

DERBYSHIRE COUNTY COUNCIL

CABINET

3 April 2012

Report of the Strategic Director for Children & Younger Adults

Local Authority pre-16 Careers Services – (Education)

1. Purpose of the Report

To request approval from Cabinet to implement a transition plan in relation to the statutory duty changes for careers guidance from September 2012.

2. Information and Analysis

2.1 Background

This paper outlines the changes to statutory duties in relation to careers guidance in schools, and outlines a proposal to respond to this.

Changes to Local Authorities' statutory duties for careers guidance in schools have been included in the Education Act 2011. These changes, first communicated through briefs to local authorities and schools, were highlighted in a CAB/Co paper on 21 April 2011.

2.2 Changes to Statutory Duties

Schools

From September 2012 the arrangements for local authorities to carry out the statutory duty to provide impartial careers guidance to secondary school pupils on behalf of the Secretary of State will cease, and schools will become responsible for securing access to independent and impartial careers guidance for pupils in Years 9-11.

Schools will be able to purchase careers guidance from appropriate independent, impartial and quality assured organisations.

Local Authority

The LA retains the duty to:

- Encourage, enable and assist participation of young people in learning.
- Assist the most vulnerable and those at risk of becoming NEET (Not in Education, Employment or Training).

- Complete assessments under Section 139A Learning and Skills Act 2000 for children with learning difficulties and disabilities, to identify the support needs of young people progressing into post compulsory education and training and to communicate with post-16 providers to ensure these needs are met.

The Local Authority also retains responsibility for tracking and recording young people's intentions, and ensuring that all 16 and 17 year olds are offered a suitable place to continue their education and training.

The Local Authority's revised duties are also linked to the Raising of the Participation Age to 18 by 2015 and the related requirements to provide early intervention to support those young people at risk of non-participation.

There will be no expectation that Local Authorities will provide a universal careers service.

2.3 Current Provision

The Authority currently has 31.8 FTE Careers Advisors (CAs). They work across all secondary schools, colleges, Pupil Support Centres and also support post-16 work with young people who are NEET or at risk of becoming NEET.

The total cost of Careers Advisers is approximately £1.2m.

In addition, there are 8.5 Team Leaders at a cost of £0.3m.

Total current cost = £1.5m

Work in Schools (pre-16) currently accounts for 65% of the resource allocation.

Currently, the remaining 35% of the service supports post-16 NEET work, which is unaffected by these statutory changes.

2.4 Proposed changes to the delivery of Careers Guidance in schools

It is proposed that the Local Authority works in partnership with schools to implement transitional arrangements over the 2012/13 academic year. This would minimise the potential impact on attainment and progression outcomes for school leavers as:-

- There is clear evidence from research that young people in school who have received careers guidance have a better start in working life – i.e. clearer aspirations and careers plans contribute to achievement of higher qualifications, greater chance of employment in better paid jobs, when compared with a control group.
- Local Authorities' statutory duties in relation to tracking and encouraging participation of those at risk of NEET outlined above, could be severely at risk if the preventative action of careers guidance is dependent on individual schools budget priorities and ability to ensure alternative arrangements for careers guidance from September 2012.

- The 16-18 NEET target of 6.5% (3 month census November to January) was missed this year at 7.03% and could be further at risk next year if schools' new arrangements are not fully established.
- The Local Authority Raising Participation Strategy could be at risk if the transfer of careers guidance responsibilities resulted in schools, pupils, parents and employers being inadequately prepared for achieving the Government's target for all 17 year olds to be in education, learning or training by Sept 2014.

A phased transition of responsibilities over the next academic year would:-

- Allow for the Authority and schools to refine current work on identifying Local Authority support services and eligible cohorts, in accordance with the Raising Participation Age Strategy.
- Support schools in identifying how they will manage the new duty responsibly.
- Allow the Local Authority to fully consider its development of charged services in relation to careers guidance.

3. Financial Considerations

The funding for the pre-16 careers guidance service is part of the existing CAYA budget and no reduction to Council resources is anticipated as a direct result of this change. The transfer of responsibilities to schools has not been accompanied by any increase in the Dedicated Schools Grant which funds their budget.

Maintaining the pre-16 service in its present form during the transition year will therefore continue to be funded from existing CAYA budgets and will not represent an additional pressure to the authority. The service developed by the end of the transition year will result in lower net costs to the authority either by the introduction of charged services or a reduction in the staffing of the service or by a combination of these options. The financial impact of future proposals will be considered as part of the proposed options paper.

4. Human Resources Considerations

None at present

5. Equality of Opportunity Considerations

The transition year will reduce the chance of at-risk young people not receiving the careers guidance support they need to make successful progressions post 16.

6. Property Considerations

The Careers Teams are co-located in Multi Agency Teams in each locality. The majority of services covered by this paper are delivered in schools or support centres, or, for those outside school, through former Connexions centres. The

review of former Connexions centres will need to take into account the requirements for delivery of support for vulnerable young people pre- and post-16.

7. Other Considerations

In preparing this report, the relevance of the following factors has been considered: prevention of crime & disorder; health; legal & human rights and transport considerations.

8. Background papers

- CABCO paper on “Statutory Guidance for Local Authorities on Targeted Support Services for Young People” - 21 April 2011.
- The Education Act 2011 “Careers Guidance for Young People in Schools – Statutory Guidance for School Leaders, School Staff, Governing Bodies and Local Authorities” - December 2011 – Department for Education.

9. Key Decision

No

10. Call-in to be Waived?

No

11. STRATEGIC DIRECTOR RECOMMENDATION

That Cabinet agrees to:

- a) Note the changes to the delivery of pre-16 careers guidance.
- b) Note that an options paper is to be presented, concerning future options for service provision and staffing.

Ian Thomas
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