

## **Report to CHILDREN'S SCRUTINY BOARD**

# **Participation of Young People aged 16 – 18 in Education, Employment or Training**

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Education and Skills

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### **Purpose of the report**

This annual report is the result of previous requests from the former Overview and Scrutiny Committee to present annual reports to Members to keep them informed of relevant activities and initiatives.

### **Executive Summary**

The Annual Report is for information and opportunity for members to scrutinise and challenge activities in the preceding year. This report will update the Board on current participation and NEET (not in education, employment or training) rates together with a summary of activity during the past academic year and planned in the future to ensure that we are shaping and influencing opportunities where possible for our 16–18-year-olds.

### **Recommendations**

The Board to note the current landscape and experiences of 16–18-year old's which is impacting on their participation in education, employment, or training.

The Board is asked to note the range of interventions currently in place to support young people into EET (education, employment and training) and prevent the incidence of NEET increasing.  
To comment and discuss accordingly.

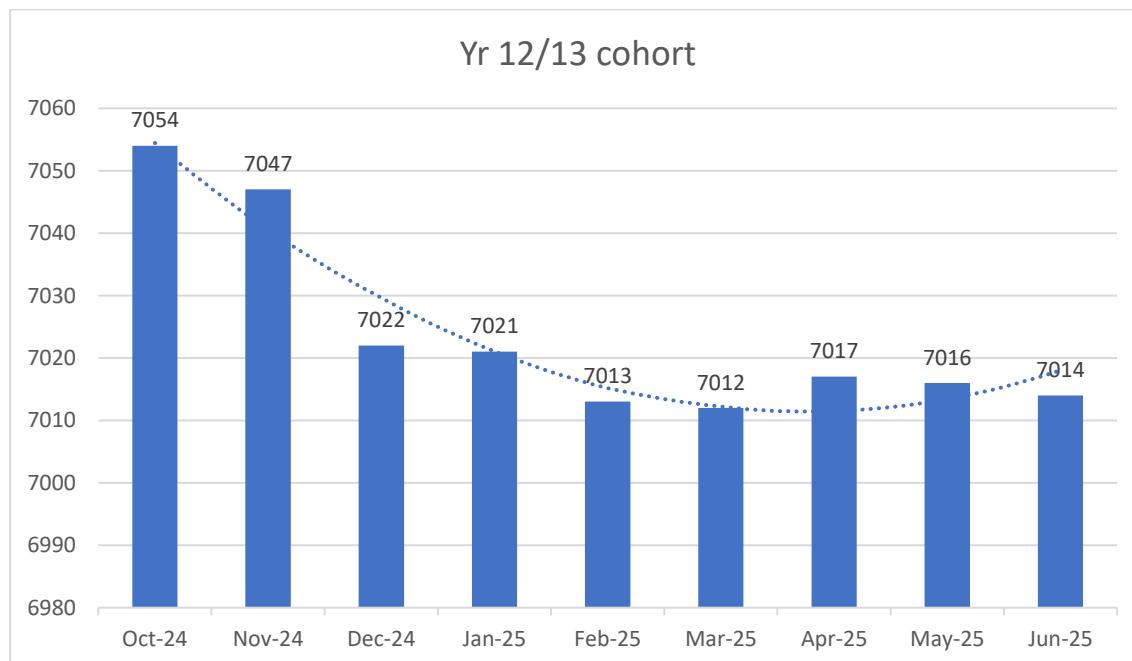
## Participation of Young People aged 16 – 18 in Education, Employment and Training

### 1 Background

- 1.1 The LA continues to fulfil its duties around encouraging, enabling, and assisting young people to participate in education or training and tracking those aged 16 and 17 through the commission of the targeted support offer delivered by Positive Steps. This includes a small resource for our SEND (EHC plans) and Children Looked After (CLA) cohort. An open and competitive commissioning and procurement exercise involving young people, parent/carers and service area leads was undertaken in 2024/25 with the new contract awarded from 01/04/2025.
- 1.2 Our approach across partners in Oldham is to ensure that young people are empowered to access the advice and support they require; that we have opportunities available and to engage with our young people to hear their voices and respond as best we can. We do this using a partnership approach engaging organisation's who work with our 16 – 18-year-olds and support them to participate.
- 1.3 This report will update the Board on Participation, NEET and unknown rates across the academic year 2024/2025, meaningful data months are October 2024 to June 2025, together with a summary on activity planned in the future to ensure that we are shaping and influencing where possible for our 16–18-year-olds.

