

Lambeth Made Education, Skills and Employment programme

This is a four-year programme (2020 - 2024) which seeks to support Lambeth's young people between the ages of 11-30 to understand the opportunities available to them in business and work, explore how they can achieve their aspirations, and be equipped with the skills and knowledge needed to succeed. LMESE is now in its third year contributing to the goals of Lambeth's 2030 vision Lambeth's Economic Resilience Strategy and Lambeth Made Safer Strategy.

The main requirement was to focus on the performance of the delivery programme (September 2021 – January 2023), cost benefit analysis and benchmarking for comparison purposes.

Since Covid-19 and the cost-of-living crisis, many challenges faced by young Lambeth residents (particularly those most vulnerable) have been exacerbated by the effect of lockdown, learning loss and a changing world of work.

231

young people highlighted their concerns about a perceived lack of work experience opportunities, not enough information and advice, and a lack of available training opportunities².

²Refer to separate report on key findings from Lambeth Schools/Colleges Survey Results, April 2023.

An intentional focus on actively involving Lambeth's young people, schools/colleges, local community providers and employers.

Four Workstreams

- Raising Aspirations and Skills (RAS)
- Lambeth Made Youth Promise
- Apprenticeships and Traineeships
- Connect and Engage.

Four specific targeted local Forums in place:

The Youth Promise Providers Network

Lambeth Made Youth Steering Group

Special Educational Needs and Disabilities (SEND) Supported Employment Partnership

The Alumni Career Cluster network.

Lambeth Council is highly commended for its decision to focus on supporting a diverse range of young people, particularly those most vulnerable.

Nearly all providers met or exceeded their set targets.

Participation from
3,245



young people across Lambeth on the programme, from September 2021 – January 2023.

This overall figure includes 2,132 young people engaged in a 'Worksmart' careers and employability support project for school students.

This involves 'light touch' activities such as career fairs, as well as more intense support including interview skills, site visits, and work experience.



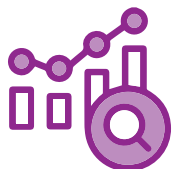
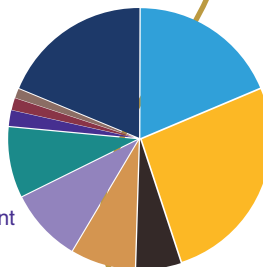
Of the 1,112 participants engaged in LMESE commissioned projects within the four Workstreams:

946 (84%)	>697 (63%)	265 (24%)	188 (17%)
young people were of Black, Asian and Minority-Ethnic origin	of Black origin	had Special Educational Needs or Disabilities (SEND)	Care Experienced

A diverse range of young people have benefitted from the programme.

An overview of young people's achieved outcomes

- 335 (29%) work experience
- 476 (41%) secured employment
- 122 (11%) gained accredited qualification
- 166 (14%) progressed to training/education
- 176 (15%) improved confidence/wellbeing
- 150 (13%) increased engagement in education and training
- 32 (3%) improved attendance and attainment
- 21 (2%) progressed to internships
- 1 (0.1%) progressed to traineeship
- 344 (30%) other
e.g. Receipt of IAG; support with managing money; progression to further provision etc



For those projects focused on young people not in education, employment or training (NEET re-engagement), our overall estimates identify a positive return on investment from the in-scope Lambeth Made programmes of about 2x, i.e. the benefits are about double the costs of the programme to end of 2022.

Benchmarking:
How does Lambeth's programme compare against others?

The data shows significant improvements during the span of the programme (2021/22 and 2022/23 vs 2020/21).

This improvement is better than London or England as a whole over the same time frame, with England having a similar starting point to Lambeth.

We identified

8

examples of good/interesting relevant practices to assist the LMESE programme team from within and outside of London for benchmarking comparative purposes.

Workstream 1: Raising Aspirations and Skills (RAS)

- Each of the commissioned providers working in schools performed well (Employability & Life Skills project - EET Group; Sports and Mentoring project - School of Hard Knocks (SOHKs) and Schools' Careers project – Spiral Skills). They are each supporting vulnerable young people at risk of exclusion target with some good/interesting practices.
- The Alumni Career Cluster network and additional support provided to vulnerable young people in schools through the programme is highly valued by teachers, SENCOs and young people alike.
- There is a need for further support for schools to increase young people's experiences of and exposure to careers and the world of work.
- It is timely to showcase the RAS evidence-base and how this is impacting on Lambeth's youth, wider family networks and local economy.
- Nine programmes were successfully awarded contracts within the Create Your Future Summer Programme 2022.

