

## Local Economy and Lifelong Learning Scrutiny Commission

Thursday 2 May 2019

7.00 pm

Ground Floor Meeting Room G01C - 160 Tooley Street, London SE1 2QH

### Membership

Councillor Jon Hartley (Chair)  
Councillor Victor Chamberlain (Vice-Chair)  
Councillor Maggie Browning  
Councillor James Coldwell  
Councillor Sirajul Islam  
Councillor Bill Williams  
Councillor Dan Whitehead  
Martin Brecknell  
Lynette Murphy-O'Dwyer

### Reserves

Councillor Humaira Ali  
Councillor Peter Babudu  
Councillor Paul Fleming  
Councillor Barrie Hargrove  
Councillor Leanne Werner

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### INFORMATION FOR MEMBERS OF THE PUBLIC

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**Access to information** You have the right to request to inspect copies of minutes and reports on this agenda as well as the background documents used in the preparation of these reports.

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**Contact** Julie Timbrell on 020 7525 0514 or email: [julie.timbrell@southwark.gov.uk](mailto:julie.timbrell@southwark.gov.uk)

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Members of the committee are summoned to attend this meeting

**Eleanor Kelly**  
Chief Executive  
Date: 24 April 2019



# **Local Economy and Lifelong Learning Scrutiny Commission**

Thursday 2 May 2019

7.00 pm

Ground Floor Meeting Room G01C - 160 Tooley Street, London SE1 2QH

## **Order of Business**

<b>Item No.</b>	<b>Title</b>	<b>Page No.</b>
<b>PART A - OPEN BUSINESS</b>		
1. <b>APOLOGIES</b>		
2. <b>NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT.</b>	In special circumstances, an item of business may be added to an agenda within 5 clear working days of the meeting.	
3. <b>DISCLOSURE OF INTERESTS AND DISPENSATIONS.</b>	Members to declare any interests and dispensations in respect of any item of business to be considered at this meeting.	
4. <b>MINUTES</b>	To approve as a correct record the Minutes of the open section of the meeting on 12 February 2019.	1 - 4
5. <b>CAREERS ADVICE</b>	An overview of career advice and interaction with schools, community & voluntary sector and DWP will be provided.	5 - 9
6. <b>UPDATE ON SKILLS STRATEGY</b>		10 - 15
7. <b>SCRUTINY REVIEW REPORT</b>		

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The report is enclosed.

**DISCUSSION OF ANY OTHER OPEN ITEMS AS NOTIFIED AT THE START OF THE MEETING.**

**PART B - CLOSED BUSINESS**

**DISCUSSION OF ANY CLOSED ITEMS AS NOTIFIED AT THE START OF THE MEETING AND ACCEPTED BY THE CHAIR AS URGENT.**

**DISTRIBUTION LIST**

Date: 24 April 2019

**EXCLUSION OF PRESS AND PUBLIC**

The following motion should be moved, seconded and approved if the sub-committee wishes to exclude the press and public to deal with reports revealing exempt information:

“That the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1-7, Access to Information Procedure rules of the Constitution.”



## LOCAL ECONOMY AND LIFELONG LEARNING SCRUTINY COMMISSION

MINUTES of the Local Economy and Lifelong Learning Scrutiny Commission held on Tuesday 12 February 2019 at 7.00 pm at Ground Floor Meeting Room G02B - 160 Tooley Street, London SE1 2QH

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**PRESENT:** Councillor Jon Hartley (Chair)  
Councillor Victor Chamberlain (Vice-Chair)  
Councillor Maggie Browning  
Councillor James Coldwell  
Martin Brecknell

**OTHER MEMBERS** Councillor Kieron Williams, cabinet member for Jobs, Skills and Innovation  
**PRESENT:**

**OFFICER SUPPORT:** Julie Timbrell, scrutiny project manager  
Dolly Naeem Head of Southwark Adult Learning Service  
Catherine Verrinder, Team Leader Southwark Choices  
Neil Gordon-Orr, Strategic Manager Education Access.  
Sheila Luwero, former housing apprentice in 2015

### 1. APOLOGIES

### VIDEO OF THE MEETING

<https://www.youtube.com/watch?v=B6kFbUhbUFU>

### 2. NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT.

### 3. DISCLOSURE OF INTERESTS AND DISPENSATIONS.

There were none.

#### **4. MINUTES**

The minutes of the meeting on 6 December 2018 were agreed as an accurate record.

