

EDUCATION TO EMPLOYMENT PATHWAYS FOR CHILDREN WITH SEND

Report to People Scrutiny Commission following Workshop

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Introduction

This report was compiled for the purpose of providing a baseline account of the current landscape in regard to the support available to children and young people with Special Educational Needs as they age out of education and into employment as an adult.

Key Background Information

Special Educational Needs and Disabilities (SEND) is the term for a child who requires additional support in schools due to a disability or learning difficulty. This support is co-ordinated in schools by the Special Educational Needs Co-ordinator (SENCO), with the child added to the SEN register. For children with SEND where the support available in-school does not sufficiently address the need they may be referred for an assessment for an [Education, Health and Care Plan](#). EHC assessments are conducted by the Local Authority and identify education, health and social needs and set out the additional support to meet those needs. EHCPs apply until a child finishes education or up to the age of 25, and the [SEND Code of Practice](#) states that from Year 9 the plan must include the provision to assist in preparation for adulthood, with a stated outcome of the EHCP to 'move into employment or higher education'.

Nationally¹ and locally², the numbers of adults with Learning Disabilities in paid employment is low. In Bristol City Council a Priority Metric for the 2023/24 year was to "increase the percentage of adults with learning difficulties known to adult social care who are in paid employment"³, and this has been monitored through regular reporting through the quarterly Performance Reports.

It is important to note that the responsibility for the Adult Education Budget and ensuring that careers guidance in schools meets local needs is not held by Bristol City Council but by the West of England Combined Authority (WECA) as part of the Employment and Skills remit.

People Scrutiny Commission and this Report

During the 2023-24 year the People Scrutiny Commission (PSC) expressed an interest in a piece of work examining the pathways and support available to children with Special Educational Needs and Disabilities as they progress from education to employment, mindful of the low numbers of adults with Learning Disabilities in employment. The transitional nature of this pipeline necessitates the involvement of multiple service areas, programmes and organisations, and it is recognised that support to employment is only a small proportion of the work of the services that do support transition to adulthood. Due to the number of services involved at different stages and the complex nature of the work it was agreed there would be a benefit in a mapping exercise; collating information from across services in Bristol City Council and the West of England Combined Authority in order to;

- Establish at what point different services were involved in the pathways of children with SEND progressing from education to employment

¹ [The employment of disabled people 2023 - GOV.UK \(www.gov.uk\)](#)

² The breakdown by Local Authority can be found in table LMS008 in the following data file [employment-of-disabled-people-2023.ods \(live.com\)](#)

³ BPPM 266 [Microsoft Power BI](#)

- Understand the transitions between services to feel confident in the planning for adulthood work taking place
- Understand the pathways available to all cohorts, including children with SEND who were not on Education, Health and Care Plans
- Establish what other initiatives, improvement work, projects and strategies were in place or in the process of being developed.

To support these aims information was requested via submission of a form with standardised questions from a number of Bristol City Council staff prior to a workshop held on 31st January 2024, where further detail was provided and People Scrutiny Commission Members raised questions for clarification.

This report reflects the returned information as well as the outcomes and issues raised in the course of the workshop meeting, and should be considered as a baseline map of the landscape and record of current thinking.

The People Scrutiny Commission is asked to note this report and recommend it be directed to the relevant Policy Committee(s) for the 2024/25 year for consideration of any further action required.

Participants

Thanks are extended to the members of staff who submitted information regarding their area. These areas included;

- SEND Assessment, Planning & Review Team
- Employment, Skills and Lifelong Learning
- Pathways to Independence Project
- Young Adults Transitions Service

Additional information was also submitted in discussion with representatives from the West of England Combined Authority and Adult Care Commissioning.

The Workshop held on 31st January 2023 was attended by the following Bristol City Council staff;

- Director for Education and Skills
- Executive Director for Adults and Communities
- Director for Children's Transformation
- Head of Service Skills City - Education, Skills and Learning
- SEND Team Manager
- SEND Manager – Post 14
- Transformation and Commissioning Lead - Adult Care Commissioning
- Specialist Services Manager - Disabled Children and Specialist Services
- Project Manager -Adult Social Care Transformation Programme
- Project Manager – P2IP
- Strategic Programme Lead – Children and Education
- Operations Manager – Adult Social Care

The meeting was also attended by People Scrutiny Commission members, and by the Cabinet Members for Children and Education and the Cabinet Member for Adult Social Care.