### 2 Current Position

#### 2.1 Cohort numbers



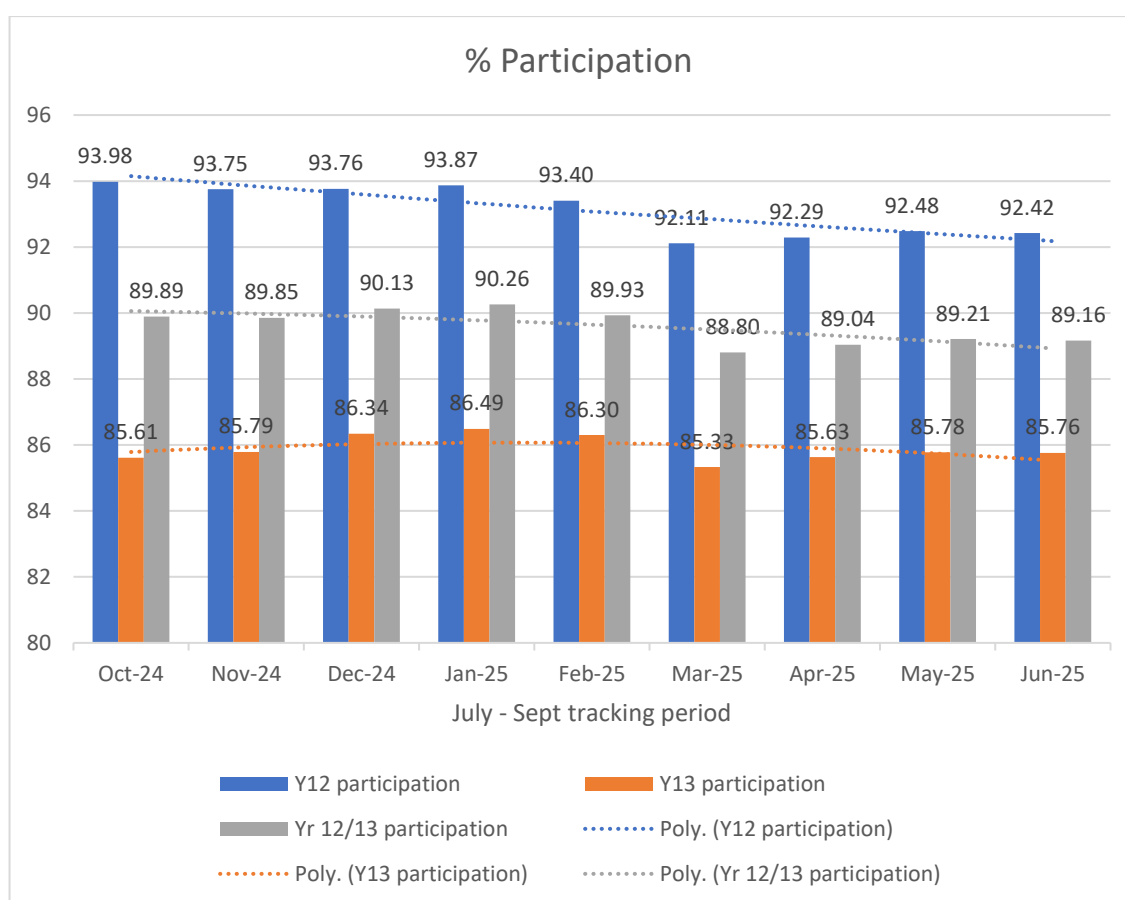
- 2.1.1 As in the previous academic year, we have seen another notable rise in our cohort numbers. The peak in 23/24 academic year was 6865. The peak for 24/25 academic year is 7054.

Both peaks were the October data. Average cohort figure for 23/24 was 6685, average for 2022 was 6401. 24/25 academic year average is 7024. This is an increase of 339. This further increase of young people in the cohort puts pressure on all service areas, including the LA in meeting its statutory duties, it increases competition for education placements, education providers need to offer more and differentiated places and increases caseloads for staff working to secure placements for young people.

2.1.2 Y12/13 cohort numbers are projected to continue to rise until the academic year 28/29.

2.1.3 Oldham College has been successful in securing funding from two capital bids, disseminated via GMCA. This will allow the College to increase the number of places on site over the next two years. The bids have required LA oversight to ensure the funding meets the GMCA sufficiency difficulties we are currently facing. The College have ensured places are created in priority sectors that meet future employment needs.

## 2.2 Y12/13 Participation Rates



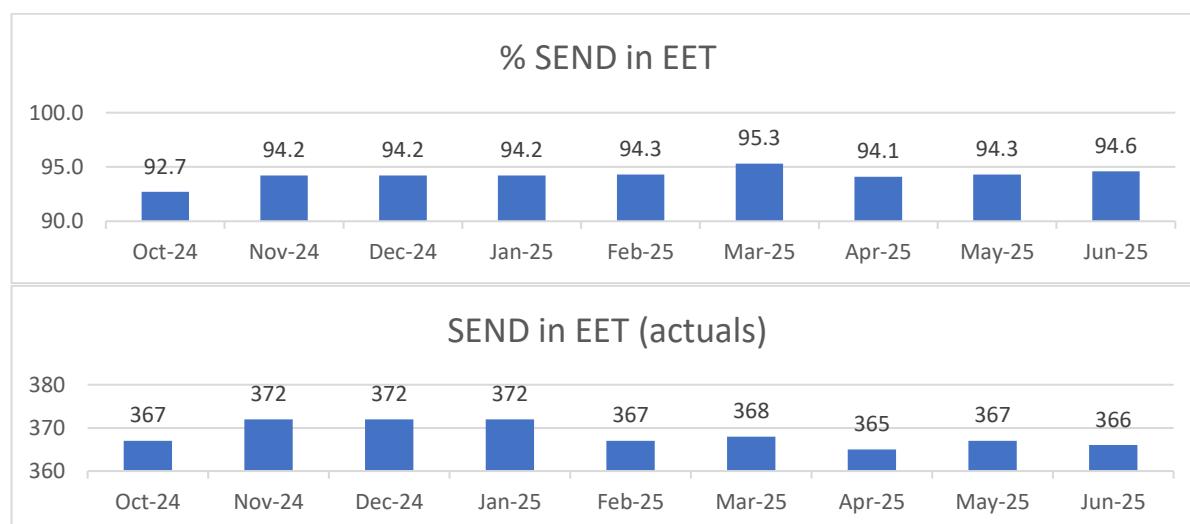
2.2.1 Y12 average participation across the 24/25 academic year was 93.1%, which is slightly higher than last year (93.06%) and indicates that majority of year 12 students are participating in some form of EET activity. This % rate of participation has been fairly static over the last twelve months, indicating that our year 12's were relatively settled in their destination following transition from school, with only 1.56% drop in participation when comparing October 24 to June 25.