“

Some of the schools have a lack of information, advice and guidance. Some of the schools have a trained dedicated careers staff member and some not. For those without trained CEIAG staff, the students are losing transition support and without this some students are making the wrong decisions for themselves.
(Provider)

Employability and Life Skills Project – EET Group

Case study focusing on:

A standout young person who, when initially engaged, was high on the radar for risk of NEET.

- ✓ Interventions were supported by intensive one-on-one information, advice and guidance (IAG) sessions, group workshops, and a tailored plan.
- ✓ The young person has gone up in sets, back into normal classroom settings and has become an example for others in his year group, Year 11.
- ✓ The programme's aid has transformed this young man's view towards school and has supported growth in his view of the world.

Workstream 2: Lambeth Youth Promise

- All projects have been effective in engaging young people from cohorts deemed to be furthest from the labour market and those marginalised and facing challenges in accessing employment.
- The majority of projects met or exceeded their set targets for engagement, increasing young people's confidence and support them into employment or further education or training.
- The separate programmes all have been successful in focusing on their identified and very distinctive aims.
- Inter-departmental working within Lambeth Council has developed well through the project.
- The providers' effective working with external partners enabled them to promote their provision to young people and engage those who are most disadvantaged.
- Nearly all the providers offer continued individual support after the end of a specific activity or intervention or programme – even though this may not be included in the contract.
- Many of the providers, in particular Drive Forward and the Bridge at Waterloo and Big Load Works partnership are particularly effective at identifying and working with companies who want to be part of change.
- The Project SEARCH programme is a successful example of internships for young people with SEND, with scope for extending to further employers in a wider range of vocational sectors.
- The providers of the 12-week Unheard Voices programmes identified a lack of lead in time and collaboration or networking to share good practice and tackle challenges as they emerge.

“

I had been looking for work for 4 years and then I joined this programme and I found work in six weeks
- Big Load Works & The Bridge At Waterloo. (Unheard Voices)

SYTC Streatham Youth and Community Trust: Road to Success

Case study focusing on:

- LP has been in the UK since 2021 and is currently residing in a refuge after fleeing domestic violence.
- LP was interested in becoming an accountant and was studying accounting before coming to the UK.
- LP continued her studies in the UK until she separated from her partner after becoming a victim of domestic abuse.
- LP was referred on to the 12-week employability programme 'Road To Success' where she was supported to:
 - ✓ Complete her Level 2 in Accounting
 - ✓ Have her provisional licence funded
 - ✓ Join 'Aspire to Achieve'
 - ✓ Gain work experience with Hadley Property Group
 - ✓ Progress with her aspirations of being a chartered accountant
 - ✓ Make new friends whilst on the programme

Workstream 3: Apprenticeships and traineeships

Key findings: Lambeth Council has made good progress in providing and facilitating apprenticeship routes for young people and adults. There is scope to extend beyond the construction sector introducing more digital, net zero and creative skills growth sector opportunities and more level 2 and pre-apprenticeship courses.

- LMESE staff are prioritising apprenticeships, internships and traineeships making good progress compared to other London boroughs.
- The promotion of apprenticeships is the main barrier to young people joining and their lack of awareness of the apprenticeship route to careers at all levels. Parents/careers also need to be better informed about how apprenticeship work and the opportunities available. In particular, information on apprenticeships as part of the Lambeth Local Offer is insufficiently detailed.



The best thing about Project SEARCH is that I have now got a permanent job at the hospital in housekeeping. I'm also receiving training towards an industrial cleaning qualification. The programme has changed me completely. (Previous Intern)



Workstream 4: Connect and engage

- The Youth Steering Group suggested greater inclusion of SEND opportunities on the website and social media + more

The website contains a multitude of information and resources such as: podcasts, multiple video, clips, the YOS Youth Offer (18+ year olds), The Elevators (18–30-year-olds), Care experienced with experience of housing and semi-independent living, Visions of Success (13–24-year-olds), and Early Help Community Offer.