A West of England Combined Authority representative sent apologies to the workshop but held a subsequent discussion with the PSC Chair following the meeting, and that discussion has been incorporated into this report.

Thanks are extended to the multiple staff members who held informal discussions prior to the workshop as part of the development of this project.

Relevant Service Area and Project Remits

The remits of various areas and projects are outlined below and include descriptions of how they support children and young people both with and without EHCPs as they transition to adulthood.

The SEND Assessment, Planning & Review Team (SEND Team)

The SEND Assessment, Planning & Review Team is a statutory service that has responsibility for the co-ordination of the EHC Needs Assessment and Annual Reviews of the Education, Health & Care Plan (EHCP) for children and young people, 0-25.

For children and young people with EHCPs

The EHCP format has been revised in the past two years to incorporate the Preparing for Adulthood (PFA) outcome themes/areas. These are included, within the statutory document, from inception; regardless of age of child or young person. Children and Young People who were within the service prior to this change will see the inclusion of the PFA areas from Year 9 onwards.

In 2023 the service was able to incorporate the capability of capturing a child and young person's progress towards their long-term outcomes (as stated in their EHCP), within the electronic system. This will enable a better overview of progress and impact of provision in place for planning now and the future. The reporting aspect is in development in conjunction with other SEND focused projects.

The SEND Officers will focus attendance, where capacity allows, at transitional reviews. Educational establishments are supported and encouraged to update/suggest amendments to a child or young person's EHCP ensuring the right support is identified for the upcoming phase transfers and beyond, including where a young person is moving between statutory school to Further Education.

The SEND Assessment, Planning & Review Team is structured between Pre 14 and Post 14 Inclusion Teams. Prior to a young person commencing Year 9 they will be allocated a Post 14 link SEND Officer who has the skills and expertise to hone pathway planning into adulthood through the Annual Review process: changing the focus to independence and employment in the future, rather than education steps towards. This is also a cultural change, supporting the changing style of planning with broader options available and influence the change of conversation with schools, young people and their families. Young people having a voice and control of their future pathways and steps to achieve their goals. This also includes ensuring the wider skills for adulthood have been identified and captured within the EHCP in regard to needs, outcomes and provision.

The team will support young people and their families by signposting toward appropriate onward education/training settings and how to apply; this process varies within Post 16 education/training settings.

The SEND Link Officers will also work with Post 16 providers to extend and vary the educational offer both at an individual and systemic level to meet the needs of young people in preparation for adulthood.

For children and young people without EHCPs

For those who may or may not have EHCPs, Bristol's [SEND Local Offer](#) contains dedicated pages regarding education options for young people with SEND after age 16. These pages include information on; Post 16 learning options, course levels and qualifications needed, how schools can support preparation for a young person's transition to Post 16 learning, guidance on SEN support and financial support for young people over 16 years old.

Bristol's SEND Local Offer also links to [Bristol's Post 16 Directory](#): available to all young people and their families. This directory details information about and contacts for school sixth forms, sixth form colleges, further education colleges and training providers offering post 16 education, training and apprenticeships in and near Bristol.

Pathways available to young people with an EHCP include further education, supported internships, traineeships and apprenticeships and specialist colleges.

Employment, Skills and Lifelong Learning (ESL)

ESL provides a range of integrated services to support young people with post 16 pathways, apprenticeships, employment support and adult and community learning.

The team is responsible for meeting the Council's statutory duties in relation to Post 16 Participation through regular tracking of all 16/17 year olds living in Bristol (and up to 25 with an EHCP). The team also contributes to the delivery of the Council's statutory duties to support Disabled people with Learning Difficulties into paid employment (Adult Social Care Outcomes Framework (ASCOF) KPI and target).

ESL works with young people aged 11-19 (and up to 25 with an EHCP) most at risk of being Not in Employment, Education or Training (NEET), including those with SEN Support and with EHCPs. They also target their 18+/19+ services at all Disabled people with few or no qualifications and with employment support needs – either through directly managed courses, career coaching and programmes and through referrals to specialist partner providers.

The Post 16 Team works closely with the SEND team and through their data tracking they monitor the breakdown of young people requiring support, including those requiring SEN Support and those with an EHCP.