2.2.2 However, following a similar trajectory to previous 2 years, participation rates in our year 13 cohort are much lower. Positively, Y13 average participation for 24/25 is 85.89%, which is higher than 23/24, which averaged at 84.21%. Professionals, parents, carers and peers

demonstrate continuing concerns about wellbeing, in particular loneliness, dissatisfaction with life, stress, anxiety, boredom and concerns about the future all continue to affect young people and their levels of engagement and motivation.

- 2.2.3 Y13 participation could be affected by sufficiency issues currently being experienced across Greater Manchester. This is discussed in more detail at 3.17.
- 2.2.4 Historically, there have always been young people that struggle with the transition from Y12 to Y13. Additional support at re-enrollment for those who need to seek an alternative course for Y13 is provided by our NEET team. Information from Colleges on who would not be offered a Y13 place is requested so that young people could be contacted and offered support, if they did not manage to access this whilst at College.
- 2.2.5 As part of the discovery into why young people continue to not participate in Year 13, we undertook a specific Year 13 Survey, of which the results of which were shared with our two main Colleges. The response was small (33 respondents), but those that did respond, had their voice heard by the Colleges from which they can learn and endeavour to support young people more holistically. The survey is attached at appendix 1.
- 2.2.7 Empower Oldham funded via GMCA have provided an additional support offer for these young people. This forms part of the commissioned service delivered by Positive Steps. Teams are able to refer young people to work with a careers coach or mentor. We have case studies of some excellent outcomes, providing us with evidence that if capacity is available to undertake the work and a young person is willing to engage and take on the practical and emotional support that a mentor can offer, they are able to re-engage in positive activity. This funding is agreed until March 26. GMCA have sought agreement to continue to fund this activity for 26/27, whilst they have acknowledged agreement of fund, level of funding is yet to be confirmed.

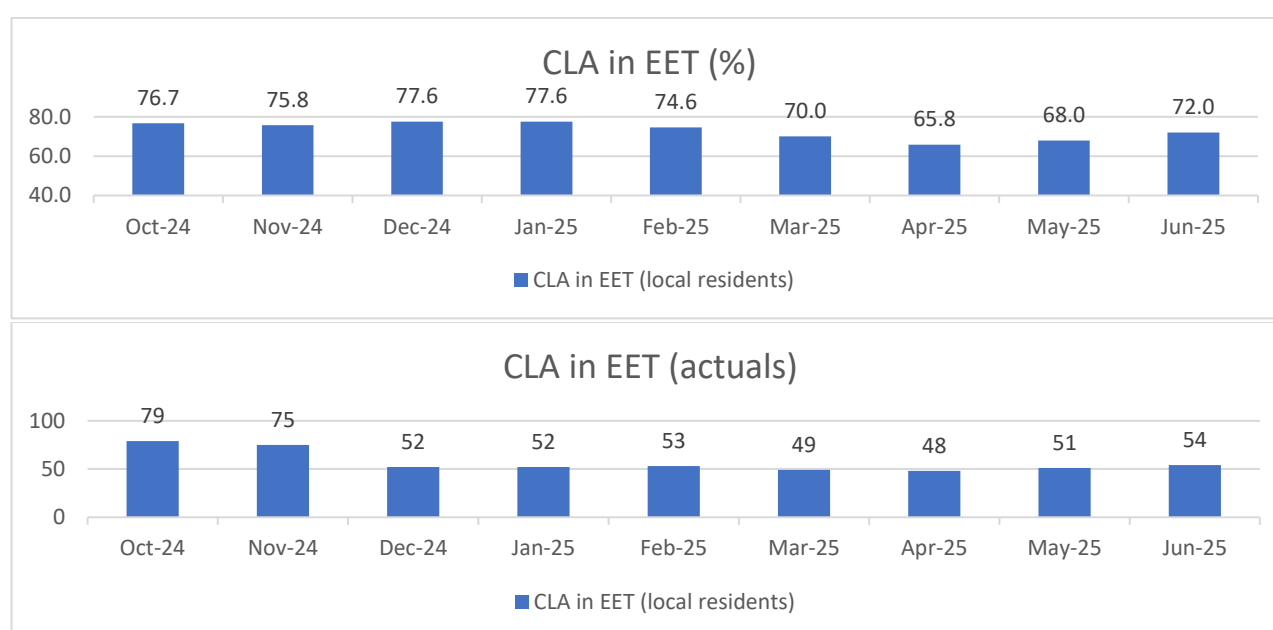
## 2.3 SEND Participation Rates



- 2.3.1 The actual cohort numbers fluctuate month by month across the year, but the average annual cohort number for Y12/13 SEND is 368. This is a rise in young people of 54, as average cohort numbers in 23/24 were 314, reflecting the pressures on services as identified at 2.1.1. The % participation increases across the academic year, showing a rise in participation of 1.9% across the academic year.

- 2.3.2 The SEND Team co-ordinates education provision for young people aged 16 – 25 with an EHC plan to ensure they are accessing an education provision that meets the educational outcomes in their EHC plan and supports them to achieve their aspirations.
- 2.3.4 The PfA Steering Group works in partnership with a wide variety of partners (and feeds into the SEND Programme Board) to improve outcomes for young people with SEND, including employment.
- 2.3.5 Oldham was successful in securing additional funding from the DfE to work on a Supported Internship program. The aims of the project are to increase the number and quality of Supported Internships available to young people in Oldham and we are currently in year 4 of the 3-year project (project was extended for a further year). Oldham Council works closely with the two local delivery providers, DfE, Oldham Youth Service and Oldham Theatre Workshop to achieve project aims. For the fourth year, we are working on an event for employers, that will encourage them to take an intern within their organisation.

