendix – Type of benefit

The following definitions have been taken from: www.direct.gov.uk . For further detail please see these websites.

Disability Living Allowance

You may get Disability Living Allowance if:

- you have a physical or mental disability, or both
- your disability is severe enough for you to need help caring for yourself or you have walking difficulties, or both
- you are under 65 when you claim

You can get Disability Living Allowance whether or not you work.

It isn't usually affected by any savings or income you may have.

You will not usually need a medical examination when you claim for Disability Living Allowance. If you are asked to have one you can find out more from the link below.

Employment Support Allowance

You may be able to claim Employment Support Allowance if any of the following apply to you:

- your Statutory Sick Pay has ended, or you cannot get it
- you are self employed or unemployed
- you have been getting Statutory Maternity Pay (SMP) and have not gone back to work for your employer because you have an illness or disability which affects your ability to work
- you are under State Pension age

You must also either:

- have had an illness or disability which affects your ability to work for at least four days in a row (including weekends and public holidays)
- be unable to work for two or more days out of seven consecutive days
- be getting special medical treatment

If you are aged between 16 and 20 (or under 25 if you were in education or training at least three months immediately before turning 20), you must:

- have been too ill to work because of an illness or disability for at least 28 weeks (this limitation only applies to contribution-based Employment Support Allowance, but you may still be eligible for income-based Employment Support Allowance)
- have been too ill to work before you turned 20 (or 25 if you were in education or training at least three months immediately before turning 20).

There are contribution-based and income-based forms of ESA.

Incapacity Benefit

Employment Support Allowance replaced all new claims to Incapacity Benefit from October 2008. Existing Incapacity Benefit customers will transfer to the new Employment Support Allowance over time.

If you cannot work because of ill health or a disability, you may be able to claim Incapacity Benefit. This is a contributions-based benefit paid at a set rate. It gives people of working age a replacement income when they cannot work or look for work because of ill health or a disability.

Income Support

Income Support provides financial help for people between 16 and 60 who are on a low income who are not in full-time paid work and who are in one of the groups of people who can claim Income Support. It can help you with day-to-day living expenses.

It is not paid to unemployed people who have to be available for and actively seeking work (they may be able to get Jobseeker's Allowance instead).

You may not have to go to the Jobcentre Plus office regularly if you are:

- a lone parent
- sick or disabled
- unable to work because you are caring for someone, or
- registered blind.

If you have a partner who works an average of at least 24 hours a week, you cannot usually get Income Support.

Jobseekers Allowance

Jobseeker's Allowance (JSA) is for people who are available for and actively looking for (seeking) work.

You may have to make a joint claim with your partner. Ask a personal adviser for details.

To get benefit, you will need to discuss, usually every 2 weeks, when you are available for work and what you are doing to find a job.

If you have paid enough National Insurance contributions in the past, you may be able to get contribution-based Jobseeker's Allowance.

If your income and savings are below a certain level, you may be able to claim income-based Jobseeker's Allowance.



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Cordis Bright is a consultancy working for social care organisations, children's services and allied partnerships, across both statutory and independent sectors. Our work is grounded in quality research, robust technical skills and a deep knowledge and understanding of the sectors we work in.

Research into Post 16s who
are not in education,
employment or training
(NEET) in Cardiff and the
Vale of Glamorgan

Cordis Bright

July, 2007



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Executive Summary

Introduction

This report is based on a variety of research and data-sources to help further understand the issues for both young people who are NEET (not in education, employment or training) and those who provide services to young people who are NEET. The report uses:

- Previous research and consultation.
- Demographic information from the Office of National Statistics.
- Secondary data collected and supplied by Careers Wales.
- Secondary data collected and supplied by Jobcentre Plus.
- Primary research evidence from young people who are NEET, practitioners, service providers and schools.

This summary outlines the key messages from the report.

Research and Consultation on Young People who are NEET

- NEET is not a homogeneous group.
- The nature of the NEET client group is such that it is very difficult to obtain accurate statistics since, from the age of 16 these young people have followed numerous different paths and disengaged to varying degrees from society.
- At least 11% of the 16-18 age group in Wales were not engaged in education, training or employment¹.
- There are many reasons (often acting in combination) why a young person may attain NEET status, amongst them social, psychological, cultural, educational and economic.
- Addressing the following factors may help tackle the NEET issue:
 - Improving data collection and management.
 - Targeting interventions and prioritising resources for maximum effectiveness over the entire NEET group. There can be no "one size fits all" solution.
 - Gaining a greater understanding of why young people become NEET. Through understanding it is possible to then put in place evidence based solutions for young people who are NEET.
 - Maximising the quality and relevance of training provision and work experience for young people who are NEET.
 - Identifying what works well with young people who are NEET.
 - Improving referral procedures. This is linked to effective multi-agency working.
 - Working on how to motivate young people who are NEET.
 - Working closely with schools.
 - Strengthening relationships between agencies, for example, the relationship between DECWL (Department of Education, Culture and the Welsh Language) and Careers Wales Cardiff and the Vale of Glamorgan.
- Examples of good practice cited by Careers Wales Cardiff and the Vale of Glamorgan include:

¹ According to the Office for National Statistics report "Participation of Young People in Education and the Labour market 2003/03" published in August 2005.

- Club-Gateway.
- Transition Programme for school non-attenders.
- Extending opportunities / alternative curriculum support programme.
- Careers Wales Cardiff and Vale of Glamorgan Keeping in Touch, 16-18.
- Partnership working through the Young Peoples Partnerships.

Demographic Profile (Based on data from the Office for National Statistics)

Cardiff

- In Cardiff, the wards of Ely, Pentwyn and Trowbridge have the largest numbers of 16-18 year olds.
- Lower numbers of 16-18 year olds live in Creigiau/St Fagans, Pentyrch and Radyr.
- At the 2001 Census there were 11,970 16-18 year olds resident in Cardiff.

Vale of Glamorgan

- Wards in the Vale of Glamorgan with the largest numbers of 16-18 year olds include Cadoc, Illtyd and Llantwit Major.
- Wards in the Vale of Glamorgan with the lowest concentrations of young people Llandough, Peterston super Ely and Wenvoe.
- At the 2001 Census there were 4,872 16-18 year olds resident in the Vale of Glamorgan.

Ethnicity

- In Cardiff, 91.6% of the total population was of White origin as at the 2001 census. 2.0% were of mixed origin, 4.0% were of Asian or Asian British origin, 1.3% were of Black or Black British origin, and 1.2% Chinese or Other Ethnic origin.
- Data provided by Cardiff Local Education Authority shows that as of May 2007 in the secondary school population there were 68% of the total population who can be classified as White UK; this is in comparison to the Census figure of 88.3%.
- This suggests that Cardiff's school population is ethnically diverse and becoming more so.
- In the Vale of Glamorgan, 97.84% of the total population as at the 2001 census were of White origin, 0.95% were of mixed population, 0.59% were of Asian or Asian British, 0.23% were Black or British, 0.39% were of Chinese or Other Ethnic origin.
- Since the 2001 census, it is considered that there has been a significant migration of Eastern European citizens into the area.

Analysis of the Careers Wales Register

Key Messages

- At October 2004 there were 319 (6.2%) 2004 Year 11 leavers who can be considered to be NEET (unemployed registered with Careers Wales and unemployed not registered).
- At December 2006 there were 550 (10.6%) 2004 Year 11 school leavers who can be considered NEET (those who had left the Careers Wales register in the previous 2 years and are 18 and able to claim benefits at December 2006 (see, Jobcentre Plus data) and unemployed registered).
- The level of the NEET population in Cardiff and the Vale of Glamorgan varies over time.

Geography

- Geographically, NEET "hot-spots" remained relatively stable over time and space. In Cardiff the wards of Ely, Caerau, (both Communities First areas) Grangetown, Llandaff, Trowbridge, Llanrumney and Llanishen are all areas where greater numbers of young people who are NEET are located.
- In the Vale of Glamorgan, Gibbonsdown (in 2004 and 2006), Court, Cadoc, Castleland (all Barry) and Llantwit Major (all 2006 only) can be considered to be "hot-spots" of young people who are NEET.
- These patterns can also be seen in official unemployment data. Areas in Cardiff like Ely, Trowbridge, Caerau, Grangetown, Llanrumney and Pentwyn, highlighted as having high distributions of NEET young people also have high numbers of older people who are unemployed. This is indicative of the probable cyclical nature of the 16-18 NEET issue and how it progresses in geographical areas into adult unemployment.
- The hotspots also correlate with the Communities First areas in the Vale of Glamorgan and include the Communities First areas of Ely and Caerau in Cardiff.

Numbers of NEET

- When considering the numbers of NEET over time from 16-18 concerning the 2004 Year 11 School Leavers cohort it is important to remember the changing context in which people are becoming NEET and what is available to them during the 16-18 period. At October 2004 all school leavers destinations are known by Careers Wales, however as the cohort progresses through time this picture changes as young people move in and out of education, employment and training. For example, some young people will complete non-advanced education and then need to enter the labour market at stages during this period. It is in this context that comparisons over time should be made. One central issue is how those who are NEET or at risk of being NEET can be tracked and helped during this period.
- At October 2004, 78.3% of the Year 11 School Leaver Cohort were in Further Education full time or in Year 12. At December 2006, this figure was 53.4%, with therefore more young people in the labour market at 18, compared to 16. The Jobcentre Plus figures for 2004 leavers must be set within this context. There were 165 (3.2%) year 11 school leavers who were unemployed and registered with

Careers Wales in October 2004. At December 2006 this number was 75 (1.5%) 2004 Year 11 school leavers who were unemployed registered with Careers Wales.

- There were 154 (3.0%) 2004 year 11 cohort school leavers who were unemployed not registered with Careers Wales in October 2004. At December 2006, this number was 475 (9.2%) who, in the main are unemployed not registered or who had left the register in the previous 2 years and are 18 and able to claim benefits – the latter the more significant figure. This is reflected in the Jobcentre Plus data presented in the report.

Numbers of Status Unknown

- There were 79 (1.5%) year 11 school leavers who had no information available for them in October 2004, this number was 114 (2.2%) by December 2006.

Characteristics of NEETs

Research shows that young people who are NEET are more likely to experience multiple problems or barriers to engagement. They are more likely than the general 2004 Year 11 cohort:

- To be Male.
- To have a history of not attending school.
- To have a Looked After Child (LAC) status.
- To have a history of fixed term exclusions.
- To have education other status.
- To have special educational needs statements.
- To have experienced more frequent episodes of unemployment and for longer periods if they are long term NEET.
- To have lower qualification attainment levels.
- To have been in contact with the Youth Offending Team.

Those who are NEET are therefore also more likely than the general population to experience multiple problems.

2004 Year 11 Cohort Tracking

- Of the 165 Year 11 school leavers who were unemployed and registered with Careers Wales in October 2004, by December 2006, 39% had left the register in the previous 2 years and are 18 and able to claim benefits (see Jobcentre Plus data).. 9% were unemployed and registered with 1% having no information available about them. 10% had found a full time job with no formal training and 8% had a job with formal training.
- Of the 154 school leavers who were unemployed and not registered in October 2004, 109 (71%) had left the register in the previous 2 years. 4% were unemployed and registered with Careers Wales, 6% went onto Skillbuild and 5% had a full time job with formal training.

- Of the 79 school leavers who had no information available at October 2004, 52% still had no information available at December 2006. 11% had left the register in the previous 2 years. 9% could not be contacted and 8% had left the area.

“Core” NEET and Status Unknown Group

- There were 248 year 11 leavers who were NEET or status unknown at October 2004 and at December 2006. The following outlines key characteristics of this group:
 - 57.7% of those who were NEET or status unknown at October 2004 and at December 2006 are male.
 - In this core group of 248 young people who were NEET or status unknown at October 2004 and at December 2006, the White British population seems to be under-represented. However, those where “No Information” is available are over-represented in comparison to the total cohort – this in itself reflects the difficulties of working with those who are NEET.
 - Those who are NEET or status unknown at both October 2004 and December 2006 have had SEN (special educational needs) status more commonly than in the total 2004 year 11 school leavers cohort.
 - Those who are NEET or status unknown are approximately 8 times more likely to be statemented.
 - Those who are NEET or status unknown are approximately 11 times more likely to have School Action status.
 - Those who are NEET or status unknown are over 14 times more likely to have school action + status.
 - 17.3% of those who were NEET or status unknown at October 2004 and at December 2006 have a record of non-attendance compared to 3.1% in the total 2004 Year 11 School Leavers cohort.
 - Those with a Looked After Child history are more represented in those who were NEET or status unknown at October 2004 and at December 2006.
 - This core NEET or status unknown cohort are also much more likely to have a history of both fixed term and permanent exclusion from the school system.

Unemployment

- 3,854 of the 2004 Year 11 school leavers' cohort have never been unemployed.
- 159 of the 2004 Year 11 cohort have been only unemployed and left the register in the period and are now 18 and able to claim benefits.
- 480 of the 2004 Year 11 cohort have only been unemployed and registered with Careers Wales.
- 682 of the 2004 Year 11 cohort have been both unemployed and registered with Careers Wales and unemployed not registered or have left the register in the period and are now 18 and able to claim benefits.
- 1,321, 2004 Year 11 leavers, have been unemployed between October 2004 and February 2007. This represents 26% of the total school leaver's cohort in Cardiff and the Vale of Glamorgan over a just over 2 year period; however the periods of unemployment will vary from days to months determined by the needs of the young

person. Some will be able to move into employment or training in a relatively short period of time, others will require more long term support to enable them to engage effectively

- Those 1,154 young people who registered with Careers Wales at least once during this period spent an average of 70 days unemployed.
- Careers Wales data shows that 162 young people who have registered with Careers Wales at least once have been unemployed for longer than 91 days during the period. This represents 3.1% of the total cohort.
- 841, 2004 Year 11 leavers, left the register in the period.
- Days lost to unemployment for both those unemployed and registered with Careers Wales and those not registered is 434,491. Using income support as a measure of cost this equals £3,097,720. If we use the minimum wage which is £3.30 an hour (based on a 7 hour working day) for 16-17 year olds the opportunity cost to the economy would be £10,036,742. These are under-estimates and do not take into account other opportunity costs to the economy (e.g. benefits), or other social costs.

Jobcentre Plus Data

Jobcentre Plus

- Of those young people born in the same year as the 2004 Year 11 School Leavers cohort in Cardiff and the Vale of Glamorgan, there were 888 young people who at 6th June 2007 were claiming benefits with Jobcentre Plus.
- This can be considered to be 17.2% of the 2004 Year 11 School Leavers Cohort if applied to the Careers Wales figure of 5,175 Year 11 School Leavers in 2004. However indigenous and international migration into Cardiff and the Vale of Glamorgan is likely to mean that the baseline has grown by the time the Year 11 cohort has reached 18. Thus the percentage is likely to be smaller than that reported above concerning those who are NEET.
- It is believed that 12-15% is likely to be a truer picture of the percentage who are NEET at 18. The number available for employment, education or training may be lower still around 8-11%, due to some claiming income support (3.7%, see section 5), disability living allowance (2.5%, see section 5) and incapacity benefit (0.3%, see section 5) who are not actively seeking employment, education or training.
- At November 2006, 15.3% of the Vale of Glamorgan working age population were claiming benefits (this is any benefits) and 16% of the Cardiff working age population were claiming benefits. This illustrates that it is likely that adult inactivity in the labour market is the equivalent or indeed greater than it is for young people in comparison to the general working age population. The challenge is to ensure that young people remain active in the labour market and over time do not follow the adult pattern.
- In comparison to the general working age benefits claimants population young people claim a far greater percentage of Jobseekers allowance benefit and much less incapacity benefit.

Benefit claimants breakdown

- 410 young people received Jobseekers Allowance. When compared with the 2004 baseline figure (Careers Wales data, N=5,175) this represents 7.9% of the cohort, this is in comparison to 2.2% of those of working age claiming Jobseekers Allowance in Cardiff and the Vale according to Jobcentre Plus at November 2006. In terms of benefits the majority of Year 11 School Leavers in contact with Jobcentre Plus receive Jobseekers Allowance.
- Income Support is the next most claimed benefit with 191 young people having received it. This can be considered to be 3.7% of the 2004 Year 11 School Leavers Cohort. Some of this group may not be actively seeking employment.
- 130 young people received disability living allowance. This can be considered to be 2.5% of the 2004 Year 11 School Leavers Cohort.
- 13 young people received incapacity benefit. This can be considered to be 0.3% of the 2004 Year 11 School Leavers Cohort.
- In the working age population generally Jobcentre Plus figures as at November 06 highlight that 8.8% are on sick and disablement benefits. This is higher proportion than in the young people's population.
- 144 young people received a combination of benefits or claimed a benefit more than once.

Similarities and Differences

- There is no significant gender-difference in those who have claimed benefits according to the Jobcentre Plus data. 445 young people are male and 443 young people are female who at June 2007 claimed benefits with Jobcentre Plus.
- The Jobcentre Plus data further reinforces the geographically cyclical nature of labour market inactivity. It shows those wards identified as "hot-spots" for those young people claiming benefits with Jobcentre Plus as very similar to those identified by the Careers Wales data.

Interviews with Practitioners, Service Providers and Schools with regards to pre and post 16 provision

- Practitioners suggest that there are services available to help young people who are NEET, but NEET young people may not know how to access them or what they are entitled to.
- The fact that NEET young people have generally fallen out of formal systems makes it difficult to re-engage them.
- Practitioners suggest that improvements to services could be made by providing tailored services to young people, which make them want to be involved, and which they see as helping them develop, which is vitally important in keeping young people engaged. An example of a programme that does this is Careers Wales Youth Gateway.
- It seems that critical issues concerning NEETs in Cardiff and the Vale of Glamorgan for practitioners centre around: (1) earlier intervention, (2) resourcing schemes that exist and work, (3) more information sharing and the development of a common

assessment framework, (4) "step-up" provision, (5) services that appeal to young people (6) adequate remuneration and (7) availability of quality training provision.

The following steps for future progression have been identified:

- Promote improved information sharing at all levels. This could be assisted by the development of a multi-agency information sharing database. Careers Wales and Cardiff Youth Service have worked together to develop a shared client database which is due to go on live in September 2007. With resources this model could be rolled out throughout the partnership.
- A thorough analysis of what services are providing which can then be readily shared. Cardiff and the Vale YPPs have put together service directories which should help in this process.
- There needs to be more and better tailored provision that addresses individual need. An understanding of individual need is required before this can be achieved. This support is often resource intensive but set against the loss to the economy it is an investment that will pay for itself if we can reduce the number of economically inactive young people.
- Sustained opportunities and support for young people to gain employment, education and training. Part of this is around up-skilling young people and making them ready for work.

Practitioners indicated that effective programmes for young people who are NEET include:

- Work at the young persons pace.
- Working in a way that is not always upfront about being outcome oriented (but are), so that young people enjoy them.
- Services which are able to build trust and relationships with young people.

Generally the view provided was that partnership working is beginning to work better e.g. Youth Service and Careers Wales shared data base, and that the YPPs should take some credit for this. However, it is acknowledged that there is still progress to be made especially around information sharing.

It was stated that services have a common clientele but there is a lack of dialogue. A more systematic approach is needed.

Surveys of Schools and Service Providers for Young People

- Eight survey respondents (out of a possible 9) offered their opinions on why young people might leave school before the end of compulsory schooling. They were unanimous in citing disaffection with the schooling system and boredom and lack of engagement with the curriculum on offer.
- Four also considered that home factors had an impact, such as the low value placed on education.

There was unanimous agreement that there should be a differentiated curriculum that caters for those at risk of becoming NEET, reflecting the general feeling that the present National Curriculum was failing to meet the needs of this group of young people.

Primary Research with Young People

Young People's Survey (Post 16)

Respondents

- 95 young people from Cardiff and the Vale of Glamorgan who were NEET completed the questionnaire.
- 1 in 3 of the respondents left school before Year 11.

Retention of Young People in programmes

- In order for programmes to retain young people, the young people need to:
 - ✓ Like the programme they are attending.
 - ✓ Need to think they need the programme (i.e. they see value in it).
 - ✓ Needs to offer adequate financial incentive.
 - ✓ Be motivated by the programme.
- Factors outside the programme which are important in young people leaving include:
 - ✓ Personal reasons.
 - ✓ Housing issues.
- Factors young people see as not being important in leaving programmes are:
 - ✓ Programme taking up too much time.
 - ✓ Programme being too difficult.
 - ✓ Programme location.
 - ✓ Caring responsibilities of young people.
 - ✓ Pregnancy / childcare issues.
 - ✓ Medical reasons.

Young People and Employment

- 41 young people reported having had a job since leaving school or college. However, 50 young people reported not ever having had a job since leaving school.
- Important factors that caused young people's jobs to come to an end included:
 - ✓ Not liking the job.
 - ✓ Wanting more money.
 - ✓ No job prospects.
 - ✓ Not getting on with other staff and managers.
 - ✓ Not learning anything.
- Factors that young people reported as being less important reasons for their jobs ending included:
 - ✓ Contract coming to an end.
 - ✓ Personal reasons.
 - ✓ Job being boring.
 - ✓ Not enough guidance or support.
 - ✓ Poor location.
 - ✓ Being dismissed.

Communication

- Young people considered that the most effective ways for Careers Wales to keep in contact with them are phone calls. Magazines, emails and keeping in touch postcards are considered less often to be effective ways of keeping in touch.

Reason for attending Careers Wales

- 69 young people reported they attended Careers Wales through their own choice. 15 reported that it was not voluntary on their part.

Important Services to help achieve employment, education or training

- Over 3 in 5 respondents stated that help with finding a job, training or college course from a Careers Wales Careers Advisor was very important.
- 3 in 10 reported help with housing was very important.
- 1 in 10 reported help from youth offending services was very important.
- Apart from Careers Wales, young people were most likely to receive careers advice from parents, school or college careers teachers and friends.

Important factors for young people in looking for employment, education and training programmes

- Approximately 2 in 3 young people consider interesting work to be a very important factor. This was most commonly cited as being very important.
- Pay rate and good prospects were the next factors to be considered very important.

Qualitative Research

Focus Groups

- 32 young people took part in the 4 focus group exercises. This included 14 young women and 18 young men.
- Two of the groups took place at the Careers Wales Youth Gateway(post 16 enhanced guidance and support programme helping disengaged young people re engage in the labour market), one at the Penarth Youth Project and one at Fairbridge in Roath, Cardiff.

Experience of Education

- Opinions about school were overwhelmingly negative.

Strategy

- An issue was raised by young people about age and available opportunities. It was felt by some young people that turning eighteen made it more difficult to find employment and in particular, training opportunities and that less was generally available to young people after this cut-off point. In addition, it was felt that some employers preferred younger workers. However, others made the point that some jobs stipulated a minimum age of eighteen which opened up new opportunities when young people reached this age.

Difficulty

- Confidence and self-esteem of young people was a self-perceived cause of difficulty in getting education, employment or training opportunities.
- Other barriers to employment and education that young people mentioned (in descending frequency) were:
 - having a criminal record
 - having learning difficulties
 - being lazy
 - having mental health problems
 - places being too far away (e.g. insufficient training placements in Barry)

- not knowing where to go to access help or support
- health problems
- drugs and/or alcohol
- aggression/having inadequate 'people' skills
- siblings, friends or boyfriends/girlfriends
- needing specific help with applications, CVs and interviews

Support needs

- Young people called for more explicit support with their job search strategies.

Careers Wales Online Survey (CWOL)

- This survey went out to young people all over Wales, so the results do not just pertain to young people in Cardiff and the Vale of Glamorgan or just to those who are NEET.

Education and Training

- Young people were asked about possible reasons why they had not completed programmes. Not all young people responded to this question. However, those that did suggest the following can be said:
 - Not liking the programme was an important reason.
 - Taking up too much time was less likely to be an important reason for not completing a programme.
 - The programme not being what the respondent needed was important.
 - Opinions were divided concerning financial reward.
 - Medical reasons were not seen as important in the majority of cases.

Employment

- Respondents were invited to comment on reasons why a job they had been doing may have come to an end. These included:
 - The job being temporary was likely to cause a job ending.
 - Personal reasons were less likely to be important for people leaving jobs.
 - The job being boring was also a relatively less important reason for a job coming to an end.
 - Being dismissed for most young people who answered this question was not seen as important.

Careers Support and Guidance

- Young people were asked what the most effective way for Careers Wales to keep in touch were:
 - Newsletters were seen as an effective keep in touch mechanism by the majority of respondents.
 - Magazines were seen as an effective keep in touch mechanism by the majority of respondents.
 - Email was seen as clearly the most popular way for Careers Wales to keep in touch with young people. This may not be surprising when one considers how this sample was drawn.
 - The majority of respondents stated that phone calls were not necessarily the most effective way of keeping in touch.
- Young people were also asked if they had received careers advice from anyone other than Careers Wales:
 - 556 respondents stated they had received advice from school or college careers teachers.
 - 9 respondents stated they had received advice from a YOT worker.
 - 7 respondents stated they had received advice from a social worker.

- 472 respondents stated parents had given them advice.
- 401 respondents stated they had been given advice by other teachers.
- 344 respondents stated friends had been a source of advice.
- 290 stated other family members had given them advice.
- 21 stated the youth service had given them advice.

Aspirations

- Young people were asked what factors were important to them when looking for education, employment or training.
- The least important factors for young people were availability of childcare and convenience of location
- Interesting work and good career prospects were seen as very important / quite important by most respondents

Recommendations from the report

Recommendations can be found in the final chapter of this report.

1 Introduction & Context

“The additional lifetime costs of being NEET at age 16-18 have been estimated at around £8.1 billion in terms of public finance costs. It should be noted that these figures are based on a number of assumptions and do not include potential health and crime effects.” HM Treasury and Department for Education and Skills (2007) *Policy review of children and young people. A discussion Paper*

This research has been conducted by Cordis Bright with the assistance of and on behalf of Careers Wales Cardiff and the Vale of Glamorgan and the Cardiff and Vale of Glamorgan Young Peoples Partnerships.

The report draws on a variety of sources, both primary and secondary to help further understand the issues both young people who are NEET and those who provide services to young people who are NEET face.

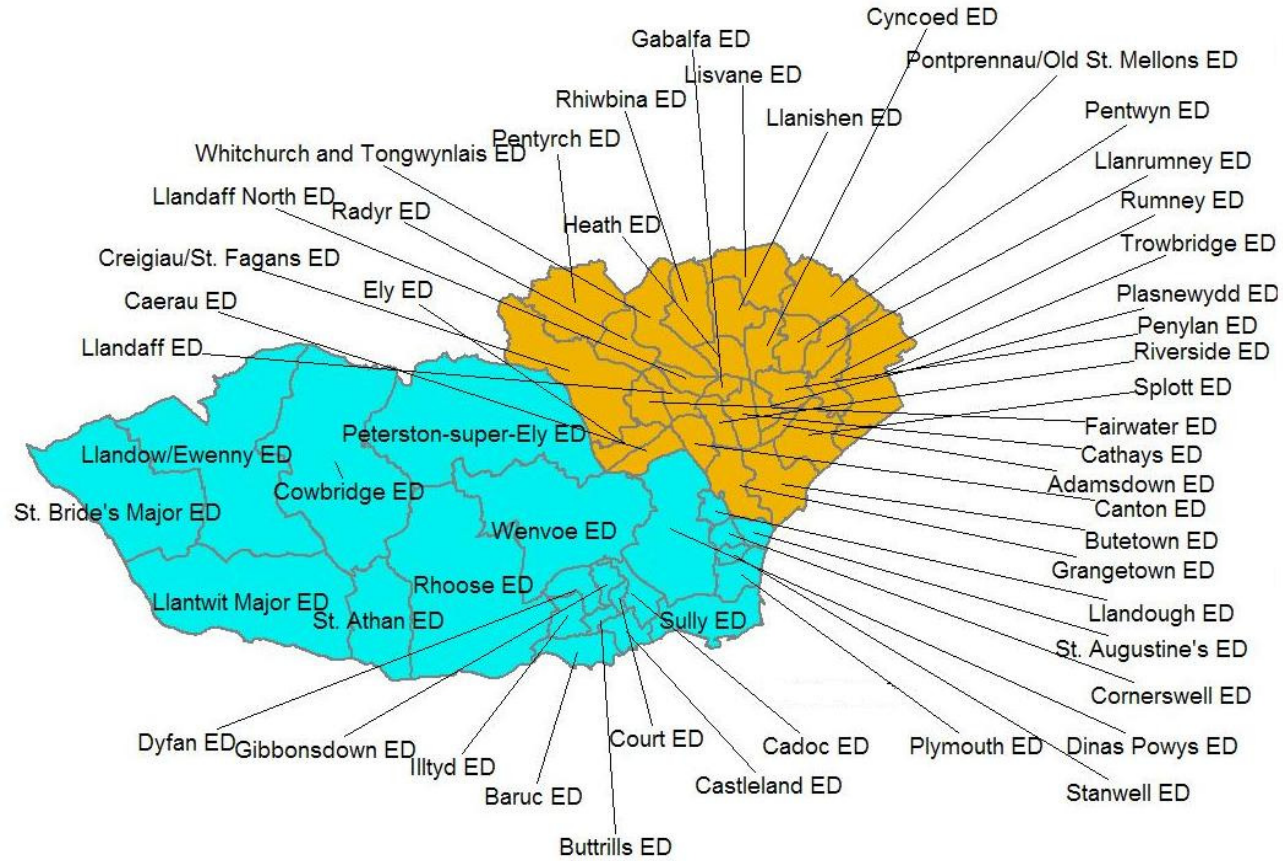
The sources utilised in this report include:

- Previous research and consultation
- Demographic information from the Office of National Statistics
- Data supplied by Careers Wales
- Data supplied by Jobcentre Plus
- Primary research evidence from young people who are NEET, practitioners, service-providers and schools

The report is structured as follows:

- Review of previous research and consultation concerning the NEET issue
- The demographic profile of young people in Cardiff and the Vale of Glamorgan
- Analysis of secondary data provided by Careers Wales from the Careers Wales register
- Analysis of secondary data provided by Jobcentre Plus
- Analysis of interviews with Practitioners, Service Providers and Schools
- Analysis of Primary Research with Young People

Figure 1 Map of Cardiff (Light Orange) and Vale of Glamorgan (Light Blue) by Electoral Division (Ward)



2 Previous Research and Consultation on Young People Not in Education, Employment and Training

Key Messages

- The nature of the NEET client group is such that it is very difficult to obtain accurate statistics since, from the age of 16 these young people have followed numerous different paths and disengaged to varying degrees from society
- The report "Participation of Young People in Education and the Labour market 2002/03" published in August 2005 indicates that 11% of the 16-18 age group in Wales were not engaged in education, training or employment
- NEET is not a homogeneous group.
- There are a great many reasons (often acting in combination) why a young person may attain NEET status, amongst them social, psychological, cultural and economic
- Addressing the following factors may help assist tackle the NEET issue:
 - Improving data collection and management
 - Targeting interventions and prioritising resources for maximum effectiveness over the entire NEET group. There can be no "one size fits all" solution
 - Gaining a greater understanding of why young people become NEET. Through understanding it is possible to then put in place evidence based solutions for young people who are NEET
 - Maximising the quality and relevance of training provision and work experience for young people who are NEET
 - Identifying what works well with young people who are NEET
 - Improving referral procedures. This is linked to effective multi-agency working
 - Working on how to motivate young people who are NEET
 - Working closely with schools
 - Strengthening relationships between agencies, for example, the relationship between DECWL and Careers Wales Cardiff and the Vale of Glamorgan
- Examples of good practice cited by Careers Wales Cardiff and the Vale of Glamorgan include:
 - Club-Gateway
 - Transition Programme for school non-attenders
 - Extending opportunities / alternative curriculum support programme
 - Retention programmes – Colleges
 - Careers Wales Cardiff and Vale of Glamorgan Keeping in Touch, 16-18
 - Special projects
 - Youth Gateway 16-18 year-olds in the labour market

2.1 Introduction

This section summarises a variety of reports and research in relation to the NEET issue which have been conducted in Wales (both specific to the Cardiff and Vale of Glamorgan area and on a national basis) and in England (specifically in respect of Connexions, the English equivalent of Careers Wales). A full list of materials reviewed is set out at Appendix 1.

The documents span a relatively long time period, from the mid 1990s to the present day. During that time there has been a change of government and a number of different policies and initiatives to encourage young people to enter education, employment or training. We have therefore focused our attention on extracting from

the research common themes and points which are of direct and practical relevance to assisting Careers Wales Cardiff and Vale of Glamorgan and Cardiff and the Vale of Glamorgan YPPS in dealing with the 16-18 year old NEET issue in their geographical area as at today's date. As such, statistics and current practices will be drawn from the most recent literature. However, the earlier work still provides much valuable information about the underlying reasons why young people are NEET, particularly the influential studies of David Istance and his team in South and Mid Glamorgan in the early 1990s. It is striking how similar the reasons and explanations given by young people then are to the comments made by the young people in focus groups conducted as part of this particular project (see chapter 6 below).

2.2 Extent and Nature of the NEET issue

2.2.1 Statistics Issues and Limitations

The nature of the NEET client group is such that it is very difficult to obtain accurate statistics since, from the age of 16, these young people have followed numerous different paths and are disengaged to varying degrees from society, some to the extent of being "invisible".

Arad Consulting were recently commissioned by the Welsh Assembly Government to review the categorisation and gathering of statistical data for young people in the 11-15, 16-18 and 19-25 age cohorts. They concluded that, whilst there was a robust headline statistical measure of the young people who are NEET on an all Wales level (published in the WAG's "Participation of Young People in Education and the Labour Market"), the methodology used was limited in the following ways. First, it is not possible to produce local area statistics from the data, which limits the extent to which it can be used to target interventions locally. Also, the residual approach adopted limits the operational use of the data.

The principal source of local area data, the Careers Wales Destination Survey, underestimated the total number of young people who are NEET as it comprises only those who are registered on its database at the end of each year – a snapshot.

Arad suggest that a more consistent definition of the term "NEET" may be the key to collecting data in a manner which can be broken down to local area level for effective targeting of interventions. They propose that NEET be divided into 3 broad categories: "Unknown NEET", "Known/Identified NEET" and "NEET but receiving support", with each category being subdivided into the different classes of young people who fall within it (e.g. unknown and working in black economy, registered with Careers Wales, young offenders). The numbers of "Known/Identified NEET" and "NEET but receiving support" can be calculated by aggregating data from the agencies dealing with each class of young person (subject to cleaning and matching to remove duplication). There is still much room for improvement in data gathering methods (which will entail a co-ordinated and consistent approach), once this has been achieved and a robust figure can be calculated for these two categories, a figure for "Unknown NEET" can also be obtained from the residual left by subtracting the aggregated figure for "Known/Identified NEET" and "NEET but receiving support" from known data and population statistics.

As regards the extent of the NEET issue on a Wales-wide basis, the "Participation of Young People in Education and the Labour market 2002/03" published in August 2005 indicates that the breakdown amongst the 16-18 age group was as follows (the figures were broadly similar to previous years):

38% were in full or part-time education or training and were not in employment

36% were in full or part-time education or training and in employment

15% were in full or part-time employment but not in education or training

11% were not engaged in education, training or employment

2.3 Issues and factors relating to NEET status

2.3.1 Terminology

There has been considerable debate over the years as to the most appropriate way of conceptualising and referring to young people who are NEET. The term "Status Zero" has been used by David Istance and Howard Williamson, and other terms which have been used include "disaffected" and "disengaged". However, it has been very difficult to reach any consensus as all of these terms are unsatisfactory in some way because they fail to capture the full nature and extent of the NEET issue and/or have negative connotations.

The immediate point to be drawn from this is that terminology is a sensitive issue and that care needs to be taken when labelling young people who are NEET, particularly in discussions with the young people themselves.

2.3.2 NEET/"Disaffected" is not a homogeneous group

This is a point emphasised by many of the studies. As the "Tackling NEETs" Report for Connexions comments:

"...references [to NEET] are merely a convenient 'shorthand' way of referring to a disparate group of young people who need help and support for a variety of reasons."

The young people characterised as "NEET" range from those who are relatively privileged and able to exercise a significant degree of choice to those who through a variety of reasons and circumstances are totally disengaged from society. There are great variations in relation to motivation, peer and family influences, aspirations and hope for the future and capacity to help themselves.

The recent ARAD Consulting Report for the Welsh Assembly Government highlighted the danger associated with there being no consistent interpretation of the term "NEET". This leads to an inconsistent approach to identifying, monitoring and measuring the numbers of young people who are NEET at a local level and developing appropriate targeted interventions.

2.3.3 Underlying reasons and precipitating factors contributing to NEET status

There are a great many reasons (often acting in combination) why a young person may attain NEET status, amongst them social, psychological, cultural and economic. Moreover, there is a significant distinction between those young people classified by Istance's South Glamorgan study as "policy possibilities" and those who are "policy problematics". The former have not completely rejected formal education and training structures and could, with appropriate assurances on issues such as quality of training, remuneration and prospects, be persuaded to re-engage with the system. Encouragingly, most young people would tend to fall into this category. The latter group, however, have far more deep-seated issues which would require very different kinds of strategies to achieve a change in attitude.

A number of models have been proposed with a view to identifying those young people most "at risk", both in order to make effective interventions with those who are already NEET and also to undertake preventative work with young people before they leave school, though there are significant differences of opinion.