All young people pre-16 who are at risk of becoming NEET or are NEET, including those with SEND who do not have a EHCP, are contacted by the Post 16 Team with an offer of support, including 1-to-1 support from a Post 16 Career Coach.

Disabled young people with a learning difficulty or autism both with and without an EHCP are able to join the second phase WE Work for Everyone Programme (see below) at age 18.

Disabled young people and those requiring additional learning support both with and without an EHCP are able to enrol on the Community Learning (19+) and On Site Bristol construction apprenticeship programmes (16+).

In late 2023, the ESL Team were successful in applying for £206K DfE funding to run one of 12 national pilot supported internship programmes for young people with SEND aged 18-25 without an EHCP, to be delivered between January 24 to March 25.

We Work for Everyone

The [We Work for Everyone Programme](#) (WWFE) is an initiative funded by the West of England Combined Authority and administered on behalf of the region by Bristol City Council (Employment, Skills and Learning Team).

ESL/WWFE supports Disabled young people with learning difficulties and autism into paid employment, including those with an EHCP and without, from age 14 up to retirement age. The programme is delivered in Bristol and across the West of England with neighbouring authorities. The first phase programme (2020-2023) was funded through a mixture of European Social Funding (ESF), West of England Combined Authority and Bristol City Council General Fund and High Needs Funding. ESF funding enabled the project team to work with young people aged 14-18, as well as those 18+. From January 2024, the WE Work for Everyone Programme has been extended for 12 months through a UK Shared Prosperity Fund grant from the West of England Combined Authority and some match funding through the General Fund and High Needs Block Funding.

The WE Work for Everyone model reflects the social model of disability. A team of dedicated and specialist navigators work with clients who self-refer or are referred by their family, support professional, or a local organisation. Each client is supported to identify their future employment aspirations, skills, motivation and access requirements. Each person has a personalised action plan and budget to support their progression into paid work. Some clients undertake skills training, others work on their work readiness whilst others are supported to apply for supported internships or paid jobs.

The WE Work for Everyone team procures a number of specialist employment support, supported internship programmes and other training and support from trusted providers – including Sixteen Co-operative Job Coaching, Work Placements and Training with Step and Stone and Disability Equality Training for Employers with WECIL.

The outcomes achieved by the phase 1 WE Work for Everyone programme in Bristol are:

WE WORK for Everyone: Bristol Data				WE Work for Everyone - Bristol Participants aged 16 – 25 years old		
	Target	Actual	%			
Total Starts	740	707	96%	Total starts of 16-25 year olds 289		
Total Jobs	120	164	137%	Results		
				Into paid employment	86	30%
				Into job search on completion	122	42%

WE Work for Everyone case study was circulated to PSC Members. This was very recently included in the LGA submission to the [House of Lords Public Services Committee inquiry into the transition from education to employment for young disabled people](#). Based on this submission Bristol City Council were invited to participate in an oral evidence panel session on 7th February.

Bristol WORKS

[Bristol WORKS](#) was established in 2016/17 as part of the [Learning City Partnership](#) to provide targeted experience of work for young people most at risk from becoming NEET – including those with SEND support and with EHCPs in both special schools, alternative learning and mainstream

education settings. Without core funding, the team has had to rely on generating external funding for this work. In relation to young people with SEND, this has included:

Pre-16 element of the WE WORK for Everyone programme - Through the first phase WE Work for Everyone Programme 2020-23, the Bristol WORKS Team collaborated with Sixteen Co-operative to deliver a bespoke engagement package for SEND pupils aged 14-18 attending Knowle DGE, Northstar, Kingsweston and New Fosseway. This included a 10-12 week pre employment programme as well as activities with parents and carers and teaching professionals to help support learners with special educational needs to have greater awareness of pathways and preparation work for next steps. This first phase activity resulted in young people being referred to the We Work for Everyone programme including supported internships – since September 2023, 30 were referred directly into the WE Work for Everyone programme.

Due to loss of European Social Funding and the reduced funding available for the WE Work project, the second phase programme which is now funded primarily through the West of England Combined Authority does not include dedicated resources for the work with 14-18 year olds. However, from January 1st 2024 the WORKS team are using some one year West of England Combined Authority Mayoral Skills Priority funding for NEET/Risk of NEET activity to maintain and provide targeted experience of work for young people with SEND – including those with an EHCP.