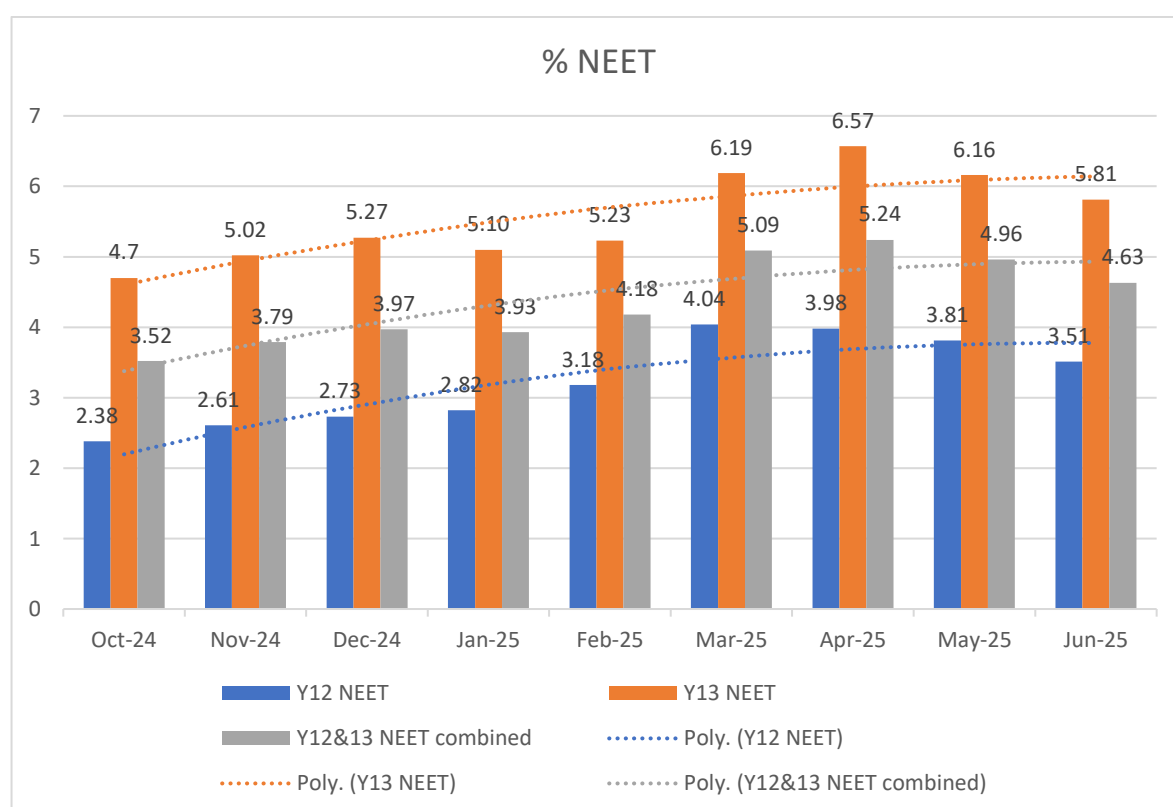
## 2.4 CLA Participation (local residents)



- 2.4.1 The average annual cohort number for CLA (16 – 18) in 2023 is 57. This is an additional 12 young people included in the cohort (last year average was 45).
- 2.4.2 Given the additional barriers CLA young people face we understand these young people require a higher level of support and our dedicated Careers Advisor support working with social care teams and the Virtual School is essential to ensuring these young people are encouraged and supported to participate and re-engage if they become NEET. As part of the new contract, we continue to provide the additional resource dedicated to this cohort.
- 2.4.3 Our Virtual School (VS) coordinates further support for the young people in our care to assist them to transition successfully into Post 16 provision. This is provided through a dedicated Post 16 Education Officer. The VS deliver a range of targeted activities and programmes to raise aspirations and participation, utilising information/data in Personal Education Plans (PEPs) on careers advice and guidance. Ongoing liaison with the VS and Positive Steps ensures that there is oversight of Oldham CLA and the careers advice and guidance they have received or require.

- 2.4.5 In conjunction with the Care Leaver Team, Get Oldham Working and Workforce Development we have collaborated to refine our processes to ensure our Care Leavers get priority access to Council apprenticeship opportunities, and support to apply and secure these opportunities. Any Care Leavers wishing to access the support for an external apprenticeship can do so. This co-operative approach has secured apprenticeships for 3 Care Leavers.
- 2.4.6 The Oldham Youth Hub is a partnership between Job Centre Plus, Get Oldham Working and Positive Steps, that supports young people, in particular Care Leavers, to access employment support and re-engagement opportunities. Plans to expand the Youth Hub in line with the Governments new Youth Guarantee are currently being explored.
- 2.4.7 Our VS has now implemented a multi-agency NEET surgery for CLA and Care Leavers. The surgery meets on a monthly basis and has seen some progression for young people starting to accept support from professionals to support them from NEET to EET.