We set out below some of the factors which are commonly associated with NEET status, albeit this is a far from comprehensive list. We have selected those which are most commonly cited in the research, many of which have also been mentioned by the young people consulted as part of the present project:

- ✓ Traumatic personal and family circumstances
- ✓ Culture of unemployment in the local area
- ✓ Learning difficulties and medical problems
- ✓ Negative attitudes of family and peer group towards employment and training
- ✓ Involvement with drink or drugs
- ✓ Scepticism or disillusion with formal training and employment structures in terms of poor experiences, prospects and remuneration and quality of training
- ✓ The comparative unattractiveness of formal employment and training as against informal or illegal economic activity
- ✓ Competing priorities for the young person, e.g. having to care for a family member
- ✓ A better understanding of offending behaviour

2.3.4 Factors of particular relevance to the Cardiff and Vale of Glamorgan area

The need for this research was identified as a result of the paucity of statistics at a local level which makes it very difficult to identify accurately current local issues and trends. (The most significant piece of research conducted specifically in the South Glamorgan area was David Istance's original "Status Zero" study. However, this dates back to the early 1990s, since which time there have been considerable changes in policy and the local and surrounding areas, so a number of its specific findings may no longer be relevant.)

Nevertheless, it can be said that, for the most part, factors typically associated with NEET status are not related to geographical location, although certain of them may predominate within a particular area, for example a prolific drugs problem or long-term structural unemployment arising from the demise of the major industry in the region (such as coal mining in the Valleys).

2.4 How to tackle the NEET issue

These factors are based on the review of previous research and consultation.

2.4.1 The importance of robust data collection and management

There should be an emphasis on ensuring that the information which is held on young people who are NEET is as accurate and high quality as possible. Robust data collection and management systems, if combined with good IT systems and specialised software, will enable comprehensive mapping and analysis of the cohort which can identify patterns, highlight particular areas in need of support and enable effective targeting of resources.

2.4.2 Targeting interventions and prioritising resources for maximum effectiveness over the entire NEET group

As discussed above, the NEET client group is extremely heterogeneous. As such, there can be no "one size fits all" approach, and there will inevitably be a certain proportion of young people for whom it will be extremely difficult, if not impossible, to achieve a positive result. Some young people have complex support needs involving multiple agencies and a considerable amount of other remedial work needs to be done with them before they can be engaged constructively towards entering into employment or training.

The Popham Report found that a number of the English Connexions partnerships were as a consequence concentrating effort and resources on those most likely to respond. With regard to those with more complex needs, a more effective approach and use of resources is to wait until other agencies have completed their remedial support work before undertaking more proactive work towards education, training and employment, albeit keeping in touch with the young person and monitoring progress in the meantime.

2.4.3 Importance of understanding why young people become NEET

This point is emphasised across all the studies. Key strategies for achieving a better understanding are better analysis and mapping of the NEET groups, more effective liaison with training and education providers and schools to identify and obtain information and feedback on the relative success rates of programmes and which young people are at risk of becoming NEET. This will enable additional support to be targeted towards those providers who have the highest rate of recidivism and also for more effective preventative work to be done.

2.4.4 Maximising the quality and relevance of training provision and work experience

The general theme emerging from the literature is that young people want provision which is flexible, supportive, interesting and which pays a reasonable wage. They are not interested in “Mickey Mouse” or token qualifications but wish to see the relevance of their programme towards genuine progression.

2.5 Specific examples of good practice

The Popham Report for Connexions and Careers Wales annual reports highlight a number of examples of good practice from the English Connexions partnerships and Careers Wales. We set out below a selection of the more general or transferable of these which may be of interest to Careers Wales and the YPPs.

2.5.1 Identifying what works well and potential “NEET factories”

An important step in tackling the NEET issue is to determine which programmes and/or providers have a good success rate in working with the NEET group and also those which have a high non-completion rate, together with other significant sources of NEETs (in particular schools, colleges, geographical areas, etc). Approaches include:

- Linking advisers to individual providers to provide additional support to young people who are identified as likely to leave before completion
- Appointing a Retention, Achievement and Support Managers who work with a team of personal advisers in CFEs and sixth form colleges with poor retention rates.
- The Learning Coach role identified within The Welsh Assembly guidance

Learning Country: Learning Pathways could provide this support in Wales. However it is clear that all relevant partners need to work effectively together.

Robust data collection and management systems can also contribute greatly in this regard. Careers Wales effectively manage a register of 16-18 year old NEETs and provides feedback to the Welsh Assembly Government monthly. Connexions South Yorkshire is highlighted as having made particularly effective use of its data to map

the entire cohort including NEETs, EETs and “not knows”. It has produced detailed geographical maps as ward level of the incidence of NEETs, which show particular problem (maps similar to this are shown in Chapter 4) areas and schools and the frequency of specific issues that affect disengagement.

2.5.2 Effective referral procedures

A number of young people within the NEET group have complex needs and are under the supervision of multiple agencies. Accordingly, effective inter-agency working and referral procedures are essential if these young people are to be helped to maximum effect. A particularly good example can be found with Connexions Lincolnshire and Rutland, where a common form – INOC (inter-agency notification of a child in need) - has been developed by the County Council and Health Service. This gives basic identification details, key agencies involved, needs of the child, family and environmental factors and other relevant information.

2.5.3 Addressing issues of motivation

A number of Connexions partnerships have reported that training of their staff in motivational interviewing techniques have yielded positive results in addressing the motivational issues which exist with many young people who are NEET.

2.5.4 Keeping in contact and geographical accessibility

This is a particular issue in areas which are largely rural and/or have poor transport links. Examples of how this has been countered are Connexions County Durham's use of existing video links in other libraries, use of e-mail and text messaging and Connexions Coventry and Warwickshire's use of a fleet of mobile offices.

2.5.5 Working closely with schools

There is widespread recognition of the benefits of working closely with schools, particularly those which generate the most NEETs. In Wales, Careers Wales advisers are linked to all schools and colleges and work to support the Keeping in Touch strategy through initiatives such as Youth Gateway, supporting young peoples continued engagement or re engagement in education, employment or training.

2.5.6 Building relationships with the Welsh Assembly Governments Department for Education, Culture and the Welsh Language (DECWL)

The Department for Education, Culture and the Welsh Language share common objectives with Careers Wales and the YPPS in relating to reducing the number of young people who are NEET, so effective collaboration is important. Examples of such joint working which have yielded positive results include jointly funded posts to

improve communications and address particular issues, and regular progress and strategy meetings. Keeping in touch is also a priority for YPPs and the 14-19 Learning Pathways networks.

Careers Wales Cardiff and Vale Education Gateway programme has achieved excellent results in supporting young people, who would otherwise be NEET, maintain engagement in statutory education or alternative learning provision and as a result make a positive transition at 16.

The Education Gateway offer schools and colleges a menu of options that seek to support retention and achievement strategies. They include –

Club Gateway

Delivered through a series of one hour group sessions over an academic year supported by one to one mentoring interviews. It is a motivational programme which aims to provide support and encouragement in a safe learning environment for pupils who are at risk of dropping out of mainstream education or who are likely to experience difficulty in the transition between school, employment, training or further education. The Programme's curriculum, including the use of careerswales.com is designed to address the needs of this particular client group.

There are three broad aims: Self Development, Career Exploration and Career Management.

The additional support and intensive nature of the work ensures that a high percentage of participants achieve a positive outcome on transition at 16. In 2006-07 225 young people were supported through this programme and over 91% moved into a positive outcome. In addition, research proves the success of the programme in retaining a group of young people within the school system who may otherwise have *dropped out*.

Transition Programme for school non attenders

This is an intensive programme conducted prior to the school leaving date in June which aims to assess, prepare and support school non-attenders with their transition into sustainable education, training or employment.

The programmes are run from Careers Wales and other community premises. Schools and partners identify pupils who have not attended school or who are infrequent attenders in KS4 (382 in 2006-07).

The sessions cover;

- post 16 options: education, training and employment
- goals and aspirations / skills and abilities
- teambuilding
- training provider and college visits
- basic skills assessment
- careers guidance / Moving Forward Plans

- CVs and application forms
- Interview techniques

Each young person engaging in the programme is offered ongoing mentoring until October, and is invited into the Careers Wales centres in June where they can access further support in finding education, training or employment.

Advisers worked intensively with 63 clients in 2006, with the following outcomes;

- 75% have been placed into a positive outcome
- 16% are registered and actively seeking employment and/or training
- 4% have moved away
- 10% are either not available for work or training, or assistance not required.

Extending Opportunities /Alternative Curriculum Support programme

Advisers offer one day tailored courses for young people who are attending the alternative curriculum or extending opportunities programme run by the LEAs.

An average of 10 clients attend each session, which is designed to help the pupils engage in education, training or employment and to best prepare them for their post 16 transition.

The sessions cover:

- Team work
- Communication
- Goal Setting
- C.V building
- Interview techniques
- Appropriate behaviour in the work place
- Post 16 options
- Individual guidance interview

Each young person engaging in the programme is offered two mentoring follow up interviews and will be invited into the Careers Wales centres in June.

Advisers worked with 100 2006 school leavers identified as following an alternative curriculum, with the following results:

- 70% have been placed into a positive outcome
- 9% are registered and actively seeking employment and/or training
- 4% have moved away
- 2% are either not available for work or training, or assistance not required.
- The remaining 14% are not registered, but thought to be unemployed. With the help of the YG (Youth Gateway) field workers, we are still endeavouring to contact and engage these young people.

Retention Programmes – Colleges

These courses are designed to support the retention strategies in local FE colleges. The programmes are agreed with college tutors and are targeted at vocational courses that have historically had high numbers of drop outs.

Advisers worked with 115 clients on the 2006-07 College Gateway programme – the outcomes again are very encouraging:

- 78% have moved into education, employment or training.
- 11% are registered and actively seeking employment and/or training
- 11% are either not available for work or training, or assistance not required.

Careers Wales Cardiff and Vale Keeping in Touch 16-18

Register Management

The post education team are committed to keeping an accurate record of all Post Education clients and support them in their transition into employment, training or further learning. Careers Wales endeavours to maintain regular contact with unemployed young people as part of their Keeping in Touch strategy and to support those in employment and further learning who are looking for alternative opportunities.

The register has four distinct sections with whom they have different responsibilities to keep in touch:

- ***Unemployed Register.*** These are young people who are not in education, training or employment and are seeking placement into training or employment opportunities. They are contacted on a fortnightly basis to check on progress with finding suitable employment and/or training.
- ***Betterment Register.*** These are young people who are in full time education, training or employment, but who are seeking alternative opportunities in employment or training. Contact must be maintained on a minimum of a 4 weekly basis in order to check on progress with finding suitable employment and/or training, and to inform of any new suitable vacancies.
- ***NEET not Registered/left Register.*** These are clients who in the main leave the Careers Wales register without a known destination. Contact with clients is attempted regularly with the aim of re-engaging them. As a minimum, 2 further attempted contacts within an 8 week period.

Special Projects

In addition, Careers Wales are constantly developing new and innovative ways of keeping in touch with 16-18 year olds. Current examples include;

- Linking with learning providers who identify young people who have not attended the programme for 1 week (without reason). Our keeping in Touch adviser then attempts to contact them with the aim of either re-engaging them

in the programme, or to negotiate alternative provision.

- Negotiated lists of early leavers from a local college who are followed up by our Keeping in Touch Adviser with the aim of re-engaging them into education, training or employment.

Youth Gateway 16-18 year olds in the labour market

A 2 week intensive motivational and support programme helping to prepare young people for transition into formal training, employment or education. Additional support through mentoring continues until clients are settled or no further action is possible. Youth Gateway clients present with the most difficult issues and barriers to progression and often have a history of disengagement, disaffection and disappointment. The programme has yielded very positive results working with this very challenging and often difficult client group.

3 Demographic Profile of Young People in Cardiff and the Vale of Glamorgan

Key Messages

Cardiff

- In Cardiff, the wards of Ely, Pentwyn and Trowbridge have the largest numbers of 16-18 year olds
- Lower numbers of 16-18 year olds live in Creigiau/St Fagans, Pentyrch and Radyr
- At the 2001 Census there were 11,970 16-18 year olds resident in Cardiff

Vale of Glamorgan

- Wards in the Vale of Glamorgan with the largest numbers of 16-18 year olds include Cadoc, Illtyd and Llantwit Major
- Wards in the Vale of Glamorgan with the lowest concentrations of young people Llandough, Peterston super Ely and Wenvoe
- At the 2001 Census there were 4,872 16-18 year olds resident in the Vale of Glamorgan

Ethnicity

- In Cardiff, 91.6% of the total population was of White origin as at the 2001 census. 2.0% were of mixed origin, 4.0% were of Asian or Asian British origin, 1.3% were of Black or Black British origin, and 1.2% Chinese or Other Ethnic origin
- Data provided by Cardiff Local Education Authority shows that as of May 2007 in the secondary school population there were 68% of the total population who can be classified as White UK, this is in comparison to the Census figure of 88.3%. This suggests that Cardiff's school population is ethnically diverse and becoming more so.
- In the Vale of Glamorgan, 97.84% of the total population as at the 2001 census were of White origin, 0.95% were of mixed population, 0.59% were of Asian or Asian British, 0.23% were Black or British, 0.39% were of Chinese or Other Ethnic origin
- Careers Wales believe, since the 2001 census, there has been a significant migration of Eastern European citizens into the area.

This section provides a background of the 16-18 year old population of both Cardiff and the Vale of Glamorgan, in terms of the geographical location of where 16-19s live and also the ethnic background of people in Cardiff and the Vale of Glamorgan. This demographic information is useful because it shows where young people are most prevalent in the age range in which the research is focusing on.

3.1 16-18 Year olds in Cardiff

The table and maps below show that there are concentrations of 16-18 year olds in:

- ✓ Ely, Pentwyn and Trowbridge

There are proportionally fewer 16-18 year olds in:

✓ Creigiau / St Fagans, Pentyrch and Radyr

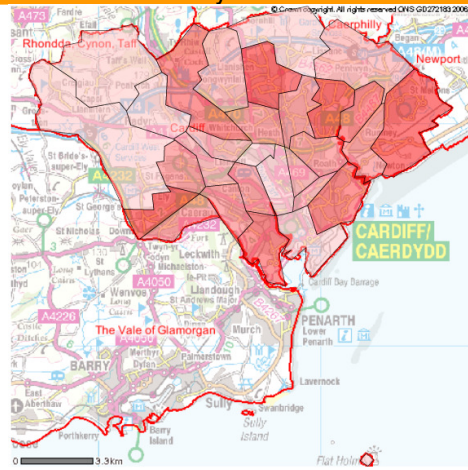
Figure 2 Number and Percentages of 16-18 year olds in Cardiff by ward

Ward	Number of 16 year olds	Number of 17 year olds	Aged 18 years	16-18 year olds	% 16-18 year olds
Adamsdown	96	75	97	268	2.23
Butetown	52	51	52	155	1.29
Caerau	154	124	151	429	3.58
Canton	162	146	145	453	3.78
Cathays	57	63	279	399	3.33
Creigiau / St. Fagans	61	50	38	149	1.24
Cyncoed	137	148	149	434	3.62
Ely	242	211	204	657	5.48
Fairwater	141	156	163	460	3.84
Gabalfa	58	69	435	562	4.69
Grangetown	177	173	171	521	4.35
Heath	146	150	158	454	3.79
Lisvane	44	65	45	154	1.28
Llandaff	117	116	125	358	2.99
Llandaff North	121	103	81	305	2.54
Llanishen	205	185	199	589	4.92
Llanrumney	194	154	149	497	4.15
Pentwyn	233	240	213	686	5.73
Pentyrch	65	70	44	179	1.49
Penylan	135	144	289	568	4.74
Plasnewydd	116	116	192	424	3.54
Pontprennau / Old St. Mellons	85	85	66	236	1.97
Radyr	65	72	71	208	1.73
Rhiwbina	115	117	115	347	2.89
Riverside	161	126	120	407	3.40
Rumney	143	139	130	412	3.44
Splott	177	132	134	443	3.70
Trowbridge	240	196	205	641	5.35
Whitchurch and Tongwynlais	193	176	206	575	4.80
Cardiff	3892	3652	4426	11970	100

(Source: ONS 2001)

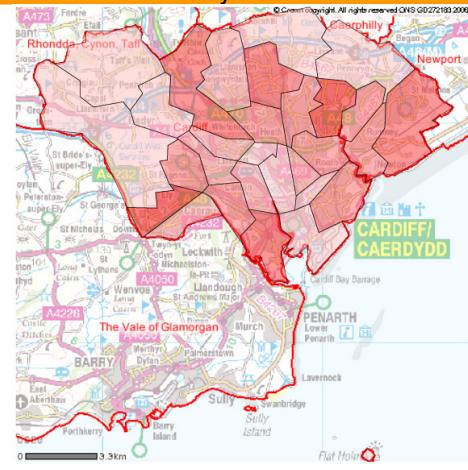
Figure 3 Distribution of 16, 17 and 18 year olds

Distribution of 16 year olds



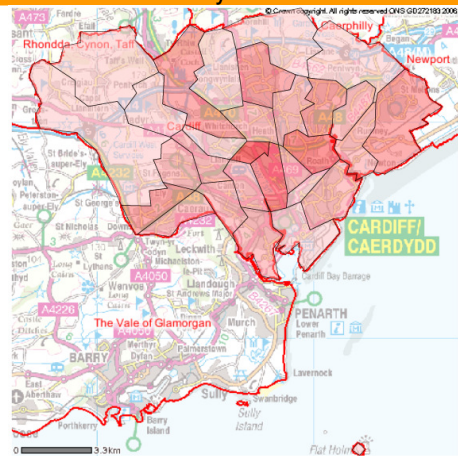
- Legend**
- 44 - 84
 - 85 - 123
 - 124 - 163
 - 164 - 202
 - 203 - 242

Distribution of 17 year olds



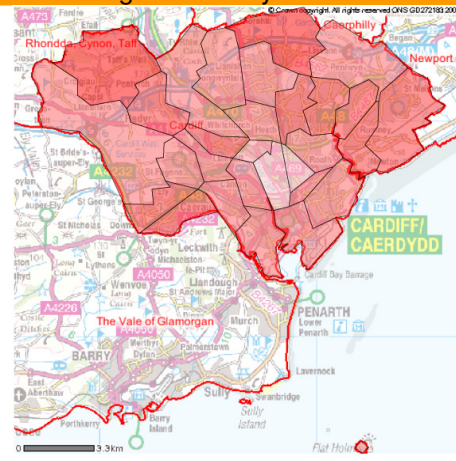
- Legend**
- 50 - 88
 - 89 - 126
 - 127 - 164
 - 165 - 202
 - 203 - 240

Distribution of 18 year olds



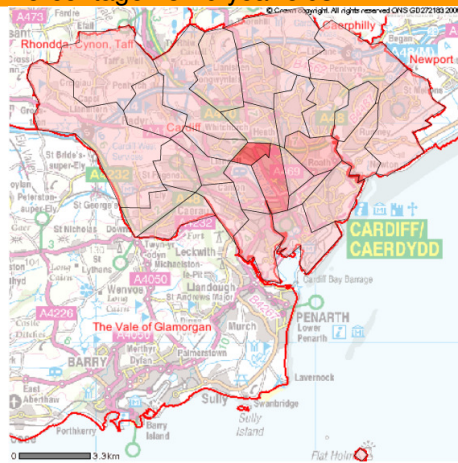
- Legend**
- 38 - 117
 - 118 - 197
 - 198 - 276
 - 277 - 356
 - 357 - 435

Percentage of 16-17 year olds



- Legend**
- 0.86 - 1.45
 - 1.46 - 2.04
 - 2.05 - 2.64
 - 2.65 - 3.23
 - 3.24 - 3.82

Percentage 18-19 year olds



- Legend**
- 1.51 - 5.38
 - 5.39 - 9.24
 - 9.25 - 13.11
 - 13.12 - 16.97
 - 16.98 - 20.84

(Source: ONS 2001)

3.2 16-18 Year Olds Vale of Glamorgan

In the Vale of Glamorgan wards which have the highest concentrations of young people include:

- ✓ Cadoc, Illtyd and Llantwit Major.

Wards with lower concentrations of young people include:

- ✓ Llandough, Peterston-super-Ely and Wenvoe

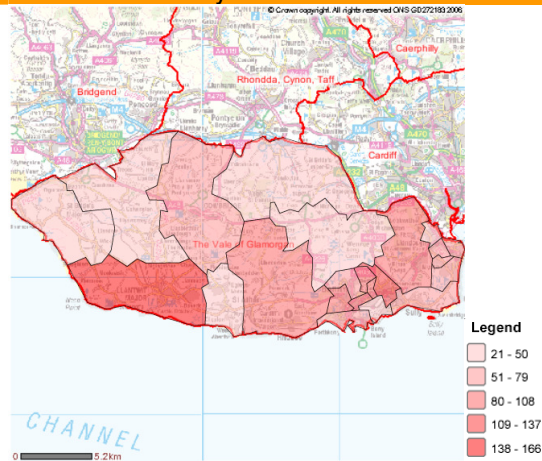
Figure 4 Number and Percentage of 16-18 year olds by ward in the Vale of Glamorgan

Ward	Number Of 16 year olds	Number of 17 year olds	Number of 18 year olds	Number of 16-18 year olds	Percentage of 16-18 year olds
Baruc	61	77	67	205	4.21
Buttrills	80	72	79	231	4.74
Cadoc	114	105	116	335	6.88
Castleland	43	57	56	156	3.20
Cornerswell	77	70	81	228	4.68
Court	91	69	60	220	4.52
Cowbridge	76	90	68	234	4.80
Dinas Powys	107	95	86	288	5.91
Dyfan	77	74	67	218	4.47
Gibbonsdown	90	73	76	239	4.91
Illtyd	87	102	110	299	6.14
Llandough	21	27	21	69	1.42
Llandow / Ewenny	46	51	30	127	2.61
Llantwit Major	166	254	250	670	13.75
Peterston-super-Ely	31	20	29	80	1.64
Plymouth	67	64	47	178	3.65
Rhose	82	73	49	204	2.04
St. Athan	49	68	76	193	3.96
St. Augustine's	55	52	55	162	3.33
St. Bride's Major	44	52	27	123	2.52
Stanwell	76	53	54	183	3.76
Sully	54	46	41	141	2.89
Wenvoe	28	35	26	89	1.83
Vale of Glamorgan	1622	1679	1571	4872	100.00

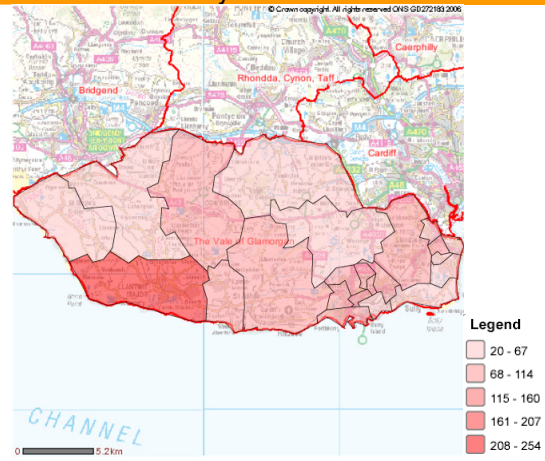
(Source: ONS 2001)

Figure 5 Distribution of 16, 17 and 18 year olds in the Vale of Glamorgan

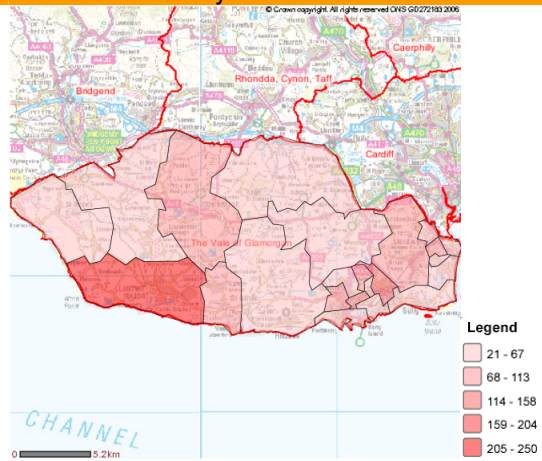
Distribution of 16 year olds



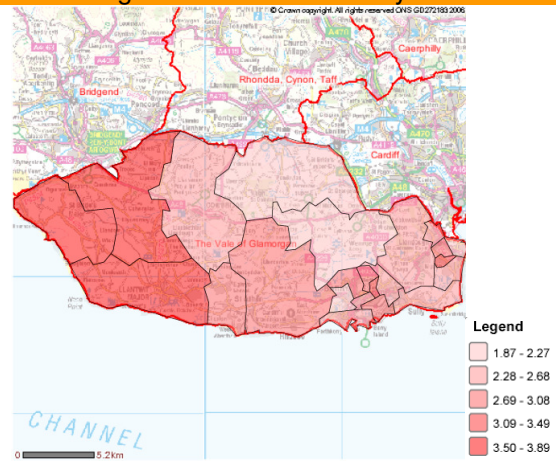
Distribution of 17 year olds



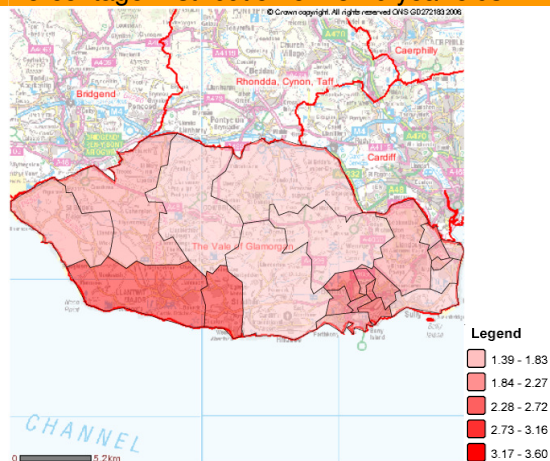
Distribution of 18 year olds



Percentage distribution of 16-17 year olds



Percentage Distribution of 18-19 year olds



(Source: ONS 2001)

3.3 Ethnicity in Cardiff

In April 2001, of the 305,353 individuals in Cardiff, 91.6% were White. The majority of Whites were classified as White British (88.3% of the total Cardiff population; 96.4% of the White population). 2.4% of the population was Other White. 0.9% of Cardiff's population was of Irish extraction (see figure below).

The second largest ethnic group in Cardiff was the Asian group which constituted 4% of the population in Cardiff in 2001. The largest Asian group was the Pakistani group (1.4% of Cardiff population; 35% of the Asian population in Cardiff) followed by the Indian group (1.3% of total; 32% of Asian group). 0.8% of the population of Cardiff's population was of Bangladeshi origin.

The third largest ethnic group was the Mixed group which makes up 2% of the total population (White and Black Caribbean group being the largest within Mixed, making up 40% of the Mixed population).

The Black or Black British group was the fourth largest group constituting 1.3% of the total population with the Black African group being the largest (0.7%) followed by Caribbean (0.4%). The Chinese population is a similar size and makes up 1.2% of the population.

It is important to note that trends will change over time and since the 2001 survey and Careers Wales believe that Cardiff and the surrounding area has seen a sizable migration of Eastern Europeans into the area which would impact on ethnicity data if a census was conducted today.

Figure 6 Ethnic Breakdown of Cardiff's Population (Source: ONS 2001)

Ethnicity	%	Count
White	91.6	279624
White; British	88.3	269693
White; Irish	0.9	2734
White; Other White	2.4	7197
Mixed	2.0	6084
Mixed; White and Black Caribbean	0.8	2428
Mixed; White and Black African	0.3	1035
Mixed; White and Asian	0.4	1302
Mixed; Other Mixed	0.4	1319
Asian or Asian British	4.0	12080
Asian or Asian British; Indian	1.3	3829
Asian or Asian British; Pakistani	1.4	4264
Asian or Asian British; Bangladeshi	0.8	2546
Asian or Asian British; Other Asian	0.5	1441
Black or Black British	1.3	3898
Black or Black British; Caribbean	0.4	1330
Black or Black British; African	0.7	2189
Black or Black British; Other Black	0.1	379
Chinese or Other Ethnic Group	1.2	3667
Chinese or Other Ethnic Group; Chinese	0.6	1844
Chinese or Other Ethnic Group; Other Ethnic Group	0.6	1823
All People	100	305353

The figure below shows the pupil population in 2007 in Cardiff's schools. This data was supplied by Cardiff Local Education Authority. It shows that:

- White UK pupils make up 68% of the total school population. This is in comparison to the census figure of 88.3%.
- Other ethnic group makes up 15% of pupils in the school population.
- There is no White Irish grouping held on this database.
- The White other group is 3% in comparison to 2% in the census.
- 1% of pupils refused to identify themselves.
- The Somali population makes up 1% of the school population. There is no comparable figure in the census with which to compare this.
- This data does show clearly that the school population of Cardiff is much more diverse than the general population as of the Census 2001.

Figure 7 All pupils on the Cardiff Local Education Authority database at 2007*

Ethnicity	School Year							Total	Total %
	7	8	9	10	11	12	13		
White UK	3246	3419	3438	3701	3589	3723	3489	24605	68
Other ethnic group	525	644	704	760	880	973	1063	5549	15
White Other	178	169	168	149	152	136	124	1076	3
Pakistani	121	108	115	127	87	98	81	737	2
Bangladeshi	94	85	79	69	92	88	79	586	2
Somali	72	76	70	67	62	91	74	512	1
Mixed Other	76	81	71	87	69	73	49	506	1
Mixed White/Black Caribbean	69	64	66	66	58	69	69	461	1
Indian	60	70	55	67	67	68	50	437	1
Black Other	50	59	51	56	43	44	20	323	1
No information	25	19	65	36	33	53	53	284	1
Refused	36	40	37	41	32	37	44	267	1
Mixed White/Asian	31	44	19	18	19	32	10	173	0
Chinese	22	22	32	21	22	24	17	160	0
Mixed White/Black African	23	23	31	21	15	14	7	134	0
Caribbean	14	9	9	14	18	15	9	88	0
Other (Asian or Asian British)	15	13	12	8	5	11	9	73	0
White Irish									No Data
TOTAL	4657	4945	5022	5308	5243	5549	5247	35971	100

*Includes all pupils on the Cardiff Local Education Authority database. This includes those who may no longer be registered at a school as they may have gone onto Out of County schools, private education, asylum seekers and refugees who may not have been given leave to remain, economic migrants etc.

3.4 Ethnic Breakdown of the Vale of Glamorgan

In April 2001, 97.8% of the population of the Vale of Glamorgan was White (116716 individuals). The largest White group was the White British group (97.9% of the total White population). The second largest group in the White group was the Other white group which constituted 1.5% of the total Vale of Glamorgan population (1775 individuals). This is illustrated in the figure below.

The second largest group was the Mixed group which constituted approximately 1% of the total population. The largest group within the Mixed group was the White/Black Caribbean group (as with Cardiff).

In 2001, the third largest ethnic group in the Vale of Glamorgan was the Asian or Asian British group which made up 0.6% of the total populace. The largest Asian sub-group was the Indian population which made up 0.3% of the total Vale of Glamorgan population (44% of Asian group) followed by the Pakistani group (0.2% of total; 26% of the Asian group).

The fourth largest ethnic group was the Chinese or Ethnic Group which constituted 0.4% of the total population. 55% of this group were Chinese (256 people).

Figure 8 Ethnic Breakdown of the Vale of Glamorgan²

Ethnicity	Count	Percentage
White	116716	97.84
White; British	114261	95.78
White; Irish	680	0.57
White; Other White	1775	1.49
Mixed	1133	0.95
Mixed; White and Black Caribbean	418	0.35
Mixed; White and Black African	167	0.14
Mixed; White and Asian	296	0.25
Mixed; Other Mixed	252	0.21
Asian or Asian British	704	0.59
Asian or Asian British; Indian	313	0.26
Asian or Asian British; Pakistani	186	0.16
Asian or Asian British; Bangladeshi	102	0.09
Asian or Asian British; Other Asian	103	0.09
Black or Black British	273	0.23
Black or Black British; Caribbean	129	0.11
Black or Black British; African	113	0.09
Black or Black British; Other Black	31	0.03
Chinese or Other Ethnic Group	466	0.39
Chinese or Other Ethnic Group; Chinese	256	0.21
Chinese or Other Ethnic Group; Other Ethnic Group	210	0.18
All People	119292	100

(Source: ONS 2001)

² No data was available at the time of writing for school population ethnicity in the Vale of Glamorgan. However, it is likely that the Vale is following a similar trend to Cardiff in terms of becoming increasingly ethnically diverse.

4 Analysis of Careers Wales Register of NEET Young people and of those not registered - 16-18 years old

Key Messages

- At October 2004 there were 319 (6.2%) 2004 Year 11 leavers who can be considered to be NEET (unemployed registered with Careers Wales and unemployed not registered with Careers Wales).
- At December 2006 there were 550 (10.6%) 2004 Year 11 school leavers who can be considered NEET (those who had left the Careers Wales register in the previous 2 years and are 18 and able to claim benefits at December 2006 (see, Jobcentre Plus data) and unemployed registered).
- The level of the NEET population in Cardiff and the Vale of Glamorgan varies over time.

Geography

- Geographically, NEET “hot-spots” remained relatively stable over time and space. In Cardiff the wards of Ely, Caerau, (both Communities First areas) Grangetown, Llandaff, Trowbridge, Llanrumney and Llanishen are all areas where greater numbers of young people who are NEET are located.
- In the Vale of Glamorgan, Gibbonsdown (in 2004 and 2006), Court, Cadoc, Castleland (all Barry) and Llantwit Major (all 2006 only) can be considered to be “hot-spots” of young people who are NEET.
- These patterns can also be seen in official unemployment data. Areas in Cardiff like Ely, Trowbridge, Caerau, Grangetown, Llanrumney and Pentwyn, highlighted as having high distributions of NEET young people also have high numbers of older people who are unemployed. This is indicative of the probable cyclical nature of the 16-18 NEET issue and how it progresses in geographical areas into adult unemployment.
- The hotspots also correlate with the Communities First areas in the Vale of Glamorgan and include the Communities First areas of Ely and Caerau in Cardiff.

Numbers of NEET

- When considering the numbers of NEET over time from 16-18 concerning the 2004 Year 11 School Leavers cohort it is important to remember the changing context in which people are becoming NEET and what is available to them during the 16-18 period. At October 2004 all school leavers destinations are known by Careers Wales, however as the cohort progresses through time this picture changes as young people move in and out of education, employment and training. For example, some young people will complete non-advanced education and then need to enter the labour market at stages during this period. It is in this context that comparisons over time should be made. One central issue is how those who are NEET or at risk of being NEET can be tracked and helped during this period.
- At October 2004, 78.3% of the Year 11 School Leaver Cohort were in Further Education full time or in Year 12. At December 2006, this figure was 53.4%, with

therefore more young people in the labour market at 18, compared to 16. The Jobcentre Plus figures for 2004 leavers must be set within this context. There were 165 (3.2%) year 11 school leavers who were unemployed and registered with Careers Wales in October 2004. At December 2006 this number was 75 (1.5%) 2004 Year 11 school leavers who were unemployed registered with Careers Wales.

- There were 154 (3.0%) 2004 year 11 cohort school leavers who were unemployed not registered with Careers Wales in October 2004. At December 2006, this number was 475 (9.2%) who, in the main are unemployed not registered or who had left the register in the previous 2 years and are 18 and able to claim benefits – the latter the more significant figure. This is reflected in the Jobcentre Plus data presented in the report.

Numbers of Status Unknown

- There were 79 (1.5%) year 11 school leavers who had no information available for them in October 2004, this number was 114 (2.2%) by December 2006.

Characteristics of NEETs

Research shows that young people who are NEET are more likely to experience multiple problems or barriers to engagement. They are more likely than the general 2004 Year 11 cohort:

- To be Male.
- To have a history of not attending school.
- To have a Looked After Child (LAC) status.
- To have a history of fixed term exclusions.
- To have education other status.
- To have special educational needs statements.
- To have experienced more frequent episodes of unemployment and for longer periods if they are long term NEET.
- To have lower qualification attainment levels.
- To have been in contact with the Youth Offending Team.

Those who are NEET are therefore also more likely than the general population to experience multiple problems.

2004 Year 11 Cohort Tracking

- Of the 165 Year 11 school leavers who were unemployed and registered with Careers Wales in October 2004, by December 2006, 39% had left the register in the previous 2 years and are 18 and able to claim benefits (see Jobcentre Plus data).. 9% were unemployed and registered with 1% having no information available about them. 10% had found a full time job with no formal training and 8% had a job with formal training.
- Of the 154 school leavers who were unemployed and not registered in October 2004, 109 (71%) had left the register in the previous 2 years. 4% were unemployed and registered with Careers Wales, 6% went onto Skillbuild and 5% had a full time job

with formal training.

- Of the 79 school leavers who had no information available at October 2004, 52% still had no information available at December 2006. 11% had left the register in the previous 2 years. 9% could not be contacted and 8% had left the area.

“Core” NEET and Status Unknown Group

- There were 248 year 11 leavers who were NEET or status unknown at October 2004 and at December 2006. The following outlines key characteristics of this group:
 - 57.7% of those who were NEET or status unknown at October 2004 and at December 2006 are male.
 - In this core group of 248 young people who were NEET or status unknown at October 2004 and at December 2006, the White British population seems to be under-represented. However, those where “No Information” is available are over-represented in comparison to the total cohort – this in itself reflects the difficulties of working with those who are NEET.
 - Those who are NEET or status unknown at both October 2004 and December 2006 have had SEN (special educational needs) status more commonly than in the total 2004 year 11 school leavers cohort.
 - Those who are NEET or status unknown are approximately 8 times more likely to be statemented.
 - Those who are NEET or status unknown are approximately 11 times more likely to have School Action status.
 - Those who are NEET or status unknown are over 14 times more likely to have school action + status.
 - 17.3% of those who were NEET or status unknown at October 2004 and at December 2006 have a record of non-attendance compared to 3.1% in the total 2004 Year 11 School Leavers cohort.
 - Those with a Looked After Child history are more represented in those who were NEET or status unknown at October 2004 and at December 2006.
 - This core NEET or status unknown cohort are also much more likely to have a history of both fixed term and permanent exclusion from the school system.