WORKS in other Local Authorities – Between 2021 and 2023 the WORKS Team was funded through the West of England Careers Hub to deliver a pilot project across 6 special schools and alternative learning provisions in neighbouring local authorities to support them in accessing experiences of work opportunities, working to improve their local employer engagement and develop their careers offer where typically they do not have a programme in place. From 2023/24, this work targeting young people with SEND is receiving continuation funding from the West of England Combined Authority with agreement that it can also include three Bristol schools.

Pathways to Independence Project (P2IP)

The Pathways to Independence Project was launched as part of the DSG Management Plan to help the Local Authority reach an in-year balance on the Dedicated Schools Grant. The aim of the project is to develop and deliver a plan to address gaps in provision, improve support for families of young people with SEND, and support young adults to become independent.

Project objectives

1. To ensure there is a consistent offer linked to the Out of Area Placements (OAP) and consistent delivery of the Graduated Response in and across education settings.
2. To map the support pathways and support services for families who have a child and/or young person receiving SEN support.
3. To identify gaps in provision for families who have a child and/or young person receiving support.
4. To map pathways and support needs for young adults with SEND from Birth to Primary to Secondary to Post-16 and Employment.
5. To develop and deliver a plan to address gaps in and access to services.

Project Outputs

1. Analysis of current provision including gaps.
2. Pathway maps.

3. Plan for sharing information.
4. Service and business development and delivery plan.

Approach

A Pathways to Independence Delivery Group has been established with oversight of delivery of the project. This group is made up of representatives from across Bristol including Bristol City Council, Integrated Care Board and Sirona.

Two working groups are in place for Nursery aged children and also for Post-16. An additional group to cover Primary and Secondary age young people was to be relaunched in January 2024. Each working group has a lead who is a specialist in their area and is made up of key stakeholders. For example, the Post-16 group has representation from DWP, City of Bristol College, BCC and Health. Each working group has flexibility to focus on the areas which are most important to that cohort and will complete the work required to deliver the above project outputs.

In addition to the working groups there are two cross-cutting themes planned, relevant to all the working groups. The first, Communications Group, will explore how to better communicate available provision. This group is expected to cover redevelopment of the Local Offer website and may also include other methods such as leaflets, QR codes, Community Navigators, etc. depending on the outputs of the group.

The final group is for Parent/carers. This will allow to the project to help identify areas where there are perceived gaps in the support available for families to help support their child's development, particularly in terms of development needed to move from Early Years to Primary to Secondary to further education and ultimately employment. The group would also be used to explore and test ways of better communicating available provision including the Local Offer website.

Timeline

Dec 23	Jan 24	Feb 24	Mar 24
	Map pathways		
	Gap identification and analysis		
		Service and business development	
			Delivery planning
	Develop communication methods		

[West of England Combined Authority \(WECA\)](#)

The West of England Combined Authority holds the responsibility for the 19+ Adult Education Budget. It also provides support to schools to ensure careers provision meets local needs.

The West of England Combined Authority supports young people through work with careers leads in all schools, including SEND/Special schools. While there is not a specifically SEND remit, it would be

expected that appropriate careers advice takes all needs into account. There are 8 Gatsby benchmarks to achieve for good careers advice, including to address the needs of each pupil, with experience of workplace also relevant. Significant progress across the region has been made on the number of schools achieving different benchmarks.

There has been a recent focus on raising awareness of apprenticeships (including the Apprenticeship Levy Sharing Fund) and there has been a general decrease overall in number of residents in apprenticeships from 5 years ago, but improvement is being made.

The West of England Combined Authority has a number of different funding initiatives. This includes the devolved Adult Education Budget worth approximately £16m when including National Skills Fund Level 3 (NSF L3).

West of England Combined Authority funded initiatives

- Skills Connect – A service to help identify skills, training and careers support available in the region. It can support those aged both Pre-19 and 19+. The Skills Connect spokes provision more intensive community based support,
- City of Bristol College (see below) receives significant funds and is the largest funded provider of AEB in the region.
- Mayoral Priority Skills Fund
 - As described above, from January 1st 2024 the WORKS team are using some one year WECA Mayoral Skills Priority funding for NEET/Risk of NEET activity to maintain and provide targeted experience of work for young people with SEND.
- UK Shared Prosperity Fund
 - This is a needs based fund to support employment related activity and is likely to have SEND representation in the participants.
- Skills Boot Camps
 - Employer driven provision; funds are distributed on behalf of government (£7m).
- Future Bright
 - Programme with the aim to sustain those in employment and help them to progress
- Apprenticeship levy share funding
 - WECA funds scheme – ensures that as much apprenticeship levy is used across the region as possible.
 - The advent of the apprenticeship levy appears to have changed the proportions of the different cohorts (by age) of those undertaking apprenticeships in the region.