## 2.5 Not in Education, Employment or Training (NEET)



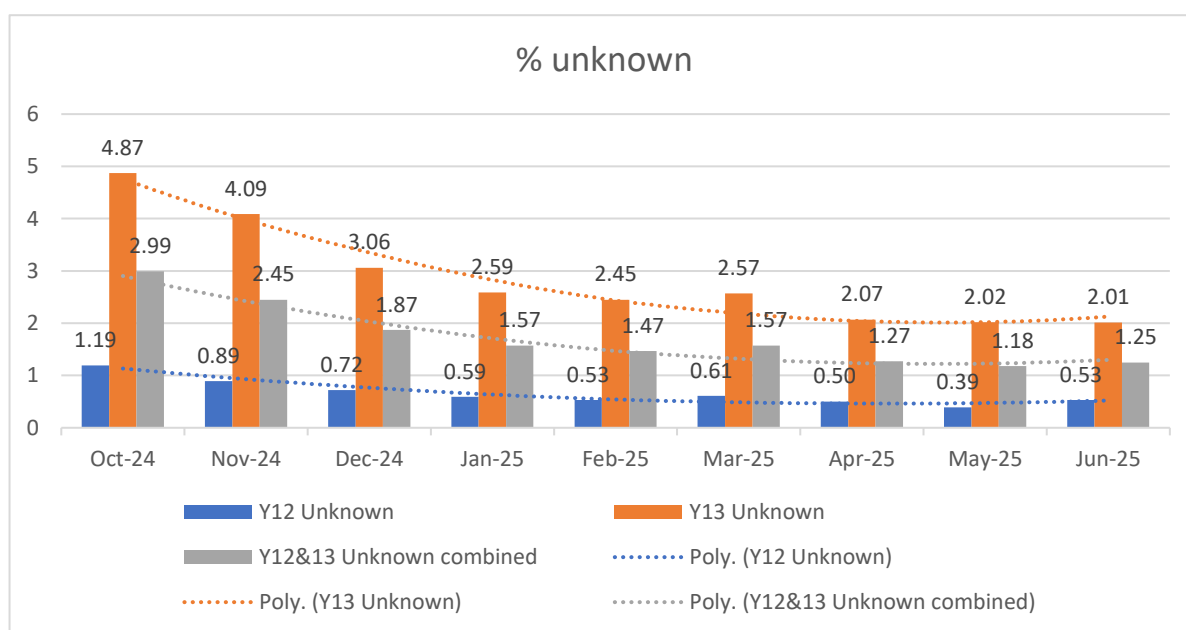
- 2.5.1 The average NEET rate for Y12/13 combined over the 24/25 academic year stood at 4.37%. The average for 23/24 was 4.67%. This is an improvement of 0.3% on last year. We continue to receive monthly starter leaver information from providers to ensure that an advisor can contact young people who become NEET mid-year to re-engage, reducing the amount of time potentially spent NEET.
- 2.5.2 In line with the participation data, the NEET data highlights the difficulties our Y13 cohort is experiencing with successfully accessing EET, with Y13's annual level 2.33% higher than our Y12 cohort (on average across 24/25).
- 2.5.3 In June 2025, there were 325 young people recorded as NEET. Of those, 33 were not available to the labour market. Please note, the number of young people in the table below

that are NEET not ready for work and learning in comparison to those that are NEET seeking employment, education or training. This further highlights how many of our young people leave school and are not prepared for the labour market or further learning and require a different, more specialised approach to enable them to engage.

<b>NEET Group</b>	<b>325</b>
Available to labour market	292
Working not for reward	1
Not yet ready for work or learning	140
Start date agreed (other)	0
Start date agreed (RPA compliant <sup>1</sup> )	17
Seeking employment, education or training	134
<b>Not available to the labour market</b>	<b>33</b>
Young Carers	1
Teenage Parents	8
Illness	20
Pregnancy	4
Other reason	0

2.5.4 All the NEET young people are offered support and provided information to enable them to contact the NEET team and access the support on offer, when they are ready to do so. Our tracking requirement is another point of contact we make, to ascertain whether circumstances have changed, or whether the young person would like to discuss re-engaging with EET activity.

2.6 Unknown (or “not known”)



<sup>1</sup> Under Part 1 of the Education and Skills Act 2008 young people aged 16 and 17 who have not attained level 3 qualifications of sufficient size are under a duty to continue in education or training until the young person's 18th birthday. Advice on the definitions of participation in education or training and what is RPA compliant is set out in Annex 1 to this guidance, [Participation of young people in education, employment or training](#).

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- 2.6.1 We have seen a drop in the unknown rate across the academic year 24/25. The average rate across the year equates to 1.74%. Our Y13 average (2.86%) being higher than Y12 (0.66%). Averages, excluding our Year 13 cohort are an improvement on 23/24 academic year where our average rates were combined 1.22%, Year 12 0.80% and Year 13 1.66%.
  - 2.6.2 This means most young people are known to us, we know they are safe and we can offer services. If we use the average cohort (7024) against the average unknown percentage rate (1.74%), this means around 122 young people were unknown across the academic year.
  - 2.6.3 It is difficult to ascertain the many reasons for young people becoming unknown, and we continue to use lived experience, research, peer to peer shared good practice to explore the reasons and work with partners to ensure young people access support.
  - 2.6.4 Positive Steps try several and varied attempts at continued contact but in some cases have been required to make the young person unknown as we cannot ascertain a positive EET destination. This can be in cases where we have established a family does not to live in Oldham.
  - 2.6.5 Follow-up of these young people continues, but this can become a strain on resources. Due to the guidance set out by the DfE, although we may have evidence that a young person no longer lives in Oldham, due to us being unable to obtain a positive EET destination, we are required to continue to a) keep this young person on Oldham's database and b) mark them as unknown in our data returns. Work is currently being undertaken to assess what % of young people fall into this category so we can report this.