Unemployment

- 3,854 of the 2004 Year 11 school leavers' cohort have never been unemployed.
- 159 of the 2004 Year 11 cohort have been only unemployed and left the register in the period and are now 18 and able to claim benefits.
- 480 of the 2004 Year 11 cohort have only been unemployed and registered with Careers Wales.
- 682 of the 2004 Year 11 cohort have been both unemployed and registered with Careers Wales and unemployed not registered or have left the register in the period and are now 18 and able to claim benefits.
- 1,321, 2004 Year 11 leavers, have been unemployed between October 2004 and February 2007. This represents 26% of the total school leaver's cohort in Cardiff and

the Vale of Glamorgan over a just over 2 year period; however the periods of unemployment will vary from days to months determined by the needs of the young person. Some will be able to move into employment or training in a relatively short period of time, others will require more long term support to enable them to engage effectively

- Those 1,154 young people who registered with Careers Wales at least once during this period spent an average of 70 days unemployed.
- Careers Wales data shows that 162 young people who have registered with Careers Wales at least once have been unemployed for longer than 91 days during the period. This represents 3.1% of the total cohort.
- 841, 2004 Year 11 leavers, left the register in the period.
- Days lost to unemployment for both those unemployed and registered with Careers Wales and those not registered is 434,491. Using income support as a measure of cost this equals £3,097,720. If we use the minimum wage which is £3.30 an hour (based on a 7 hour working day) for 16-17 year olds the opportunity cost to the economy would be £10,036,742. These are under-estimates and do not take into account other opportunity costs to the economy (e.g. benefits), or other social costs.

The following analysis is based on information provided by Careers Wales and Cardiff and Vale of Glamorgan LEAs (Research and Information) concerning the entire 2004 year 11 school leavers' cohort in Cardiff and the Vale of Glamorgan. The analysis investigates all 2004 year 11 school leavers in Cardiff and the Vale of Glamorgan including those who were unemployed and registered with Careers Wales, unemployed not registered at October 2004 and those as December 2006 who were unemployed but have left the Careers Wales register in the period and are now 18 and able to claim benefits (both categories are young people who are NEET) and those school leavers for whom no information is available (unknown leavers).

This school leavers' status information is presented at October 2004 and at December 2006 for the same cohort of 2004 year 11 School Leavers, this means change over time can be assessed. The data is presented and broken down by:

- Gender
- Ethnicity
- Looked After Children (LAC)
- Fixed Term Exclusion (number of incidences)
- Permanent Exclusion (number of incidences)
- Education Otherwise
- Special Educational Needs (SEN)
- Child (Whether the individual has had a child)
- YOT (Contact with Youth Offending Team)
- Number of times registered with Careers Wales
- Qualification level
- Length of time unemployed

This data contained post-code data of where young people registered with Career Wales are resident. This data was geo-coded and mapped using MapInfo. The results are presented in the following section.

The data includes both longitudinal (tracked over time) elements and cross-sectional (snap-shot) elements. Much of the following analysis is based on the status of the 2004 Year 11 school-leavers cohort at 2 points in time – October 2004 and December 2006. This data is complemented by data such as unemployment and qualifications obtained up to December 2006.

Rules / Definitions

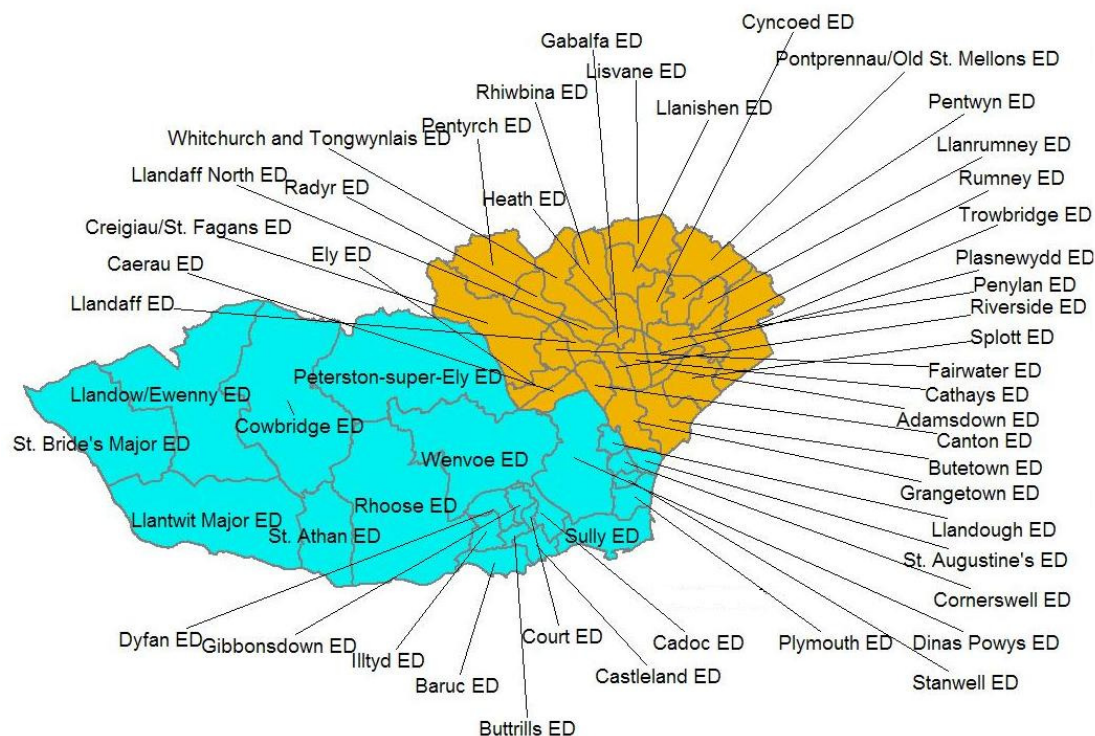
For the purpose of the analysis of the Careers Wales Cardiff and Vale of Glamorgan database the following rules / definitions have been used:

- NEET – Young people who have been unemployed and registered with Careers Wales and young people who were unemployed and not registered with Careers Wales at October 2004 and who at December 2006 have been unemployed and left the register in the period and are now 18 and able to claim benefits.
- Unknown status – Young people whose status is unknown on the Careers Wales data base. A proportion of these young people may also be NEET.

4.1 Maps of where young people registered with Careers Wales are located

The figure below shows a map of Cardiff and the Vale of Glamorgan and the electoral divisions (or wards) within them.

Figure 9 Map of Cardiff (Light Orange) and Vale of Glamorgan (Light Blue) by Electoral Division (Ward)



4.1.1 Maps showing those on Careers Wales register at 3 points in 2005

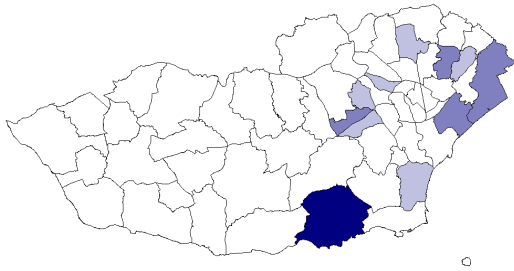
The maps below show the distribution, at 3 points during 2005, of young people on the Careers Wales register during 2005. This shows:

- In Cardiff, Ely can be considered a hot-spot for Careers Wales clients
- In the Vale of Glamorgan, Barry can be considered a hot-spot for Careers Wales clients.
- Wards where Careers Wales is likely to have more clients located are also areas that tend to be more deprived (see the deprivation maps in Figure 10)
- The maps also show consistency in terms of where Careers Wales clients are located across Cardiff and the Vale of Glamorgan.

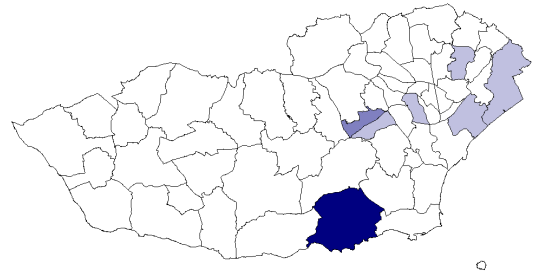
Figure 10 Maps over time of young people who are NEET (data from Careers Wales records) in Cardiff and the Vale of Glamorgan

January (All Young People) 2005 July (All Young People) 2005

Key
 ■ 21 to 26 (1)
 ■ 10 to 16 (4)
 ■ 5 to 10 (6)
 ■ 0 to 5 (49)



Key
 ■ 46 to 57 (1)
 ■ 23 to 34 (1)
 ■ 11 to 23 (5)
 ■ 0 to 11 (53)



November (All Young People) 2005

Key
 ■ 15 to 19 (3)
 ■ 11 to 15 (1)
 ■ 8 to 11 (2)
 ■ 4 to 8 (7)
 ■ 0 to 4 (47)

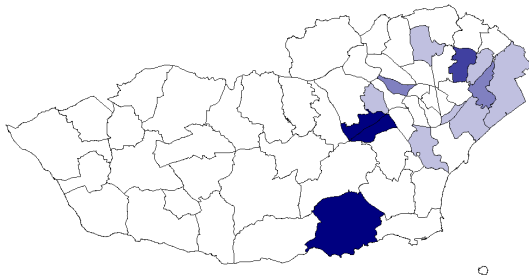
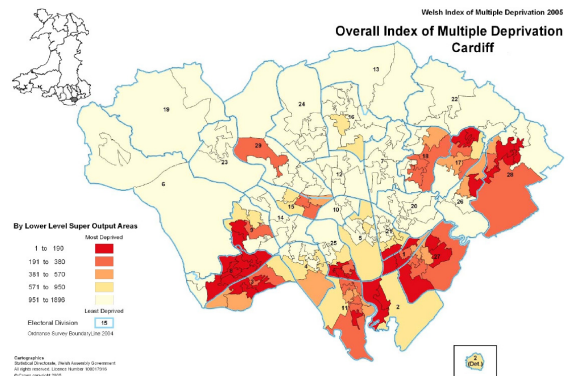
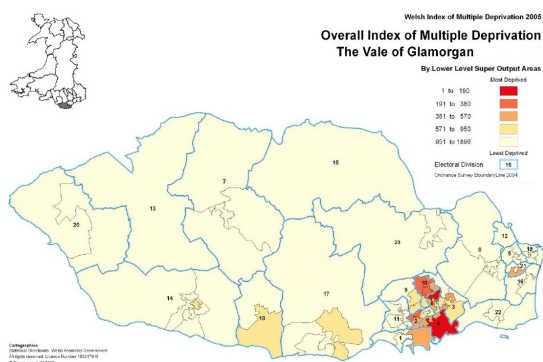


Figure 11 Maps showing Welsh Index of Multiple Deprivation for the Vale of Glamorgan (left) and Cardiff (right)

Vale of Glamorgan Cardiff



4.1.2 Maps of the 2004 year 11 schools leavers cohort

Information concerning all the young people who left school in 2004 (all year 11 leavers) was also mapped. The maps below focus particularly on:

- Young people unemployed and who left the register in the period to December 2006 and are now 18 and able to claim benefits (NEET)
- Unemployed and registered with Careers Wales (NEET)
- Young people for whom no information is available (unknown leavers – possibly NEET)

Between October 2004 and December 2006 the maps show the following:

Unemployed not registered at October 2004 and those who at December 2006 are unemployed and who have left the register in the period and are now 18 and able to claim benefits

- The numbers of Year 11 2004 school leavers' who are unemployed and not registered at October 2004 and at December 2006 who had left the register in the period and are now 18 and able to claim benefits.
- Geographically, the hot-spots of where young people were unemployed and not registered and at December 2006 those who have left the register in the period and are now 18 and able to claim benefits remained relatively stable. In Cardiff the wards of Ely, Caerau, Grangetown, Llandaff, Trowbridge, Llanrumney and Llanishen are all areas where greater numbers of young people who are unemployed and left the register in the period and are now 18 and able to claim benefits are located.
- In the Vale of Glamorgan Gibbonsdown (in 2004 and 2006), Court, Cadoc, Castleland (all Barry) and Llantwit Major (all 2006 only) can be considered to be "hot-spots" of young people who were unemployed nor registered at October 2004 and who, at December 2006, are unemployed and left the register in the period and are now 18 and able to claim benefits.

Unemployed and registered with Careers Wales

- Hot-spots for 2004 leavers in Cardiff and the Vale of Glamorgan who are unemployed and registered with Careers Wales are similar to those for young people who are unemployed and left the register in the period and are now 18 and able to claim benefits.
- In Cardiff, Ely is the greatest hot-spot consistently over time, along with other hot-spots including Caerau, Trowbridge, Llanrumney, Llanishen and Pentwyn.
- Ely, Pentwyn and Trowbridge have also been shown to be wards with the greatest 16-18 year old populations.
- In the Vale of Glamorgan Court and Castleland are relative hot-spots.

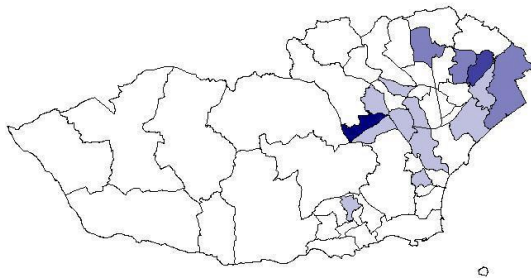
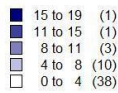
2004 School leavers with no information available (unknown leavers)

- In terms of those for whom Careers Wales have no information available, Ely in Cardiff is again a hot-spot. However, Creigiau/St. Fagans is also a relative hot-spot.

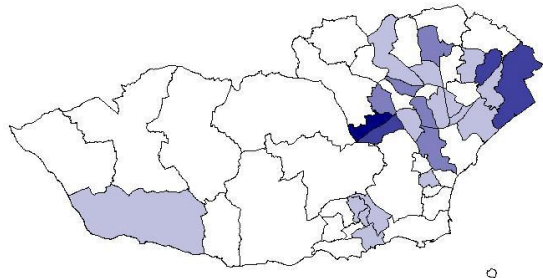
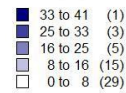
Generally, it can be seen that over time the geographical distribution of those unemployed and who left the register in the period and are now 18 and able to claim benefits and those unemployed and registered with Careers Wales remains fairly stable.

Figure 12 Maps of 2004 School Leavers in Cardiff and Vale of Glamorgan who are unemployed not registered or who have left the register in the period and are now 18 and able to claim benefits, unemployed and registered with Careers Wales and for whom no information was available (unknown leavers) – at October 2004 and December 2006

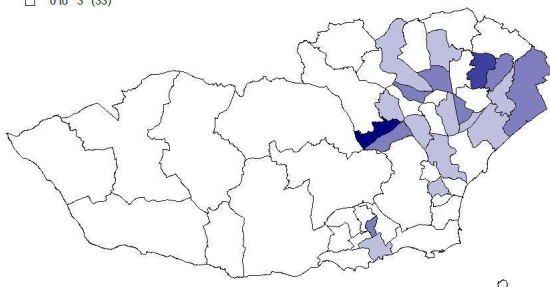
Unemployed not registered, October 2004



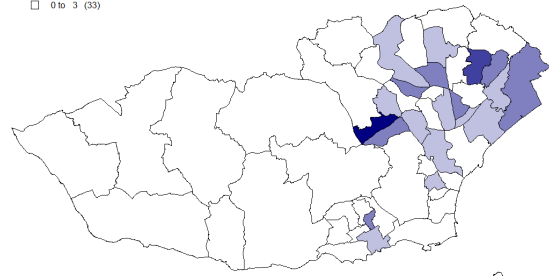
Unemployed left the register in the period and are now 18 and able to claim benefits, at December 2006



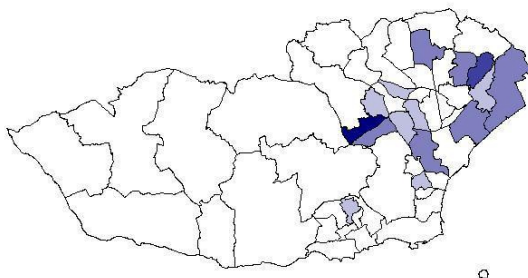
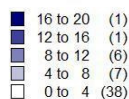
Unemployed registered with Careers Wales October, 2004



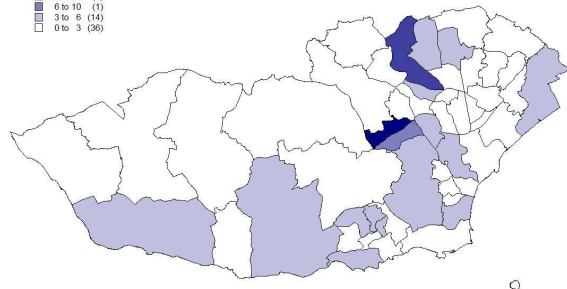
Unemployed registered with Careers Wales, December 2006



Unknown Leavers, October 2004



Unknown Leavers, December 2006



These patterns can also be seen in official unemployment data. Areas in Cardiff like Ely, Trowbridge, Caerau, Grangetown, Llanrumney and Pentwyn, highlighted as having high distributions of NEET young people also have high numbers of older people who are unemployed. This is indicative of the probable cyclical nature of the NEET issue and how it progresses in geographical areas into adult unemployment.

In the Vale of Glamorgan, wards such as Cadoc, Gibbonsdown and Court all have relatively higher levels of unemployment and also are areas where relatively higher numbers of young people who are NEET are located.

The important thing also to note is how this has remained stable over an almost 2 year period, indicating further the cyclical nature of the NEET issue geographically.

Figure 13 Cardiff Economically Active. Number of Unemployed (ONS, 2001)³

Cardiff Wards	Number
Plasnewydd	458
Ely	446
Pentwyn	441
Grangetown	421
Trowbridge	421
Riverside	393
Splott	371
Caerau	318
Fairwater	305
Llanrumney	300
Canton	280
Adamsdown	276
Whitchurch & Tongwynlais	232
Cathays	225
Llanishen	224
Llandaff North	193
Penylan	193
Rumney	189
Butetown	174
Heath	161
Cyncoed	152
Pontprennau / Old St. Mellons	123
Llandaff	116
Rhiwbina	112
Gabalfa	98
Radyr	57
Creigiau / St Fagans	56
Pentyrch	51
Lisvane	30
Cardiff	6,816

³ This is a measure of all people age 16 to 74 who were usually resident in the area at the time of the 2001 census, and were unemployed.

Figure 14 Cardiff Monthly Unemployment Statement, October 2006

Cardiff 2006 Monthly Unemployment Statement			
Ward	Male	Female	Total
Plasnewydd	323	86	409
Ely	292	70	362
Grangetown	266	73	339
Riverside	251	66	317
Pentwyn	234	59	293
Trowbridge	210	70	280
Adamsdown	221	46	267
Sploot	206	58	264
Fairwater	169	71	240
Butetown	175	59	234
Caerau	185	43	228
Cathays	160	41	201
Llanrumney	164	37	201
Canton	129	48	177
Llanishen	105	32	137
Whitchurch & Tongwynlais	113	24	137
Rumney	88	35	123
Penylan	94	25	119
Llandaff North	84	29	113
Gabalfa	70	20	90
Pontprennau / Old St. Mellons	51	14	65
Heath	43	20	63
Llandaff	38	18	56
Rhiwbina	35	16	51
Cyncoed	37	12	49
Pentyrch	23	5	28
Radyr	19	4	23
Creigiau / St Fagans	9	8	17
Lisvane	10	4	14
Cardiff	3,807	1,093	4,900

Figure 15 Vale of Glamorgan. Economically Active. Number Unemployed (ONS, 2001)

Vale of Glamorgan Wards	Number
Cadoc (Barry)	259
Gibbonsdown (Barry)	198
Illtyd	195
Buttrills (Barry)	194
Court (Barry)	186
Llantwit Major	179
Baruc	154
Castleland (Barry)	154
Dinas Powys	145
Dyfan	142
St Augustine's	128
Stanwell	127
Cornerswell	117
Rhoose	102
St Athan	92
Cowbridge	85
Plymouth	76
Sully	61
Wenvoe	41
Llandow / Ewenny	37
Llandough	34
St Bride's Major	32
Peterston Super Ely	30
Vale of Glamorgan	2768

Monthly data for the Vale of Glamorgan (as presented for Cardiff above) was not available.

4.2 Year 11 Leavers, 2004 Cohort on Careers Wales Register

The figure (16) below shows the status of the 2004 school leavers' cohort in October 2004. This shows that of the total cohort:

- At October 2004 there were 319 (6.2%) 2004 Year 11 leavers who can be considered to be NEET (unemployed registered and unemployed not registered)
- At October 2004 there were 79 (1.5%) 2004 Year 11 school leavers whose status was unknown.
- 45.8% of school leavers were in Year 12
- 32.5% were in further education, full time
- 3.2% were unemployed and registered with Careers Wales
- 3.0% were unemployed not registered

- 1.5% can be considered status unknown as there was no information available for them

Figure 16 Status of 2004 School Leavers, October 2004

October 2004 Status	Frequency	Percent
Year 12	2372	45.8
FE FT	1678	32.5
Unemployed registered	165	3.2
Skillbuild	166	3.2
Unemployed not registered	154	3.0
Job FT with formal training	122	2.4
Job FT with no formal training	105	2.0
MA Employed	90	1.7
No information available	79	1.5
Left the area	49	0.9
Foundation MA Trainee	38	0.7
Job PT with no formal training	38	0.7
Not available for work	24	0.5
Foundation MA Employed	26	0.5
Cannot be contacted	21	0.4
MA FT College	13	0.3
Job PT with formal training	13	0.3
Assistance not required	11	0.2
Year 12	8	0.1
Year 10	1	0.0
Year 11	1	0.0
Social Services Provision	1	0.0
Total	5175	100.0

Figure 17 below shows the status of the 2004 school leavers' cohort in December 2006. This shows that:

- At December 2006 there were 550 (10.6%) 2004 Year 11 school leavers who can be considered NEET (left the register in the previous 2 years, are now 18 and can claim benefits from JCP, and unemployed registered with Careers Wales)
- 114 (2.2%) young people were status unknown
- 30.3% of the 2004 year 11 school leavers cohort were in Further Education Full time
- 23.1% were in Higher education
- 9.2% left the register in the previous 2 years, are now 18 and can claim benefits from Jobcentre Plus
- 2.2% can be considered status unknown as there is no information available
- 1.4% were unemployed and registered with Careers Wales

Figure 17 Status of 2004 School Leavers, December 2006

December 2006	Frequency	Percent
FE FT	1566	30.3
HE	1196	23.1
left the register in the previous 2 years, are now 18 and can claim benefits from JCP	475	9.2
Job FT with formal training	296	5.7
Job FT with no formal training	234	4.5
MA employed	134	2.6
No information available	114	2.2
Archived	107	2.1
Year 13	102	2.0
Job PT with no formal training	96	1.9
Cannot be contacted	99	1.9
Skillbuild	94	1.8
FE FT Vocational	89	1.7
Not available for work	82	1.6
Unemployed registered	75	1.4
Left the area	70	1.4
Foundation MA trainee	60	1.2
Year 13 repeater / 2 nd year	49	0.9
Assistance not required	40	0.8
Job PT with formal training	35	0.7
Foundation MA employed	30	0.6
Year 12 repeater / second year	33	0.6
FE FT Academic	26	0.5
Year 14	20	0.4
Year 12	8	0.2
Unemployed adult client	10	0.2
Social services provision	3	0.1
FE PT	7	0.1
FE PT Academic	4	0.1
Unemployed not registered – New Deal	3	0.1
Voluntary work	3	0.1
FE PT vocational	4	0.1
MA FT College	4	0.1
Adult client	2	0.0
Adult client student / trainee	2	0.0
Learn direct client	1	0.0
Deceased	2	0.0
Total	5175	100.0

4.3 Characteristics of those who are not in Education, Employment or Training (NEET)

The previous section illustrated the status of the 2004 Year 11 school leavers at October 2004 and December 2006. This section illustrates the characteristics of the Year 11 school leaver cohort by:

- 2004 Year 11 leavers, who at December 2006 had left the Careers Wales register in the previous 2 years, are now 18 and eligible for JCP benefit.
- 2004 Year 11 leavers who were unemployed and registered in October 2004 and in December 2006
- 2004 Year 11 leavers who had no information available in October 2004 and in December 2006

- All 2004 Year 11 leavers characteristics (total cohort characteristics)

The characteristics examined in the figures below include:

- Gender
- Ethnicity
- Looked After Children (LAC)
- Fixed Term Exclusion (incidence – the number of times)
- Permanent Exclusion (incidence – the number of times)
- Educational Otherwise
- Special Educational Needs (SEN)
- Child (whether the individual has had a child)
- YOT (contact with Youth Offending Team)
- Number of times registered with Careers Wales
- Qualification level (as at December 2006)
- Length of time unemployed

In the figures 18,19,20 and 21 below the data presented is snap-shot data (i.e. the situation at one point in time) unless stated otherwise. Some of the data presented relates to the period between October 2004 and December 2006. This data includes Careers Wales registrations and young people's records of unemployment.

Figure 18 Characteristics of the 2004 Year 11 (October 2004) School Leavers in terms of unemployed registered, unemployed not registered and unknown leavers – Snapshot of 2004 Year 11 Leavers at October 2004

	Unemployed registered clients October 2004	Unemployed not registered clients October 2004	Unknown Leavers (No information available) Clients October 2004	Total Year 11 2004 School Leavers Cohort
<i>Gender</i>				
Male	85 (51.5)	104 (67.5)	39 (49.4)	2618 (50.6)
Female	80 (48.5)	50 (32.5)	40 (50.6)	2557 (49.4)
<i>Ethnicity</i>				
White British	143 (86.7)	126 (81.8)	49 (62.0)	4412 (85.3)
White other	4 (2.4)	-	2 (2.5)	86 (1.7)
White Irish	-	-	2 (2.5)	21 (0.4)
Asian or Asian British: Indian	1 (0.6)	3 (1.9)	-	75 (1.4)
Asian or Asian British: Pakistani	2 (1.2)	-	-	64 (1.2)
Asian or Asian British: Bangladeshi	-	1 (0.6)	-	53 (1.0)
Black or Black British: other	3 (1.8)	1 (0.6)	-	19 (0.4)
Black or Black British: Somali	1(0.6)	1 (0.6)	-	41 (0.8)
Black or Black British: Caribbean	-	1 (0.6)	-	25 (0.5)
Mixed White / Black Caribbean	5 (3.0)	1 (0.6)	2 (2.5)	60 (1.2)
Mixed: White / Black African	2 (1.2)	-	-	24 (0.5)
Mixed: other	2 (1.2)	-	1 (1.3)	42 (0.8)
Mixed: White / Asian	-	1 (0.6)	-	17 (0.3)
Prefers not to say	-	1 (0.6)	-	4 (0.1)
Other ethnic group	-	-	-	24 (0.5)
No Information	2 (1.2)	18 (11.7)	23 (29.1)	159 (3.1)
<i>Non-attender</i>				
	25 (15)	36 (23.4)	4 (5.1)	160 (3.1)
<i>LAC (Looked After Child)</i>				
	5 (3.0)	3 (1.9)	2 (2.5)	15 (0.3)
<i>Fixed term exclusion (number of times)</i>				
0	102 (61.8)	93 (60.4)	62 (78.5)	4996 (96.5)
1-5	52 (31.5)	46 (29.9)	13 (16.5)	143 (2.8)
6-10	8 (4.8)	13 (18.4)	4 (5.1)	31 (0.6)
11-15	3 (1.8)	2 (1.3)	-	5 (0.1)
16-20	-	-	-	-
21+	-	-	-	-
<i>Permanent exclusion (number of times)</i>				
	3 (1.8)	5 (3.2)	-	10 (0.2)
<i>Education otherwise</i>				
	4 (2.4)	3 (1.9)	2 (2.5)	11 (0.2)
<i>SEN (Special Educational Needs)</i>				
Statemented	13 (7.9)	17 (11.0)	9 (11.4)	179 (1.7)
School Action	30 (18.2)	32 (20.8)	13 (16.5)	146 (1.4)
School Action +	20 (12.1)	25 (16.2)	7 (8.9)	77 (0.7)
<i>Child (Number of)</i>				
1	2 (1.2)	1 (0.6)	1 (1.3)	9 (0.2)
2	-	-	-	-
3	1 (0.6)	-	-	1 (0.0)
<i>YOT (Youth Offending Team)</i>				
	9 (5.5)	5 (3.2)	2 (2.5)	22 (0.4)

	Unemployed registered clients October 2004	Unemployed not registered clients October 2004	Unknown Leavers (No information available) Clients October 2004	Total Year 11 2004 School Leavers Cohort
<i>Qualification level (as at December 2006)</i>				
4 GCSES (D-G), NVQ1 (or equivalent)	46 (27.9)	32 (20.8)	7 (8.9)	577 (11.1)
4 GCSES (A-C), NVQ2 (or equivalent)	34 (20.6)	30 (19.5)	7 (8.9)	2506 (48.1)
Pre-NVQ Basic Educational Achievements	23 (13.9)	17 (11.0)	5 (6.3)	155 (3.0)
AS & A Level (or equivalent)	-	2 (1.3)	1 (1.3)	1081 (20.9)
None	54 (33)	37 (24.0)	10 (12.7)	208 (4.0)
NVQ Level 4 (or equivalent)	-	-	-	40 (0.8)
Post-Grad NVQ5 (or equivalent)	-	-	-	6 (0.1)
Other Qualifications	-	-	-	1 (0.0)
No information	8 (4.8)	36 (23.4)	49 (62.0)	601 (11.1)

Figure 19 2004 Year 11 School Leavers at October 2004 - Prospective data on number of times registered and length of time unemployed between October 2004 and December 2006

	Unemployed registered clients October 2004	Unemployed not registered clients October 2004	Unknown Leavers (No information available) Clients October 2004	Total Year 11 2004 School Leavers Cohort
<i>Number of times registered (between October 2004 and December 2006)</i>				
0	-	77 (50.0)	64 (81.0)	4175 (80.7)
1	141 (85.5)	67 (43.5)	11 (13.9)	720 (13.9)
2	19 (11.5)	10 (6.5)	4 (5.1)	194 (3.7)
3	5 (3.0)	-	-	54 (1.0)
4	-	-	-	23 (0.4)
5+	-	-	-	9 (0.1)
<i>Length of time unemployed (between October 2004 and December 2006)</i>				
1-30 days	3 (1.8)	9 (5.8)	3 (3.8)	115 (2.2)
31-60 days	7 (4.2)	12 (7.8)	1 (1.3)	172 (3.3)
61-90 days	11 (6.7)	9 (5.8)	3 (3.8)	205 (4.0)
4-6 months	42 (25.5)	21 (13.6)	5 (6.3)	298 (5.8)
7 months to 1 years	55 (33.3)	18 (11.7)	2 (2.5)	156 (3.0)
1-2 years	15 (9.1)	8 (5.2)	1 (1.3)	53 (1.0)
No information	32 (19.4)	77 (50.0)	64 (81.0)	4176 (80.7)

Figure 20 Characteristics of the 2004 Year 11 School Leavers who were unemployed registered, or who had left the register in the previous 2 years at December 2006, are now 18 and eligible for JCP support or unknown at December 2006

	Unemployed registered clients at December 2006	At December 2006, those who had left the register in the previous 2 years, are now 18 and eligible for JCP support	Unknown Leavers (No information available) at December 2006	Total Year 11 2004 School Leavers Cohort (%)
<i>Gender</i>				
Male	48 (64.0)	280 (58.9)	50 (43.9)	2618 (50.6)
Female	27 (36.0)	195 (41.1)	64 (56.1)	2557 (49.4)
<i>Ethnicity</i>				
White British	66 (88.0)	403 (84.8)	82 (71.9)	4412 (85.3)
White other	1 (1.3)	2 (0.4)	4 (3.5)	86 (1.7)
White Irish	-	2 (0.4)	2 (1.8)	21 (0.4)
Asian or Asian British: Indian	1 (1.3)	4 (0.8)	-	75 (1.4)
Asian or Asian British: Pakistani	1 (1.3)	4 (0.8)	-	64 (1.2)
Asian or Asian British: Bangladeshi	-	5 (1.1)	1 (0.9)	53 (1.0)
Asian or Asian British: other	1 (1.3)	3 (0.6)	-	28 (0.5)
Black or Black British: African	-	1 (0.2)	-	6 (0.1)
Black or Black British: other	-	3 (0.6)	-	19 (0.4)
Black or Black British: Somali	2 (2.7)	1 (0.2)	-	41 (0.8)
Black or Black British: Caribbean	1 (1.3)	5 (1.1)	-	25 (0.5)
Mixed white / Black Caribbean	1 (1.3)	9 (1.9)	-	60 (1.2)
Mixed: white / Black African	-	2 (0.4)	-	24 (0.5)
Mixed: other	-	6 (1.3)	-	42 (0.8)
Mixed: White / Asian	-	3 (0.6)	-	17 (0.3)
Chinese	-	-	-	15 (0.3)
Other ethnic group	-	1 (0.2)	2 (1.8)	24 (0.5)
Prefers not to say	-	1 (0.2)	1 (0.9)	4 (0.1)
No Information	1 (1.3)	20 (4.2)	22 (19.3)	159 (3.1)
<i>Non-attender</i>	13 (17.3)	56 (11.8)	3 (2.6)	160 (3.1)
<i>LAC (Looked After Children)</i>	2 (2.7)	3 (0.6)	2 (1.8)	15 (0.3)
<i>Fixed term exclusion (number of)</i>				
0	65 (86.7)	402 (84.6)	111 (97.4)	4996 (96.5)
1-5	3 (4.0)	54 (11.4)	-	143 (2.8)
6-10	1 (1.3)	17 (3.6)	1 (0.9)	31 (0.6)
11-15	3 (4.0)	2 (0.4)	-	5 (0.1)
16-20	-	-	2 (1.8)	-
20+	2 (2.7)	-	-	-
<i>Permanent exclusion (number of)</i>	-	4 (0.8)	-	10 (0.2)
<i>Education otherwise</i>	-	28 (5.9)	2 (1.8)	11 (0.2)
<i>SEN (Special Educational Needs)</i>				
SN Statemented	4 (5.3)	32 (6.7)	5 (4.4)	179 (1.7)
School Action	9 (12.0)	39 (8.2)	3 (2.6)	146 (1.4)

	Unemployed registered clients at December 2006	At December 2006, those who had left the register in the previous 2 years, are now 18 and eligible for JCP support	Unknown Leavers (No information available) at December 2006	Total Year 11 2004 School Leavers Cohort (%)
School Action +	6 (8.0)	30 (6.3)	3 (2.6)	77 (0.7)
<i>Child (Number of)</i>				
1	1 (1.3)	1 (0.2)	-	9 (0.2)
2	-	-	-	-
3	-	1 (0.2)	-	1 (0.0)
<i>YOT (Youth Offending Team)</i>	5 (6.7)	6 (1.3)	-	22 (0.4)
<i>Qualification level (as at December 2006)</i>				
4 GCSES (D-G), NVQ1 (or equivalent)	16 (21.3)	130 (27.4)	5 (4.4)	577 (11.1)
4 GCSES (A-C), NVQ2 (or equivalent)	19 (25.3)	156 (32.9)	40 (35.1)	2506 (48.1)
Pre-NVQ Basic Educational Achievements	11 (14.7)	54 (11.4)	1 (0.9)	155 (3.0)
AS & A Level (or equivalent)	9 (12.0)	18 (3.8)	15 (13.2)	1081 (20.9)
None	16 (21.3)	66 (13.9)	2 (1.8)	208 (4.0)
NVQ Level 4 (or equivalent)	-	-	-	40 (0.8)
Post-Grad NVQ5 (or equivalent)	-	-	-	6 (0.1)
Other Qualifications	-	-	-	1 (0.0)
No information	4 (5.3)	50 (10.5)	50 (43.9)	601 (11.1)

Figure 21 2004 Year 11 Leavers as at December 2006 – A retrospective view of registration and unemployment

	Unemployed registered at December 2006	At December 2006, those who left the register in the previous 2 years, are now 18 and eligible for JCP support	Unknown Leavers (No information available) at December 2006	Total Year 11 2004 School Leavers Cohort
<i>Number of times registered with Careers Wales</i>				
0	-	159 (33.5)	106 (93.0)	4175 (80.7)
1	53 (7.1)	227 (47.8)	4 (3.5)	720 (13.9)
2	13 (1.7)	67 (14.1)	3 (2.6)	194 (3.7)
3	7 (0.9)	15 (3.2)	1 (0.9)	54 (1.0)
4	2 (0.2)	5 (1.1)	-	23 (0.4)
5+	-	2 (0.4)	-	9 (0.1)
<i>Length of time unemployed</i>				
1-30 days	2 (2.7)	27 (5.7)	2 (1.8)	115 (2.2)
31-60 days	4 (5.3)	46 (9.7)	1 (0.9)	172 (3.3)
61-90 days	15 (20.0)	57 (12.0)	-	205 (4.0)
4-6 months	24 (32.0)	106 (22.3)	5 (4.4)	298 (5.8)
7 months to 1 year	16 (21.3)	60 (12.6)	-	156 (3.0)
1-2 years	9 (12.0)	20 (4.2)	-	53 (1.0)
No information	5 (6.7)	159 (33.5)	106 (93.0)	4176 (80.7)

4.3.1 Interpretation of findings

This section provides an analysis of the above figures, examining young people's characteristics and examining change over time.

General

- When considering the numbers of NEET over time from 16-18 concerning the 2004 Year 11 School Leavers cohort it is important to remember the changing context in which people are becoming NEET and what is available to them during the 16-18 period. At October 2004 all school leavers destinations are known by Careers Wales, however as the cohort progresses through time this picture changes as young people move in and out of education, employment and training. For example, some young people will complete non-advanced education and then need to enter the labour market at stages during this period. This may be reflected in Jobcentre Plus figures. One central issue is how those who are NEET or at risk of being NEET can be tracked and helped during this period.
- At October 2004 78.3% of the Year 11 School Leaver Cohort were in Further Education full time or in Year 12. At December 2006, this figure was 53.4%. It is in this context that comparisons over time should be made.