West of England Combined Authority Employment and Skills Plan

The [West of England Employment & Skills Plan \(westofengland-ca.gov.uk\)](https://www.westofengland-ca.gov.uk) holds an action against the stated outcome to 'Enable all young people to achieve their potential' which specifically references SEND.

City of Bristol College

City of Bristol College is the largest regionally funded provider of Adult Education Budget in the region and receives significant funds from the West of England Combined Authority.

Bristol City Council has worked extensively, for a number of years, with City of Bristol College developing the opportunity for young people to access local college courses alongside a residential

training offer. The college now has two successful operational residential training centres, within the city, aimed at supporting young people's further education journey and preparation for adulthood. The underpinning principle is to support and encourage young people to acquire the skills and confidence to live and work independently, within their local community, and access local further education college courses equipping young people for their future.

Through partnership work with City of Bristol College courses have been guided by the needs of Bristol's young people with an EHCP. As such the college now offers the 'Skills for Life and Employment' programme with five distinct pathways. These pathways offer a range of local learning and training opportunities from Sensory Learning through to Supported Internships and incorporate skills for work and life alongside academic accreditations and vocational options. This programme was devised with young people (over the age of 18) with EHCP's as the primary focus. However, in keeping with being an inclusive city it is available to young people with SEND without an EHCP between the ages of 16 and 18. Students on these courses, along with EHCP students on mainstream, Level 1, 2 or 3 courses may have the opportunity to access life skills training within the residential learning centres, as part of their college offer.

Project Rainbow is a joint Bristol City Council and City of Bristol College residential offer for eligible young people which can support preparation for adulthood and moving out of home alongside their college course. The Young Adults Transitions Service would support out of this placement following referrals made by the SEND service.

Young Adults Transitions Service (YATS)

The Young Adults Transitions Service (YATS) is being developed with support from a project. The team currently assess approximately 150 young people a year who come from Children's Social Care or Education Services through to Adult Social Care, who may require an assessment to support their transitions to adulthood.

Up to 20% of young people referred to transitions present with a primary need of Learning Disability.

This is a statutory Service; assessments are completed under the Care Act 2014. All young people who potentially require adult social care support will be referred to the Transitions Service and so all cohorts could be included.

Care Act domain eight is assessed as a need for all of the young people who are assessed through the transitions service - accessing and engaging in work, training, education or volunteering.

The Transitions Service would work with the young person and families to carry out the assessment (including Domain Eight) - this is recorded in the persons care plan on LAS. Reporting from the care plan is not possible as this is written for the individual rather than as a data set.

The **Transitions to Adulthood** project is working on developing clear pathways for young people who may be eligible for Care Act Assessment to improve planning for young people transitioning to adult services from children's and education services. There are multiple teams (cross directorate) and organisations linked together depending on the needs of the young person. One project workstream is developing a high-level pathway map, which is currently scheduled on the plan from 29/07/24 to 06/09/24.

The task is to ensure there are high level pathways mapped for young people who transition between Children's and Education Services into Adults Services and also to highlight other key

pathways that are just outside of these but may be appropriate for young people in Bristol. For example, a young person may have a pathway from Children's Social Care into Health via CAMHS rather than straight to ASC. The aim is to provide additional clarity on where referrals are best directed to support the young person being with the right service at the right time to help them. This will include work with external agencies such as CAMHS, Adult Mental Health and others. It will also draw on existing pathway mapping that has been carried out through other projects in Education and Children's Services along with process pathway development through the Young Adults Transitions Service design work.

External Providers and other support

Some external providers commissioned by or who work with Bristol City Council include:

- [Princes Trust](#) – This is a charitable organisation which provides skills and employment development for young people aged 16-31.
- [SPEAR](#) – The SPEAR Programme provides a six week course for young people to support them into work or education
- [Weston College Traineeships](#) – A work placement course available for those aged 16-24.