The table below outlines the June 2025 status as an example of this:

Not known group	Year 12	Year 13	Total
Unknown – trying to contact	11	14	25
Unknown – cannot be contacted	8	55	63

The group outlined above “Unknown – cannot be contacted are in the category outlined in 2.6.5.

### 3 Key activity over the last 12 months to support participation

- 3.1 A full, open and competitive commissioning and procurement tender was undertaken during 2024/25 with the new contract awarded to Positive Steps coming into effect from 01/04/2025 exercise was undertaken to establish and put in place a new delivery contract. The service specification and tender which went to market reflected the reduced funding envelope. Positive Steps have revised their service delivery offer to ensure we meet the statutory duties outlined and still provide as much support as possible to young people to re-engage. The new contract became operational on 1 April 2025, and is known as the Targeted Specialist Services Support (TSSS) contract. TSSS was the name for the services identified by young people
  - 3.1.1 Whilst our commissioned service continues to meet our statutory duties in relation to participation, it is acknowledged at a regional level that this cohort requires additional support to enable them to participate successfully.
  - 3.1.2 Engagement programs are essential for young people and provide an essential part of the pathway from NEET to EET. We currently have a number of organisation's offering provision in Oldham or GM that young people can access that will support young people to engage and obtain skills for education, employment or training.
  - 3.1.3 Due to the number of funded projects available for young people in Oldham, it became increasingly difficult to navigate what is available for young people. Use of the padlet;



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[Positive Steps \(padlet.com\)](https://padlet.com) which provides a visual of what's currently available to young people to support them to become EET continues to be used widely. The padlet is continually updated and is available for young people, parents and professionals to use and has become a key tool in our NEET prevention work.

- 3.2 GMCA continue to fund activity to support NEET. The funds received by Oldham delivers our "Empower Oldham" project run by Positive Steps. The decision to link this funding to the TSSS contract ensures a cohesive offer is in place for additional support to re-engage young people into participation and activity is accessed promptly. Empower Oldham's offer is for 15 – 19-year-olds (up to 25 with SEN and 21 if care experienced) who are at risk of or NEET, and will provide bespoke enhanced support, either individually or in groups to move them into a positive EET destination. GMCA monitor the projects outputs and outcomes and all monitoring indicators are met month on month.
- 3.2.1 GMCA confirmed in October 2025 that funding for this NEET activity will be made available to Oldham until 31 March 2027, but as at the time of writing, details of funding levels or monitoring arrangements have yet to be set out.
- 3.3 As mentioned at 2.2.5, we undertook a Year 13 Survey (appendix 1) to ascertain any trends we could address with support, given the data tells us that this is the cohort that struggles the most with participation. The response was small, but the results have been shared with both Oldham College and Oldham Sixth Form College.
- 3.4 Due to our status as a Co-operative Council, we were able to be involved in a bid for some funding from the Co-operative Council Innovation Network (CCiN). Nationally, six local authorities put forward a bid for research funding to support NEET prevention work.
- 3.4.1 The bid successfully secured £20,000. The associated funding will allow us to focus on two workstreams; firstly the LA's to undertake some peer to peer learning, with each LA highlighting an area of good practice.
- 3.4.2 The second workstream will engage a consultancy firm that will look at standardizing a sufficiency calculation process. This will provide a standard across the co-operative LA's and provide a good practice process for other LA's to adopt.
- 3.5.1 GMCA host a Careers and Participation Meeting, which hosts the 10 LA's plus GMCA Youth Employment Team to co-ordinate activity in the post 16 participation space.
- 3.5.2 The group has taken on lead areas across priority workstreams. These include employer engagement, sufficiency, apprenticeships, find, follow, support, careers and communities of practice, young person voice and vulnerable groups.
- 3.5.3 Oldham co-leads on the sufficiency workstream, which is closely related to the CCiN project. The task and finish group has made a decision to look at post 16 enrolments to gauge the appropriateness and need for a standardised approach across GM.
- 3.6 GMCA and the Careers and Enterprise Company (CEC) support local schools with the duties in relation to Careers Education. They facilitate (and Post 16 Team attends and supports) Communities of Practice, to ensure the quality of careers education in Oldham is of a standard that keeps participation as high as possible.