- At October 2004 there were 319 (6.2%) 2004 Year 11 leavers who can be considered to be NEET (unemployed registered and unemployed not registered). At December 2006 there were 550 (10.6%) 2004 Year 11 school leavers who can be considered NEET (ie, who had left the register in the previous 2 years, are now 18 and eligible for JCP support and unemployed registered).
- These figures from snap-shot data indicate that the level of the NEET population in Cardiff and the Vale of Glamorgan varies over time, there are cycles, and the figure is unlikely to be stable for long. However, what the figure does show is that between the ages of 16-18 the NEET population from a year's cohort is actually likely to grow rather than fall.
- There were 165 (3.2%) year 11 school leavers who were unemployed and registered with Careers Wales in October 2004. In December 2006 this number was 75 (1.5%) 2004 Year 11 school leavers who were unemployed registered.
- There were 154 (3.0%) 2004 year 11 cohort school leavers who were unemployed left the register in the period and are now 18 and able to claim benefits in October 2004. In December 2006 this number was 475 (9.2%) who had left the register in the previous 2 years, are now 18 and eligible for JCP support.
- There were 79 (1.5%) year 11 school leavers who had no information available for them in October 2004. In December 2006 this number was 114 (2.2%).

Unemployed registered with Careers Wales

- The figures show that between October 2004 and December 2006 a gender difference does appear among 2004 year 11 NEET school leavers. At October 2004 there is no real gender difference, by December 2006 when the number of unemployed young people registered with Careers Wales has decreased, there is an imbalance. Males make up 2 in 3 of those unemployed and registered with Careers Wales in December 2006. This may be due to people moving across to Jobcentre Plus as they get older.
- In terms of non-attender status, those unemployed and registered with Careers Wales at October 2004 and December 2006 were approximately over 5 times more likely to be a non-attender at school than the general 2004 year 11 school leavers' population.
- Those unemployed and registered with Careers Wales were also more likely to have or have had Looked After Children (LAC) status than the general year 11 school leaver population.
- Those who were unemployed and registered with Careers Wales were far more likely to have experienced fixed term exclusions than the general population. In October 2004, 31.5% had had a fixed term exclusion between 1 and 5 times in comparison to the general year 11 school leaver population of 2.8%. At

December 2006 this pattern appears to have diminished considerably. 4% who were unemployed and registered with Careers Wales had had between 1 and 5 fixed term exclusions in comparison to 2.8% in the general 2004 school leaver cohort.

- Those unemployed and registered with Careers Wales were also more likely to have received a special educational needs classification. At October 2004, for example, 7.9% of those unemployed and registered were special needs stated in comparison with 1.7% in the total year 11 population.
- Young people who were unemployed and registered were also more likely to have had contact with the Youth Offending Team (YOT) in comparison to the total Year 11 school leaver cohort.
- They were also likely to be less well qualified.

Those Unemployed not registered at October 2004, and those who at December 2006 had left the register in the period and are now 18 and able to claim benefits

- There is a considerable gender difference among the 2004 year 11 school leavers who were unemployed and not registered at October 2004 and at December 2006 those who had left the register in the previous 2 years, are now 18 and eligible for JCP support. At October 2004 67.5% were male in comparison to 32.5% who were female. At December 2006 this had narrowed but a gap still existed with 58.9% being male and 41.1% being female.
- Those with a record of non-attending school were over-represented among those unemployed and not registered (and those at December 2006 who had left the register between 2004-2006, are now 18 and eligible for JCP support) with Careers Wales. This was true in both October 2004 and in December 2006.
- Those unemployed and not registered (those who had left the register between 2004-2006, are now 18 and eligible for JCP support) were also more likely to have had a record of fixed term exclusions in comparison to the total population and in comparison to those who were unemployed registered and those for whom no information was available.
- Those unemployed and not registered (those who had left the register between 2004-2006, are now 18 and eligible for JCP support) were more likely to have received a statement of special educational need in comparison to those in the total year 11 leaver cohort.
- Those unemployed and not registered were more likely to have been registered and had longer periods of time unemployed than those in the general year 11 cohort. Their qualifications were also less good than those in the general year 11 cohort.

Similar characteristics can also be seen for those for whom no information is available. However, generally the differences are less obvious.

4.3.2 Summary

The results of the above analysis demonstrate with clarity, that those young people who are not in education, employment and training, are not only characterised by this status, but are likely to suffer from multiple problems.

It seems that young people who are NEET are more likely than the general 2004 Year 11 cohort:

- To be Male
- To have a history of not attending school
- To have a Looked After Child (LAC) status
- To have a history of fixed term exclusions
- To have education otherwise status
- To have special educational needs statements
- To have experienced more frequent episodes of unemployment and for longer periods if they are long term NEET
- To have lower qualification attainment levels
- To have been in contact with the Youth Offending Team

In terms of ethnicity, the above figures suggest that BME groups are not necessarily over-represented in the NEET group in comparison to the total cohort. However, this view may change dependent on what categories those where no information was to fall into.

4.4 2004 Year 11 Cohort Tracking

This section presents further analysis concerning how those unemployed and registered, unemployed and not registered and for whom no information was available in October 2004, had progressed by December 2006.

Figure 22 below shows that:

- Of the 165 school leavers who were unemployed and registered with Careers Wales in October 2004, by December 2006, 39% were still unemployed but now not registered (those who had left the register between 2004-2006, are now 18 and eligible for JCP support). 9% were unemployed and registered with 1% having no information available about them. 10% had found a full time job with no formal training and 8% had a job with formal training.
- Of the 154 school leavers who were unemployed and not registered in October 2004, 109 (71%) were unemployed and not registered in December 2006 (those who had left the register between 2004-2006, are now 18 and eligible

for JCP support).. 4% were unemployed and registered with Careers Wales, 6% were on Skillbuild and 5% had a full time job with formal training.

- Of the 79 school leavers who had no information available at October 2004, 52% still had no information available at December 2006. 11% were unemployed not registered (those who had left the register between 2004-2006, are now 18 and eligible for JCP support), 9% could not be contacted and 8% had left the area.

Figure 22 Analysis of those who were unemployed registered, unemployed not registered and for whom no information was available in October 2004 and their status in December 2006

October 2004	N	Status December 2006	N	%
Unemployed Registered	165	Unemployed not registered	65	39
		Job FT with no formal training	16	10
		Skillbuild	15	9
		Unemployed registered	15	9
		Job FT with formal training	14	8
		Not available for work	12	7
		Cannot be contacted	8	5
		FE FT	4	2
		Assistance not required	2	1
		Job PT with no formal training	2	1
		MA employed	2	1
		No information available	2	1
		Job PT with formal training	2	1
		Year 12 Repeater / Second year	2	1
		FE FT Vocational	1	1
		Foundation MA employed	1	1
		Year 12	1	1
		HE	1	1
Unemployed not registered	154	Those who had left the register, are 18, and able to claim benefits	109	71
		Skillbuild	10	6
		Job FT with formal training	7	5
		Unemployed registered	6	4
		Not available for work	5	3
		Job FT with no formal training	3	2
		FE FT Vocational	2	1
		Assistance not required	2	1
		Job PT with no formal training	2	1
		Foundation MA trainee	2	1
		FE FT	2	1
		Year 13	2	1
		MA employed	1	1
		Cannot be contacted	1	1
		No information available	-	-
		Foundation MA employed	-	-
		Job PT with formal training	-	-
		Year 12	-	-
		Year 12 Repeater / Second year	-	-
		HE	-	-
No Information Available	79	No information available	41	52
		Unemployed not registered	9	11
		Cannot be contacted	7	9
		Left the area	6	8
		Job FT with formal training	3	4
		Job FT with no formal training	2	3
		Year 14	2	3
		Skillbuild	1	1

October 2004	N	Status December 2006	N	%
		FE FT Vocational	1	1
		Not available for work	1	1
		Assistance not required	1	1
		Foundation MA trainee	1	1
		Unemployed registered	1	1
		FE FT	1	1
		Year 13	1	1
		Adult Client Student / Trainee	1	1
		Job PT with no formal training	-	-
		MA employed	-	-
		Foundation MA employed	-	-
		Job PT with formal training	-	-
		Year 12	-	-
		Year 12 Repeater / Second year	-	-
		HE	-	-

4.5 “Core” NEET and Status Unknown group

Figure 23 below shows the background characteristics of the 248 young people who were NEET, or status unknown at both October 2004 and at December 2006, according to the Careers Wales data. As a comparative tool the figure also shows the characteristics of the total 2004 Year 11 School Leavers Cohort.

The figure shows that:

- 57.7% of those who were NEET or status unknown at October 2004 and at December 2006 are male.
- In this core group of 248 young people who were NEET or status unknown at October 2004 and at December 2006, the White British population seems to be under-represented. However, those where “No Information” is available are over-represented in comparison to the total cohort – this in itself reflects the difficulties of working with those who are NEET.
- Those who are NEET or status unknown at both October 2004 and December 2006 have had SEN status more commonly than in the total 2004 year 11 school leavers cohort.
 - Those who are NEET or status unknown are approximately 8 times more likely to be statemented
 - Those who are NEET or status unknown are approximately 11 times more likely to have School Action status.
 - Those who are NEET or status unknown are over 14 times more likely to have school action + status.
- 17.3% of those who were NEET or status unknown at October 2004 and at December 2006 have a record of non-attendance compared to 3.1% in the total 2004 Year 11 School Leavers cohort.
- Those with a Looked After Child history are more represented in those who were NEET or status unknown at October 2004 and at December 2006.

- This core NEET and status unknown cohort are also much more likely to have a history of both fixed term and permanent exclusion from the school system.
- They are also more likely to receive education otherwise and have contact with the Youth Offending Team.
- They are more likely to have experienced longer periods of unemployment and have lower qualification levels than the total Year 11 School Leaver Cohort.

Figure 23 Figure showing those who were NEET or Status Unknown at both October 2004 and at December 2006

	Frequency	Percentage	Total Year 11 2004 School Leavers Cohort (%)
<i>Gender</i>			
Male	143	57.7	2618 (50.6)
Female	105	42.3	2557 (49.4)
<i>Ethnicity</i>			
White British	194	78.2	4412 (85.3)
White Other	1	0.4	86 (1.7)
Asian or Asian British: Indian	2	0.8	75 (1.4)
Asian or Asian British: Pakistani	1	0.4	64 (1.2)
Black or Black British: Caribbean	1	0.4	25 (0.5)
Black or Black British: Other	1	0.4	19 (0.4)
Mixed: White / Black Caribbean	6	2.4	60 (1.2)
Mixed: Other	2	0.8	42 (0.8)
Mixed: White / Black African	1	0.4	24 (0.5)
Mixed: White / Asian	1	0.4	17 (0.3)
No Information	35	14.1	159 (3.1)
Prefers not to say	1	0.4	4 (0.1)
<i>SEN (Special Educational Needs)</i>			
Statemented	24	9.7	179 (1.7)
School Action	41	16.5	146 (1.4)
School Action +	35	14.1	77 (0.7)
<i>Non-Attender</i>			
	43	17.3	160 (3.1)
<i>LAC (Looked After Children)</i>			
	7	2.8	15 (0.3)
<i>Fixed Term</i>			
0	-	-	4996 (96.5)
1-5	62	25.0	143 (2.8)
6-10	17	6.9	31 (0.6)
11-15	3	1.2	5 (0.1)
<i>Permanent Exclusion (Number of)</i>			
	4	1.6	10 (0.2)
<i>Education Otherwise</i>			
	7	2.8	11 (0.2)
<i>YOT (Youth Offending Team)</i>			
	10	4.0	22 (0.4)
<i>Number of times registered</i>			
1	126	50.8	720 (13.9)
<i>Unemployed</i>			
1-30	4	1.6	115 (2.2)

	Frequency	Percentage	Total Year 11 2004 School Leavers Cohort (%)
31-60	8	3.2	172 (3.3)
61-90	9	3.6	205 (4.0)
4-6 months	40	16.1	298 (5.8)
7 months to 1 year	45	18.1	156 (3.0)
1-2 years	14	5.6	53 (1.0)
No Information	128	51.6	4176 (80.7)
<i>Qualification Level</i>			
4 GCSEs (D-G); NVQ1 (or equivalent)	46	18.5	577 (11.1)
4 GCSEs (A-C); NVQ2 (or equivalent)	45	18.1	2506 (48.1)
None	54	21.8	208 (4.0)
Pre-NVQ Basic educational achievements	27	10.9	155 (3.0)
AS & A Level (or equivalent)	2	0.8	1081 (20.9)
No Information	74	29.8	601 (11.1)

4.6 Registration with Careers Wales

Figure 24 below shows the numbers of times people have registered with Careers Wales by sex and ethnicity. This is based on longitudinal data, so is an analysis of the record of the 2004 Year 11 school leavers in terms of registration with Careers Wales throughout the period October 2004 – December 2006.

This shows that:

- Males are more likely to have registered 1 or more times with Careers Wales in comparison to females.
- In terms of ethnicity, White British young people are most likely to register once or more with Careers Wales over time in comparison to other ethnic groups.

Figure 24 Number of times registered with Careers Wales by ethnicity and gender

	Number of times registered				
	1	2	3	4	5+
<i>Gender</i>					
Male	404 (56.1)	96 (49.5)	37 (68.5)	13 (56.5)	5 (55.6)
Female	316 (43.9)	98 (50.5)	17 (31.5)	10 (43.5)	4 (44.4)
<i>Ethnicity</i>					
White British	600 (83.2)	166 (85.6)	46 (85.2)	19 (82.6)	9 (100)
White other	13 (1.8)	1 (0.5)	1 (1.9)	0 (0)	0 (0)
White Irish	4 (0.6)	4 (0.6)	2 (1.0)	0 (0)	0 (0)
Asian or Asian British: Indian	10 (1.4)	1 (0.5)	0 (0)	0 (0)	0 (0)
Asian or Asian British: Pakistani	9 (1.3)	5 (2.6)	3 (5.6)	0 (0)	0 (0)
Black or Black British: other	5 (0.7)	2 (1.0)	2 (3.7)	0 (0)	0 (0)
Mixed White / Black Caribbean	14 (1.9)	4 (2.1)	1 (1.9)	1 (4.3)	0 (0)
Mixed: White / Black African	5 (0.7)	1 (0.5)	0 (0)	1 (4.3)	0 (0)
Mixed: other	9 (1.3)	2 (1.0)	0 (0)	0 (0)	0 (0)
Asian or Asian British:	8 (1.1)	6 (3.1)	1 (1.9)	0 (0)	0 (0)

	Number of times registered				
	1	2	3	4	5+
Bangladeshi					
Black or Black British: Somali	7 (1.0)	1 (0.5)	0 (0)	1 (4.3)	0 (0)
Black or Black British: Caribbean	8 (1.1)	1 (0.5)	0 (0)	1 (4.3)	0 (0)
Mixed: White / Asian	4 (0.6)	0 (0)	0 (0)	0 (0)	0 (0)
No Information	14 (1.9)	0 (0)	0 (0)	0 (0)	0 (0)
Prefers not to say	4 (0.1)	0 (0)	0 (0)	0 (0)	0 (0)
Other ethnic group	2 (0.3)	1 (0.5)	0 (0)	0 (0)	0 (0)

4.7 2005 Snapshot data

Careers Wales provided a November 2005 snapshot spreadsheet of young people on their register. This spreadsheet included all young people on the Careers Wales register at that point in time aged 16-18, including 2004 year 11 school leavers.

With this spreadsheet it is possible to see how many of the 2004 school leaver's cohort were on the Careers Wales register in November 2005 and what their status was.

Figure 25 shows:

- There were 119, 2004 year 11 school leavers, on the Careers Wales register at November 2005. This is 28.3% of those on the register at November 2005.
- Of the 2004 Year 11 school leavers on the register at November 2005, 43.7% were unemployed but not registered/or who had left the register. This is in comparison to the 37.3% level of the total November 2005 snap-shot. Thus, when compared to other year groups, there was a higher proportion of 2004 year 11 school leavers who were unemployed not registered/who had left the register.
- 3.4% were unemployed registered and 0.8% had no information available about them.
- These figures show that the 2004 school leaver cohort are more likely to be unemployed and not registered (or who had left the register) with Career Wales than those in the total November 2005 Snapshot.

Figure 25 November 2005 Careers Wales Register and 2004 School Cohort on register at that time

Client Status at December 2005	Total Snapshot		2004 School Leavers	
	Number	Percent	Number	Percent
FE FT	25	5.9	9	7.6
HE	1	0.2	-	-
Unemployed not registered	157	37.3	52	43.7
Job FT with formal training	30	7.1	8	6.7
Job FT with no formal training	21	5.0	4	3.4
MA employed	2	0.5	1	0.8
No information available	2	0.5	1	0.8
Job PT with no formal training	11	2.6	3	2.5
Cannot be contacted	31	7.4	12	10.1
Skillbuild	32	7.6	6	5.0
FE FT Vocational	4	1.0	-	-
Not available for work	27	6.4	9	7.6
Unemployed registered	44	10.5	4	3.4
Left the area	8	1.9	3	2.5
Foundation MA trainee	1	0.2	1	0.8
Assistance not required	8	1.9	3	2.5
Job PT with formal training	4	1.0	2	1.7
FE FT Academic	2	0.5	1	0.8
Unemployed adult client	2	0.5	-	-
FE PT	1	0.2	-	-
Unemployed not registered – New Deal	3	0.7	-	-
Voluntary work	1	0.2	-	-
Adult client student / trainee	1	0.2	-	-
Adult client – non employed	1	0.2	-	-
Unemployed adult client	2	0.5	-	-
Total	421	100	119	100

Figure 26 below shows a map of the distribution of those year 11 2004 school leavers who were unemployed and not registered in November 2005. This shows relative hot-spots in:

- Grangetown
- Adamsdown
- Fairwater

Maps were not generated for those unemployed registered and those for whom no information was available due to the small numbers involved.

Figure 26 Year 11 2004 Cohort on November 2005 Careers Wales register who are unemployed not registered

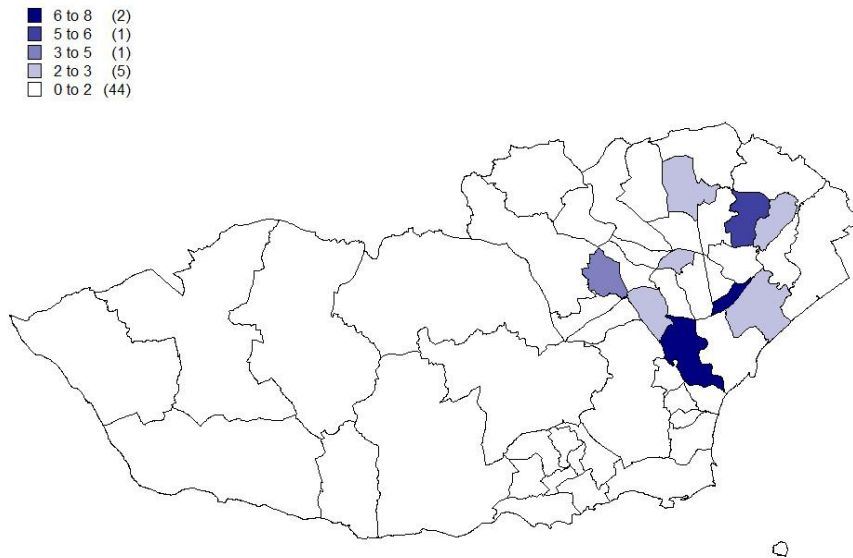


Figure 27 below shows the characteristics of those who are:

- 2004 year 11 leavers unemployed and not registered on the November 2005 snapshot
- 2004 year 11 leavers who were included in November 2005 snapshot
- All young people on the Careers Wales register as of the November 2005 snapshot

2004 Year 11 leavers unemployed and not registered November 2005

The figure shows the following:

- Just over 2 in 3 in this group are male
- Young people are marginally more likely to have a history of not attending school

However, there are no other overly distinguishable differences between 2004 Year 11 leavers unemployed and not registered, those who are 2004 school leavers on the November 2005 register and those who are on the November 2005 snapshot overall.

Figure 27 Characteristics from November 2005 Snapshot, including unemployed leavers not registered from 2004 school leavers cohort, 2004 school leavers cohort on the register and characteristics of all on the November 2005 Snapshot

	Unemployed Leavers left the register in the period (from 2004 School Leavers Cohort)	Characteristics of 2004 School Leavers registered on November 2005 register	November 2005 Snapshot Characteristics (all young people)
<i>Gender</i>			
Male	36 (69.2)	72 (60.5)	255 (60.6)
Female	16 (30.8)	47 (39.5)	166 (39.4)
<i>Ethnicity</i>			
White British	46 (88.5)	96 (80.7)	339 (80.5)
White other	-	3 (1.7)	13 (3.1)
White Irish	1 (1.9)	3 (0.8)	5 (1.2)
Asian or Asian British: Indian	-	-	3 (0.7)
Asian or Asian British: Pakistani	1 (1.9)	5 (4.2)	5 (1.2)
Asian or Asian British: other	-	1 (0.8)	1 (0.2)
Asian or Asian British: Bangladeshi	-	2 (1.9)	4 (1.0)
Black or Black British: Somali	-	1 (0.8)	4 (1.0)
Black or black British: Caribbean	-	3 (2.9)	6 (1.4)
Black or black British: African	-	-	1 (0.2)
Black or Black British: other	1 (1.9)	2 (1.7)	4 (1.0)
Mixed white / black Caribbean	1 (1.9)	5 (4.2)	9 (2.1)
Mixed: White / Black African	1 (1.9)	-	3 (0.7)
Mixed: other	-	2 (1.7)	7 (1.7)
Mixed: White / Asian	1 (1.9)	1 (0.8)	4 (1.0)
Chinese	-	-	1 (0.2)
Other ethnic group	-	1 (0.8)	9 (2.1)
Prefers not to say	-	-	1 (0.2)
No Information	-	2 (1.9)	3 (0.7)
<i>Non-attender</i>	11 (21.2)	21 (17.6)	64 (15.2)
<i>LAC (Looked After Children)</i>	-	1 (0.8)	3 (0.7)
<i>Fixed term exclusion (Incidence)</i>			
0	50 (96.1)	106 (89.1)	379 (90.0)
1-5	2 (3.8)	11 (9.2)	24 (5.7)
6-10	-	1 (0.8)	10 (2.3)
11-15	-	1 (0.8)	5 (1.2)
16-20	-	-	2 (0.5)
20+	-	-	1 (0.2)
<i>Permanent exclusion (Incidence)</i>	-	2 (1.7)	5 (1.2)
<i>Education otherwise</i>	-	1 (0.8)	3 (0.7)
<i>SEN (Special Educational Needs)</i>			
Statemented	5 (9.6)	13 (10.9)	47 (11.2)
School Action	3 (5.8)	9 (7.6)	38 (9.0)
School Action +	8 (15.4)	4 (3.4)	14 (3.3)
<i>Child</i>			
1	-	1 (0.8)	4 (1.0)
2	-	-	-
3	-	-	-
<i>YOT (Youth Offending Team)</i>	-	4 (3.4)	10 (2.4)

	Unemployed Leavers left the register in the period (from 2004 School Leavers Cohort)	Characteristics of 2004 School Leavers registered on November 2005 register	November 2005 Snapshot Characteristics (all young people)
<i>Qualification level (at December 2006)</i>			
4 GCSES (D-G), NVQ1 (or equivalent)	30 (28.9)	44 (37.0)	137 (32.5)
4 GCSES (A-C), NVQ2 (or equivalent)	14 (13.3)	30 (25.2)	76 (18.1)
Pre-NVQ Basic Educational Achievements	11 (10.5)	16 (13.4)	55 (13.1)
AS & A Level (or equivalent)	-	3 (2.5)	11 (2.6)
None	33 (31.4)	24 (20.2)	116 (27.6)
NVQ Level 4 (or equivalent)	-	-	-
Post-Grad NVQ5 (or equivalent)	-	-	-
Other Qualifications	1 (1.0)	-	2 (0.5)
No information	16 (15.2)	2 (1.7)	24 (5.7)

Figure 28 2004 Year 11 Leavers number of times registered with Careers Wales on the November 2005 snapshot

	Unemployed Leavers not registered (from 2004 School Leavers Cohort)	Characteristics of 2004 School Leavers on November 2005 register	November 2005 Snapshot Characteristics (all young people)
<i>Number of times registered</i>			
0	-	-	-
1	15 (28.8)	42 (35.3)	218 (51.8)
2	21 (40.4)	43 (36.1)	109 (25.9)
3	7 (13.5)	21 (17.6)	50 (11.9)
4	7 (13.5)	8 (6.7)	4 (6.4)
5+	2 (3.8)	5 (4.2)	17 (4.0)

4.8 2004 Year 11 School Leavers who have been unemployed

This section examines data in relation to:

- 2004 Year 11 School Leavers who have been unemployed between October 2004 and February 2007. This includes any young person who has been unemployed either registered with, or left the register in the period and are now 18 and able to claim benefits during this period. So unlike the analysis that has gone before it this data is not based on snapshots but the incidence of unemployment among 2004 Year 11 school leavers during the October 2004 – February 2007 period (i.e. it is longitudinal data).
- The characteristics of those who have been unemployed registered with Careers Wales, unemployed and left the register in the period and are now 18 and able to claim benefits, and also these groups combined (i.e. all those who were unemployed during this period).
- Analysing the number of times and the number of registrations, or non-registrations the 2004 year 11 cohort make and how long their periods of

unemployment last for after each registration (or when they are no longer registered)

It is important to note in the following analysis that individuals can, during the period, have been both unemployed and registered with Careers Wales, unemployed not registered with Careers Wales, and unemployed and have left the register in the period and who are now 18 and able to claim benefits. These are not 2 distinct different groups. The figure below helps illustrate this point:

- 3,854 (74%) of the 2004 Year 11 school leavers' cohort have never been unemployed.
- 159 of the 2004 Year 11 cohort have been only unemployed and unemployed not registered with Careers Wales or have left the register during the period, are now 18 and able to claim benefits.
- 480 of the 2004 Year 11 cohort have only been unemployed and registered with Careers Wales
- 682 of the 2004 Year 11 cohort have been both unemployed and registered with Careers Wales and unemployed and have left the register in the period and are now 18 and able to claim benefits

Figure 29 Disentangling the Year 11 cohort by unemployment status

		Unemployed left the register in the period and are now 18 and able to claim benefits	
		No	Yes
Unemployed and registered with Careers Wales	No	3854 (74.5%)	159 (3.1%)
	Yes	480 (9.3%)	682 (13.2%)

4.8.1 Characteristics

The table below shows:

- 1,321, 2004 Year 11 leavers, have been unemployed between October 2004 and February 2007. This represents 26% of the total school leavers cohort in Cardiff and the Vale of Glamorgan
- 1,162, 2004 Year 11 leavers, have been unemployed and registered with Careers Wales during this period.
- 841, 2004 Year 11 leavers, have been unemployed and not registered with Careers Wales or have left the register in the period and are now 18 and able to claim benefits during this period

The table also shows that:

- Those year 11 young people who have been unemployed are fairly representative in terms of ethnicity to the total 2004 year 11 school leavers cohort
- Males are more likely to have been unemployed during the period than females
- Those year 11 young people who have been unemployed are more likely than the total cohort to have been non-attendees at school (approximately over twice as likely)
- Those who have been unemployed are more likely to have experienced fixed-term exclusions in comparison with the total cohort
- Year 11 school leavers who have experienced unemployment are more likely to have a statement of special educational needs
- Those who have been unemployed are more likely to have lower educational qualifications

Figure 30 2004 Year 11 Leavers who have been unemployed between October 2004 and February 2007. Those who were unemployed and registered with Careers Wales, unemployed and not registered or left the register as they are 18 and eligible for JCP support with Careers Wales, and the total unemployed, compared with Total Year 11 School Leavers cohort

	Unemployed and registered with Careers Wales – October 2004 – February 2007	Unemployed and not registered or left the register as they are 18 and eligible for JCP support – October 2004 – February 2007	Total Unemployed October 2004 – February 2007	Total Year 11 School Leavers Cohort
<i>Gender</i>				
Male	663 (57.1)	501 (59.6)	762 (57.7)	2618 (50.6)
Female	499 (42.9)	340 (40.4)	559 (42.3)	2557 (49.4)
<i>Ethnicity</i>				
White British	987 (84.9)	703 (83.6)	1118 (84.6)	4412 (85.3)
White other	17 (1.5)	9 (1.1)	17 (1.3)	86 (1.7)
White Irish	7 (0.6)	4 (0.5)	7 (0.5)	21 (0.4)
Asian or Asian British: Indian	12 (1.0)	8 (1.0)	14 (1.1)	75 (1.4)
Asian or Asian British: Pakistani	17 (0.8)	8 (1.0)	18 (1.4)	64 (1.2)
Asian or Asian British: other	8 (0.7)	6 (0.7)	8 (0.6)	53 (1.0)
Asian or Asian British: Bangladeshi	15 (1.3)	11 (1.3)	16 (1.2)	28 (0.5)
Black or Black British: Somali	11 (0.9)	6 (0.7)	12 (0.9)	6 (0.1)
Black or black British: Caribbean	11 (0.9)	10 (1.2)	12 (0.9)	19 (0.4)
Black or Black British: African	1 (0.1)	1 (0.1)	1 (0.1)	41 (0.8)
Black or Black British: other	9 (0.8)	7 (0.8)	9 (0.7)	25 (0.5)

	Unemployed and registered with Careers Wales – October 2004 – February 2007	Unemployed and not registered or left the register as they are 18 and eligible for JCP support – October 2004 – February 2007	Total Unemployed October 2004 – February 2007	Total Year 11 School Leavers Cohort
Mixed White / Black Caribbean	22 (1.9)	16 (1.9)	23 (1.7)	60 (1.2)
Mixed: White / Black African	8 (0.7)	6 (0.7)	8 (0.6)	24 (0.5)
Mixed: other	12 (1.0)	8 (1.0)	12 (0.9)	42 (0.8)
Mixed: White / Asian	4 (0.3)	4 (0.5)	5 (0.4)	17 (0.3)
Chinese	-	-	-	15 (0.3)
Other ethnic group	3 (0.3)	3 (0.4)	4 (0.3)	24 (0.5)
Prefers not to say	-	1 (0.1)	1 (0.1)	4 (0.1)
No Information	18 (1.5)	30 (3.6)	36 (2.7)	159 (3.1)
<i>Non-attender</i>	95 (8.2)	100 (11.9)	118 (8.9)	160 (3.1)
<i>LAC (Looked After Children)</i>	9 (0.8)	8 (1.0)	11 (0.8)	15 (0.3)
<i>Fixed term exclusion (Incidence)</i>				
0k	1033 (88.9)	717 (85.3)	1166 (88.3)	4996 (96.5)
1-5	107 (9.2)	98 (11.7)	125 (9.5)	143 (2.8)
6-10	18 (1.5)	21 (2.5)	25 (1.9)	31 (0.6)
11-15	4 (0.3)	5 (0.6)	5 (0.4)	5 (0.1)
16-20	-	-	-	-
20+	-	-	-	-
<i>Permanent exclusion (Incidence)</i>	7 (0.6)	7 (0.8)	9 (0.7)	10 (0.2)
<i>Education otherwise</i>	6 (0.5)	6 (0.7)	7 (0.5)	11 (0.2)
<i>SEN (Special Educational Needs)</i>				
Statemented	67 (5.8)	58 (6.9)	83 (6.3)	179 (1.7)
School Action	90 (7.7)	79 (9.4)	105 (7.9)	146 (1.4)
School Action +	56 (4.8)	55 (6.5)	67 (5.1)	77 (0.7)
<i>Child</i>				
1	8 (0.7)	2 (0.2)	8 (0.6)	9 (0.2)
2	-	-	-	-
3	1 (0.1)	1 (0.1)	3 (0.1)	1 (0.0)
<i>YOT (Youth Offending Team)</i>	14 (1.2)	13 (1.5)	18 (1.4)	22 (0.4)
<i>Qualification level (at December 2006)</i>				
4 GCSES (D-G), NVQ1 (or equivalent)	337 (29.0)	234 (27.8)	363 (27.5)	577 (11.1)
4 GCSES (A-C), NVQ2 (or equivalent)	416 (35.8)	273 (32.5)	477 (36.1)	2506 (48.1)
Pre-NVQ Basic Educational Achievements	105 (9.0)	85 (10.1)	113 (8.6)	155 (3.0)
AS & A Level (or equivalent)	82 (7.1)	38 (4.5)	97 (7.3)	1081 (20.9)
None	164 (14.1)	131 (15.6)	172 (13.0)	208 (4.0)
NVQ Level 4 (or equivalent)	1 (0.1)	-	1 (0.1)	40 (0.8)

	Unemployed and registered with Careers Wales – October 2004 – February 2007	Unemployed and not registered or left the register as they are 18 and eligible for JCP support – October 2004 – February 2007	Total Unemployed October 2004 – February 2007	Total Year 11 School Leavers Cohort
Post-Grad NVQ5 (or equivalent)	1 (0.1)	-	1 (0.1)	6 (0.1)
Other Qualifications	1 (0.1)	1 (0.1)	1 (0.1)	1 (0.0)
No information	55 (4.7)	79 (9.4)	96 (7.3)	601 (11.1)

The figure below shows the number of times individual year 11 leavers have registered with Careers Wales, and their length of unemployment each time they register. This shows:

- Year 11 School leavers who registered with Careers Wales experienced a total of 136,857 days without employment.
- There is no automatic right for 16 or 17 year olds to either Job Seekers Allowance or Income Support. Payment is governed by strict criteria and made only if the young person is deemed to be suffering hardship, e.g. has a child, living independently. However, one could make a calculation to demonstrate the cost of youth unemployment based on the £35.65p a week a young person may be able to claim. If we base that on a 5 day week it can be estimated that 1 days unemployment costs at least £7.13 a day. The cost of this at a minimum to the economy is: **£975,790**. This is a low estimate as it does not take into account other benefits or the opportunity cost of young people being able to work. It also pays no account of social costs.
- Those 1,154 young people who registered with Careers Wales at least once spent an average of 70 days unemployed.
- Of these 162 young people who registered with Careers Wales at least once had been unemployed for longer than 91 days during the period. This represents 3.1% of the total.

Figure 31 Number of days unemployed. 2004 Year 11 School Leavers. Between October 2004 and February 2007. Those unemployed and registered with Careers Wales

Length of unemployment (days)	Number of times registered							
	1	2	3	4	5	6	7	8
1-10	119	34	11	5	2	1	-	-
11-30	218	61	36	10	4	1	-	-
31-60	299	118	43	15	6	3	-	-
61-90	246	103	20	15	9	1	-	-
91-150	184	80	29	14	4	-	-	-
151-200	38	24	12	2	-	-	-	-
201-300	24	23	4	2	-	-	1	-
301-500	19	8	5	-	-	-	-	-
500+	7	-	-	-	-	-	-	-
Total young people	1,154	451	160	63	25	7	1	-
Total Days	81,026	36,589	12,309	4,466	1,502	727	238	0
Average days Unemployed	70	81	77	71	60	104	238	0

The figure below shows those young people who have been unemployed and left the register in the period and are now 18 and able to claim benefits. It shows the number of times they have not been registered and the amount of time they have been unemployed during that time. The figure shows:

- The 841 young people who were unemployed and left the register in the period and are now 18 and able to claim benefits were so for a total of 297,634 days. This is an average of 354 days per each individual over the period. The minimum cost to the economy, based on the income support calculation outlined above, is: **£2,122,130**. This is a low estimate as it does not take into account other benefits or the opportunity cost of young people being able to work. It also pays no account of social costs.
- Days lost to unemployment for both those unemployed and registered with Careers Wales and left the register in the period and are now 18 and able to claim benefits is 434,491. Using income support as a measure of cost this equals **£3,097,720**.
- If we use the minimum wage which is £3.30 an hour (based on a 7 hour working day) for 16-17 year olds the opportunity cost to the economy would be **£10,036,742**. These are under-estimates and do not take into account other opportunity costs economy (e.g. benefits), or other social costs.
- These are under-estimates and do not take into account other opportunity costs economy (e.g. benefits), or other social costs. However, they provide an idea as to the cost to the economy and to society of having young people who are NEET.

Figure 32 Number of days unemployed. 2004 Year 11 School Leavers. between October 2004 and February 2007. Those unemployed and those not registered with Careers Wales at October 2004, and those who have left the register in the period and are now 18 and able to claim benefits

Length of unemployment (days)	Those not registered with Careers Wales at October 2004, and those at December 2006 who have left the register and how many times they have left the register and are now 18 and able to claim benefits					
	1	2	3	4	5	6
1-10	80	11	3	-	-	
11-30	82	21	4	-	-	
31-60	82	20	4	1	-	
61-90	55	19	4	2	-	
91-150	90	11	4	5	-	
151-200	70	14	4	-	-	
201-300	86	26	9	-	-	
301-500	133	50	14	1	1	
500+	162	38	5	-	-	
Total young people	840	210	51	9	1	
Total days	226,022	57,226	11,988	2,077	321	
Average days unemployed and left the register in the period and are now 18 and able to claim benefits	269	273	235	231	321	

5 2004 Year 11 School Leavers and their contact with Jobcentre Plus

Key Messages

Jobcentre Plus

- Of those young people born in the same year as the 2004 Year 11 School Leavers cohort in Cardiff and the Vale of Glamorgan, there were 888 young people who at 6th June 2007 were claiming benefits with Jobcentre Plus.
- This can be considered to be 17.2% of the 2004 Year 11 School Leavers Cohort if applied to the Careers Wales figure of 5,175 Year 11 School Leavers in 2004. However indigenous and international migration into Cardiff and the Vale of Glamorgan is likely to mean that the baseline has grown by the time the Year 11 cohort has reached 18. Thus the percentage is likely to be smaller than that reported above concerning those who are NEET.
- It is believed that 12-15% is likely to be a truer picture of the percentage who are NEET at 18. The number available for employment, education or training may be lower still around 8-11%, due to some claiming income support (3.7%, see calculations below), disability living allowance (2.5%) and incapacity benefit (0.3%) who may not be actively seeking employment, education or training.
- At November 2006, 15.3% of the Vale of Glamorgan working age population were claiming benefits (this is any benefits) and 16% of the Cardiff working age population were claiming benefits. This illustrates that it is likely that adult inactivity in the labour market is the equivalent or indeed greater than it is for young people in comparison to the general working age population. The challenge is to ensure that young people remain active in the labour market and over time do not follow the adult pattern.
- In comparison to the general working age benefits claimants population young people claim a far greater percentage of Jobseekers allowance benefit and much less incapacity benefit.