The WE Work for Everyone team procures a number of specialist employment support, supported internship programmes and other training and support from trusted providers, including;

- [Sixteen Co-operative](#) Job Coaching. The Bristol WORKS Team has collaborated with Sixteen Co-operative to deliver a bespoke engagement package for SEND pupils aged 14-18 attending Knowle DGE, Northstar, Kingsweston and New Fosseway.
- [Step and Stone](#) Work Placements and Training
- [WECIL](#) Disability Equality Training for Employers

[The Hope Virtual School](#)

The HOPE is an online only virtual school for children and young people who are in the care of or a care leaver of Bristol and either educated in Bristol or by another local authority, supporting children aged 2 to 18 and continuing guidance to care leavers aged 18 to 25 if they have an EHCP or are still in education.

Work in development

Employment, Skills and Lifelong Learning Plan

The ESL Plan is in development and expected for approval at a March 2024 Cabinet. This plan is intended to influence the work of the ESL Service and partners, and also influence local commissioners to unlock future funding. As part of this plan, there has been consultation with SEND young people and their parents/carers with the outcomes available to PSC Members.

ESL DfE Supported Internship Pilot Programme.

In late 2023, the ESL Team were successful in applying for £206K DfE funding to run one of 12 national pilot supported internship programmes for young people with SEND aged 18-25 *without an EHCP*, to be delivered between January 24 to March 25. The **SEND Employment Forum** is a new forum which is being established by the Employment Support Team as part of this pilot.

SEND Strategic Partnership Plan

The SEND Strategic Partnership Plan is in development and expected to be finalised in July 2024. This supports the [BCC Belonging Strategy](#). One of the six themes for priority areas will be Transition to Adulthood.

Adult Care Commissioning

Following the development of the Single Commissioning framework for Adult Social Care the upcoming call-off contracts are expected to involve more locality based commissioning. As part of the consultation for this Adult Care Commissioning will be examining what community support looks like with a strong inclusion on employment support as part of the standard offer from ASC.

Transitions to Adulthood Project – developing the Young Adults Transitions Service (YATS)

As detailed above, the Transitions to Adulthood project is working on developing pathways for young people who may be eligible for Care Act Assessment to improve transitions planning. One project workstream is developing a high-level pathway map, scheduled from 29/07/24 to 06/09/24.

Call for Evidence: Transition from education to employment for young disabled people

The House of Lords Public Services Committee launched the above call for evidence with a submission date in 2023.

The Questions can be found here: [The transition from education to employment for young disabled people - inquiry launch - Committees - UK Parliament](#) Progress with the Inquiry can be found here: [The transition from education to employment for young disabled people - Committees - UK Parliament](#)

Bristol City Council were invited to participate in an oral evidence panel session on 7th February following the inclusion of a WE Work for Everyone case study as part of a LGA submission.

Cross Working

The importance of understanding the working taking place across services, departments and organisations was recognised by the People Scrutiny Commission as a vital part of appropriate transitional support. Services were asked to highlight the cross working taking place within their areas.

Identified by SEND Team

The SEND Team work together with both Childrens Social Care and the Young Adults Transitions Service on an individual young person basis, to capture needs, outcomes, and provision during a statutory EHC Needs Assessment & Annual Review of the EHCP to ensure a child or young person's needs, provision and outcomes are accurately, reflected within their EHCP.

The SEND Team has established strong links with [The Hope Virtual School](#); Officers from both teams work together for individual young people to promote engagement and success in education, and able to progress onto the next steps, whether that is further education, training, or employment.

The Local Authority has established points to joint plan integrated education and care placements with both children's and adult social care, for looked after children and for young people, where their needs cannot be met within the local offer available.

The services come together to plan and/or make decisions (within a multi-agency approach) where a young person is in a complex circumstance or situation in which requires a jointly planned approach

to either remove barriers and/or forward plan to resolution or for an improved outcome. This could be, for example; Childrens Social Care, Adult Social Care, Youth Justice Service, The Hope, Health professionals, education representatives.

When a young person approaches the end of their educational journey and will require ongoing support from an adult social care perspective the SEND Team will be ceasing the EHCP.

