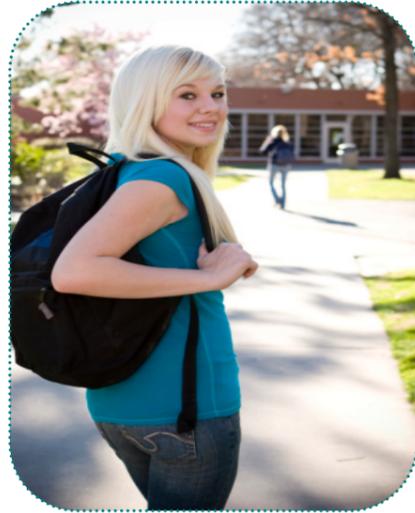


This plan is one of three plans underpinning the children and young people's strategy 2012-17 and works alongside the education and achievement plan and the health, wellbeing and safeguarding plan.

Our priorities

The five key actions address the four key cross-cutting priorities of the children and young people's strategy - prevention, protection, participation and potential:

- **Prevention** is focused on reducing the risk of young people becoming NEET (not in employment, education or training), co-ordinated with preventative approaches in the strategy.
- **Protection** runs through this plan as a core requirement for young people as they develop into independent adults.
- **Participation** for all young people is at the heart of this plan and the key outcome.
- **Potential** is increased as young people engage in participation, with integrated support from key services and partners for those in need, and have clear pathways for progression.



Contact details

For more information about the young people's employability plan, please contact:

Frank Offer, Head of Commissioning and Development

Telephone: 020 8541 9507

email: frank.offer@surreycc.gov.uk

The young people's employability plan

Participation for all Surrey young people 2012-2017

Our goal is for every Surrey young person to be participating in education, training or employment with training to age 19 and to 25 for those with a learning difficulty or disability. Confident and effective, Surrey young people will be well prepared for the challenges of work or further study and equipped to be active and contributing participants in their communities. A well developed and capable character, literate, numerate with a good understanding of what to expect from the world of work; a Surrey young person starting adult life will be safe, healthy, creative and have the personal confidence,

skills and opportunities to contribute and achieve more than thought possible.



It's about giving people a chance to be honest, no matter what's gone on in their life. Everyone deserves a chance."

- Young person currently not in education, employment or training (NEET) - Surrey Heath

Participation for all

The employability plan seeks to deliver the county council's strategy of full participation for all young people. This means participation in its broadest sense of being an economically active contributor to the Surrey community. Central to this strategy is our plan to increase young people's employability, because being in education, training or employment provides the platform for a productive adult life within a thriving community.



SURREY
COUNTY COUNCIL

Our vision: Every child and young person will be safe, healthy, creative, and have the personal confidence, skills and opportunities to contribute and achieve more than thought possible.

Our plan is underpinned by five key actions:

Barriers to participation

Surrey's geographic position provides several economic benefits and opportunities and whilst the current environment is difficult for young people, most are able to secure employment at the point they leave education. However, one in six 16 to 24 year olds in the south-east were unemployed in May 2012. Other young people also need support to overcome barriers to employment such as poor mental health, drug misuse, homelessness, offending behaviour, having learning difficulties or disabilities or a lack of basic work skills.

Poor literacy or numeracy, few or no qualifications and lack of work experience may also act as barriers to education or work. These are frequently associated with poverty and an experience of worklessness in the family and community.

Other factors such as being a care leaver or a Gypsy Romany Traveller can also be negatively associated with a young person's involvement in education, training or employment.

Crucially, we will be proactive in aligning the aspirations of young people, with employment and learning. Employer engagement and understanding the local job market will be a cornerstone of our approach. We want to know what Surrey employers need and to support young people to be ready for employment opportunities. We will need to commission the right education and training in partnership with schools, colleges and training providers, working with the Youth Support Service (YSS).

Preparing young people for participation

We will work with schools, colleges, training providers, 14 to 19 networks and young people to make sure pathways and routes to learning and employment are promoted and realised.

“ In school they've got their way of teaching you. They teach you the way that they're told to teach you, but some people learn by doing, some people learn by seeing other people doing it - everybody learns differently.”

- Young person, aged 17 - currently not in education, employment or training (NEET), Epsom & Ewell

Commissioning and developing opportunities

It's essential to create more opportunities for young people to take the first steps on a sustainable career pathway.

“ If there were more places like this, young people would actually carry on with education and get a job because it prepares you for work and you also learn.”

- Young person, aged 16 - attending alternative curriculum provision in Guildford

Aligning aspirations with opportunities

We will seek to ensure that opportunities are available that meet the aspirations of young people and the needs of the business community.

“ You always think when you're older you're going to have this and you're going to be able to do that, and now I'm older, it's not that easy.”

- Young person, aged 18 - recently not in education, employment or training (NEET), Elmbridge

Overcoming barriers to participation

We will support particularly vulnerable young people to overcome barriers and difficulties.

“ If you have no qualifications or you've dropped out, it would be really good if someone could be there to tell you the places you could go if you wanted to learn a trade.”

- Young person, aged 17



Tackling worklessness in families

We will offer targeted support to young people who have been brought up in workless households to help them break the cycle of worklessness.

“ It's all to do with your family because that influences your decision in what you want to do.”

- Young person, aged 17 - currently not in education, employment or training (NEET), Epsom & Ewell