Benefit claimants breakdown

- 410 young people received Jobseekers Allowance. When compared with the 2004 baseline figure (Careers Wales data, N=5,175) this represents 7.9% of the cohort, this is in comparison to 2.2% of those of working age claiming Jobseekers Allowance in Cardiff and the Vale according to Jobcentre Plus at November 2006. In terms of benefits the majority of Year 11 School Leavers in contact with Jobcentre Plus receive Jobseekers Allowance.
- Income Support is the next most claimed benefit with 191 young people having received it. This can be considered to be 3.7% of the 2004 Year 11 School Leavers Cohort. Some of this group may not be actively seeking employment.
- 130 young people received disability living allowance. This can be considered to be 2.5% of the 2004 Year 11 School Leavers Cohort.
- 13 young people received incapacity benefit. This can be considered to be 0.3% of the 2004 Year 11 School Leavers Cohort.

- In the working age population generally Jobcentre Plus figures as at November 06 highlight that 8.8% are on sick and disablement benefits. This is a much higher proportion than in the young people's population.
- 144 young people received a combination of benefits or claimed a benefit more than once.

Similarities and Differences

- There is no significant gender-difference in those who have claimed benefits according to the Jobcentre Plus data. 445 young people are male and 443 young people are female who at June 2007 claimed benefits with Jobcentre Plus.
- The Jobcentre Plus data further reinforces the geographically cyclical nature of labour market inactivity. It shows those wards identified as "hot-spots" for those young people claiming benefits with Jobcentre Plus as very similar to those identified by the Careers Wales data.

5.1 Introduction

Jobcentre Plus has provided data for all those individuals who were in receipt of benefits at 6th June 2007, who were born between 1st September 1986 and 31st August 1987 (2003 school leavers cohort) and those born between 1st September 1987 and 31st August 1988 (2004 school leavers cohort) in Cardiff and the Vale of Glamorgan.

This is perhaps the first time any attempt has been made to track a cohort of school leavers through to the first year all the cohort were eligible to claim benefits.

The data in this section presents the benefit type young people have received and the type of claim they have made if they are receiving jobseekers allowance. The data provided contains the records of all those individuals in the cohort who were unemployed as at 6th June 2007. It does not take into account members of the cohorts who may have claimed benefits at other times.

The types of benefit young people have received include⁴:

- Disability Living Allowance
- Incapacity Benefit
- Income Support
- Jobseekers Allowance

If young people have received Jobseekers Allowance there is further information concerning the type of Jobseekers Allowance claim they have made⁵:

⁴ See Appendix 4 for definitions of benefit types.

- Contributory Benefit Only
- Training Only
- Contributory and Income Based
- Training and Income Based

This data adds to the report by combining sets of data from Jobcentre Plus and Careers Wales, to further add security to knowledge concerning the level of labour market inactivity for school leavers between the ages of 15 and 19. The data presented in this section is compared to the Careers Wales data.

5.2 The Data

The data provided by Jobcentre Plus:

- Provides us with information concerning those born in the years that would put them in either the 2003 (born from 1st September 1986 to 31st August 1987) and 2004 (born from 1st September 1987 to 31st August 1988) Year 11 School Leavers cohorts.
- Represents a snap-shot of data. This means that as at 6th June 2007 the data gives information concerning all those who are at that time claiming benefits through Jobcentre Plus from the equivalent Year 11 School Leavers cohorts. The data does not give detailed information as to why they have claimed.
- Contains individuals who have made more than one type of benefit claim and also started claims at more than one point in time. In the analysis that follows individuals who have made more than one type of claim have been identified and included in the analysis – this analysis means that we have not “double-counted” individuals who have claimed multiple times or multiple benefits.
- Some benefits can be claimed alongside employment. For example, young people may claim disability living allowance and be able to work as well. The Jobcentre Plus data does not state whether in such cases the individual is working. Caution should be applied in interpreting this data in relation to the NEET issue.
- Does not take into account that Cardiff and the Vale of Glamorgan is a prosperous area and home to the Welsh capital city which is likely to draw in young people who are over 18 and thus not part of the original cohort. Therefore the data presented is likely to have a margin of error in it which should be considered in the interpretation of the findings.

⁵ In the data provided there is a category of Non-Jobseekers Allowance Claim where young people have not claimed Jobseekers allowance, but have claimed one or more of Disability Living Allowance, Incapacity Benefit, and/or Income Support.

- The Jobcentre Plus data and the Careers Wales data can unfortunately not be matched at an individual-level due to data protection restrictions. This means that no tracking analysis or gap analysis can be accurately performed at present. At an individual level National Insurance data and post-code data could not be matched between data-sets. In the future Jobcentre Plus and Careers Wales would benefit from a system where data can be matched providing an even more accurate picture than the one presented here. The UK Government should consider working towards systems where young people can be tracked more effectively as this will help interventions to work more efficiently and effectively.
- The Jobcentre Plus data has limited information concerning individual's background characteristics in comparison to the Careers Wales data analysed in the previous section.
- In the analysis that follows, to give an indication of the percentage of people coming into contact with Jobcentre Plus from the Year 2004 Year 11 School Leavers Cohort, we use the 5,175 school leavers from the Careers Wales data-set as a baseline of all school leavers from Cardiff and the Vale of Glamorgan.

5.3 Analysis

Figure 33 presents data concerning all those who were claiming benefits with Jobcentre Plus at 6th June 2007, who were born in the periods that would lead them to being in the 2004 Year 11 School Leavers Cohort (from 1st September 1987 to 31st August 1988) or the 2003 Year 11 School Leavers Cohort (from 1st September 1986 to 31st August 1987).

The figure below shows that in the cohort that is applicable to the 2004 Year 11 School Leavers cohort there are 888 young people claiming benefits with Jobcentre Plus as of 6th June 2007.

In the following analysis we make an assumption that this figure can be compared to the 5,175 Year 11 School Leavers in the 2004 cohort in Cardiff and the Vale of Glamorgan. Thus it can be said that 17.2% of this cohort were claiming benefits with Jobcentre Plus as at 6th June 2007. This contrasts with a figure of 550 (10.6%) who at December 2006 can be considered NEET (unemployed registered and those who have left the Careers Wales register and who are now 18 and able to claim benefits) from the Careers Wales data-set. The difference in figures is likely to be caused by both indigenous and international migration to Cardiff and the Vale of Glamorgan. The Jobcentre Plus data is not solely made up of the 5,175 school leavers in the 2004 cohort.

Careers Wales believe that a truer estimate of those who at 18 who are on benefits (NEET) is likely to be between 12-15%. Of these using the Careers Wales baseline figure of 5,175, around 4% may **not** be actively looking for employment or training, taking into account 3.7% on income support thus lowering further the figure for those who are actively seeking involvement in the labour market to around 8-11%. In the future estimates will become more accurate if resources are used to improve

information sharing and ensuring that both Careers Wales and the Jobcentre Plus datasets can be cross matched and checked.

Concerning the 2004 Year 11 School Leavers Cohort who came into contact with Jobcentre Plus the following can be said:

- There is no significant gender-difference. 445 young people are male and 443 young people are female who come into contact with Jobcentre Plus to claim benefits.
- Approximately three times as many young people come into contact with Jobcentre Plus from Cardiff (N=637) in comparison to the Vale of Glamorgan (N=192) which is reflective of the number of young people from each area.
- Concerning benefit types:
 - 410 young people received Jobseekers Allowance. When compared with the 2004 baselines figure this represents 7.9% of the cohort. In terms of benefits the majority of Year 11 School Leavers in contact with Jobcentre Plus receive Jobseekers Allowance.
 - Income Support is the next most claimed benefit with 191 young people having received it. This can be considered to be 3.7% of the 2004 Year 11 School Leavers Cohort.
 - 130 young people received disability living allowance. This can be considered to be 2.5% of the 2004 Year 11 School Leavers Cohort.
 - 13 young people received incapacity benefit. This can be considered to be 0.3% of the 2004 Year 11 School Leavers Cohort.
 - 144 young people received a combination of benefits or claimed a benefit more than once. This is illustrated in Figure 32 below. This can be considered to be 2.8% of the 2004 Year 11 School Leavers Cohort.
- In terms of those who received Jobseekers allowance the following can be said for the 2004 School Leavers Cohort:
 - 356 young people made benefits claims that were not Jobseekers Allowance. This can be considered to be 6.5% of the 2004 Year 11 School Leavers Cohort.
 - The majority of those who received jobseekers allowance received contributory and income based jobseekers allowance. This group can be considered to make up 7.0% of the 2004 Year 11 School Leavers Cohort (N=362).
 - Other types of jobseekers allowance make up a very small amount of claims and are shown in figure 32 below as are those individuals who made more than one type of claim or claimed other benefits alongside jobseekers allowance.
- Figure 34 provides an analysis of the 2004 Year 11 cohort benefit claimants in comparison to the working age benefit claimants in Cardiff and the Vale of Glamorgan as at November 2006⁶. This data includes sole claimants only – i.e. those who are only in receipt of one benefit at the time. However it shows:

⁶ This data was gained from www.nomisweb.co.uk on 6th July 2007.

- That the proportions of young people claiming disability living allowance and income support are relatively similar in comparison to the whole working age population.
- A much lower percentage of young people are claiming incapacity benefit in comparison to the working age population.
- This is due to the fact that a greater percentage of young people are claiming jobseekers allowance and actively seeking work in comparison to the working age population.

Figure 33 Those in contact with Jobcentre Plus, gender, area, benefit type, claim type

	2003 Year 11 School Leaver Cohort	2004 Year 11 School Leaver Cohort	Percentages for 2004 applying the 5175 Year 11 School Leavers as a baseline
Sex			
Male	405 (45.8)	445 (50.1)	8.6
Female	479 (54.2)	443 (49.9)	8.6
Total	884 (100.0)	888 (100.0)	17.2
Area			
Cardiff	648 (73.3)	637 (71.7)	12.3
Vale of Glamorgan	196 (22.2)	192 (21.6)	3.7
No Data	40 (4.5)	59 (6.6)	1.1
Total	884 (100.0)	888 (100.0)	17.2
Benefit Type			
Jobseekers Allowance	344 (38.9)	410 (46.2)	7.9
Incapacity Benefit	27 (3.1)	13 (1.5)	0.3
Income Support	242 (27.4)	191 (21.5)	3.7
Disability Living Allowance	87 (9.8)	130 (14.6)	2.5
Jobseekers Allowance (claimed twice)	5 (0.6)	5 (0.6)	0.1
Jobseekers Allowance & Incapacity Benefit	3 (0.3)	4 (0.5)	0.1
Jobseekers Allowance & Disability Living Allowance	7 (0.8)	7 (0.8)	0.1
Incapacity Benefit (claimed twice)	1 (0.1)	-	-
Incapacity Benefit & Income Support	6 (0.7)	6 (0.7)	0.1
Incapacity Benefit & Disability Living Allowance	-	4 (0.5)	0.1
Income Support (claimed twice)	4 (0.5)	-	-
Income Support & Jobseekers Allowance	1 (0.1)	1 (0.1)	0.0
Income Support & Incapacity Benefit	107 (12.1)	76 (8.6)	1.5
Income Support & Disability Living Allowance	12 (1.4)	13 (1.5)	0.3
Disability Living Allowance & Jobseekers Allowance	1 (0.1)	1 (0.1)	0.0
Disability Living Allowance & incapacity Benefit	3 (0.3)	-	-
Disability Living Allowance (claimed twice)	1 (0.1)	1 (0.1)	0.0
Incapacity Benefit, Income Support & Disability Living Allowance	33 (3.6)	26 (3.0)	0.5
Total	884 (100.0)	888 (100.0)	17.2
Jobseekers Allowance Claim Type			
Non-Jobseekers Allowance Claim	356 (40.3)	334 (37.6)	6.5
Contributory Benefit Only	3 (0.3)	6 (0.7)	0.1
Training Only	-	2 (0.2)	0.0
Contributory & Income Based	311 (35.2)	362 (40.8)	7.0
Training & Income Based	30 (3.4)	40 (4.5)	0.8
Non-Jobseekers Allowance (claimed twice)	134 (15.2)	100 (11.3)	1.9
Non-Jobseekers Allowance, & Contributory & Income Based	12 (1.3)	12 (1.3)	0.2
Contributory & Income Based (claimed twice)	5 (0.6)	3 (0.3)	0.1
Training & Income Based & Non-	-	1 (0.1)	0.0

	2003 Year 11 School Leaver Cohort	2004 Year 11 School Leaver Cohort	Percentages for 2004 applying the 5175 Year 11 School Leavers as a baseline
Jobseekers Allowance			
Training & Income Based (claimed twice)	-	2 (0.2)	0.0
Non-Jobseeker Allowance (claimed three times)	33 (3.7)	26 (2.9)	0.5
Total	884 (100.0)	888 (100.0)	17.2

Figure 34 Table showing 2004 Year 11 Cohort benefit claims, and all working age benefit claims. Just those claiming Disability Living Allowance, Incapacity Benefit, Income Support and Jobseekers Allowance in Cardiff and the Vale of Glamorgan⁷

Benefit Type	2004 Year 11 Cohort (%)	Working Age Benefit Claimants (%) at November 2006
Disability Living Allowance	130 (17)	2870 (13)
Incapacity Benefit	13 (2)	6120 (28)
Income Support	191 (26)	6640 (30)
Jobseekers Allowance	410 (55)	6220 (28)
Total	744 (100)	21850 (100)

5.3.1 Ward and Benefit Type

This section presents data showing in which wards those who are receiving benefits are located⁸.

Figure 35 below shows the benefit types by ward and in total in both Cardiff and the Vale of Glamorgan. This shows that:

CARDIFF

- In Cardiff: Ely, Trowbridge, Llanrumney, Fairwater and Caerau are those wards where most young people are located who have claimed benefits.
- According to the Careers Wales data set those inactive in the labour market were most commonly located in Ely, Caerau, Grangetown, Llandaff, Trowbridge, Llanrumney and Llanishen.
- According to official adult unemployment data, areas in Cardiff that experience the highest levels of unemployment include Ely, Trowbridge, Caerau, Grangetown, Llanrumney and Pentwyn.

⁷ There are combinations of claims that are not included in this table. The table is to give us an approximate idea as to how young benefit claimants compare to benefit claimants of working age in general

⁸ There is missing data in the Jobcentre Plus data where for the 2004 Year 11 equivalent cohort 54 young people have not been allocated a ward – hence the total being 834 as opposed to 888.

- The two data sources concerning labour market inactivity among young people and the one concerning adult unemployment in Cardiff illustrate that it is the same geographical wards where people who are inactive in the labour market are located. These wards are also those that tend to be the most deprived according to the Welsh Index of Multiple Deprivation 2005.

VALE OF GLAMORGAN

- The five wards in the Vale of Glamorgan which have the greatest number of young people who have come into contact with Jobcentre Plus are Cadoc, Gibbonsdown, Court, Llantwit Major and Buttrils.
- According to the Careers Wales data 'hot-spots' for those young people who can be considered NEET are Gibbonsdown, Court, Cadoc, Castleland (all in Barry) and Llantwit Major. Four out of these five wards are the same wards illustrated by the Jobcentre Plus data⁹. These areas also tend to coincide with those that according to the Welsh Index of Multiple Deprivation 2005 are most deprived.

Figure 35 Benefit Type by Ward, Cardiff and Vale of Glamorgan, 2004 Year 11 School Leavers Cohort

	Jobseekers Allowance	Incapacity Benefit	Income Support	Disability Living Allowance	Total Number	Percentage based on 5,175 young people in Year 11 School Leavers Cohort
<i>Cardiff</i>						
Ely	31	12	21	10	74	1.4
Trowbridge	23	9	21	9	62	1.2
Llanrumney	21	6	7	9	43	0.8
Fairwater	25	6	4	6	41	0.8
Caerau	18	3	13	4	38	0.7
Splott	11	4	13	7	35	0.7
Pentwyn	17	2	7	7	33	0.6
Adamsdown	16	3	8	4	31	0.6
Riverside	7	3	8	12	30	0.6
Grangetwon	14	1	9	5	29	0.6
Plasnewydd	12	5	8	4	29	0.6
Llandaff North	16	3	3	1	23	0.4
Llanishen	18	0	2	2	22	0.4
Butetown	12	3	4	2	21	0.4
Whitchurch & Tongwynlais	15	0	1	3	19	0.4
Penylan	4	4	4	4	16	0.3
Gabalfa	9	2	1	3	15	0.3
Rumney	8	0	3	2	13	0.3

⁹ Up to date data concerning adult unemployment in the Vale of Glamorgan that would be similar to the data presented earlier in the report for Cardiff was not forthcoming.

	Jobseekers Allowance	Incapacity Benefit	Income Support	Disability Living Allowance	Total Number	Percentage based on 5,175 young people in Year 11 School Leavers Cohort
Cathays	6	0	4	1	11	0.2
Canton	3	2	3	2	10	0.2
Rhiwbina	4	0	0	3	7	0.1
Llandaff	3	0	0	4	7	0.1
Heath	1	2	1	2	6	0.1
Creigiau / St Fagans	2	1	2	1	6	0.1
Pontprenau / old St. Mellons	5	0	0	1	6	0.1
Cyncoed	1	0	0	3	4	0.1
Radyr	1	0	0	3	4	0.1
Lisvane	0	0	0	1	1	0.0
Pentyrch	1	0	0	0	1	0.0
Total	304	71	147	115	637	12.3
<i>Vale of Glamorgan</i>						
Cadoc	11	4	2	7	24	0.5
Gibbonsdown	11	1	7	4	23	0.4
Buttrills	3	5	7	2	17	0.3
Llantwit Major	6	1	3	5	15	0.3
Court	9	2	2	1	14	0.3
Dyfan	4	1	3	2	10	0.2
St Athan	4	0	4	1	9	0.2
Plymouth	5	2	1	1	9	0.2
Baruc	4	0	2	2	8	0.2
Castleland	3	0	2	3	8	0.2
Dinas Powys	5	0	0	2	7	0.1
Cowbridge	4	0	1	2	7	0.1
Wenvoe	3	0	0	3	6	0.1
St. Augustine's	3	0	1	2	6	0.1
Cornerswell	4	1	1	0	6	0.1
Rhose	3	0	1	1	5	0.1
Iltyd	4	0	0	1	5	0.1
Stanwell	2	2	0	1	5	0.1
Sully	0	0	0	4	4	0.1
St. Bride's Major	2	0	0	1	3	0.1
Peterston-Super-Ely	1	0	2	0	3	0.1
Llandow/Ewenny	1	0	0	0	1	0.0
Llandough	1	0	0	0	1	0.0
Pont-y-clun	1	0	0	0	1	0.0
Total	94	19	39	45	197	3.8
Overall Total	398	90	186	160	834	16.1

Figure 36 below shows that for the 2003 Year 11 cohort the distribution of wards in Cardiff and the Vale of Glamorgan is similar concerning where young people who have had contact with Jobcentre Plus are located.

Figure 36 Benefit Type by Ward, Cardiff and Vale of Glamorgan, 2004 Year 11 School Leavers Cohort, 2003 School Leavers Cohort

	Jobseekers Allowance	Incapacity Benefit	Income Support	Disability Living Allowance	Total
<i>Cardiff</i>					
Ely	31	15	42	4	92
Trowbridge	18	8	29	8	63
Caerau	16	6	14	5	41
Splott	15	7	8	9	39
Llanrumney	18	2	11	7	38
Grangetwon	16	7	7	3	33
Pentwyn	17	6	9	1	33
Fairwater	8	13	6	5	32
Riverside	12	6	6	4	28
Plasnewydd	14	5	5	2	26
Adamsdown	7	10	6	3	26
Llandaff North	11	4	6	4	25
Butetown	12	5	4	1	22
Canton	8	4	6	3	21
Llanishen	11	2	4	3	20
Rumney	4	6	4	2	16
Whitchurch & Tongwynlais	6	2	2	5	15
Penylan	8	1	1	2	12
Cathays	4	2	2	3	11
Heath	6	2	1	2	11
Rhiwbina	4	0	0	4	8
Pontprennau / old St. Mellons	2	0	1	4	7
Gabalfa	3	0	3	0	6
Radyr	4	0	1	1	6
Llandaff	3	1	1	1	6
Creigiau / St Fagans	2	0	3	0	5
Cyncoed	3	0	0	0	3
Lisvane	1	0	0	1	2
Pentyrch	1	0	0	0	1
Total	265	114	182	87	648
<i>Vale of Glamorgan</i>					
Cadoc	10	4	11	1	26
Gibbonsdown	4	3	8	5	20
Court	2	1	6	5	14
Llantwit Major	3	3	3	4	13
Iltyd	4	2	7	0	13
Castleland	3	3	7	0	13
Buttrills	5	2	1	2	10
Baruc	6	1	1	2	10
Dyfan	6	0	3	1	10

	Jobseekers Allowance	Incapacity Benefit	Income Support	Disability Living Allowance	Total
Dinas Powys	1	2	2	5	10
St. Augustine's	4	1	3	1	9
Stanwell	5	1	1	1	8
Plymouth	3	1	2	1	7
St Athan	1	3	0	2	6
Cornerswell	2	1	3	0	6
Cowbridge	2	2	0	2	6
Wenvoe	3	0	1	1	5
Rhose	3	1	0	0	4
Sully	2	1	0	1	4
St. Bride's Major	1	0	0	1	2
Llandow/Ewenny	0	0	1	0	1
Llandough	1	0	0	0	1
Peterston-Super-Ely	0	0	0	1	1
Total	71	32	60	36	199
Overall Total	336	146	242	123	847

5.4 Summary

The Jobcentre Plus data reinforces the evidence that suggests that labour market inactivity in Cardiff and the Vale of Glamorgan is geographically cyclical in nature. It is recommended that Careers Wales and Jobcentre Plus review how they can better work together for 18 – 20 year olds, to break what may become a repeating cycle throughout life. This is likely to require additional investment into staffing and work based training.

6 Interviews with Practitioners, Service Providers and Schools

Key Messages

- Practitioners suggest that there are services available to help young people who are NEET, but NEET young people may not know how to access them or what they are entitled to
- The fact that NEET young people have generally fallen out of formal systems makes it difficult to re-engage them
- Practitioners suggested that improvements to services could be made by providing tailored services to young people, which make them want to be involved, and which they see as helping them develop, which is vitally important in engaging and keeping young people engaged such as Careers Wales Youth Gateway
- It seems that critical issues concerning NEETs in Cardiff and the Vale of Glamorgan for practitioners centre around: (1) earlier intervention, (2) resourcing schemes that exist and work, (3) more information sharing and the development of a common assessment framework, (4) "step-up" provision, (5) services that appeal to young people and (6) adequate remuneration. (7) availability of quality training provision

The following steps for future progression can be identified:

- Promote improved information sharing at all levels – the Common Assessment Framework
- There needs to be a proper analysis of what services are providing that then needs to be readily shared. Cardiff YPP is currently putting together a service directory which should help in this process
- There needs to be tailored provision that addresses individual need. An understanding of individual need is required before this can be achieved
- Sustained opportunities for young people to gain employment, education and training. Part of this is around up-skilling young people and making them ready for work.

Practitioners indicated that effective programmes for young people who are NEET include:

- Work at the young persons pace
- Working in a way that is not always upfront about being outcome oriented (but are), so that young people enjoy them
- Services which are able to build trust and relationships with young people

Generally the view provided was that partnership working is beginning to work better, and that the YPPs should take some credit for this. However, it is acknowledged that there is still progress to be made especially around information sharing.

It was stated that services have a common clientele but there is a lack of dialogue. A more systematic approach is needed.

Surveys of Schools and Service Providers for Young People

- Eight survey respondents (out of a possible 9) offered their opinions on why young people might leave school before the end of compulsory schooling. They were unanimous in citing disaffection with the schooling system and boredom and lack of engagement with the curriculum on offer.
- Four also considered that home factors had an impact, such as the low value placed on education.
- There was unanimous agreement that there should be a differentiated curriculum that caters for those at risk of becoming NEET, reflecting the general feeling that the

present National Curriculum was failing to meet the needs of this group of young people.

This section presents the findings of consultation with practitioners, service providers and schools concerning young people who are not in education, employment or training.

The findings are based on:

- Interviews with practitioners
- Survey of service providers (based on a list supplied to us by Careers Wales and the YPPs)
- Survey of schools

6.1 Interviews with Practitioners

Cordis Bright conducted a series of face-to-face interviews with key representatives from Careers Wales Cardiff and Vale of Glamorgan and the Cardiff and the Vale of Glamorgan Young People's Partnerships. These interviews were conducted on June 22nd 2006 in Cardiff. The following representatives were interviewed:

- 1 representative of Careers Wales Cardiff and Vale of Glamorgan
- 1 representative of the Vale of Glamorgan Young People's Partnerships
- 2 representatives of the Cardiff Young People's Partnerships

The aim of the interviews was to find out more about practitioners opinions around:

- Services available to young people who are NEET presently
- Issues that face young people who are NEET
- How young people who are NEET are currently helped
- What future steps can be taken to help engage with young people who are NEET
- What gaps exist in improving outcomes for young people who are NEET
- Gain professionals' opinions around why young people leave the Careers Wales register
- Factors that work well in engaging with young people and preventing the most vulnerable from leaving the register
- Partnership working

During the interviews the practitioners were also asked to comment on the pro-formas and questionnaires that were used in the service provider and young peoples' research.

The following brings together the views of the professionals interviewed.

6.1.1 Services

Practitioners stated that one of the major difficulties providing services specifically for the NEET population is that often they are NEET precisely because they are the least likely members of the population to access services. However, it was stated that there are services available for them.

Practitioners stated that the two Careers Wales services (Youth Gateway and careers guidance including help in finding a job, training or education place) available to young people who are NEET in Cardiff and the Vale of Glamorgan are Careers Wales and Youth Gateway (the latter being run by Careers Wales): Careers Wales and Youth Gateway help young people to find employment, education or training through careers advice and guidance. The Youth Gateway provides enhanced guidance.

Practitioners also stated that NEETs could use an array of other statutory and voluntary sector services. However, these services do not specifically target NEETs. Services mentioned included the Youth Service and training provision provided by the Welsh Assembly Government (Department for Education and Lifelong Learning and Skills).

Overall, a key message was that services are available, but NEETs may not know how to access them or what they are entitled to. The fact that these young people have fallen out of formal systems makes it difficult to re-engage them.

An important issue highlighted was that young people get disillusioned with services provided for them as they may 1) not be appropriate and 2) may not lead on to further opportunities. How can disillusionment with service provision be ameliorated? Practitioners suggested improvements could be made by providing tailored services to young people, which make them want to be involved, and which they see as helping them develop, which is vitally important in engaging and keeping young people engaged such as Careers Wales Youth Gateway.

6.1.2 Critical Issues

Practitioners stated the following critical issues around those young people who are NEET in the Cardiff and Vale of Glamorgan areas, according to service providers, include:

- Pre-16: There is a lack of support and early intervention for those who may go on to become NEET. There is a lack of availability of personal support for young people at risk. Two practitioners cited a lack of appropriate provision around training, education and personal support.
- Pre-16 schemes like Extended Opportunities and Alternative Curriculum can engage with young people who are likely to have been NEET. However, service providers suggested there were not enough places on these schemes. They argued it is currently much too easy for young people to become disillusioned.
- A lack of sharing of information and knowledge. Too many providers and agencies work in isolation which can lead to duplication of effort and inefficiency, as well as young people falling into gaps. A way of addressing this would be through the development of a Common Assessment Framework

where different partnership agencies can see other agencies assessment. This would help agencies share information and track young people at risk and who are most likely to be NEET. It would also help build up a picture of the complex needs of individuals.

- Need for a kind of “step-up” provision to help young people keep engaged within formal systems even if they drop out of school.
- One provider argued that solutions must appeal to young people to keep them engaged. Indeed, several mentioned the fact that training allowances for young people are very low, indeed, it was said that they were: “appalling and undermine people’s sense of self worth”. Young people can currently earn more working in low skilled service jobs than they can in the formal training system. This makes it difficult to sell the benefits of education, employment and training to young people.
- It was stated that although the Assembly has an agenda which wishes to engage all young people, it does not supply the necessary resource to achieve this.

In summary it seems that critical issues concerning NEETs in Cardiff and the Vale of Glamorgan for practitioners centre around: (1) earlier intervention, (2) resourcing schemes that exist and work, (3) more information sharing and the development of a common assessment framework, (4) “step-up” provision, (5) services that appeal to young people and (6) adequate remuneration. (7) availability of quality training provision.

6.1.3 How do the YPPs and Careers Wales help NEETs

Careers Wales leads on the issue of NEETs. Currently young people who are unemployed can register with Careers Wales and receive advice and guidance on finding employment, education and training appropriate to them. They can also take advantage of the Youth Gateway which is a tailored 2 week intensive course followed by 6 months intensive mentoring designed to give the individual the opportunity to find education, employment or training that suits them. Practitioners stated Careers Wales also employs a robust Keep In Touch (KIT) strategy to keep in contact with those who fall off the register. Careers Wales also refers young people to other supporting agencies.

The YPPs scope the needs of young people that exist and then seek to provide evidence to get a range of agencies to try and impact on young people. To this end they are extremely interested in the NEET issue and what can be done to help young people who become NEET.

6.1.4 How do other organisations help young people who are NEET?

Presently, practitioners stated that there is no coherent approach across organisations to the NEET issue. Professionals stated that currently organisations work on an individual basis. This should be addressed as soon as possible - a common assessment framework may help address this. YPP has collated and distributed an 11-25 year old service directory for organisations working with young people and the Vale YPP is currently undertaking this. This should assist in helping practitioners The Cardiff and

Vale of Glamorgan YPPs are currently putting together an 11-25 year old service directory. This should assist in helping practitioners know where services exist and what they do.

Organisations such as Princes Trust / Fairbridge were cited as being very good at engaging with young people who are NEET. It may be positive to gain ideas as to what works and does not work in engaging NEETs.

6.1.5 Future Steps

From the above discussion and when practitioners were asked, the following steps for future development could be identified:

- Promote improved information sharing at all levels – the Common Assessment Framework
- There needs to be a proper analysis of what services are providing that then needs to be readily shared. Cardiff YPP is currently putting together a service directory which should help in this process
- There needs to be tailored provision that addresses individual need. An understanding of individual need is required before this can be achieved
- Sustained opportunities for young people to gain employment, education and training. Part of this is around up-skilling young people and making them ready for work.

6.1.6 Main reasons young people leave the Career's Wales register and how can this be prevented

The aim is for young people to leave the register with positive outcomes. This has been achieved through the work of Careers Wales and their Youth Gateway. There are other ways to help young people including, for instance, the provision of employment advisors and providing young people with work tasters, to ensure they experience work and can focus on jobs that they can realistically achieve.

There seems to be consensus as to why young people leave the Careers Wales register. This can be summarised as follow:

- ✓ Young people leave because they do not get the outcome they want. They become disappointed and disengaged. One professional also suggests that young people who are NEET often exhibit low levels of self-esteem
- ✓ Young people need jobs supported by real money. Presently, a young person receives £45 a week if they are in training. This allowance has not gone up in real terms for many years. There is more incentive for young people to get jobs in low paid service sector jobs, where the money is relatively superior in the short-term, but in the long term prospects may not be so good
- ✓ Young people may be on the register rightly, but may attend for the wrong reasons. For example, they may need to attend to continue claiming benefits but their heart may not be in finding education, employment or training

- ✓ At least one professional suggested that provision in education, employment and training is not of a high enough standard for young people who are NEET

6.1.7 What works well?

Practitioners suggested that effective programmes are those that:

- ✓ Work at the young persons pace
- ✓ Are not always upfront about being outcome oriented (but are), so that young people enjoy them
- ✓ Services which are able to build relationships and trust with young people. Such services can then more easily refer young people to other services which may be suitable for them.

Professionals cited the following as demonstrating good practice engaging young people who are NEET:

- ✓ Youth Gateway
- ✓ The Keeping In Touch (KIT) strategy

6.1.8 Partnership Working

Generally the view provided was that partnership working is beginning to work better, and that the YPPs should take some credit for this. However, it is acknowledged that there is still progress to be made especially around information sharing.

It was stated that services have a common clientele but there is a lack of dialogue. A more systematic approach is needed.

6.2 Survey of Schools and Service Providers for Young People

Questionnaires were distributed by e-mail to schools and providers of services to post 16s who are NEET in the Cardiff and Vale of Glamorgan areas (copies of the questionnaires sent are at Annex 3)

The survey aimed to investigate schools and service providers' views on the reasons why young people become NEET and their suggestions as to the best methods for successfully engaging these young people in education, employment and training. The questions asked of schools and service providers were, for the most part, the same, with a slight difference in emphasis to reflect the nature of their contacts with young people.

In the analysis that follows it becomes apparent that there is missing data where respondents have not answered all the questions in the questionnaire. Where this occurs the data is treated as missing.

6.2.1 Survey of schools

Nine responses were received from a total of 25 schools contacted, for the most part completed by Careers Coordinators within the school.

6.2.2 Failure to complete compulsory schooling

Eight out of the 9 respondents agreed that young people get lost/disappear before the end of compulsory schooling. Eight respondents offered their opinions on why young people might leave school before the end of compulsory schooling. They were unanimous in citing disaffection with the schooling system and boredom and lack of engagement with the curriculum on offer. Four also considered that home factors had an impact, such as the low value placed on education.

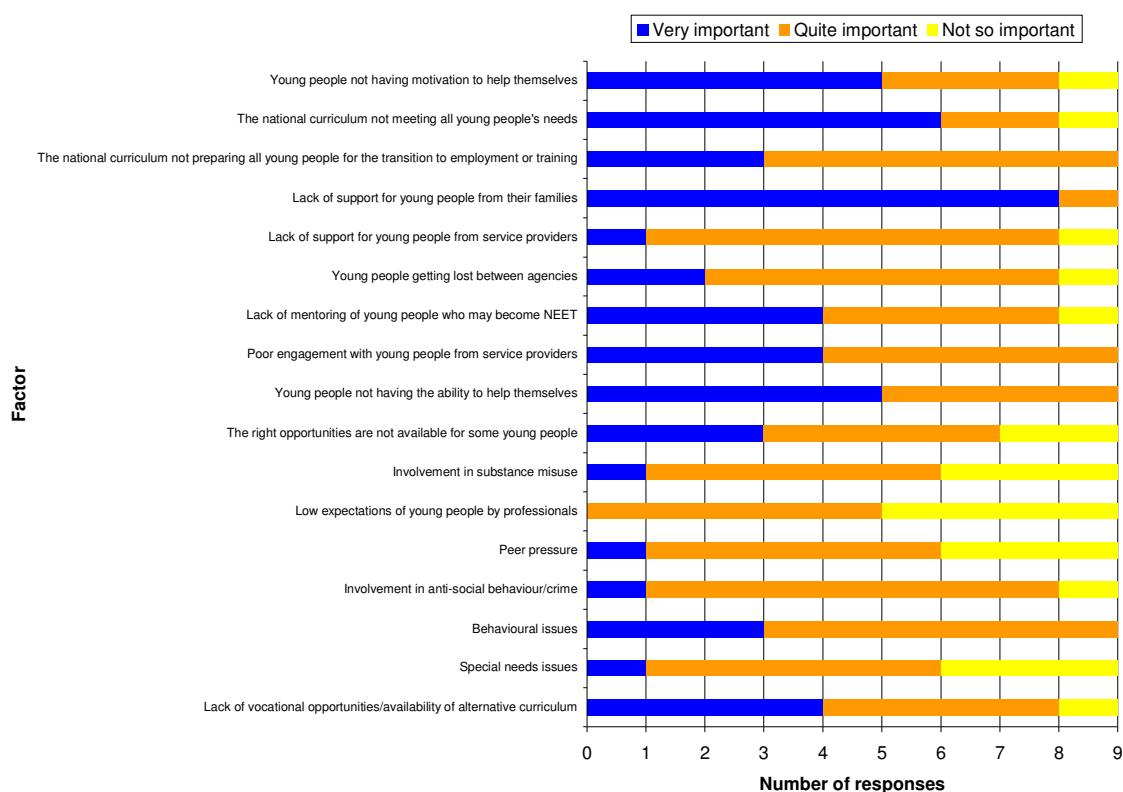
These findings tie in with those from a later question, in which schools were specifically asked how they would improve the National Curriculum to help address the NEET issue. All took the view that changes were necessary. Two principal themes emerged:

- An emphasis on vocational training
- More flexibility, in terms of a broader range of options and the capacity to tailor learning to the needs and abilities of the individual

6.2.3 Factors preventing young people from progressing

Respondents were asked to rate the relative importance of a number of factors in preventing young people from progressing from compulsory education into education, employment or training. The results are set out in the figure below.

Figure 37: Schools' views on factors preventing young people from progressing from compulsory education into education, employment or training



The factors listed are all issues which, from previous studies in this field, have been identified as contributing towards young people having NEET status. Some relate to socio-economic and family circumstances particular to the individual, others to the education and training system and mentoring and support networks available. The findings show that most respondents considered that all of these factors made at least some contribution.