Where the schools identify a person with social care needs an invite is sent to the social care teams and who will contribute to that individual review. This key transitional Annual Review is the basis for planning past education and towards support from adult services. Typically, this transition support is initiated by the educational establishment.

The Participation Team will work with schools, colleges, and other post-16 providers, as well as other agencies, to support young people (16-18) to participate in education or training and to identify those in need of targeted support, especially when a young person is not in education, employment, or training.

In addition, when young people come to the end of their educational journey and are seeking employment their link SEND Officer is able to signpost to programmes such as 'We Work for Everyone' that offers support from employment navigators for this transition from education to employment.

Young people on supported internships have continued contact from their job coach once the internship finishes, for seeking active employment.

When a young person is accepted into higher education place the Link SEND Officer makes a copy of the young person's EHCP available to the higher education establishment and to the assessor for Disabled Students Allowance, provided the Officer has permission from the young person. Typically, young people would receive this support from their current educational establishment.

Where a SEND Officer has concerns or a parent/carer or young person expresses difficulties within a social care domain the link SEND Officer can signpost to or (if appropriate) refer to Adult Social Care via Care Direct, provided the link SEND Officer has permission from the young person. Following this referral the Link SEND Officer would receive notification of contact with the young person and their family and the outcome of this contact. Any support agreed would be included in the EHCP, at the appropriate point.

Identified by ESL

The Bristol WORKS Manager chairs a Careers Best Practice Group which involves and engages careers leads across specialist and alternative provision. WORKS also collaborates with SENCOs in schools to develop and implement experience of work programmes.

SEND post 16 tracking and support functions are split across the SEND Team (who lead on supporting young people with an EHCP into post 16 education or training) and the Post 16 Team (who lead in relation to supporting young people with SEND without an EHCP into EET, and those with an EHCP directly into employment). This requires close communication and joint planning across teams. While the Post 16 Team Manager can access children and young people records, including EHCP records, they do not have access to progression outcomes from post 16 education/training programmes, including those that receive an allocation of high needs block funding to provide learner support needs.

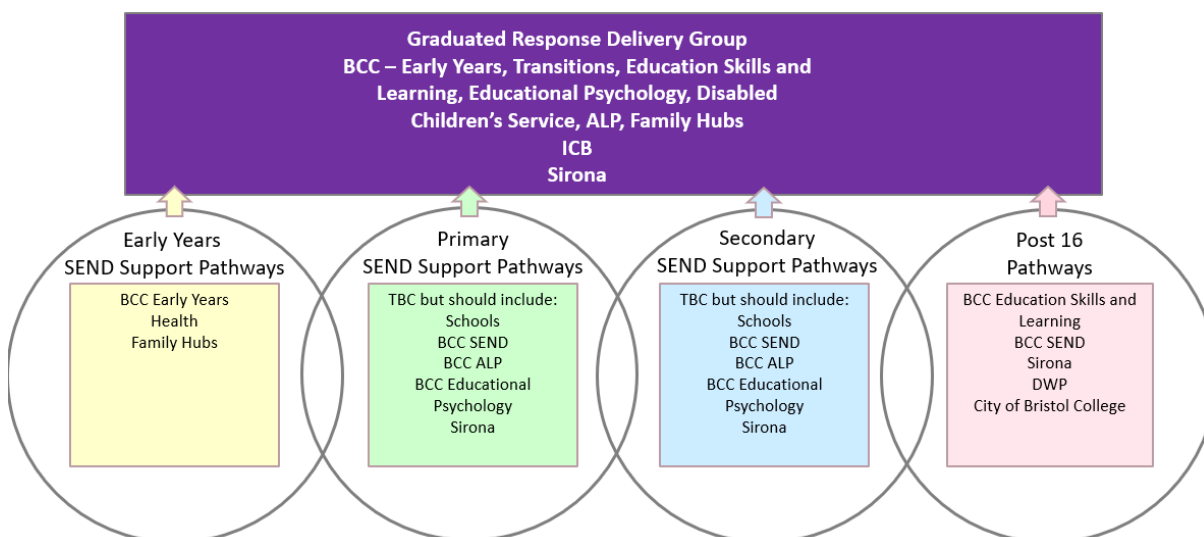
The Post 16 Team also works closely with specialist children’s services to improve post 16 outcomes, including the Alternative Learning Provision Team, the Youth Justice Team, Children in Care and Care Leavers Team/Hope Virtual School. The Post 16 Manager runs an **Into Learning Network** which enables frontline workers and post 16 providers to consider places required by young people, and also supports a number of Transition Panels to improve transition from pre to post 16 provision. A weekly ‘Into Learning ’meeting is open to BCC Teams (including the SEND service), providers and wider professionals. This meeting is an opportunity to share information, advice and resources aimed at supporting young people who need support to overcome barriers to engagement.

