

**Meeting:** Children, Education and Skills Sub-committee

**Date:** 19<sup>th</sup> October 2015

**Title:** Ready for Work and Life

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**Service:** Health, Education, Care and Safeguarding  
Employment and Skills

**Wards affected:** All

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## 1. Purpose

This report provides the Committee with information relating to the Ready for Work and Life theme as part of the Council's Creating a Brighter Future approach to change.

### 1.1 Recommendations

The Committee are recommended to note the report and make recommendations regarding further work to be considered as part of the forward plan for this theme.

### 2.1 Context and Background

2.2 The ready for Work and Life theme has taken an direction of reviewing what we are delivering now, how we can deliver increased efficiencies and how we can increase how we work with external partners to support more residents and young people to be ready for work and life.

2.3 This work is defined around a set of principles:

- The vast majority of young people and adults in North Tyneside will do well in education, employment and training with universal support
- Providing high quality and simple information, advice and guidance is key
- Understanding and experiencing the world of work from a young age is crucial to setting aspirations
- Narrowing the gap for the most vulnerable and their peers

2.4 A Ready for Work and Life officer group has met regularly and have recently amalgamated with the Ready for School working group.

2.5 This officer group:

- Has developed a young person's entitlement to ensure that they are ready for work as attached at Appendix 1.
- are identifying ways in which we can work differently to support those young people and adults with challenging needs to do well in employment

- are working with employers to increase their contribution to raising skill levels and creating jobs, particularly for the most disadvantaged
- is supporting providers and the community and voluntary sector to find new ways of collaboration and innovation that maximises the use of grant funding to North Tyneside.

2.6 In order to maximise efficiencies we are carrying out several detailed reviews to consider how best to reshape the council's offer within the key service areas that contribute to the Ready for Work and Life entitlement. These include:

- the Employment and Skills team, including Adult Learning
- the Early Years and School Improvement Service
- a review of services offered to those aged 0-19, including Public Health
- consideration of a locality model of delivery that brings together key teams to provide a centralised offer to that locality

### **3.1 Business Engagement**

3.2 It is recognised that businesses play a key role in supporting young people to prepare for work and therefore we have engaged with the Business Forum to create a group of more than 20 employers that are willing to engage directly with Schools via our new Schools to Work programme.

3.2 This programme has created a standard presentation and lesson plan for employers to present in schools to raise awareness of current job opportunities, what employers are looking for when recruiting and how to best prepare for getting a job.

3.3 It is intended to extend this programme with many more employers and to further challenge employers to offer more work experience and recruit from local schools.

### **4.1 Next steps**

4.2 As part of the council's communications strategy we will be formally engaging with partners and considering the most appropriate external governance groups required to support the Ready for Work and Life theme.

4.3 The reviews stated in paragraph 2.6 will be concluded and recommendations implemented where appropriate.

4.4 As the new European funding programme is launched we will work with partners, particularly the community and voluntary sector to maximise the income to North Tyneside. Much of this funding will be directed to address the barriers to employment and training that many disadvantaged young people encounter.

### **5.1 Recommendations**

5.2 Committee members are requested to consider the report and make comment regarding the work to be undertaken.

## Appendix 1

### North Tyneside Council Ready for Work and Life

Children with additional needs and disability will be supported to reach individual outcomes through a person centred approach

Young people and adults who are ready for work and life should:

Skills	Attitude and Dispositions	Experience	Emotional Wellbeing	Physical Wellbeing
<ol style="list-style-type: none"> <li>1. be able to communicate their needs by speaking and writing.</li> <li>2. be able to produce clear written work that is easy to follow</li> <li>3. be able to listen carefully; to think about what they have heard and question where appropriate</li> <li>4. be able to read for meaning and pleasure</li> <li>5. be able to use maths in everyday situations, including financial literacy</li> <li>6. if appropriate, have achieved level 2 qualification (equivalent to 5 GCSE's incl. English and Maths)</li> <li>7. be able to use IT in everyday situations</li> <li>8. have a range of broad life skills</li> </ol>	<ol style="list-style-type: none"> <li>9. understand the importance of being on time and of good time keeping</li> <li>10. understand the importance of motivation, loyalty, commitment and reliability</li> <li>11. be able to take instructions and follow them if appropriate</li> <li>12. be able to deal with change and be flexible how they respond</li> <li>13. be independent and take responsibility for their actions</li> <li>14. be able to think about things that have happened, learn from them and change if needed</li> </ol>	<ol style="list-style-type: none"> <li>15. have had a range of related work experiences</li> <li>16. have listened to employers explaining their world of work</li> <li>17. understand what it means to work and the behaviours required to keep a job, volunteering or work experience</li> <li>18. have had access to a range of experiences that have given them ideas for their future</li> <li>19. have been given appropriate information, advice and guidance to make good life choices</li> <li>20. have access to and manage a bank account</li> </ol>	<ol style="list-style-type: none"> <li>21. receive physical warmth and love from adults and other key people in their lives</li> <li>22. be supported by family and/or carers (including corporate parents) to progress and achieve their goals</li> <li>23. have experienced positive relationships with a range of people and appreciate their importance</li> <li>24. be resilient – be able to bounce back after disappointments or let downs</li> </ol>	<ol style="list-style-type: none"> <li>25. live in a safe, clean and smoke free home</li> <li>26. eat well and healthily</li> <li>27. if able, to be physically active</li> <li>28. be able to present themselves in the right way for the situation – e.g. dressing correctly</li> <li>29. have high standards of personal presentation</li> <li>30. be confident to access health services</li> <li>31. be able to keep themselves safe</li> </ol>