#### **5. SKILLS STRATEGY & SOUTH LONDON INNOVATION CORRIDOR UPDATE**

Councillor Kieron Williams, cabinet member for Jobs, Skills and Innovation provided an update on the Skills Strategy development.

Council apprentice: Sheila Luwero, former housing apprentice in 2015, explained the benefits of doing a council apprenticeship. She explained that she had gone to university but had no work experience. The council's advanced housing apprenticeship scheme was therefore perfect for her level of qualification and enabled her to gain skills rapidly through training and support. This included a mentor who identified skills gaps, who she then shadowed and this enabled her to pick up skills, like minute taking. She was able to complete her course and progress rapidly.

The cabinet member said council is a leader here and planning to do more; there are now specific apprenticeship qualifications in Planning and Health & Social Care.

She advocated for making an apprenticeship a good quality option. University is not for everybody and may not be necessary for some roles; increasingly qualifications can be gained on the job e.g.: social work. University gives education, whereas apprenticeships give skills.

The cabinet member emphasised the need for good quality apprenticeship. The council is encouraging employees to invest in these; which includes two days paid leave for training. Some employees are reluctant; however this is often the only way for employers to secure qualified employees.

He added that there are good quality, high paid jobs and careers available in London. More information is needed about the variety and pathways into these. Lend Lease are part of enabling this. Sheila Luwero agreed with this and the need for better information for parents and young people on the variety of opportunities and schools providing better information on the necessity work experience.

Luis, an Employment support case worker from St Giles, gave an introduction to the intensive support his team gives to young people and others looking for jobs. This includes conducting skills audits, helping young people overcome barriers, and enabling them to understand the job market and how to find the right role.

Elise John-Lewis, Social and Economic Development Manager, Elephant Park, presented on their initiatives to engage local people in a variety of work roles. People know about the trade opportunities; but less about the support and technical services jobs available.

## **6. ADULT EDUCATION UPDATE**

Dolly Naeem Head of Southwark Adult Learning Service; Catherine Verrinder, Team Leader Southwark Choices and Neil Gordon-Orr, Strategic Manager Education Access contributed to this item.

Members asked about the report on NEETS and pathways from school e.g. Post 16 Education/ Training/ Apprentices. A member asked the available data for 18, 19, 20 year olds. Officers said they do not track this but do continue to work with this cohort.

The Commission then received a presentation on the Adult Education service and issues around repeat course fees. Officers said the majority of repeat learners are for non-accredited courses; often for courses that are about enjoyment and developing skills over a longer time frame, for example in the arts and crafts. The service has abolished the repeat fees. Although this has some cost the council had to weigh up the reputational cost and time addressing the unpopularity of the previous policy, with the value of repeat courses to many people.

Officers were asked about the different motivations for accredited and non accredited learning. Officers said that there were often different motivations with accredited courses being skills based (e.g. literacy or ESOL) whereas non-accredited are often about enhancing interests and improving health & wellbeing.

## **7. WORKPLAN**

The chair invited ideas for presentations at the next meeting; the following were suggested:

- Addressing how we can retain young people in the borough and track how many work out of the borough,
- Look at careers advice and employment support.

Meeting ended at 8.45 pm



# Careers/IAG Advice in Southwark

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Agenda Item 5

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## **Southwark's current offer – Education Access 0-25**

### **Southwark Choices (previously Connexions)**

- Team of five careers/IAG officers who are based at the councils offices at Queens Road.
- Delivery of statutory duties in relation to post 16 participation – Risk of NEET/NEET work and tracking of 16/17 year olds Southwark residents
- School support offer (to schools who wish to work with the service). Support to students at risk of NEET, assemblies on post 16 options/careers including apprenticeships, attendance at parents evenings, and GCSE results day. Weekly opportunities bulletin, monthly LMI data, college and sixth form open day lists, live apprenticeship vacancies, information on careers/apprenticeship events. General advice on careers delivery, statutory careers guidance and data.
- Drop in service 2 days a week or bookable IAG appointments offering 1:1 advice on education and training opportunities, support to complete CV's and applications, preparation for interviews
- Allocated advisors for young people identified as being Risk of NEET/NEET (approx. 30 per advisor)
- Careers delivery in schools – Traded service

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### **SIAS Information, Advice and Support**

- 1:1 advice for young people with SEND 16-25 (1 X Specialist 16-25 adviser helping with CV's, applications, planning future/interview academy)
- 1:1 advice for parents around employment and supporting young people
- Group work in schools with years 9-11 as requested
- Results day drop in for A level and GCSE
- Guide Box Drop in (new monthly event series of 6) 18-25 personal development sessions
- Journey to adulthood event 14-25
- Local offer and working with community to source opportunities to promote
- Local offer twitter
- Guide Box Instagram (new for opportunities 16-25)