The factor which achieved the highest overall score (with 8 out of the 9 schools rating it as “Very important”) was lack of support for young people from their families. A number of respondents had commented earlier in the questionnaire that these young people often came from family backgrounds which placed little value on education.

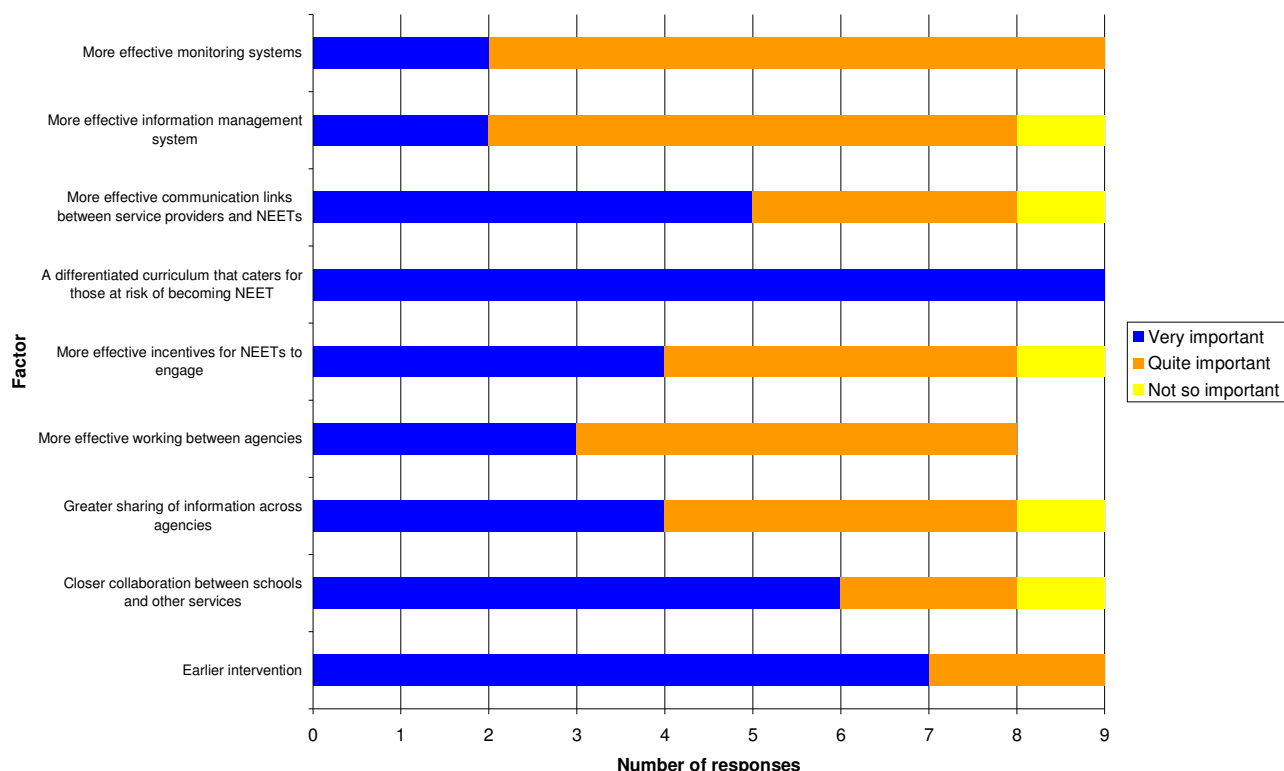
Issues relating to the National Curriculum were also considered to play an important role (comments and criticisms made by the respondents have been discussed above).

Respondents were also invited to state any reasons other than those listed. One suggestion was made: “Practical learning qualification”.

6.2.4 Ways in which services can better engage young people who are NEET

Schools were also provided with a list of a number of ways in which services could better engage with young people who are currently NEET and were asked to rate their importance. Again, all the factors listed were considered by almost all respondents to be of some importance. The table below sets out the pattern of results.

Figure 38: Schools' views on methods by which services can better engage young people who are NEET



There was unanimous agreement that there should be a differentiated curriculum that caters for those at risk of becoming NEET, reflecting the general feeling that the present National Curriculum was failing to meet the needs of this group of young people.

Earlier intervention was also cited by 7 out of the 9 schools as being “Very important”. One respondent was of the view that potential for NEET could be identified by Year 9. Also scoring very highly were issues relating to “joined-up” working, notably closer collaboration between schools and other services.

6.2.5 Suggestions by schools as to how best to tackle the NEET issue

Eight out of the 9 schools made suggestions, which reflected various themes emerging from elsewhere in the survey. These can be summarised as follows:

Figure 39 Suggestions by schools as to how best to tackle the NEET issue

Suggestion	Number of citations
Broadening curriculum/different routes of learning – academic and practical	2
Payment/incentive scheme	2
One to one mentoring	2
Target them before they become really disaffected	1
Greater number of training placements prior to end of compulsory secondary education	1

6.2.6 Other comments made by schools on the NEET issue

Two respondents remarked that NEETs were not a major problem for their schools, but also indicated that they were taking active steps to protect those who might be at risk. One school was trying to provide more vocational training at Year 10 and post 16, whilst the other said that the pupil support unit – which taught pupils a restricted curriculum – bridged the gap.

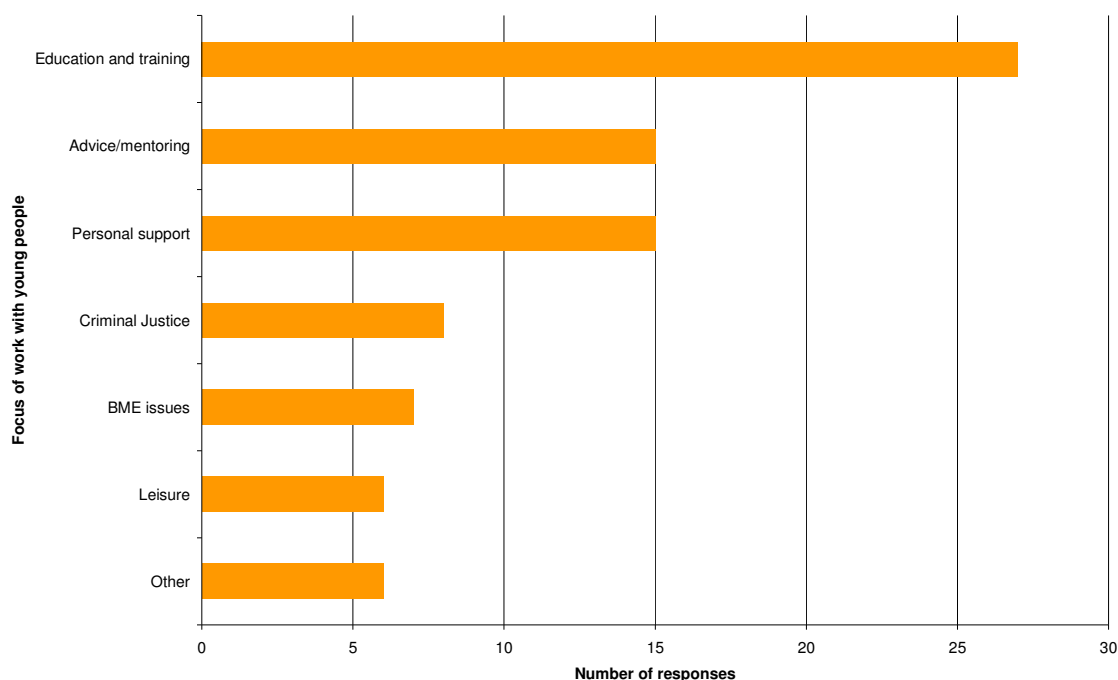
Another respondent commented that it was essential to raise self-efficacy and confidence in these young adults.

6.2.7 Survey of service providers

29 organisations and agencies who work with young people aged 16-19 completed the service provider questionnaire. Together they represent 63% of the total number of agencies contacted, a good response rate overall.

The organisations were asked to specify the focus of their work with young people. Responses are shown in the figure below:

Figure 40: Focus of service providers' work with young people



Education and training featured for practically all the respondents. In addition, about half the agencies offered advice/mentoring and personal support. The “Other” category includes work in the following areas: activities to promote reduction in first-time offending and anti-social behaviour; housing; health; financial support; substance misuse work; parenting; accommodation and personal development. Overall, the respondents represented a very broad spectrum of support for young people.

6.2.8 Numbers of young people served and drop-out rates from programmes

25 of the service providers gave an indication of how many young people had used their service, and, of these, how many were most likely not in education, training or employment (the other respondents were strategic planning agencies or other agencies who did not work directly with young people). The figures provided are set out in the two tables below. The second table relates to organisations whose service provides programmes of education, employment or formal qualification, hence giving an objective criterion against which to measure success rates. For these, the organisations were also asked to provide an estimate of how many young people had dropped out of their programme before completion in the last year.

It should be emphasised that the figures given are in many cases estimates only.

Figure 41: Approximate number of young people using services which do not involve a formal programme.

	Number of young people using service in the last year	Number of young people using service estimated to be NEET in the last year
Provider 1	157	157
Provider 2	200	Not known
Provider 3	300	"A high percentage" 70 out of 79 aged 16-17
Provider 4	50	50
Provider 5	284	254
Provider 6	900	44%
Provider 7	283	179
Provider 8	Not given	4
Provider 9	3557	Less than 1%

Figure 42 Approximate number of young people using services which involve a formal programme

	Number of young people using service in the last year	Number of young people using service estimated to be NEET in the last year	Number of young people estimated to have dropped out in the last year
Provider 10	400	"The majority"	240
Provider 11	545	353	54 (and 92 unknown destination)
Provider 12	298	20	Still working with the young people
Provider 13	63	63 (disengaged or at risk of becoming so)	14
Provider 14	Over 200	Over 200	Approximately 100
Provider 15	500	100	10
Provider 16	4153	31%	31%
Provider 17	180	140	20-25
Provider 18	200	0	Not provided
Provider 19	416	0	166
Provider 20	317	0	50
Provider 21	107	8	15
Provider 22	50	0	10
Provider 23	529	402	269
Provider 24	252	0	4

One further service provider – a large college – submitted two questionnaires from different representatives. These did not provide consistent information – one stated there were 2645 service users of whom 865 had dropped out; the other stated that there were 2769 service users, of whom 568 had dropped out. The respondent citing the higher figure stated that the figure indicated the number who had dropped out from their course at this college, though many of these had then gone on to a course elsewhere or employment, which may account at least in part for the discrepancy in figures.

It also highlights the fact that precise quantification of the number of NEETs at any given time is extremely difficult.

A further examination was conducted of those 5 services which, upon the figures provided, appeared to show the highest rates of non-completion of their programmes (30% drop-out rate and above) to see whether there was any pattern of note. Four out of the 5 were providers of education and employment training courses: the relatively

high attrition rate may be due in part to the fact that these programmes often involve quite a considerable commitment on the part of the student. However, another reason may be the quality of the service provided by these organisations, since other similar organisations in the survey have relatively higher success rates. (The other agency with a high drop-out rate was a voluntary organisation providing a more generic service for young people.)

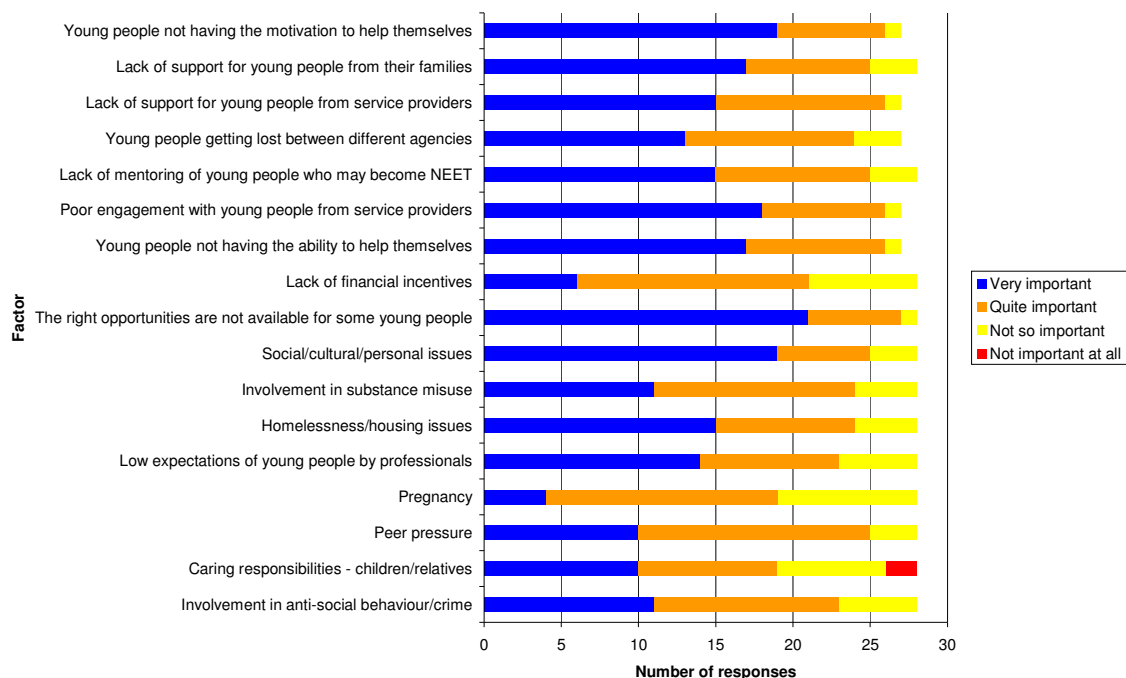
Service providers offering formal programmes were also asked whether and how they provided ongoing support and monitoring for their young people. The methods used and formality necessarily depended on the nature of the client base and service being provided, and many providers used a combination of formal scheduled reviews and ongoing mentoring and pastoral support from appropriately trained staff. The most commonly cited methods were as follows:

- Periodic reviews
- Questionnaires for learners and other stakeholders
- Exit reviews and following up those who have failed to complete (one service provider commented that maintaining contact through occasional letters and regular telephone calls was often successful in persuading young people to re-engage)

6.2.9 Factors preventing young people from progressing

Service providers were asked for their views on the importance of a number of factors in preventing young people from progressing from compulsory education into education, training or employment.

Figure 43: Service providers' views on factors preventing young people from progressing from compulsory education into education, employment or training



The factors listed for the most part coincided with those stated in the equivalent question in the schools' questionnaire, with a slight difference in emphasis: more questions relating to life and social circumstances. In relation to all of these factors, most respondents acknowledged that they made at least some contribution.

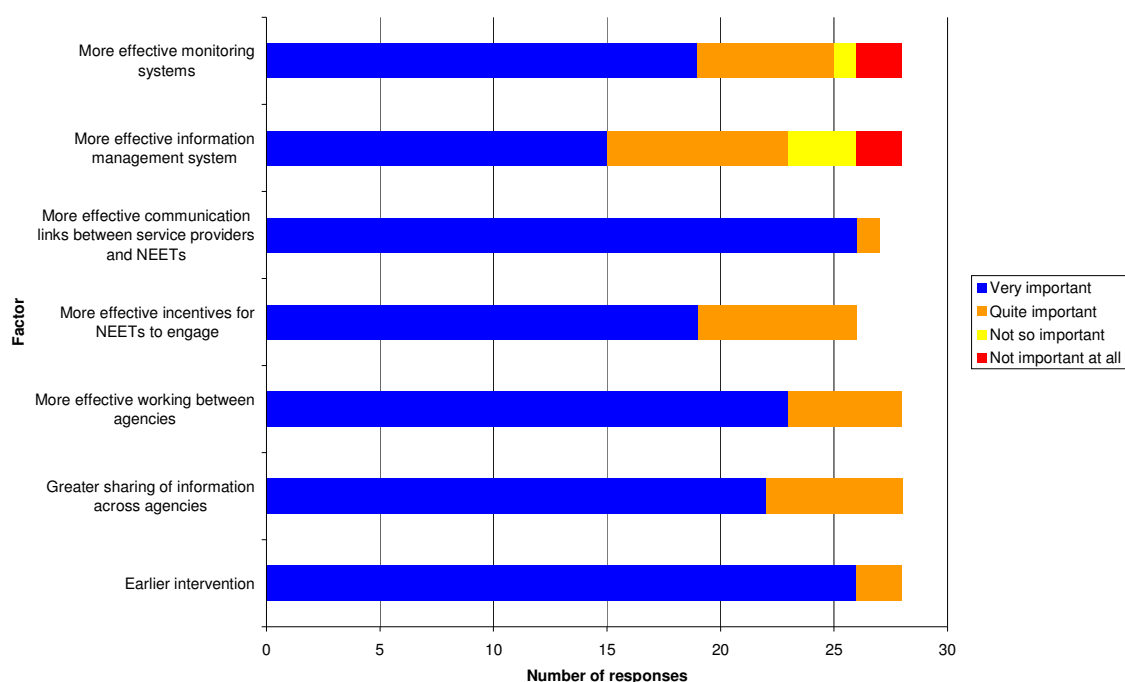
Lack of motivation and opportunity for young people scored particularly highly. The findings also suggested scope for improvement in relationships between young people and professionals: a large proportion of respondents cited lack of support and mentoring and low expectations by professionals.

There was widespread agreement that lack of family support was important, albeit the proportion was not quite as emphatic as in the schools survey. On the other hand, other social and personal factors were ascribed relatively more importance than they had been by the schools (such as anti-social behaviour/crime, involvement in substance misuse, etc). This probably reflects the different nature of the contact/relationship which these service providers have with the young people: many deal with young people in crisis who are encountering these particular problems, whilst schools encounter them when they are younger and are likely to have more knowledge of their family circumstances.

6.2.10 Ways in which services can better engage young people who are NEET

Service providers were asked to rate the importance of a number of ways in which services could better engage with young people who are currently NEET. The results are shown below:

Figure 44: Service providers' views on methods by which services can better engage with young people who are NEET



There was near-unanimous agreement that there should be earlier intervention and more effective communication links between service providers and NEETs. Another theme which emerges is that there is a need for better working and information sharing between agencies.

5 respondents made additional suggestions as to how engagement with NEETs could be improved. Themes which emerged from these were as follows:

- More personal intensive support/mentoring
- More informal and flexible training and education provision, bearing in mind that these young people have failed to engage with conventional methods
- More flexibility in resource provision and partnership working
- Specific targeting of looked after children and care leavers

In addition, one respondent commented on a “lack of cohesive policy” on the NEET issue, where interventions are developed, only to disappear with the next change in initiative.

6.2.11 Suggestions by service providers as to how best to tackle the NEET issue

27 of the respondents to the service provider questionnaire gave their thoughts on how the NEET issue could best be tackled. There are a number of themes, which are summarised in the table below:

Figure 45 Suggestions by service providers as to how best to tackle the NEET issue

Suggestion	Number of citations
More flexible/creative education and training provision (which will interest and engage young people)	6
Better inter-agency working and information sharing	5
Earlier intervention	5
Better input from schools (discussed below)	5
Increasing motivation and self esteem of young people	3
More personal support and mentoring	2
Better incentives	2
Better information and advice for all young people, not just those who attend mainstream school	1
Work with families in a holistic way	1
Find out which young people are not engaged and why	1

A number of service providers made comments as to how schools could make their contribution towards tackling the NEET issue. In their view, schools should take more active steps, in terms of identifying NEETs and providing them with support, and also promoting further education in a positive light.

6.2.12 Other comments made by service providers on the NEET issue

There were a total of 20 responses to this question, which in large part reflected issues raised throughout the survey. These included the need for more flexible and creative training and education provision and earlier intervention. Schools also came in for criticism, particularly for making exclusions “too easy”, however it is a moot point if the responsibility for this lies solely with schools. Also, a couple of respondents highlighted that particular groups of young people may have their own specific support needs, such as those leaving care, BME young people and those with learning difficulties.

Besides the responses which tied in with themes emerging from the survey overall, comments to the following effect were also made which are also of note:

- Young people are often victims of circumstance and are influenced by negativity from their peers and family
- “Please drop the label “NEETs”
- Availability of benefits may be a hindrance

7 Primary Research with Young People

Key Messages

Young People's Survey

Respondents

- 95 young people from Cardiff and the Vale of Glamorgan who were NEET completed the questionnaire
- 1 in 3 of the respondents left school before Year 11

Reasons for leaving programmes

- In order for programmes to retain young people, the young people need to:
 - ✓ Like the programme they are attending
 - ✓ Need to think they need the programme (i.e. they see value in it)
 - ✓ Needs to offer adequate financial incentive
 - ✓ Be motivated by the programme
- Factors outside the programme which are important in young people leaving include:
 - ✓ Personal reasons
 - ✓ Housing issues
- Factors young people see as not being so important in leaving programmes are:
 - ✓ Programme taking up too much time
 - ✓ Programme being too difficult
 - ✓ Programme location
 - ✓ Caring responsibilities of young people
 - ✓ Pregnancy / childcare issues
 - ✓ Medical reasons

Young People and Employment

- 41 young people reported having had a job since leaving school or college. However, 50 young people reported not ever having had a job since leaving school
- Important factors that caused young people's jobs to come to an end included:
 - ✓ Not liking the job
 - ✓ Wanting more money
 - ✓ No job prospects
 - ✓ Not getting on with other staff and managers
 - ✓ Not learning anything
- Factors that young people reported as being less important reasons for their jobs ending included:
 - ✓ Contract coming to an end
 - ✓ Personal reasons
 - ✓ Job being boring
 - ✓ Not enough guidance or support
 - ✓ Poor location
 - ✓ Being dismissed

Communication

- Young people considered that the most effective ways for Careers Wales to keep in contact with them are phone calls. Magazines, emails and keeping in touch postcards

are considered less often to be effective ways of keeping in touch

Reason for attending Careers Wales

- 69 young people reported they attended Careers Wales through their own choice. 15 reported that it was not voluntary on their part

Important Services to help achieve employment, education or training

- Over 3 in 5 respondents stated that help with finding a job, training or college course from a Careers Wales Careers Advisor was very important.
- 3 in 10 reported help with housing was very important
- 1 in 10 reported help from youth offending services was very important
- Apart from Careers Wales, young people were most likely to receive careers advice from parents, school or college careers teachers and friends

Important factor for young people in looking for employment, education and training programmes

- Approximately 2 in 3 young people consider interesting work to be a very important factor. This was most commonly cited as being very important.
- Pay rate and good prospects were the next factors to be considered very important

Qualitative Research

Focus Groups

- 32 young people took part in the 4 focus group exercises. This included 14 young women and 18 young men
- Two of the groups took place at the Youth Gateway, one at the Penarth Youth Project and one at Fairbridge in Roath

Experience of Education

- Opinions about school were overwhelmingly negative

Strategy

- An issue was raised by young people about age and available opportunities. It was felt by some young people that turning eighteen made it more difficult to find employment and in particular, training opportunities and that less was generally available to young people after this cut-off point. In addition, it was felt that some employers preferred younger workers. However, others made the point that some jobs stipulated a minimum age of eighteen which opened up new opportunities when young people reached this age

Difficulty

- Confidence and self-esteem of young people was a self-perceived cause of difficulty in getting education, employment or training opportunities
- Other barriers to employment and education that young people mentioned (in descending frequency) were:
 - having a criminal record
 - having learning difficulties
 - being lazy
 - having mental health problems
 - places being too far away (e.g. insufficient training placements in Barry)
 - not knowing where to go to access help or support
 - health problems

- drugs and/or alcohol
- aggression/having inadequate 'people' skills
- siblings, friends or boyfriends/girlfriends
- needing specific help with applications, CVs and interviews

Support needs

- A call for more explicit support with their job search strategies by young people

A number of primary research exercises were conducted with young people in Cardiff and the Vale of Glamorgan with young people who are NEET. These included:

- A questionnaire of young people administered by practitioners
- Focus groups with young people conducted by both Cordis Bright and practitioners

7.1 Young People's Survey

7.1.1 Introduction and methodology

Young people who were NEET in Cardiff and the Vale of Glamorgan were asked to complete a short questionnaire during the August/September period of 2006. These questionnaires were administered by both Careers Wales workers, and practitioners from both the Cardiff and Vale of Glamorgan young people's partnerships (YPPs).

In total 95 young people completed the questionnaire. This is quite a good response considering the "hard-to-reach" nature of the subjects of the research. In total 95 young people undertook the survey. If one considers that on the Careers Wales register in November 2005 there were 162 young people across Cardiff and the Vale of Glamorgan this represents a good response from young people not in education, employment and training.

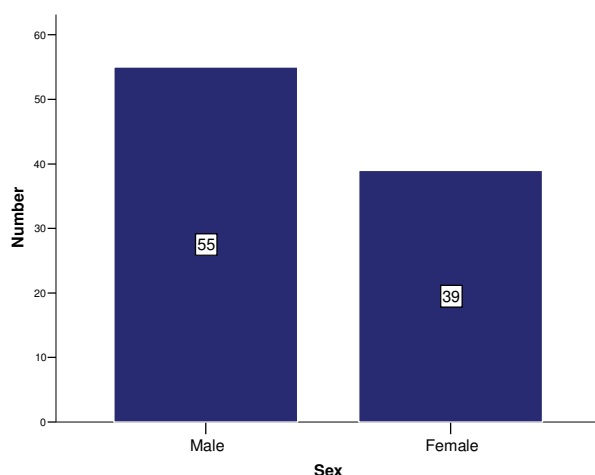
This section provides an overview of the background characteristics of the young people who responded to the survey. In total 95 young people undertook the survey.

In a survey such as this there will always be missing data due to people not responding to questions. Where this has occurred the data has been treated as missing. In places where missing data may affect reliability and validity around interpretation this has been highlighted.

7.1.2 Gender

The figure below shows that 55 males and 39 females completed the questionnaire. One person did not state whether they were male or female.

Figure 46 Gender



7.1.3 Who young people live with

The table below shows who respondents live with. This shows that 3 in 5 live with their parents or step-parents. However, just over 1 in 10 reported living on their own. 5 young people reported living in Hostel or Homeless Accommodation with 1 young person reporting being homeless.

Figure 47 Who young people live with?

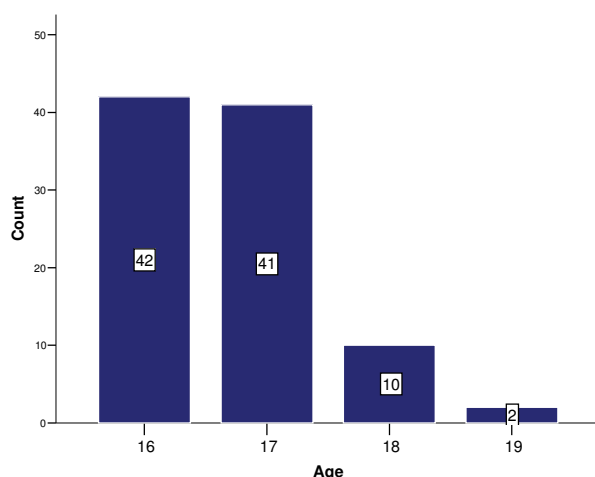
Who?	Frequency	Percent
My Parents (including step-parents)	56	60.9
On My Own	11	12.0
Other Family members	5	5.4
Friends	5	5.4
Hostel / Homeless Accommodation	5	5.4
Supported Tenancy / Housing	3	3.3
Accommodated under care leaving arrangements	2	2.2
Friends and Parents	2	2.2
With Foster Parents	1	1.1
Homeless	1	1.1
Total	92	100.0
Missing	3	

7.1.4 Age

The figure below shows that:

- ✓ 42 respondents reported that they were 16
- ✓ 41 respondents reported that they were 17
- ✓ 10 respondents reported that they were 18
- ✓ 2 respondents reported that they were 19

Figure 48 Distribution of Age



7.1.5 Ethnicity

The table below shows that just over 8 in 10 respondents report being White British. White British is by far the largest response, with 4 young people reporting being Mixed – White and Black Caribbean. This is unsurprising considering that the young people population of Cardiff and the Vale of Glamorgan is predominantly White British (see demographic analysis above)

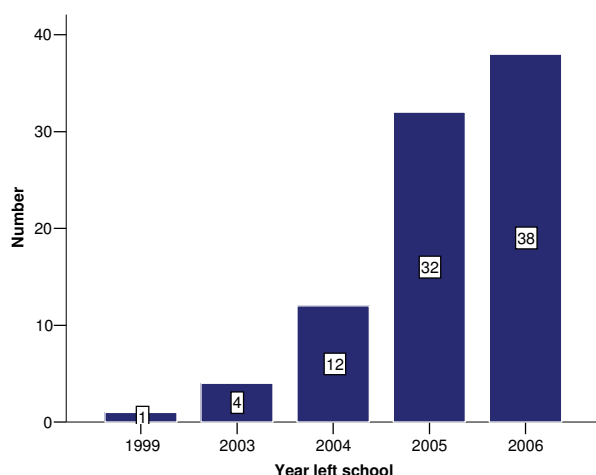
Figure 49 Respondents' Ethnicity

Ethnicity	Frequency	Percent
White British	76	82.6
Mixed – White and Black Caribbean	4	4.3
White Other	3	3.3
Mixed - Other	2	2.2
Asian / Asian British - Bangladeshi	2	2.2
Mixed – White and Black African	1	1.1
Chinese	1	1.1
Asian / Asian British - Pakistani	1	1.1
Asian / Asian British - Other	1	1.1
Black / Black British - African	1	1.1
Total	92	100
Missing	3	

7.1.6 Leaving School

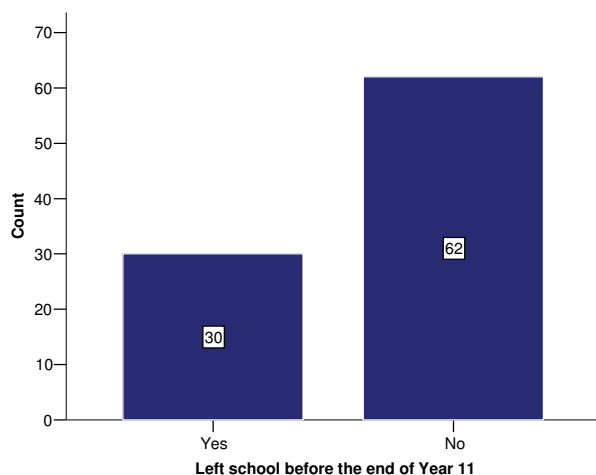
The figure below shows that most respondents reported leaving school in 2006 (N=38), followed by 2005 (N=32). 1 young person reported leaving school in 1999, which is an outlier and suggests that respondent left school very early.

Figure 50 Year in which individual left school



The figure below shows that 1 in 3 of the respondents left school before Year 11.

Figure 51 Numbers who leave school before Year 11



Those who reported leaving school before Year 11 were asked to state why. The following indicates responses to this question.

- Lack of respect and co-operating in the wrong manner
- Hated school
- I got excluded
- Two young people said they didn't like it
- I left school in year 10 due to bullying
- Because I was on a work placement in Boots and I have also done a bit of hair dressing
- Family problems

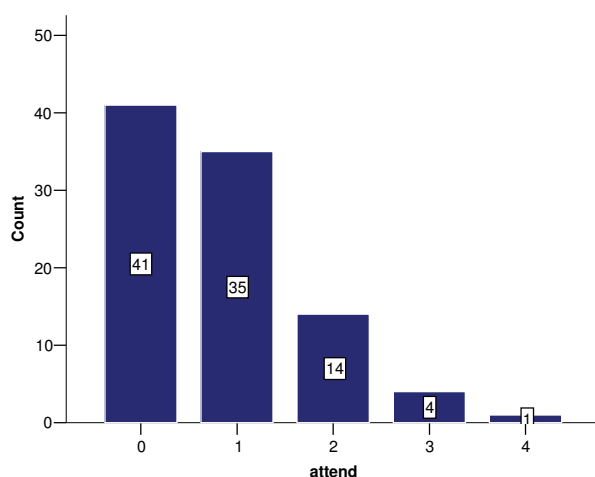
- Didn't like it
- Come from Somalia
- Health problems
- Seven young people said they "got kicked out" or excluded
- Bored of school
- Left school to go into work
- Got in with wrong crowd and didn't see the point of going anymore
- Not interested, suspended
- Bored, didn't like school and teachers
- Bored, didn't like the subjects
- I didn't go much
- Couldn't be bothered to go
- Complications in family living arrangements, went to alternative curriculum
- Excluded – non attendance

7.1.7 Courses / Programmes Attended

Young people were asked whether "from the age of 16 onwards, have you done or attended any of the following"?

The figure below shows that 41 young people did not state that they had attended a programme from the age of 16 onwards. 35 young people stated that they had attended 1 on the courses/programmes. 14 reported attending 2, 4 reported attending 3, 1 reported attending 4.

Figure 52 Number of Courses / Programmes Attended



The table below shows that the most popular programme attended by young people was further education at college. However, this was also the programme that young people who responded to whether they had completed the programme or not were most likely to report not completing (there is quite a lot of missing data for the follow

up question concerning whether young people completed the programme or not, caution should therefore be applied to interpretation). 15 young people reported attending SkillBuild, however, 8 of these (over half) reported not completing it.

Figure 53 Programmes Attended and Completed by young people who are NEET

	Number (%) Attended	Number (%) Programme completed	Number (%) Programme not completed
Further Education at College	17 (17.9%)	1 (1.1)	9 (9.5)
SkillBuild	15 (15.8%)	7 (7.4)	8 (8.4)
Further Education at School or Sixth Form	9 (9.5%)	2 (2.1)	5 (5.3)
College			
Work Based Learning or Employer's Training Scheme	9 (9.5%)	4 (4.2)	3 (3.2)
Fairbridge / Prince's Trust	8 (8.4%)	5 (5.3)	3 (3.2)
Other*	8 (8.4%)	7 (7.4)	-
Voluntary Work	7 (7.4%)	5 (5.3)	-
Youth Service Provision	4 (4.2%)	2 (2.1)	2 (2.1)
Modern Apprenticeship of Foundation	2 (2.1%)	-	1 (1.1)
Modern Apprenticeship			

* Other includes office work, youth gateway, training provider and Army College

A further question asked young people who had attended courses or programmes to name any of the schools, colleges or places of work which young people have attended. These are listed in the table below:

Provider	Times Cited
B & R Gauges	1
Imm Tech	2
ACT	3
A4E Training	4
Youth Gateway	3
St. David's College	1
Princes Trust	1
Cardiff ITEL	1
Coleg Glan Hafren	1
Chamber Training	2
St Teilos High School	1
Whitchurch High School	1
Cathays High School	1
Boots Canton	1
Hot Heads	1
Sports Train	1
PTV	3
Llantwit Major 6 th Form	1
City of Bristol College	1
La Panini	1
British Gas	1
Volunteering at Amelia Trust Farm	1
The People Business	2
Barry College	3
Army College	1

7.1.8 Qualification Level

The table below shows the qualification levels of young people who responded to the survey.

Figure 54 Qualifications of Respondents in the Survey

	Frequency	Percent
GCSEs	42	44.2
NVQ	2	2.1
ASDAN	4	4.2
Other	4	4.2
Total	52	54.7
Missing	43	45.3
Total	95	

Over half of the young people did not respond / have a qualification according to the responses. The predominant qualification among those who had them was GCSEs.

Respondents were also welcome to state what other qualifications they held. These are indicated below:

- Adult literacy and numeracy level 1
- OCN, AQA
- Sill Build, Key Skills, OCN, City & Guilds

Young people were also asked to say at what level their qualifications were held. Responses are indicated below. These results indicated that the majority of young people who had GCSEs had very poor grades – generally under 4 D-Gs. However, there were some exceptions with one young person stating 1A*, 5As and 3Bs.

7.1.9 Reasons for leaving programmes

It was established above that 41 young people had not reported attending a programme in the sample. A question was asked of those who had attended a programme, but who had not completed a programme to state what was important in their reasons for not completing programmes. These results are shown in the table below. These responses were not answered in many cases by approximately two-thirds of the sample. This is probably because they had not attended a programme and also due to missing data (i.e. young people not wishing to indicate a response). As such caution should be applied when interpreting the results.

Nonetheless, the results indicate what factors maybe important in attempting to try and retain young people who are difficult to engage on programmes.