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- 3.6.1 The Post 16 Team continues to support schools and colleges with all of the duties relating to the delivery of careers education and supporting schools to ensure they meet their Gatsby Benchmarks<sup>2</sup>.
- 3.7 GMCA are currently developing an all-age careers strategy for GM that responds to the local skills improvement plan and reflects the skills ambition for the city region. We facilitated a consultation session over the summer for all stakeholders to contribute, and continue to engage with the development to ensure the strategy is appropriate for residents, including young people of participation age.
- 3.8 The establishment of the Post 16 Reference Group has been a success. Over the last twelve months the group has enabled a new data sharing protocol that will enable post 16 providers to support young people more appropriately during transition.
- 3.8.1 The group also requested Oldham Council commission review of the employment and skills landscape in Oldham. The resulting Oldham Skills Plan took a three stage approach;
- Desktop review - a document and data review of key papers relating to Oldham, GM and national policy and data sets.
  - Interviews with stakeholders – a round of interviews with key local employers, post 16 providers, GM Chamber, GMCA, Oldham Council (officers and cabinet member)
  - Analysis and reporting, synthesizing the available data to draw down recommendations and priorities for action, focused on improving skills system function and influencing the curriculum offer so it best supports Oldham residents to access good quality employment.
- 3.8.2 The resulting analysis has informed the newly refreshed Employment and Skills Strategy, in which NEET and participation are a priority. The Employment and Skills Strategy is attached at appendix 2.
- 3.9 Oldham College introduced a new admissions process this year, namely “the Oldham Promise”. The new process intends to be equitable for students and support them to consider the Post 16 options earlier, due to more engagement points throughout Year 11. The aim is also to support transition, due to the higher level of engagement and earlier notification. The College can learn more about the incoming student and any additional transition arrangements can be made.
- 3.9.1 As this was the first year of the new process, issues have arisen, but refining will take place by the College this year, and schools will have more information to support their pupils with the transition and process.
- 3.10 We have been successful in lobbying GMCA to extend two of their employment support programmes to residents from aged 16 plus. Activity funded by the Community Grants offers and the Economic Inactivity Trailblazer projects can be accessed by Oldham residents aged 16 and over. This additional support provides wider choice for young people to re-engage, as some of the activity included may be suitable alternative offer for a young person and support their re-engagement into EET.
- 3.11 Oldham’s Post 16 Team, Get Oldham Working, Job Centre Plus, Care Leaver Team and Positive Steps continue to work together to deliver Oldham’s Youth Hub. The initiative works in a supportive, young person focused and positive outcome-based way that supports young people aged 16 – 25 years old to access support to enable them to participate in activity that will lead to an employment opportunity. The Youth Hub hosts our Youth Hub Collaborative,

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<sup>2</sup> The Gatsby Benchmarks are a framework of eight standards that define world-class careers guidance for young people in England, aimed at improving career education and outcomes for students.

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which is a network of agencies sharing information and service offerings to support young people to achieve.

- 3.11.1 Currently the Youth Hub has a focus on Care Leavers, with the new Care Leaver NEET panel proving successful. There are plans to establish a wider offer, grow Oldham's Youth Hub in line with the government's Youth Guarantee.<sup>3</sup>
- 3.12 We engaged with the recent Great Horizons Event, which saw hundreds of Oldham children and young people have the opportunity to experience STEM differently and think about careers in STEM as a future career prospect for them.
  - 3.12.1 In addition to the events for children and young people, we were able to attend the Business event, where we engaged with employers in Oldham who are willing to support young people.
  - 3.12.2 We have engaged with the Great Horizon's planning team, and are now able to support plans for future events moving forward.
- 3.13 The Greater Manchester Baccalaureate (MBacc) is a new educational pathway aimed at providing young people in Greater Manchester with clear routes to technical education and employment opportunities. It is a key strand in the Greater Manchester Strategy towards improving educational outcomes across the Combined Authority.
  - 3.13.1 MBacc is designed to ensure that every young person in GM has access to quality education that aligns with local job markets. It emphasizes technical education as a prestigious route, connecting students with employers through seven sector gateways.
  - 3.13.2 The aim is to help young people understand the skills required for in demand, local employment and how to achieve them.
  - 3.13.3 The MBacc is intended for pupils starting in Year 9, as an alternative to the traditional English Baccalaureate (EBacc), which focuses more on academic subjects.
  - 3.13.4 Pupils will still study essential subjects such as English, maths and sciences, but they will engage in technical subjects and vocational training.
  - 3.13.5 The MBacc is designed to facilitate access to apprenticeships, T Levels and other technical qualifications (following the Curriculum Review), preparing pupils for the job market or further training by the age of 18.
- 3.14 Building on the successes of previous events, and taking new developments into account, our Young Person Careers Event has evolved, and the 2025 event will follow a different format.
  - 3.14.1 We aim to be more ambitious with the 2025 event. Acknowledging the development of MBacc across the region has inspired us to base our event around the seven gateways included in the MBacc.
  - 3.14.2 Each of the seven gateways, will have high quality employers in attendance, each demonstrating a small insight into their career opportunities, providing an experience into a career in their industry and inspiring pupils to follow that particular pathway.

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<sup>3</sup> The Youth Guarantee, where every eligible unemployed young person on Universal Credit for 18 months without earning or learning will be provided guaranteed paid work. Participants of the scheme will receive support to take advantage of available opportunities, with the aim of helping them transition into regular employment.