## **Southwark's current offer – Education Access 0-25**

### **Virtual School – Looked After Children and Alternative Provision**

- All Looked After Children have an education adviser
- Year 11 LAC IAG adviser to support post 16 transition
- Year 12-13 LAC IAG adviser working with Looked After Children who are NEET and placed outside of Southwark (Southwark Choices work with LAC NEET in borough)
- All year 11 students in Southwark alternative provision receive IAG support from their reviewing officer to support post 16 transition

## **Other Careers/IAG support**

### **Other LA services**

- Employment advisor within the leaving care service
- Catch 22/Care leaver offer ( programme under development)
- YOS Education and training adviser
- Southwark Education Business Alliance -WEX, business mentoring, CV workshops (traded service)
- Services commissioned by the Local Economy Team (Southwark works framework)

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### **External**

- JCP – Schools offer
- National Careers Service (18-24)
- GLA - including ESF Programmes – new programmes due to launch August 2019

### **Referral pathways**

- Various employment support/preparation/mentoring – Princes Trust, Spear, Drive forward, Seetec, Construction Youth trust, Construction Skills Centre, Street League, St Giles, Skills for Growth
- Traineeships – Smart Training, SEETEC, Millwall, Focus Fitness

## **Other Careers/IAG support – Schools**

Schools have a number of statutory duties in relation to careers advice and guidance including:

- Provision of independent careers advice and guidance for pupils in years 8 to 13.
- Providing opportunities for a range of providers to access all students to provide information on vocational and technical qualifications.
- A named careers lead and governor
- A published careers and provider access policy

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There is also an expectation for schools to work towards meeting the Gatsby Benchmarks

Schools do not have to inform the Local Authority of what they are doing to deliver these duties.

They do have to share basic information such as the pupil's name, address and date of birth; other information that the local authority needs in order to support the young person to participate in education or training and to track their progress.

# Southwark Skills Strategy

Update to Local Economy and Lifelong Learning  
Scrutiny Commission

Thursday 2 May 2019

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# Key aims of SSS

Three priority aims:

- Residents have the opportunity to gain the type and level of skills they need to access local opportunities and progress in the labour market
- Employers invest in their workforce and have access to training provision that responds to their needs and allows them to recruit locally
- Employers and providers work collaboratively to develop a local skills offer that is responsive to the needs of the local economy



# Skills Partnership

- Includes schools, Further and Higher Education and employer reps
  - Continues to meet to oversee delivery plan
  - Met in Apr to discuss digital skills
    - Heard from providers incl. UAL
    - Value of apprenticeships
    - Skills challenges faced by employers
    - Schools engagement and Information, Advice & Guidance (IAG)
  - Next meeting to discuss Apprenticeships
  - Planning a skills event in the Autumn

# Key sectors

- Developing a digital skills framework
  - Understand need and demand
  - Provision and gaps
  - Align with South London Innovation Corridor
- Develop a hospitality skills offer
  - Working group established
  - Engaging with employers
  - Developing a specification
- Better pathways into health and social care jobs

# All-age careers IAG

- Improving the all-age IAG offer
  - Workshop with schools careers leads
  - Established links with National Careers Service
  - Roll out provision e.g. in libraries
- Developing a careers IAG framework
  - What works, good practice
  - What needs to be improved
  - Gaps in provision
- Promote existing and emerging provision

# Next steps

- Respond to GLA Adult Education Budget consultation
- Undertake learner and employer consultation
- Focus on apprenticeships
- Update to Cabinet in June
- Revise delivery plan for 2019/20
- Align with emerging Economic Wellbeing Strategy



**LOCAL ECONOMY and LIFELONG LEARNING SCRUTINY COMMISSION****MUNICIPAL YEAR 2018-19****AGENDA DISTRIBUTION LIST (OPEN)****NOTE:** Original held by Scrutiny Team; all amendments/queries to Fitzroy Williams Tel: 020 7525 7102

Name	No of copies	Name	No of copies
		Fitzroy Williams, Scrutiny Team SPARES	10
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<b>Reserve Members</b>			
Councillor Anood Al-Samerai Councillor Peter Babudu Councillor Paul Fleming Councillor Barrie Hargrove Councillor Leanne Werner			
			<b>Total: 10</b>
			<b>Dated: Sept 2018</b>