Young people need to:

- ✓ Like the programme they are attending
- ✓ Need to think they need the programme (i.e. they see value in it)
- ✓ Needs to offer adequate financial incentive
- ✓ Be motivated by the programme

Factors outside the programme which are important in young people leaving include:

- ✓ Personal reasons

- ✓ Housing issues

Factors young people see as not being so important are:

- ✓ Programme taking up too much time
- ✓ Programme being too difficult
- ✓ Programme location
- ✓ Caring responsibilities of young people
- ✓ Pregnancy / childcare issues
- ✓ Medical reasons

Figure 55 Reasons for not completing education or training programmes

Statements	Responses				Missing (%)
	Very Important (%)	Quite Important (%)	Not that Important (%)	Not Important at all (%)	
Did not like the programme	18 (18.9)	10 (10.5)	7 (7.4)	3 (3.2)	57 (60.0)
Programme took up too much time	2 (2.1)	5 (5.3)	9 (9.5)	13 (13.7)	66 (69.5)
Programme was not what I needed	5 (5.3)	11 (11.6)	10 (10.5)	4 (4.2)	63 (66.3)
Programme was too difficult	3 (3.2)	10 (10.5)	13 (13.7)	6 (6.3)	63 (66.3)
Personal Reasons	13 (13.7)	10 (10.5)	5 (5.3)	5 (5.3)	62 (65.3)
No, or not enough, financial reward	11 (11.6)	16 (16.8)	5 (5.3)	3 (3.2)	60 (63.2)
The location of the programme was difficult for me to get to	6 (6.3)	7 (7.4)	11 (11.6)	9 (9.5)	62 (65.3)
I was not motivated by the programme	8 (8.4)	14 (14.7)	6 (6.3)	3 (3.2)	64 (67.4)
Not getting enough guidance or support from the staff	7 (7.4)	10 (10.5)	13 (13.7)	1 (1.1)	64 (67.4)
Other caring responsibilities (relatives)	2 (2.1)	7 (7.4)	7 (7.4)	10 (10.5)	69 (72.6)
Pregnancy / childcare issues	1 (1.1)	5 (5.3)	3 (3.2)	17 (17.9)	69 (72.6)
Housing issues	13 (13.7)	7 (7.4)	3 (3.2)	12 (12.6)	60 (63.2)
Medical reasons	5 (5.3)	3 (3.2)	5 (5.3)	14 (14.7)	68 (71.6)
Other*	8 (8.4)	-	-	-	87 (91.6)

Young people were also encouraged to state if they had other reasons for not completing programmes. These included the following responses:

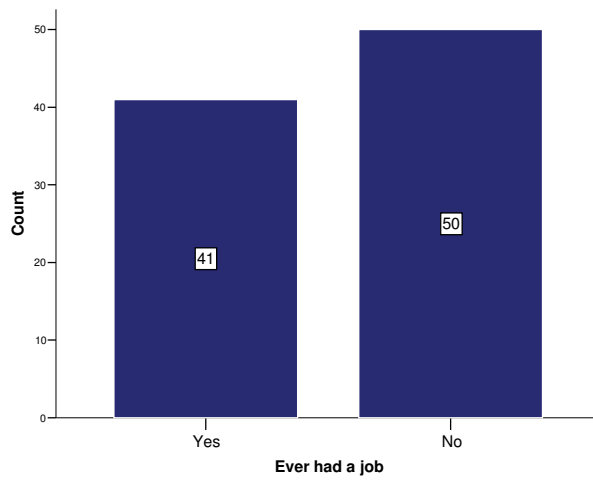
- Training provider did not do anything for me. Crap training
- Needed to work to help mother
- Offended so not allowed back
- I have special needs
- Did not have N. I. number
- ACT training treated me like a child
- In care
- Panic attacks and anxiety

7.1.10 Young People and Employment

This section examines young people who are currently NEET and their previous experiences of employment.

The figure below shows that 41 young people reported having a job since leaving school or college. However, 50 young people reported not ever having had a job since leaving school.

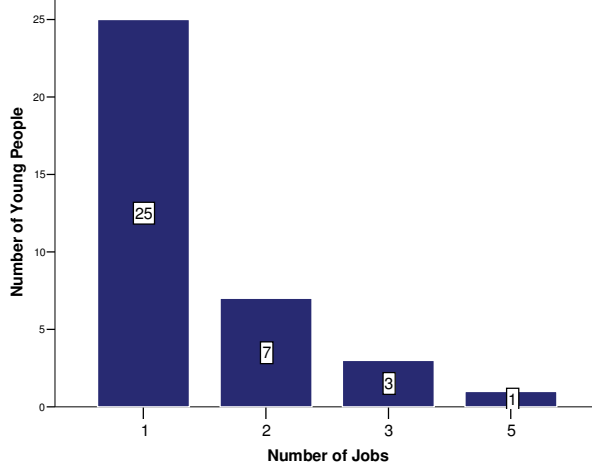
Figure 56 Ever Had a Job?



Those young people who reported having a job, were asked to indicate how many jobs they had had since leaving school or college. The figure below shows that:

- ✓ 25 young people reported having 1 job
- ✓ 7 young people reported having 2 jobs
- ✓ 3 young people reported having 3 jobs
- ✓ 1 young person reported having 4 jobs

Figure 57 Number of jobs young people have had since leaving school or college



Young people who reported having a job were asked to indicate why their jobs had come to an end. The results are indicated in the table below.

This table shows that important factors that caused young people's jobs to come to an end included:

- ✓ Not liking the job
- ✓ Wanting more money
- ✓ No job prospects
- ✓ Not getting on with other staff and managers
- ✓ Not learning anything

Factors that young people reported as being less important reasons for their jobs ending included:

- ✓ Contract coming to an end
- ✓ Personal reasons
- ✓ Job being boring
- ✓ Not enough guidance or support
- ✓ Poor location
- ✓ Being dismissed

Figure 58 Reasons for jobs ending

Statement	Response (%)				
	Very Important	Quite Important	Not that Important	Not at all Important	Missing Data
I did not like it	7 (7.4)	14 (14.7)	3 (3.2)	6 (6.3)	65 (68.4)
I wanted more money	11 (11.6)	12 (12.6)	6 (6.3)	3 (3.2)	63 (66.3)
There were no prospects for me	11 (11.6)	14 (14.7)	3 (3.2)	5 (5.3)	33 (34.7)
My contract came to an end	5 (5.3)	4 (4.2)	7 (7.4)	7 (7.4)	72 (75.8)
I did not get on with other staff or managers	1 (1.1)	13 (13.7)	8 (8.4)	5 (5.3)	68 (71.6)
Personal Reasons	7 (7.4)	3 (3.2)	6 (6.3)	10 (10.5)	69 (72.6)
The job was boring	3 (3.2)	5 (5.3)	8 (8.4)	8 (8.4)	71 (74.7)
Not enough support or guidance	2 (2.1)	4 (4.2)	8 (8.4)	10 (10.5)	71 (74.7)
No training, I was not learning anything	8 (8.4)	6 (6.3)	5 (5.3)	9 (9.5)	67 (70.5)
The location was difficult for me to get to	5 (5.3)	5 (5.3)	6 (6.3)	10 (10.5)	69 (72.6)
It was temporary	7 (7.4)	7 (7.4)	3 (3.2)	10 (10.5)	68 (71.6)
I was dismissed	5 (5.3)	4 (4.2)	4 (4.2)	11 (11.6)	71 (74.7)
Other	3 (3.2)	1 (1.1)	4 (4.2)	8 (8.4)	87 (91.6)

Young people were invited to state other reasons that lead to their jobs ending. Responses included:

- Moved Away
- I didn't pass their test after working there 3 weeks

7.1.11 Careers support and guidance

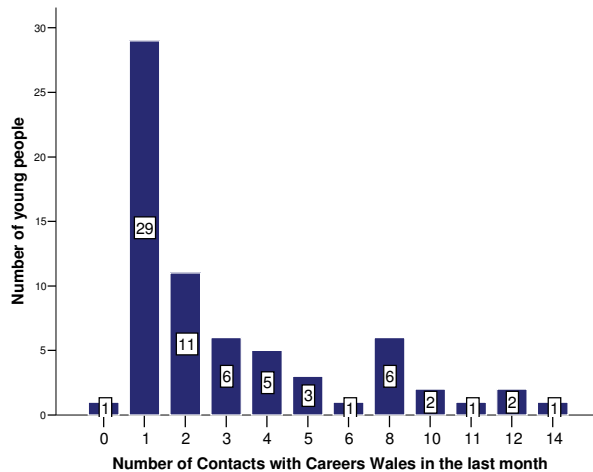
This section examines how young people are and could be engaged and supported in terms of their careers.

The figure below shows young people responses to how many times in the last month they have called into a Careers Wales centre. This shows that¹⁰:

- ✓ Only 1 young person responded that they had not called into a Careers Wales centre in the last month
- ✓ 29 stated they had called in once
- ✓ 11 stated they had called in twice
- ✓ 12 young people stated they had called into a Careers Wales centre 8 or more times in the last month

¹⁰ 27 young people did not respond to this question

Figure 59 Number of contacts with Careers Wales in the last month



Engaging and supporting young people who are NEET is one of the main challenges facing Careers Wales and partners. The figure below shows the responses of young people to a question asking in their view which are the most effective ways for Careers Wales to keep in touch with young people about options, opportunities and what is going on (apart from through face-to-face contact). The figures below show that phone calls are considered to be the most effective way of keeping in touch. Magazines, emails and keeping in touch postcards are considered less often to be effective ways of keeping in touch.

The fact young people consider phone contact to be the most effective means of keeping in touch is very interesting. When one considers the backgrounds of many young people who are NEET, other methods such as email may not be so suitable, due to the technology required to access email and its expense and also the fact that some may have difficulty with reading. Postal mechanisms may also fail to take into account that some young people who are NEET may move around considerably.

Figure 60 Most effective way for Careers Wales to keep in touch

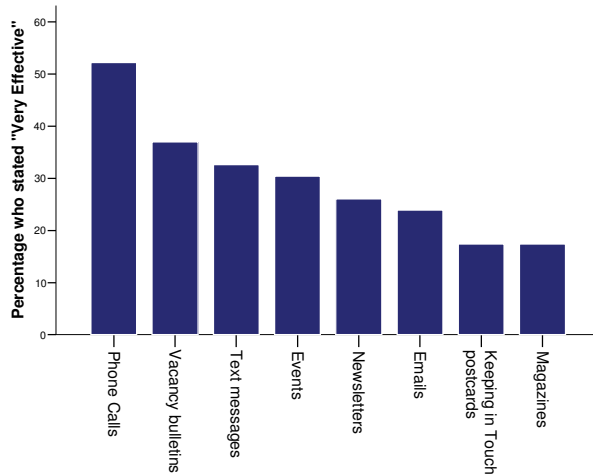
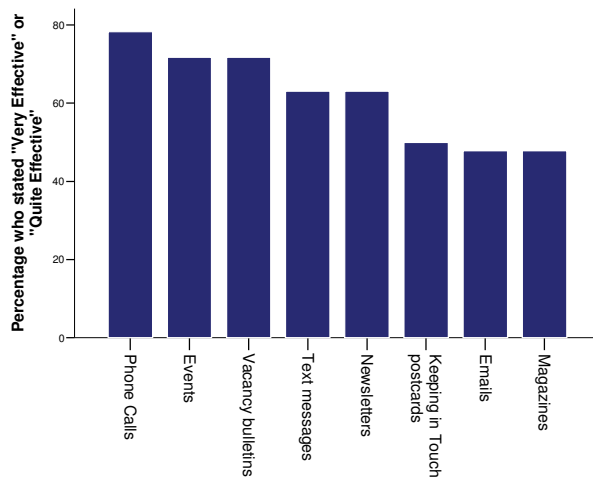


Figure 61 Most Effective Way for Careers Wales to keep in touch



Young people suggested other ways that Careers Wales could keep in touch with them. Responses are shown below:

- Web-site
- Field workers contacting me when I am fed up
- Meeting my adviser
- Face to face contact
- Contact appointments
- Letter
- Can not read
- Can not read very well

7.1.12 Young People not calling on Careers Wales

25 young people said that they had stopped calling on / attending Careers Wales for a period of time. 58 said they had not, with 12 young people failing to register a response to this question.

When asked why they stopped the following responses were reported:

- 8 young people reported that they stopped because they had entered employment, education or training.
- 6 young people reported that they did not see the point.
- 1 young person reported that they did not think it was helping them
- 7 young people reported other reasons. These included:

- Was boring
- I was unaware I could contact Careers Wales because I was not in education
- Personal reasons
- Couldn't be bothered
- Did not want to do anything
- I went off the rails a bit
- No feedback from interviews with employers
- Never needed to

Of the respondents it can be seen that only 8 out of 25 had a positive outcome, with the majority becoming disillusioned.

7.1.13 Reason for attending Careers Wales

69 young people reported they attended Careers Wales through their own choice. 15 reported that it was not voluntary on their part. There were 11 young people who did not respond to this question.

Those who did not attend of their own volition reported the following reasons for not attending:

- I attended because it was part of the schools policy
- It was a condition of receiving benefits
- Did not claim benefits until I had been and tried training. Did not want to work
- My dad convinced me to get a job
- After receiving my A-Levels I was stuck on where to go next
- Condition of Court Order
- Court / YOT worker
- 3 young people cited YOT worker arranged it

- 4 young people cited benefits- JSA
- Referred after leaving school & benefits
- After leaving school

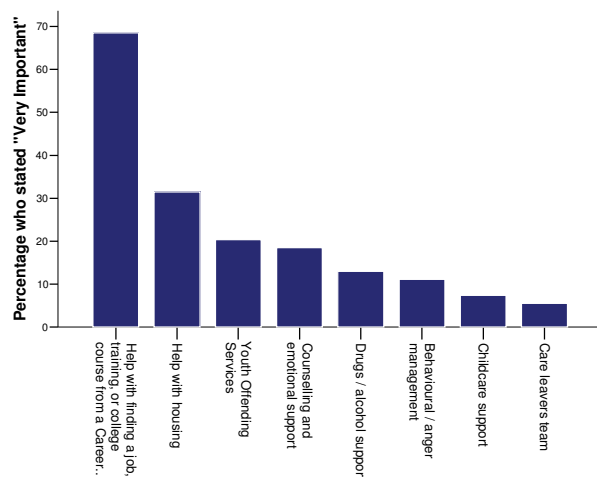
25 young people that had been in employment or education / training since they were 16 stated that Careers Wales had helped them get the job or a place on a programme. 44 stated that Careers Wales had not, whilst 26 young people did not respond to the question.

7.1.14 Important Services to help achieve employment, education or training

Young people were asked what factors would be important in helping them achieve employment education and training. The figure below shows what factors young people consider to be very important:

- ✓ Over 3 in 5 respondents stated that help with finding a job, training or college course from a Careers Wales Careers Advisor was very important.
- ✓ 3 in 10 reported help with housing was very important
- ✓ 1 in 10 reported help from youth offending services was very important

Figure 62 Factors important in helping young people get into education, employment or training



Young people were also asked if they had other suggestions. These are presented below:

- Money while looking for a job
- Interview support, job applications, physical job search going into shops and employers
- Benefits
- Learning basic skills helps

- Getting N.I. number
- Help deciding about further education

The figure below shows that, apart from Careers Wales, young people were most likely to receive careers advice from parents, school or college careers teachers and friends.

This underlines the importance of family, school and peers in the lives of young people. This would indicate that strategies that support family and school may ultimately assist young people who are NEET. As stated previously, the fact young people are NEET does not occur in isolation. Young people who are NEET often exhibit multiple problems.

Figure 63 Who Young People who are NEET receive careers advice from (excluding Careers Wales)

Who	Number
Parents	29
School or college careers teacher	28
Friends	24
Teachers	19
Family members (other than parents)	17
YOT worker	5
Social worker	5
Youth service	4
Looked after children education team	2

Young people were asked to state if there were any other sources of Careers advice. They stated the following:

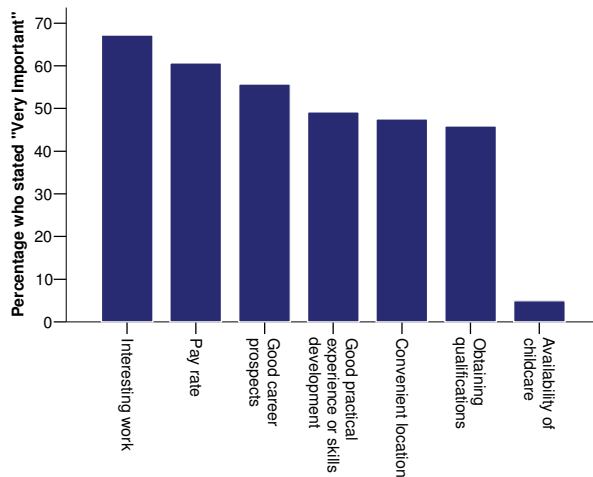
- Old boss and potential employer
- Army
- BAWSO
- Connexions
- Job Centre
- Staff at Amelia Trust
- 2 people stated Llamau

7.1.15 Importance of Factors in looking for employment, education / training programme

Young people were asked about what they considered to be by important factors when looking for a job or education or training programme. The figure below shows that:

- ✓ Approximately 2 in 3 young people consider interesting work to be a very important factor. This was most commonly cited as being very important.
- ✓ Pay rate and good prospects were the next factors to be considered very important

Figure 64 Importance of factors in looking for job / education programme



Young people were asked to comment on other factors that may be important to them in looking for a job, education / training programme. Two commented and these are highlighted below:

- Travel money
- Help with ESOL

At the end of the questionnaire respondents were asked what they think is the best way to encourage young people to successfully obtain and keep employment, or complete education or training programmes. Their responses are presented:

- Talking to careers advisor
- Just keep a low profile, reach high and do your best
- A good and suitable job
- That they are kept interested in their job or education and are balanced through practical and reading work. Plenty of guidance along the way
- Tell them what its all about and tell them its fun working with Careers Wales
- Nothing. I have my own encouragement to succeed in what I would like to do
- More money and better placements to help get a job
- Pay and you need good quality placements
- Money and good work placement
- Continue support for Youth Gateway
- Money etc.
- Don't keep us in the classroom because its boring
- Long term support from Gateway, not to give up on us if we have been with them a long time
- To have someone to encourage you and to have advice on work and training in

school

- Interested in subject or job
- To see a Careers Adviser
- More interesting subjects
- Let them know they have someone to talk to and advise them
- I think young people should be able to experience all aspects of work
- Show them the prospects of doing them
- Telling them about prep courses and how effective they are
- Help with finding jobs and education, also keeping up to date with young people
- To tell people that there is someone to help
- Take more interest in school
- Complete education / training programmes
- Don't know
- Help to get there
- Constant support, positive feedback from adviser
- Seeing my adviser regularly, drop in
- Continued contact with Youth Gateway
- Interesting, good pay, practical, hands on
- Good money and good hours
- Getting paid!
- Ain't sure
- Dunno
- Rewards that do not discriminate against certain people e.g. EMA is refused to young people living with a partner even if the partner earns under £10,000pa
- Don't know
- How am I treated. Support from an adviser. The job training to be helpful and supporting
- To let me know there is help out there if I need it
- Fun and interesting
- Give as much help as possible
- Pay more on training schemes as I don't like working when my friends get the same money from the Job Centre
- Offer subjects that I like and don't make it like school
- Practical work
- Should pay more training allowance. Have more practical experience and less paperwork
- Not sure
- Offer support and encouragement during the course
- Getting help and advice on the right training
- Continue to encourage young people, because a lot of young lose interest easily. Keep reassuring young people of the outcome
- Decent pay for the hours put in
- More support with reading and writing if you are not good at it
- Supported help, better pay, right help by the right person, training is crap, don't get help and support really need
- Myself, my dreams for the future

7.2 Focus Groups with Young People who are NEET

7.2.1 Introduction

A total of 32 young people took part in our focus group exercises. This was split fairly evenly with fourteen young women and eighteen young men taking part. Three of the four groups were mixed for gender, and the remaining one was single-sex. Two of the groups took place at the Youth Gateway, one at Penarth Youth Project and one at Fairbridge in Roath. Ages and ethnicities were not recorded for the entire sample, although anecdotally young people came from diverse ethnic backgrounds and varied considerably in age.

7.2.2 Career Search

Young people mentioned assorted amounts of time spent searching for employment. Whilst a few of the sample had just left school/college and had not yet begun job-searching properly, the majority had been looking for a number of months with a couple looking for work for up to a year. Many young people often talked about intermittent periods of unemployment between activities such as placements or short courses.

Some young people talked about their ideal careers and what they would like to be doing in the longer-term (i.e. 10-20 years from now). Most of their aspirations related to doing practical hands-on work such as mastering a trade. Examples that they gave us of these were plumbing, renovation, landscaping, mechanics, carpentry and hair and beauty. A few young people related these specifically to owning their own businesses or being self-employed. In addition, one young man talked about joining the army and working his way up to a high rank and another discussed getting his old job back at the local ice rink. However, in response to this question three young people were pessimistic about the future and suggested that in 20 years' time, they could see themselves as:

- being in trouble with the police
- unable to work due to caring commitments for their sister and mother
- dead

7.2.3 Experience of Education

Two of the focus groups discussed attitudes towards school and education. Opinions about school were overwhelmingly negative and were related back to:

- attendance problems
- bullying
- getting into trouble
- teachers being too harsh
- not liking academic study

For those young people that had experienced it however, college seemed to be markedly better than school because of a relaxed atmosphere and more relevant and interesting courses.

7.2.4 Strategy

Young people recounted mixed experiences of job search strategies; some looked on a regular basis whilst others were more ad hoc with their approach (and others still admitted to never engaging in searching for work at all). Whilst the Job Centre, School, Newspaper, Internet, Probation Service, Youth Gateway and Careers Wales were all cited as official sources of information about job/training opportunities, young people also talked about informal mechanisms of accessing opportunities such as drawing on their family and wider kin or friendship networks or going into shops and talking with staff directly. Family was also seen as important for some in being able to teach young people new skills. Some young people however, felt that family and friends could at times be unsupportive in helping them look for employment.

An issue was raised by young people about age and available opportunities. It was felt by some young people that turning eighteen made it more difficult to find employment and in particular, *training* opportunities and that less was generally available to young people after this cut-off point. In addition, it was felt that some employers preferred younger workers. However, others made the point that some jobs stipulated a minimum age of eighteen which opened up new opportunities when young people reached this age.

When asked about specific things young people looked for in either employment or training opportunities, themes that were discussed were money, the hours, the distance travelled, doing something they enjoyed (for some, doing something practical or physical), developing skills and support, and prospects for the future.

7.2.5 Factors that cause difficulty in getting education, employment or training opportunities

One of the areas that participants commented on was what they felt was the most difficult thing about accessing employment or training opportunities. Interestingly, the most common response to this question centred on confidence and self-esteem, with nearly half of the sample (14) raising it as an issue. For a few young people, this related to specific issues such as confidence around spelling, or being in a new environment, whilst the majority seemed to be more generally ill-equipped to effectively access either employment or training with some fear around both what to expect and of failing to find something. This may be an area for further development for services such as Careers Wales and the CYPPs who may be currently configured to deliver more hands-on and direct job-search support.

In addition, eight young people felt over-whelmed with the number of options and choices available them and felt unable to decide between them. Six young people also felt that getting a job was a real effort and that there were insufficient support mechanisms or people to help them decide between possible opportunities. Seven young people felt that their lack of qualifications meant that it would be difficult for them to get a good job or onto a training course.

Other barriers to employment and education that young people mentioned (in descending frequency) were:

- having a criminal record
- having learning difficulties
- being lazy
- having mental health problems
- places being too far away (e.g. insufficient training placements in Barry)
- not knowing where to go to access help or support
- health problems
- drugs and/or alcohol
- aggression/having inadequate 'people' skills
- siblings, friends or boyfriends/girlfriends
- needing specific help with applications, CVs and interviews

7.2.6 Support Needs

Although young people found it difficult to articulate the types of support that they felt *would* help them access these opportunities, one request that was common to all groups was having more explicit support with their job search strategies. Many young people felt personally unable to filter through both the number of jobs and training opportunities that were available to them and this is where they felt that they could be assisted with more focussed support. Some mentioned outreach and one-to-one support being important in providing this. Some young people also felt that it was important to pick something that was *right* for them, and not just something that was offered or was available to them.

An issue that was raised in relation to this type of support was whether or not young people had specific support or youth workers to help them. Some of the young people we spoke to were housed in supported accommodation and therefore had a support worker who could accompany them to visits to the Job Centre, or other meetings, for example. Others however who were not in such accommodation would not necessarily have the same access to this level of one-on-one support. This is particularly an issue for those young people who have learning difficulties or specific literacy/dyslexia needs or those who need more help with their ICT skills. A support worker also raised the point that whilst places like Career Wales and the Youth Gateway could offer such support to these young people, once they were in the Job Centre, they were left to work through the system with minimal help.

Some young people also raised the point that it is difficult to succeed on placements with insufficient guidance and that this can at times cause training opportunities to break down. Other comments that were made in relation to the kinds of help that young people wanted were around counselling and health support. Three young people wanted greater financial support whilst searching for training or employment, and two wanted to see a longer Youth Gateway.

8 Careers Wales Online Survey

Key Messages

- This survey went out to young people all over Wales, so the results do not just pertain to young people in Cardiff and the Vale of Glamorgan or just to those who are NEET

Education and Training

- Young people were asked about possible reasons why they had not completed programs. Not all young people responded to this question. However, those that did suggest the following can be said:
 - Not liking the program was important
 - Taking up too much time less likely to be an important reason for not completing a programme
 - The program was not what the respondent needed was important
 - Opinions were divided concerning financial reward
 - Medical reasons were not seen as important in the majority of cases

Employment

- Respondents were invited to comment on reasons why a job they had been doing may have come to an end. Responses are shown in the figure below.
 - The job being temporary was likely to cause a job ending
 - Personal reasons were less likely to be important for people leaving jobs
 - The job being boring was also a relatively less important reason for a job coming to an end
 - Being dismissed for most young people who answered this question was not seen as important

Careers Support and Guidance

- Young people were asked what the most effective for Careers Wales to keep in touch were:
 - Newsletters were seen as an effective keep in touch mechanism by the majority of respondents
 - Magazines were seen as an effective keep in touch mechanism by the majority of respondents
 - Email was seen as clearly the most popular way for Careers Wales to keep in touch with young people. This may not be surprising when one considers how this sample was drawn
 - The majority of respondents stated that phone calls were not necessarily the most effective way of keeping in touch
- Young people were also asked if they had received careers advice from anyone other than Careers Wales.
- 556 respondents stated they had received advice from school or college careers teachers
- 9 respondents stated they had received advice from a YOT worker
- 7 respondents stated they had received advice from a social worker
- 472 respondents stated parents had given them advice
- 401 respondents stated they had been given advice by other teachers
- 344 respondents stated friends had been a source of advice
- 290 stated other family members had given them advice
- 21 stated the youth service had given them advice

Aspirations

- Young people were asked what factors were important to them when looking for education, employment or training.
- The least important factors for young people were availability of childcare and convenience of location
- Interesting work and good career prospects were seen as very important / quite

important by most respondents

This section reports the results of a web-hosted survey that Careers Wales Cardiff and the Vale of Glamorgan organised. The questionnaire was designed by Cordis Bright with the assistance of Careers Wales Cardiff and the Vale of Glamorgan and the Cardiff and Vale of Glamorgan young people's partnerships.

This survey went out to young people all over Wales, so the results do not just pertain to young people in Cardiff and the Vale of Glamorgan or just to those who are NEET. It should also be noted that emails were sent to young people across Wales who had been on the Careers Wales register. In total approximately 80,000 emails were sent out asking people to complete the online survey. To this end some caution should be applied to how these results are interpreted as they are unlikely to have come solely from young people in Cardiff and the Vale of Glamorgan who are NEET or who have ever been NEET.

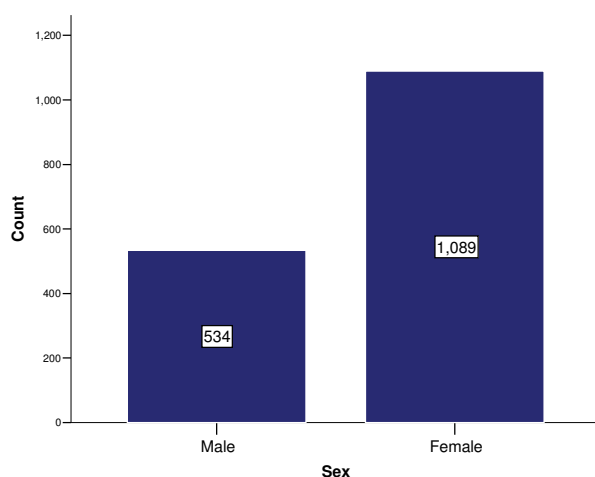
8.1 Background Characteristics

In total Careers Wales received 1,623 responses to the online survey. However, not all of these respondents completed all the questions and there is missing data. In the analysis that follows data that is missing has been treated as missing.

8.1.1 Gender

The figure below shows that just over twice as many females (67%) responded to the online questionnaire as males (33%).

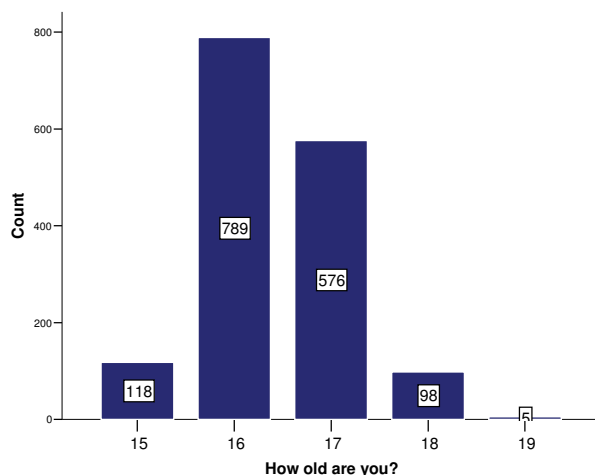
Figure 65 Respondent's Gender



8.1.2 Age

The figure below shows that the majority of respondents to the online questionnaire were 16 and 17 year olds. Of those who answered this question (37 did not), 7.4% were 15, 49.7% were 16, 36.3% were 17, 6.2% were 18 and 0.3% were 19.

Figure 66 Respondent's Age

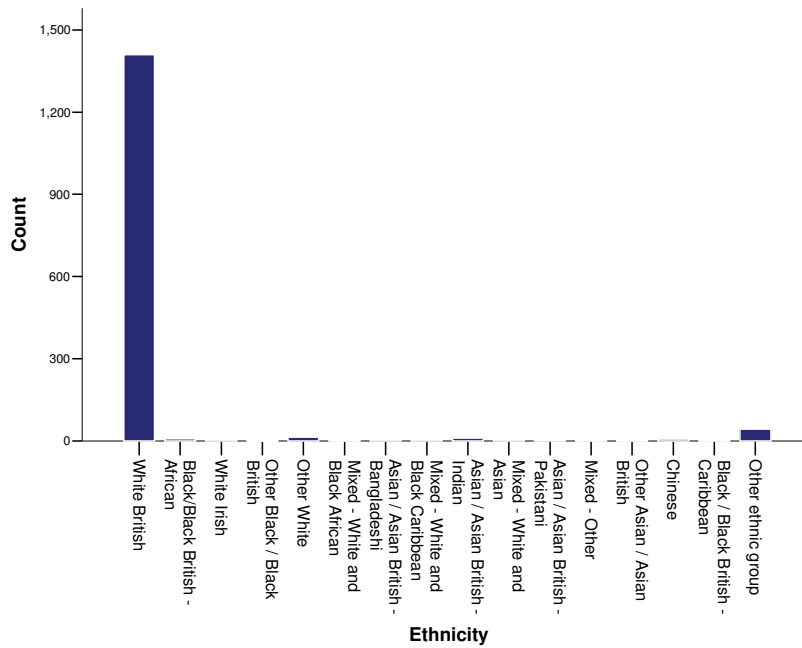


8.1.3 Ethnicity

The figure below shows that the vast majority of respondents to the survey are White British in origin (92.3%). This figure can be considered an under-estimate, because the other ethnic group population (2.8%) was made up of a proportion of young people who reported themselves as being White-Welsh. All the other ethnic groups had less than 1% respondents.

At the 2001 census 95.9% of people in Wales reported being White British. This suggests the response to the online survey can be considered fairly representative as the census figure is based on all ages in Wales.

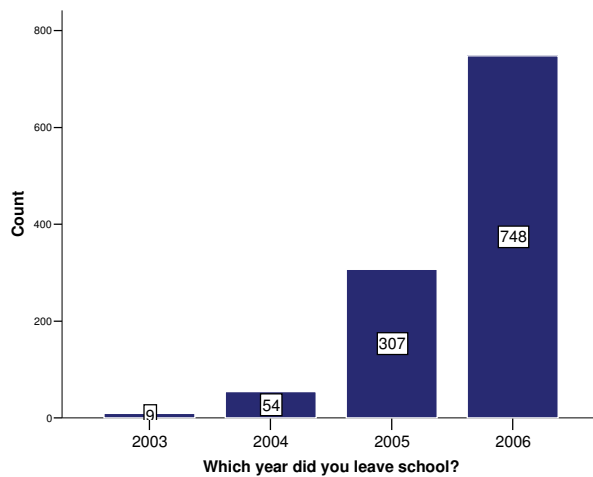
Figure 67 Respondent's Ethnicity



8.1.4 Year of Leaving School

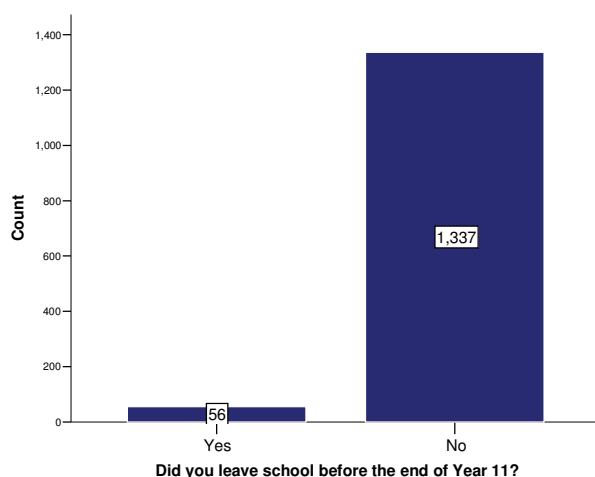
The figure below shows that 66.9% of respondents stated they left school in 2006. 27.5% of respondents stated they left school in 2005. However, some 505 respondents did not answer this question.

Figure 68 Year of Leaving School



The figure below shows that 96% of respondents stated that they left school before Year 11.

Figure 69 Left School before Year 11



8.2 Education and Training

Young people were asked whether they had attended a variety of education and training courses. The figure below illustrates the responses. This shows that:

- 57% of young people completed further education at school or sixth form college who attended them
- 37% of young people who attended further education at college completed courses
- 16% completed Skillbuild
- 32% completed voluntary work they were involved with

Figure 70 Courses attended and completed

Statement	Attended	Completed	Percentage Completed
Further education at school or sixth form college	759	430	57
Further education at college	596	221	37
Voluntary Work	386	122	32
Work based learning or employer's training scheme	335	46	14
Skillbuild	334	53	16
Modern apprenticeship or foundation modern apprenticeship	321	24	8
Fairbridge / Prince's Trust	310	12	4
Youth Service Provision	310	12	4

The figure below shows that of those who responded to the question relating to qualification level 1,157 young people had GCSEs. 292 respondents stated they had an AS Level. The table below indicates that 1,794 respondents held at least one qualification.

Figure 71 Qualification level

Qualification	Number
GCSEs	1157
AS Level	292
Other	60
A Level	53
GNVQ	52
NVQ	51
First diploma	34
Welsh Baccalaureate	31
Vocational GCSEs	24
ASDAN	23
Vocational A Level	10
Intermediate NVQ	7
Total	1794

Young people were asked about possible reasons why they had not completed programs. Not all young people responded to this question. However, those that did suggest the following can be said:

- Not liking the program was important
- Taking up too much time less likely to be an important reason for not completing a programme
- The program was not what the respondent needed was important
- Opinions were divided concerning financial reward
- Medical reasons were not seen as important in the majority of cases

Figure 72 If there are education or training programmes which you have not completed, which of the following reasons were most important in contributing to you dropping out?

	Very important	Quite important	Not that important	Not important at all
I did not like the programme	91	100	34	57
The programme took up too much time	22	66	83	92
The programme was not what I needed	78	81	45	64
The programme was too difficult	35	77	65	84
Personal reasons	70	83	40	71
No, or not enough, financial reward / support	60	76	44	82
The location of the programme was difficult for me to get to	45	73	40	100
I was not motivated by the programme	80	95	42	50
Not getting enough guidance or support from staff	83	74	40	67
Other caring responsibilities (relatives)	35	61	36	119
Pregnancy / childcare issues	32	47	11	160
Housing issues	29	50	32	142
Medical reasons	47	48	23	138
Other				

8.3 Employment

Respondents were invited to comment on reasons why a job they had been doing may have come to an end. Responses are shown in the figure below.

- The job being temporary was likely to cause a job ending
- Personal reasons were less likely to be important for people leaving jobs
- The job being boring was also a relatively less important reason for a job coming to an end
- Being dismissed for most young people who answered this question was not seen as important

Figure 73 If you have previously had a job, which of the following reasons best describe why the job came to an end?

	Very important	Quite important	Not that important	Not at all important
I did not like it	74	63	20	68
I wanted more money	63	74	26	56
There were no prospects for me	70	60	25	55
My contract came to an end	79	26	25	86
I did not get on with other staff or manager(s)	44	42	37	78
Personal reasons	40	42	27	91
The job was boring	60	37	38	71
Not enough support or guidance	32	35	33	90
No training. I was not learning anything	60	43	23	76
The location was difficult for me to get to	40	33	27	102
It was temporary	112	47	26	67
I was dismissed	29	13	16	130

8.4 Careers Support and Guidance

Young people were asked what the most effective ways for Careers Wales to keep in touch with young people were. The breakdown by response is shown below:

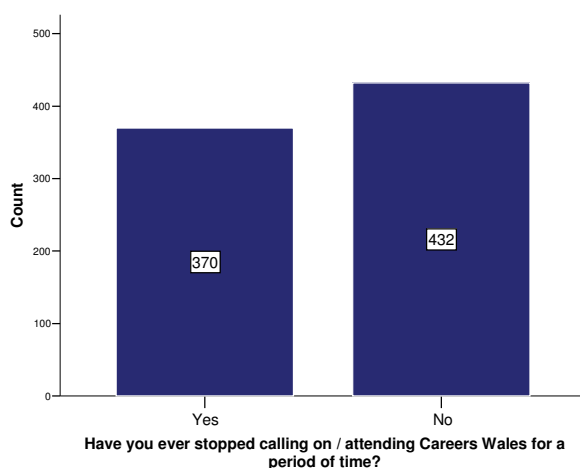
- The majority of respondents stated that phone calls were not necessarily the most effective way of keeping in touch
- Newsletters were seen as an effective keep in touch mechanism by the majority of respondents
- Magazines were seen as an effective keep in touch mechanism by the majority of respondents
- Email was seen as clearly the most popular way for Careers Wales to keep in touch with young people. This may not be surprising when one considers how this sample was drawn
- Events were also seen as an effective communication mechanism

Figure 74 In your view, which of these are the most effective ways for Careers Wales to keep you in touch with options, opportunities and what is going on (apart from through face-to-face contact)?