- Live interviews and provider interviews have regularly taken place in Instagram.
- The Youth Steering Group is unique in its role in involving young people in designing and selecting the programmes.
- In their feedback, the young people have appreciated the individual support and bespoke provision that has enabled them to gain confidence, find direction and in many cases, move closer to the labour market or indeed find a job.



What works well is having a fertile space for our own development and being able to create that for others
(Youth Steering Group member)

Support all young people's progression to build on the benefits from participating. The voices of young people, tracking their progress and outcomes needs to be captured more consistently over the next 12 months.

- The LMESE programme is making a positive contribution towards meeting the objectives of the Lambeth Skills and Employability Strategy.
- Commissioned projects are nurturing and supporting vulnerable young people to improve their confidence, skills, preparation for work, employment and training.
- Targeted careers support, employability and enterprise activities, including 1:1 and group activities delivered by careers advisers, mentors, other specialist providers and employers are making a positive impact. Though survey findings from young people, teachers and parents show more needs to be done to improve the coordination and breadth of delivery of careers advice, work experience and vocational training for young people using approaches they can relate to which encourage ambition and personal growth.

The programme of work that Lambeth has put together in each of the four workstreams is impressive for its diverse projects, personalised approach and focus on harnessing local providers' expertise. The content of the workstreams has worked well, delivering against set aims, objectives and targets.



Overarching recommendations

1. Set up a system for quality assurance across all aspects of the programme. Bring together volunteers from the Provider Network, the SEND Employment Supported Partnership Forum and Alumni Career Cluster Network to agree clearer measurements of success – for each stage of implementation – signposting, referrals, development of employability and other skills, careers support, monitoring and reporting. Build in high profile celebratory events to acknowledge achievements of participants and providers alike and share good/interesting practice that can potentially be replicated and sustained.
2. Increase and diversify the range of employers and sectors participating in LMESE programme. Move beyond construction extending this further to other sectors, including social care, hospitality, digital, net zero, green skills, and creative growth areas, contributing to the achievement of Lambeth's 2030 vision. Connect young people with role models and mentors who represent their lived experience.
3. Have more direct input from young people who have attended the breadth of Lambeth Made programmes, including those with SEND, to lend their voices to the development and promotion of LMESE provision, as a progression pathway. This would enable them to build on their sense of self-purpose and contribute to future opportunities for more young people. Promote the Youth Promise to young people through relevant and targeted marketing, but also ensure parents, carers and families are aware of what is on offer. Create young Lambeth Made ambassadors for outreach and testimonies that show young successful people. Use incentives to get young people to do talks in schools and in the local community settings to explain their experience on the Lambeth Made programme and the positive impact it has had on their lives.
4. Build workforce capacity across careers, employability and skills providers involved in delivering and support LMESE's provision by offering continuous professional development (CPD) and support. Many providers' staff interviewed reported often feeling isolated in their work and that they would like to build their knowledge of tackling mental health and wellbeing issues, digital skills, knowledge of digital advancements, and changes in the world of work. Implement this through the network meetings and/ or a series of LMESE webinars and monthly newsletter that combine local best practice with other examples from outside of Lambeth to stimulate new ideas for action.
5. Host a series of LMESE webinars that combine local best practice with other examples outside of Lambeth to stimulate new ideas for action. Effective practice in work-related learning and work experience (including virtual experiences), support for parents, raising aspirations, employer engagement, supporting vulnerable youth etc.
6. Standardise and improve the integration of participant and outcome data collection across projects, especially for NEET re-engagement projects. All projects that work more intensively with participants, such as NEET re-engagement or personalised support to at-risk students (but not necessarily mass audience activities like classroom career talks or careers fairs), should report data into Lambeth's CRM database, with key data entry fields being mandatory and adequate completion (e.g. 90%+) being written into contracts. Ideally, this should be integrated with the NEET tracking system, where significant effort has gone into improved tracking in recent years but greater system potential exists, e.g. for recording individuals' circumstances and journeys between support providers.

In addition, within the Executive Summary and Main Technical Report key recommendations are made for each of the four Workstreams.



dmh associates
policy | research | practice

Report compiled by dmh associates
an independent research company

led by Dr Deirdre Hughes OBE,
in association with Karen Adriaanse
and Dr Chris Percy.

Contact: Dr Deirdre Hughes OBE
Email: deirdre.hughes3@btinternet.com
Tel: 07533 545057
April 2023