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- 3.14.3 Our event will focus on pupils in schools, from Year 9 upwards. We have arranged for transport for each school to enable attendance.
- 3.14.4 The end of the day will be a quiet hour, where we invite our special schools and a small cohort of NEET young people. This ensures inclusivity.
- 3.15 The links with our local business community are being strengthened via a variety of opportunities, and we are working across teams both in the Council and partners to ensure our engagement with our local employers is co-ordinated, and valued by all parties.
- 3.15.1 This activity connects intrinsically with the work being undertaken in mission 3 of the Employment and Skills Strategy (appendix 2). The Post 16 Team will work alongside partners to achieve the outcomes in this mission.
- 3.16 Following a small transition pilot, Oldham College continue to offer transition places for a small group of pupils from Oldham schools who may benefit from a different approach to transition. The purpose is to introduce the College environment and keep young people engaged and empower them to thrive in their future environment.
- 3.17 Within the statutory guidance on duties relating to the participation of young people in EET, local authorities have broad duties to encourage, enable and assist young people to participate in education or training.
- 3.17.1 One of these duties is to:
- Secure sufficient suitable education and training provision for all young people in their area who are over compulsory school age but under 19 or aged 19 to 25 and for whom an Education, Health and care plan is maintained. This is a duty under the Education Action 1996. To fulfil this, local authorities need to have a strategic overview of the provision available in their area and to identify and resolve gaps in provision.
- 3.17.2 Oldham is experiencing a gap in its offer for 16 –18-year-olds, at Entry Level/Level 1 study programmes.
- 3.17.3 Work is ongoing to secure new training provision into the area, but provision is scarce across GM. We continue to support YMCA to deliver a study programme out of the Positive Steps building. This provides an education placement that is different to a college environment and may suit some learners better.
- 3.17.4 Oldham College also deliver a transitional opportunity at Positive Steps, engaging with learners and supporting them to make a successful transition into College.
- 3.17.5 Another programme developed by Oldham College is Connect to Your Future. The programme is a discreet programme of support, offering bespoke activity for learners who are at risk of “dropping out”. Using data the college hold, they are able to identify pupils who may be struggling, put in some discreet support and enable them to sustain their college place.
- 3.17.6 Oldham College have been successful in securing capital funds to create additional places on their college campus. Create 880 new places over the next two academic years. The places will be available in green tech automotive, construction and early years, in line with both MBacc and GM Local Skills Improvement Plan.
- 3.17.7 The sufficiency of places for 16 – 18 year olds is a priority for all of the 10 GM areas, who are experiencing similar issues regarding appropriate provision for this cohort. We work closely with all neighbouring LA's to seek solutions.
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- 3.17.8 In addition to the moral and reputational risk our gap in provision identifies, it also highlights a potential risk to families. The lack of placements, particularly for activity that has multiple start dates during the academic year, may impact family household budgets via the ceasing of child benefit if a young person is NEET.
- 3.17.9 If a young person is NEET but engaged with services, the family can apply for a child benefit extension of 20 weeks, providing evidence the young person is working with a TIIAG provider to the DWP. If an appropriate placement is not identified, there is no mechanism we are aware of, for extending this benefit. This could impact household budgets as it would trigger the loss of child benefit and potentially associated tax credits.
- 3.17.10 The sufficiency calculation will now be undertaken on an annual basis to determine our sufficiency on a regular basis.
- 3.18 At the request of the Education Assurance Board (EAB), a deep dive into NEET was undertaken.
- 3.18.1 The outcome of the deep dive was a request for a full action plan to be developed, to be approved by EAB and presented at each board.
- 3.18.2 The action plan has been developed and approved and can be accessed at appendix 3.

#### **4 Priorities over the next 12 months and plans**

- 4.1 Item 3 highlights the activity we have, and will continue to work on over the next 12 months. Most of the work is ongoing and work in progress. We will continue to refine our processes where required and pursue best practice to ensure we offer the best support available for the residents of Oldham aged 16 – 18.
- 4.2 The EAB NEET Action Plan (appendix 3) and associated tasks will be a priority over the next twelve months. Progress will be monitored by EAB and updates can be provided upon request.
- 4.3 The launch of the Employment and Skills Strategy and development of the underpinning action plan will make sure our NEET work is embedded into the wider strategy focused on increased employment in Oldham and create partner buy in from all stakeholders across the partnership.
- 4.4 Embedding the recommendations from the Oldham Skills Plan commission, providing us with an evidence-based steer on what our focus should be over the next 12 months.
- 4.5 Strengthening and continuing the work of the Post 16 Steering Group. Building on the transition work already undertaken and creating a work plan with them for the next 12 months. Ensuring this group is active and a strong part of the partnership work in the development of employment and skills across Oldham in the future.
- 4.5.1 Creating a partnership of the Post 16 Steering Group working alongside Oldham Academies and Schools Headteacher Partnership (OASHP) to address the Key Stage 4 English and maths attainment.
- 4.6 The Skills White Paper, has set out the government's strategy for further education, higher education and apprenticeships. These reforms will radically re-shape our further education (FE) sector, therefore we will need to be sighted on the reforms and be in a position to support the post 16 sector as required, to ensure the LA continues to meet its statutory duties.

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- 4.7 Continue to work closely with GMCA on participation and Youth Guarantee. We will continue to lobby for pilots to be undertaken in Oldham to ensure our young people are at the cutting edge of developments in the sector.
- 4.8 We will keep abreast of new employment developments that arise from local growth projects such as Atom Valley, Sports Town and Northern Roots and the Local Growth Plan. Regionally we will search for opportunities such as mayoral development zones and national projects that may benefit young people in Oldham.
- 4.9 GM's new Integrated Settlement provides opportunities for us to be more involved in the design of the skills and employment landscape for Oldham. We will continue to be involved in the conversation, be vocal in our pursuit of opportunities for the residents of Oldham, and ensure that Oldham residents and employers get their fair share and the right opportunities, that encourages growth and economic resilience.
- 4.10 We commit to working in partnership with the Government to deliver the Youth Guarantee for Oldham's residents aged 18 – 21. This will provide opportunities for young people aged 16 -18 who were possibly not ready for work or learning before this stage.

## **5 Co-operative Values**

- 5.1 #ourbit: Working with partners to create quality work prospects - and ensuring all residents can access new skills and opportunities and be work-ready  
#yourbit: Making the most of the education and skills offer and aiming to better yourself  
#result: An ambitious and socially mobile borough
- 5.2 The work links closely with the Council's Corporate outcome on an inclusive economy which includes strong links via the Employments and Skills Strategy to the Economy Board.

## **6 Appendices**

### **6.1 Year 13 Survey**



Year 13 Survey  
Results.pdf

### **6.2 Employment and Skills Strategy**



Employment and  
Skills Plan Formal Pu

### **6.3 NEET Action Plan**



NEET Deep Dive  
Action Plan v2.docx