	Very effective	Quite effective	Not very effective	Not effective at all
Phone Calls	137	180	240	187
Newsletters	185	323	163	88
Magazines	174	282	178	90
Emails	470	289	52	32
Vacancy bulletins	197	266	169	77
Text messages	179	228	193	134
Keeping in Touch postcards	77	183	259	172
Events (conferences, concerts, open days etc.)	206	290	132	94

Young people were asked whether they had ever stopped calling on / attending Careers Wales for a period of time. The figure below shows that 370 young people responded yes, and 432 responded no.

Figure 75 Have you ever stopped calling on / attending Careers Wales for a period of time?



A follow up question was asked concerning why young people stopped calling on/attending Careers Wales. The figure below shows:

- The most cited response was getting employment, education or training.
- 62 respondents stated that did not think Careers Wales was helping them
- 51 respondents did not see the point in it

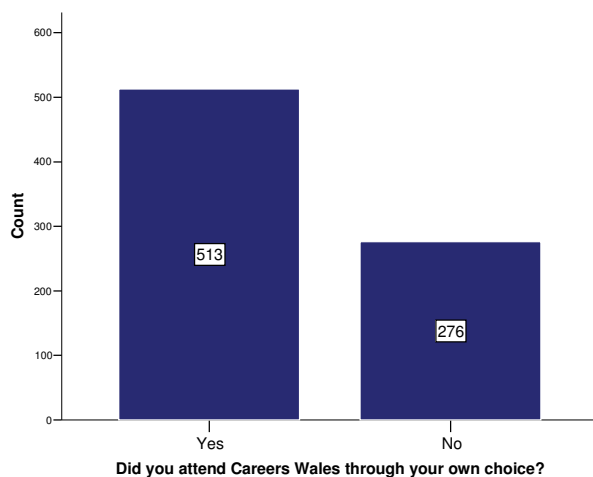
Figure 76 Why did you stop calling on / attending Careers Wales?

Statement	Number
I got employment, education or training	154
Other	68
I did not think it was helping me	62
I did not see the point in it	51
I got frustrated with nothing happening for me	42
I did not feel supported	4
I did not get on with the staff	1

Young people were asked if they attended Careers Wales through their own choice. The figure below shows that:

- 513 young people responded they had attended Careers Wales through their own choice
- 276 young people responded that they had not attended Careers Wales through their own choice

Figure 77 Did you attend Careers Wales through your own choice?



Respondents were asked if they had been in employment, education or training since they were 16, whether they had got their job with the help of Careers Wales. 89 respondents stated that they had received help from Careers Wales. 546 responded that they had not.

Young people were provided with a list of services that may assist in helping them find education, employment or training and asked which would be important to them in getting education, employment or training. The results shown in the figure below suggest young people see Careers Wales Careers Advisors as important in helping young people get employment, education or training.

Figure 78 Which of the following services would be important to you to help you get into education, employment or training

	Very Important	Important	Quite Important	Not at all Important
Help with housing	99	125	101	188
Counselling and emotional support	58	119	113	215
Behavioural / anger management	46	60	119	270
Drugs / alcohol support	43	41	85	324
Youth Offending Services	24	51	87	326
Childcare support	39	53	76	321
Care leavers team	25	61	93	306
Help with finding a job, training, or college course from a Careers Wales Careers Adviser	312	181	45	64

Young people were also asked if they had received careers advice from anyone other than Careers Wales.

- 556 respondents stated they had received advice from school or college careers teachers
- 9 respondents stated they had received advice from a YOT worker
- 7 respondents stated they had received advice from a social worker
- 472 respondents stated parents had given them advice
- 401 respondents stated they had been given advice by other teachers
- 344 respondents stated friends had been a source of advice
- 290 stated other family members had given them advice
- 21 stated the youth service had given them advice

8.5 Aspirations

Young people were asked what factors were important to them when looking for education, employment or training. The figure below shows a breakdown of responses. From this the following can be stated:

- The least important factors for young people were availability of childcare and convenience of location
- Interesting work and good career prospects were seen as very important / quite important by most respondents

Figure 79 When looking for a job or education / training programme, how important are each of the following factors to you?

	Very Important	Important	Quite Important	Not at all Important
Interesting Work	497	198	31	5
Good career prospects	466	200	45	10
Good practical experience or skills development	351	273	77	9
Obtaining qualifications	373	221	76	30
Pay rate	328	289	92	15
Convenient location	301	289	100	18
Availability of childcare	51	72	72	471

9 Recommendations

This section outlines some conclusions and recommendations from the above analysis. These conclusions and recommendations are presented by Careers Wales Cardiff and Vale of Glamorgan, Cardiff Young Peoples Partnership and Vale of Glamorgan's Young Peoples Partnership for national and local partners to consider. It is evident that we need to work together to develop more effective strategies, drawing on partners strengths, to provide young people who are NEET with the support and opportunities they need to re-engage with the labour market and society as a whole. Otherwise the overarching goal of 14-19 Learning Pathways – “95% of learners by the age of 25 to be ready for high skilled employment or higher education by 2015” – will not be met. Our strategic vision must connect the delivery of services.

9.1 Pre-16 and addressing disaffection among young people.

The primary research that was conducted for this report illustrates that young people who are NEET often experience disaffection with the schooling system. This leads to a lack of engagement with the curriculum on offer and can be seen as a key contributory factor to young people becoming NEET.

Analysis in section 4 shows evidence that young people who display one or more of these factors: being male, having a history of school exclusion, education otherwise, having special educational needs, and who have contact with young offending teams are more likely to become NEET post 16 and experience longer and more frequent episodes of unemployment than other young people. Early intervention in the education and the criminal justice system may help ameliorate this situation.

Pre-16 schemes like Extended Opportunities and Alternative Curriculum can engage with young people who are, or who are likely to become NEET. However, service providers and practitioners suggested there were not enough places on these schemes. It is currently much too easy for young people to become disillusioned. There needs to be tailored provision that addresses individual need. An understanding of individual need is required before this can be achieved. Practitioners suggested that effective programmes both pre and post 16 are those that:

- ✓ Work at the young persons pace
- ✓ Are not always upfront about being outcome oriented (but are), so that young people enjoy them
- ✓ Services which are able to build relationships and trust with young people. Such services can then more easily refer young people to other services which may be suitable for them.

Actions

- 14 -19 Learning Pathways elements 4, 5 and 6, Personal Support, Learning Coach and Careers Advice and Guidance must address this. Action should be clearly identified in organisation's annual development plans such as 14 -19 Networks, Young Peoples Partnerships, Careers Wales, Local Authority Education Department, Schools, Colleges etc.

- Organisations working with NEET young people need to clearly identify resources and how they will work in partnership to provide a more coherent and joined up service co-ordinated through the YPP and 14-19 networks, with possible involvement from Local Service Boards as they develop.
- Local targets should be agreed through the Young Peoples Partnerships and 14-19 Network. Outcome and impact should be evaluated annually and fed back to the partnership members.
- 14-19 Networks should consider resources and provision of differentiated pathways, including personal support pathways to meet need. Currently 14-19 plans focus on 14-16 year olds in education; there is very little focus on the post 16 and often none at all on those who are post 16 NEET. This must be addressed with equitable services and provision for all 14-19 year olds.
- Audit current provision and identify gaps to inform YPP and 14-19 network plans.
- 14-19 Networks must enable better resource utilisation and course developments by enabling partners to work together.
- School attendance and behaviour strategies should be reviewed in light of the research.
- Funding needs to be more flexible and pre 16 it should be considered how the unit cost per pupil allocated to schools should follow the child to fund other provision if it is the case that the young person's needs could be met elsewhere.

9.2 Support

Pre-16 there is a lack of support and early intervention for those who may go on to become NEET. There is a lack of sufficient available personal support for young people at risk. Appropriate remedial support from a range of partners should be made available to help and support young people in preparing them to engage in formal education, employment or training.

In many cases young people may experience a lack of support from their families - young people often came from family backgrounds which place little value on education, training or employment.

Actions

- Early intervention strategies that identify young people who may not be receiving the support they require to maintain engagement including support from their families.
- Once identified, young people should receive appropriate support.
- Review parenting strategies in light of research.
- 14-19 networks and YPP plans should clearly identify the resources both in terms of partners and funding available to support young people, pre and post 16. Support strategies should be clearly defined drawing on all relevant partner organisations.

9.3 Post 16 work based training

Young people who may become NEET need access to quality training provision which needs to be flexible and supportive. Reasonable training allowance should be paid. Young people are not interested in what could be termed “Mickey Mouse” or Token Qualifications. Quality provision is key to engaging the post 16 NEET group. Although some current provision in Wales is considered good, a great deal is perceived as poor by many professional and young people in terms of quality, quantity and progression. In particular there is poor provision for preparatory training for this group of young people to seek to reengage them into more formal opportunities. We cannot continue to fail these young people who are in most need of quality provision. Investment in quality provision and support will be paid back through increased GDP and lowering benefit costs. The current work based learning review being undertaken by the Welsh Assembly Government (WAG) must result in more appropriate and quality provision if they wish to reduce the NEET population.

Actions

- Greater attention needs to be paid to what motivates young people to enter, education, employment and training. Factors such as reasonable training allowance, the quality of provision and the suitability of provision are essential. These are areas that need work and action.
- Work Based Learning – provider contracts, issued by DECWL, commencing August 2007 must address quality and progression issues for the hardest to reach young people. DECWL must ensure young people's entitlement to quality and appropriate work based training opportunities is met.

9.4 Information Sharing

The research indicated that both practitioners and service providers suggest that there is currently a lack of sharing of information and knowledge around the NEET issue. Too many providers and agencies work in isolation, which can lead to duplication of effort and inefficiency, as well as young people falling through the network of support and provision.

Improvements can be made around how information about young people who are NEET is collected, collated and analysed. This will serve to help improve the process of evidencing programmes that have successfully worked with NEET young people as well as providing an evidence base concerning the characteristics of young people who are NEET. The data held in this report is a very good starting point.

Actions

- YPP and 14-19 networks share responsibility with relevant partners to develop an effective information sharing strategy. A common database/MIS system would help agencies share information and track young people at risk and who are most likely to be NEET. It would also help build up a picture of the complex needs of individuals. Information stored on young people who are NEET must be accurate and kept up to date. Standards must be agreed and adopted by all relevant agencies and organisations working with NEET young people. A robust multi agency data collection and management system

can enable comprehensive mapping and analysis, identify patterns, high-light areas of need and enable effective targeting of resources.

- Work should continue to progress the multi agency database Blue Cylinder building on the data base collaboration started by Careers Wales Cardiff and Vale and Cardiff Youth Service. The 14-19 network and YPPs should consider providing resources/funding to enable the continued roll out of this work to other organisations working with NEET young people.
- The Welsh Assembly need to review how they can more effectively share the data they hold, for example the Llwyd database and must work to ensure a seamless recording and dissemination of pre and post 16 data to support Partnerships in their work – otherwise this treasure trove of information will remain lost to partners.
- Research has identified the need for Careers Wales and Jobcentre Plus to work together to share data and plan effective support for young peoples transition at 18 from Careers Wales to Jobcentre Plus, enabling effective tracking. This would require the support of national government to share data effectively.
- Local workshops on the NEET issue where practitioners can exchange knowledge.

9.5 Evidence based funding

It is vital to gain better information about the NEET group and also to raise the understanding that those who are NEET are a very “hard-to-reach” group - many of whom will have multiple problems. Often NEET status is a culmination or an outcome of these problems. Although NEETs are a difficult group demanding a disproportionate share of resources, partners must continue to focus appropriately to help reduce the cost to society and the economy. Addressing other problems earlier will help reduce the NEET population.

Evidencing what works in terms of successful outcomes for young people who are NEET is essential. Programmes that have successful outcomes with young people who are NEET need evaluation to evidence this success (or lack of success), to assist in channelling monies into successful schemes.

Actions

- Programmes aimed at reducing the numbers of NEET young people should be evaluated to provide evidence of their success. This will also have the effect of securing funding for successful programmes in the future.
- Identified support programmes aimed at reducing the numbers of NEETs should be appropriately funded and managed
- Resources should be made available through YPP and 14-19 Keeping in Touch strategies to work with those young people who leave the Careers Wales register with an unknown destination or remain unemployed but not seeking help. This represents a significant cohort of young people for whom, currently no follow up support is available. These young people are some of the most challenging young people who display the multiple issues and challenges outlined in this report. Many of these young people will go on to become unemployed adults. Partners and resources must be found to begin to develop strategies to break this cycle of failure and unemployment.

Appendix 1: Documents supplied by Careers Wales

Date	Title	Author/Published by	Brief description of subject-matter
Coverage: Wales			
1993-1995 data	16 and 17 year olds in Mid Glamorgan not in education, training or employment (status 0) – Executive Summary	Mid Glamorgan Training and Enterprise Council Ltd	Study by David Istance of Swansea University into scale and profile of young people in Mid Glamorgan who reached minimum school leaving age in 1993 and who, in the 2 years following, have spent some time out of education, training or employment.
June 1999	“Disaffected” Youth: background research, political recognition and policy development	Wales Youth Agency	Review of research to date into the “Status 0” issue.
2003	A survey of the effectiveness of Skillbuild in progression of participants into Skillseekers, further education or employment	Estyn – Her Majesty’s Inspectorate for Education and Training in Wales	Skillbuild is a training programme for young particularly those who are disadvantaged through either a learning need, disability or because they are unsure of the vocational route they would like to follow. Designed to enable them to enter training and to progress to qualifications and employment through Foundation Modern Apprentice or National Traineeship. Study assessing how effective this has been.
2004-05	Cardiff Tables – statistics re. learners domiciled in Cardiff area.		Breakdown by learning programmes, providers, programme types, qualification levels, subject areas, demographic factors.
23 Feb 2005	Statistical First Release – Work-Based Learning in Wales at June 2004	National Assembly for Wales	Data on Government Supported Training in Wales. Young people and adults.
April 2005	Early Leavers Research (first draft report)	Hoshin	Study on early leaving from Further Education and Work Based Learning in Wales. Analysis includes drop-out rates, regional variations, identifying and understanding barriers and making recommendations.

Date	Title	Author/Published by	Brief description of subject-matter
Coverage: Wales			
10 Aug 2005	National Statistics Statistical Bulletin - Participation of young people in education and the labour market 2002/03	National Assembly for Wales	Information on learning activities and labour market status of young people (16-24) in Wales. Includes breakdowns by activity, institution type and gender for years 1998 to 2003.
Nov 2005	Invitation to Quote	Education and Learning Wales	Project on investigating and understanding barriers to successful completion within FE and WBL and making recommendations for improvement.
01.12.05 to 31.03.06	Careers Wales Cardiff and Vale 3 rd Performance Report – Section B: Support for young people seeking employment, education or training	Careers Wales Cardiff and Vale	Statistics and analysis of activities with clients of Careers Wales.
Undated	Extending Entitlement – Researching and Developing Knowledge on Hard to Reach Young People and their Access to Entitlements	Arad Consulting Limited	Study focuses on young people classified as NEET in the 11-15, 16-18 and 19-25 year age groups. Identifies issues with data and information gathering and seeks to develop a consistent definition of young people who are referred to as NEET on a local level in Wales.
Coverage: UK/England			
May 2000	“Home International” Comparisons of Post-16 Education and Training	David Raffe	Summary of findings from the ESRC-funded Home Internationals Project comparing participation and transitions in post-16 education and training in England, Wales, Scotland and Northern Ireland.
30 Jun 2005	National Statistics First Release – Participation in education, training and employment by 16-18 year olds in England: 2003 and 2004	Department for Education and Skills	Estimates of participation, training and employment by 16-18 year olds in England. Includes breakdowns by activity, institution type, qualification aim and gender. Also comparison figures for years 1994 to 2004.

Date	Title	Author/Published by	Brief description of subject-matter
<i>Coverage: UK/England</i>			
Undated, though appears to cover to 2006	Connexions Research Report: Tackling NEETs.	Ian Popham, Pear Tree Associates, York	Research report on actions and other factors that can contribute to a reduction in the numbers of young people not in education, employment or training (NEET)
8 June 2006	National Statistics First Release – Participation in education, training and employment by 16-18 year olds in England: 2004 and 2005	Department for Education and Skills	Estimates of participation, training and employment by 16-18 year olds in England. Includes breakdowns by activity, institution type, qualification aim and gender. Also comparison figures for years 1994 to 2005.

Appendix 2 Responses received to Schools Questionnaire and Service Provider Questionnaire

Our thanks go to the following people who completed the Schools Questionnaire and provided valuable input into our research:

Name	School or College	Position
David Marshall	Rumney High School	Head Teacher
Paul Norton	Cantonian High School	Assistant Head Teacher
Haydn Pritchard	Ysgol Gyfun Gymraeg Glantaf	Careers Co-Ordinator
	Llanedeyrn High School	Extended Opportunities Co-Ordinator
Julie Thelwell	Cowbridge Comprehensive School	Assistant Head Teacher – Co-Ordinator for CEG/WRE/PSE
	Barry Comprehensive School	Head Teacher
	St Cyre's School	Head of Careers
Dave Parsons	Bryn Hafren Comprehensive	Careers Co-Ordinator/Senior Learning Coach
Stuart Davies	Cathays High School	Head of Year with responsibility for CEG/WRE/work experience

Our thanks go to the following people who completed the Service Provider Questionnaire and provided valuable input into our research:

Name	Organisation	Position
Reverend Stacy-Marks	Amelia Trust	Director
Lindsay Evans	Learn About	Managing Director
Derek Allinson	Cardiff Chamber of Commerce	Regional Manager (Head of Curriculum and Learning)
T I Hall	Vale of Glamorgan Training	Chief Executive
Paul Marsh	Grassroots (Cardiff) Ltd	Youth Advice Officer
Andrea Heath	Youth Performing Arts and Multimedia Project	Project Co-Ordinator
Sally Jenkins	Barnardo's	Children's Services Manager
Julie Griffiths	Weston Spirit	Youth Development Co-Ordinator
Debbie Martin-Jones	Cardiff Leaving Care and Related Service	Service Manager
Evan Davies	Coleg Glan Hafren	MIS and Exams Manager
Rooth Langston-Hart	Crime Concern	Manager, Youth Inclusion Project
Liz Mitchell	Cardiff Communities First	Co-Ordinator – Minority Ethnic Communities
Mark Isherwood	SportTrain Wales Ltd	Quality Manager
Sarah-Jane Bailey	Careers Wales Youth Gateway YOT	Youth Gateway YOT Co-Ordinator
Pippa John-Cooke	Capitalearning (Cardiff's Community	Policy and Partnership Officer

Careers Wales Cardiff and the Vale of Glamorgan and Cardiff and Vale of Glamorgan Young People's Partnerships
 Research into Post 16s who are not in education, employment or training

	Consortium for post 16 Education and Training)	
Jane Davies	ACT Ltd	Training Centre Manager
Hilary Griffiths	Coleg Glan Hafren	Assistant Principal
Nick Corrigan	Fairbridge de Cymru	Manager
John Jenkins	Cardiff County Council	Senior Education Welfare Officer
Tim Williams	AP Cymru	Business Manager
Rosemary Williams	Cardiff Youth Offending Team	Resources Manager
Joe Payne	Llamau Ltd	Head of Service (Advice and Safe)
Dewi Owen	Welsh Refugee Council	Development Officer
Chris Palmer	South Wales Police	Community Safety Officer
Jenny Smith	Vale of Glamorgan Children First Team	Specialist Teacher for LAC
Pippa Jones	Vale of Glamorgan Lifelong Learning Employment Training Section	Training Manager
Ceri Dunkley	Partnership for Young Parents	Project Manager
Ian Ernest	Vale of Glamorgan LEA	Alternative Curriculum Co-Ordinator
Phil Norton	Cardiff County Council	Head of Behaviour Support and PRU Services

Appendix 3 Research Instruments

Careers Wales Cardiff and Vale Cardiff and Vale of Glamorgan Young People's Partnerships Research into post 16s who are NEET Questionnaire for Schools



Cordis Bright is conducting research into post 16s not in education, employment or training (NEET) on behalf of Careers Wales Cardiff and Vale and Cardiff and the Vale of Glamorgan Young People's Partnerships (YPPs). The findings from this research will assist in the development of strategies for keeping in touch with young people and reducing the proportion of young people who are NEET in Cardiff and the Vale of Glamorgan.

Your views as a provider of services to young people are of vital importance to this project and we should appreciate it if you would complete this short questionnaire. Your responses will be anonymised in any report unless you would like comments to be attributed to you. Please return the completed questionnaire by e-mail to martapolancec@cordisbright.co.uk by **Wednesday 11th September**. Or return by post to: Marta Polancec, Cordis Bright, Epworth House, 25/35 City Road, London, EC1Y 1AA.

1. What school do you work for?

2. What is your position / role?

3. For each of these academic years, please could you indicate the following:

	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>
Total number of Year 11 students			
Number of Year 11 students who returned for Year 12			
Number who remained to sit exams at end of Year 12			
Number who remained for Year 13			
Number who sat exams at the end of Year 13			

4. Do you think that young people get lost / disappear before the end of compulsory schooling? If YES, could you give approximate numbers for your school on average over the last 3 years?

Yes Number (on average) No

5. Why do you think young people leave school before the end of compulsory schooling?

6. How important are the following factors, in your view, in preventing young people from progressing from compulsory education into education, employment or training?

	Very Important	Quite Important	Not so Important	Not Important at all
Young people not having motivation to help themselves	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The national curriculum not meeting all young people's needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The national curriculum not preparing all young people for the transition to employment or training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of support for young people from their families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of support for young people from service providers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Young people getting lost between different agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of mentoring of young people who may become NEET	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poor engagement with young people from service providers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Young people not having the ability to help themselves	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Very Important	Quite Important	Not so Important	Not Important at all
The right opportunities are not available for some young people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Involvement in substance misuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Low expectations of young people by professionals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Peer pressure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Involvement in anti-social behaviour / crime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Behavioural issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Special Needs issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of vocational options / availability of alternative curriculum	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)				

7. How important do you think the following factors are in helping services engage with young people who are currently NEET?

	Very Important	Quite Important	Not so Important	Not Important at all
More effective monitoring systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More effective information management system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More effective communication links between service providers and NEETs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A differentiated curriculum that caters for those at risk of becoming NEET	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More effective incentives for NEETs to engage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More effective working between agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Greater sharing of information across agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Closer collaboration between schools and other services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Earlier intervention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)				

8. Do you think the National Curriculum could be improved to help address the NEET issue? In what ways would you improve it?

9. The ultimate objective is to encourage as many young people as possible who are presently NEET to access and successfully complete and sustain Post 16 education, training and employment. In your opinion, what would be the best method of achieving this?

10. Are there any other comments you would like to make about the NEET issue?

If you would be happy to be contacted in the future regarding this research please could you put your name, telephone number and email address in the spaces provided:

NAME:

Email:

Telephone Number:

Thank you for your help!

Careers Wales Cardiff and Vale Cardiff and Vale of Glamorgan Young People's Partnerships Research into post 16s who are NEET Questionnaire for Service Providers for Young People



Cordis Bright is conducting research into post 16s not in education, employment or training (NEET) on behalf of Careers Wales Cardiff and Vale and Cardiff and the Vale of Glamorgan Young People's Partnerships (YPPs). The findings from this research will assist in the development of strategies for keeping in touch with young people and reducing the proportion of young people who are NEET in Cardiff and the Vale of Glamorgan.

Your views as a provider of services to young people are of vital importance to this project and we would appreciate it if you could complete this short questionnaire. Your responses will be anonymised in any report unless you would like comments to be attributed to you. Please return the completed questionnaire by e-mail to martapolancec@cordisbright.co.uk by **Wednesday 11th September**. Or return by post to: Marta Polancec, Cordis Bright, Epworth House, 25/35 City Road, London, EC1Y 1AA.

1. What organisation do you work for?

2. What is your position / role?

3. Which of the following best describes the focus of your work with young people (please tick all that apply)?

Education and training	<input type="checkbox"/>	Criminal justice	<input type="checkbox"/>
Leisure activities	<input type="checkbox"/>	Advice/mentoring	<input type="checkbox"/>
BME issues	<input type="checkbox"/>	Personal support	<input type="checkbox"/>

Other (Please Specify):

4. In the last year how many young people used your service?

5. **In the last year** how many young people who used your service do you think were not in education, employment or training?

6. Does your service provide programmes of education, employment or formal qualification?

Yes

No (If NO please go on to question 9)

7. If YES to question 6, how many young people **in the last year** dropped out of the course without then going onto employment, education or training or progressing onto the next level of training (if you do not know exactly please give approximate figures)?

NUMBER:

8. Do you provide ongoing support and monitoring for young people undertaking your programme and/or obtain feedback from young people as to why they do not achieve completion?

Yes

No

If YES, please provide brief details.

9. How important are the following factors, in your view, in preventing young people from progressing from compulsory education into education, employment or training?

	Very Important	Quite Important	Not so Important	Not Important at all
Young people not having motivation to help themselves	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of support for young people from their families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of support for young people from service providers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Young people getting lost between different agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of mentoring of young people who may become NEET	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Very Important	Quite Important	Not so Important	Not Important at all
Poor engagement with young people from service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

providers

Young people not having the ability to help themselves	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of financial incentives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The right opportunities are not available for some young people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social/cultural/personal issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Involvement in substance misuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Homelessness/housing issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Low expectations of young people by professionals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Peer pressure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Caring responsibilities – children/relatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Involvement in anti-social behaviour / crime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. How important do you think the following factors are in helping services engage with young people who are currently NEET?

	Very Important	Quite Important	Not so Important	Not Important at all
More effective monitoring systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More effective information management system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More effective communication links between service providers and NEETs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More effective incentives for NEETs to engage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More effective working between agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Greater sharing of information across agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Earlier intervention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

11. The ultimate objective is to encourage as many young people as possible who are presently NEET to access and successfully complete and sustain education, training and employment. In your opinion, what would be the best method of achieving this?

12. Is there anything else you would like to say about the issue of young people who are not in education, employment or training?

If you would be happy to be contacted in the future regarding this research please could you put your name, telephone number and email address in the spaces provided:

Name:

Email:

Telephone Number:

Thank you for your help!

Careers Wales Cardiff and Vale Cardiff and Vale of Glamorgan Young People's Partnerships Research into post 16s who are NEET Questionnaire for young people



Cordis Bright are working with Careers Wales Cardiff and Vale and Cardiff and the Vale of Glamorgan Young People's Partnerships to find out why some young people over 16 are not in education, employment or training.

Your views as a young person are of vital importance in helping us to understand the issues that face you concerning future employment, education and training. Your answers will be totally anonymous meaning that we will not refer to you in any report, and your responses will be confidential.

About you

1. Are you male or female?

Male

Female

2. Who do you live with (Please tick all that apply)?

My Parents (including step-parents)

On my own

Other family members

With partner (boyfriend / girlfriend, husband/wife)

With Foster Parents

Accommodated under care leaving arrangements

Friends

Your children

Supported tenancy/housing

Hostel/homeless accommodation

Other (please specify in space):

3. How old are you?

15

16

17

18

19

4. What is your post-code?

5. What is your ethnic background?

White British	<input type="checkbox"/>	Black/Black British - African	<input type="checkbox"/>
White Irish	<input type="checkbox"/>	Other Black/Black British	<input type="checkbox"/>
Other White	<input type="checkbox"/>	Mixed – White and Black African	<input type="checkbox"/>
Asian/Asian British – Bangladeshi	<input type="checkbox"/>	Mixed – White and Black Caribbean	<input type="checkbox"/>
Asian/Asian British – Indian	<input type="checkbox"/>	Mixed – White and Asian	<input type="checkbox"/>
Asian/Asian British – Pakistani	<input type="checkbox"/>	Mixed – Other	<input type="checkbox"/>
Other Asian/Asian British	<input type="checkbox"/>	Chinese	<input type="checkbox"/>
Black/Black British – Caribbean	<input type="checkbox"/>	Other ethnic group	<input type="checkbox"/>

If you ticked an Other category
please specify here

Education and training

6. Which secondary school did you attend? *(If more than one please list all and the years.)*

7. Which year did you leave school?

2003 2004 2005 2006

8. Did you leave school before the end of Year 11?

Yes No

9. If Yes to the above question could you please say why?

10. From the age of 16 onwards, have you done or attended any of the following?
 (Please tick all that apply.)

	Tick if Attended	Programme Completed?	
		Yes	No
Further education at College	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Further education at school or sixth form college	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Modern Apprenticeship or Foundation Modern Apprenticeship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work Based Learning or employer's training scheme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Skillbuild	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fairbridge / Prince's Trust	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Youth Service Provision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Voluntary Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify in space):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. If you have ticked any of the education/training options in question 10, please give the names of any schools, colleges or places of work which you have attended in order to follow these paths.

12. Do you have any of the following (Please tick all that apply)?

GCSEs	<input type="checkbox"/>	Welsh Baccalaureate	<input type="checkbox"/>	NVQ	<input type="checkbox"/>
Vocational GCSEs	<input type="checkbox"/>	Intermediate NVQ	<input type="checkbox"/>	First Diploma	<input type="checkbox"/>
AS Level	<input type="checkbox"/>	GNVQ	<input type="checkbox"/>	ASDAN	<input type="checkbox"/>
A Level	<input type="checkbox"/>	Vocational A Level	<input type="checkbox"/>	First Diploma	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>				

13. If you do have any of the above qualifications please state at what level (e.g. how many GCSEs and at what grades)

14. If there are education or training programmes which you have not completed, which of the following reasons were most important in contributing to you dropping out?

	Very important	Quite important	Not that important	Not important at all
I did not like the programme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The programme took up too much time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The programme was not what I needed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The programme was too difficult	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal reasons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No, or not enough, financial reward/support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The location of the programme was difficult for me to get to	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was not motivated by the programme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not getting enough guidance or support from staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other caring responsibilities (relatives)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy/childcare issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical reasons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)				

Employment

15. Since leaving school or college, have you ever had a job?

Yes How Many? No

16. If you have previously had a job, which of the following reasons best describe why the job came to an end?

Very Quite Not that Not at all

	Important	Important	Important	Important
I did not like it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I wanted more money	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There were no prospects for me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Very Important	Quite Important	Not that Important	Not at all Important
My contract came to an end	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I did not get on with other staff or manager(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal reasons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The job was boring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not enough support or guidance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No training. I was not learning anything	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The location was difficult for me to get to	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It was temporary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was dismissed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Careers support and guidance

17. How many times in the last month have you called into a Careers Wales Centre (Please state approximate number of times, if you can not remember exactly)?

18. In your view, which of these are the most effective ways for Careers Wales to keep you in touch with options, opportunities and what is going on (apart from through face-to-face contact)?

	Very Effective	Quite Effective	Not Very Effective	Not Effective At All
Phone calls	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Newsletters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Magazines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emails	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vacancy bulletins	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Text messages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Keeping in Touch postcards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Events (conferences, concerts, open days etc)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>			

19. Have you ever stopped calling on/ attending Careers Wales for a period of time?

Yes No

If yes, why did you stop calling on / attending Careers Wales (please tick the main reasons that apply to you):

I got employment, education or training	<input type="checkbox"/>	I did not think it was helping me	<input type="checkbox"/>
I did not feel supported	<input type="checkbox"/>	I did not get on with the Staff	<input type="checkbox"/>
I did not see the point in it	<input type="checkbox"/>	I got frustrated with nothing happening for me by attending and calling in on the centre	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>		

20. Did you attend Careers Wales through your own choice?

Yes No

If no, please state why you were required to register (e.g. it was a condition of receiving benefits).

21. If you have been in employment or education/training since you were 16, did you get your job or programme with the help of a Careers Wales?

Yes No

22. Which of the following services would be important to you to help you get into education, employment or training?

	Very important	Quite important	No so important	Not at all important
Help with housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Counselling and emotional support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Behavioural/anger management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drugs/alcohol support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Youth Offending Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Childcare support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Care leavers team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Help with finding a job, training, or college course from a Careers Wales Careers Advisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please specify):	<input type="checkbox"/>			

23. Have you received careers advice and guidance from anyone other than Careers Wales (please tick all that apply)?

School or college careers teacher	<input type="checkbox"/>	Looked After Children Education Team	<input type="checkbox"/>
YOT Worker	<input type="checkbox"/>	Social worker	<input type="checkbox"/>
Parents	<input type="checkbox"/>	Teachers	<input type="checkbox"/>
Friends	<input type="checkbox"/>	Family members (other than parents)	<input type="checkbox"/>
Youth service	<input type="checkbox"/>		
Other (please specify)	<input type="checkbox"/>		

Your aspirations

24. When looking for a job or education / training programme, how important are each of the following factors to you?

	Very Important	Important	Quite Important	Not at all important
Interesting work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good career prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good practical experience or skills development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Obtaining qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pay rate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Convenient location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of childcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>			

25. What do you think is the best way to encourage young people like yourself to successfully obtain and keep employment or complete education or training programmes?

Thank you for your help!

Careers Wales Cardiff and Vale Cardiff and Vale of Glamorgan Young People's Partnerships Research into post 16s who are NEET Focus Group Pro-Forma



Cordis Bright are working with Careers Wales Cardiff and Vale and Cardiff and the Vale of Glamorgan Young People's Partnerships to find out why some young people over 16 are not in education, employment or training so that they can think about how services might change in the future.

We'd like to have a chat with you about your views and experiences about finding jobs, getting into training, and what you think about further education opportunities. Your views are very important to understand these issues and to improve services for young people.

During the session, you don't have to answer any question that you don't want to and you're free to leave at any point if you don't feel comfortable.

Your answers will be totally anonymous meaning that nobody will know that *you* made particular comments in the report, and your responses will be confidential – only people working on this project will have access to them. The *only* time we may have to tell someone outside this about project what you have said, is if you tell us something which makes us think that you, or somebody else is at risk of being harmed in some way. If we have to do this, we will try and discuss this with you first.

We would like you to be as honest as possible in giving your views, and would like you to respect others' views in the room. Please let others have the chance to express their views and respect what they have to say.

Thank you for your help with this research.

Is everyone alright to carry on? Are there any questions?

The session will start with a warm up designed to get everyone to know each other (e.g what's your name and what 2 things would you take with you to a desert island?).....

- What do you do in your spare time?
- What did you think of school/college when you there? What were the good points/ bad points?
- If you could do any job in the world, what would it be? What is your ideal career? What would you like to be doing in 10 years' time? 20 years' time?

- **Post it note exercise:** (How long) have you been looking for employment, education or training?
- How often do you look for employment, education and training opportunities?
- What kinds of things do you look for in a job/training/course? What is important to you? (e.g. learning new skill, money, having something to do, etc **Please only use examples if there is a silence**)?
- Where would be the sorts of places you would look/organisations you may access? What kind of things do you do to look for employment/training? (e.g. look in newspapers, job centre, Career Wales, friends, family, internet. **Please only use examples if there is a silence**)
- Think back to when you have found a job/training or a course that you may have wanted to do (or someone you know who has been through this). How did you/they find out about it? What help did you/they receive?
- Was it difficult? What things made it difficult? What things/support would have helped you/them overcome these problems?
- What is the most difficult thing about finding a job/training/course?
- **OPTIONAL Post it note exercise:** For this bit we want you to be very honest and perhaps brave. We are going to use post its so that no-one knows which one of you said what and I don't know anybody's writing so I won't know either. Can you write down what are the big problems for you in getting employment or training. We know that sometimes it is because people are parents, or they don't think they have enough skills, or they've missed schooling, or drugs get in the way – but you will have your own views. Then fold up the post it so no-one can see and put it in the box here...
- Imagine you had a really good job or you were on a really interesting course now. What things would have happened in your life to get you there?
- Do your family and friends encourage you to look for work or training or do they prefer it that you are around?
- Have you ever started any kind of training? How did you get into it? What did you think about it? Did it help you find work/progress further?
- What services are available to help support you find employment, education or training in Cardiff or the Vale of Glamorgan? Are these services helpful?

- Do you think that there are enough opportunities out there for you to get employment, education and training which are suitable for you? (like what?)
- What other kinds of support would help you find employment, education or training?
- What would your ideal careers service provide you with?

Appendix 4 Types of Benefit

The following definitions have been taken from: www.jobcentreplus.gov.uk and www.direct.gov.uk . For further detail please see these websites.

Disability Living Allowance

You may get Disability Living Allowance if:

- you have a physical or mental disability, or both
- your disability is severe enough for you to need help caring for yourself or you have walking difficulties, or both
- you are under 65 when you claim

You can get Disability Living Allowance whether or not you work.

It isn't usually affected by any savings or income you may have.

You will not usually need a medical examination when you claim for Disability Living Allowance. If you are asked to have one you can find out more from the link below.

Incapacity Benefit

If you cannot work because of ill health or a disability, you may be able to claim Incapacity Benefit. This is a contributions-based benefit paid at a set rate. It gives people of working age a replacement income when they cannot work or look for work because of ill health or a disability.

Income Support

Income Support provides financial help for people between 16 and 60 who are on a low income who are not in full-time paid work and who are in one of the groups of people who can claim Income Support. It can help you with day-to-day living expenses. It is not paid to unemployed people who have to be available for and actively seeking work (they may be able to get Jobseeker's Allowance instead).

You may not have to go to the Jobcentre Plus office regularly if you are:

- a lone parent
- sick or disabled
- unable to work because you are caring for someone, or
- registered blind.

If you have a partner who works an average of at least 24 hours a week, you cannot usually get Income Support.

Jobseekers Allowance

Jobseeker's Allowance (JSA) is for people who are available for and actively looking for (seeking) work.

You may have to make a joint claim with your partner. Ask a personal adviser for details.

To get benefit, you will need to discuss, usually every 2 weeks, when you are available for work and what you are doing to find a job.

If you have paid enough National Insurance contributions in the past, you may be able to get contribution-based Jobseeker's Allowance.

If your income and savings are below a certain level, you may be able to claim income-based Jobseeker's Allowance.