The Director of Adult Social Care and the Cabinet Member for Adult Social Care have acted as champions for the We Work for Everyone programme, with information being shared regularly with ASC managers, however there have been very low referrals of potential clients into the programme from the service. The new ASC Director has supported an increased focus and a joint management plan to increase referrals in Phase 2 and is building this into the new operating model.

The Head of Service ESL is the lead officer for BCC on the WECA Skills Officer Group which enables close strategic and operational collaboration. The West of England Combined Authority is funding a number of services that meet the needs of young people both with and without an EHCP – pre-16 risk of NEET; post 16 NEET, employment support, and community learning. WE Work Programme Phase 2 funding is coming to an end in March 2025. It is critical that some longer term dedicated skills funding is identified for both pre-16 and post 16 pathways to paid employment for young Disabled people and those with SEN, including those with and without an EHCP.

Identified by P2IP

The P2IP project is focussed on development of children and young people from Birth to Primary, Primary to Secondary, secondary to post-16 and ultimately employment. This can be seen in the below diagram which also outlines the representatives from various services in each group.



Outcome of Workshop held 31st January 2024

Summary of discussion

The workshop was introduced with a number of presentations demonstrating additional details regarding the work of the SEND Team, ESL, P2IP, We Work for Everyone, and Bristol WORKS.

Further Information

During the course of the discussion some further information and data points were requested and agreed to be provided. These included:

- A breakdown of NEET children and young people with SEND by those who have or do not have an EHCP
- Of the how young people who had an EHCP from the introduction of the WWfE, how many of this group have been able to enrol with and participate in WWfE, and how many have not.
- The number and percentage of those adults participating in We Work For Everyone who required statutory support from Adult Social Care 25+
- The number of young people with SEND the Bristol WORKS team engaged with (with an EHCP/or with SEN Support), and how many are expected following the ending of We WORK funding
- The percentage of children with SEND who go on to the Young Adults Transition Service and from there to Adult Social Care intervention

Education and Work Experience

A Member reported on feedback received from City of Bristol College that they felt more support could be provided as part of transition plans from schools into colleges. They suggested earlier contact with students to ensure i) students were aware of the offer, and 2) the transition had sufficient planning time.

A Member noted the difficulty in obtaining Work Placements, even in mainstream schools. This work had been undertaken with Bristol WORKS, with a bank of 200 employers committing to inclusive work. It had been found that while employers were keen to provide work experience it did require some support to ensure that this was appropriately accessible. It was stated that Bristol City Council continued to exert pressure on the Combined Authority to invest in the Bristol WORKS offer. It was clarified that the types of employer / work experience on offer was wide ranging.

It was clarified that EHCPs did not continue to provide support into University level education; funding at this level would be provided by the Disabled Students Allowance.

Vulnerable Cohorts

It was confirmed that while the We Work for Everyone programme had specific areas of work focusing on children and young people, work with users with a learning disability diagnosis could continue until retirement age.

It was queried whether political pressure would be beneficial in drawing attention to emerging issues as vulnerable cohorts age. It was stated that the Transformation Programme holistic approach of creating a sustainable model was intended to address emerging issues.

YATS and ASC

Work was being conducted around stabilising and building capacity within the Young Adults Transitions Service, with an expectation of further work around pathway mapping to improve referrals into employment services. The Transition to Adulthood Project to capture young people who may be eligible for Adult Social Care was discussed.

Data sharing between the WWFE programme and Adult Social Care was discussed. ASC were looking to track both the number of adults in employment and the number of referrals made, acknowledging that only a small percentage of adults referred to the service may end up in full time employment.

Data quality was discussed, with a tracking exercise being conducted and tracking panels being developed to improve referrals. Employment records were expected to feature in this.

West of England Combined Authority

Officers drew attention to the potential gap that was likely to occur following the withdrawal of the European Social Funding which had allowed the We Work For Everyone Programme to work with 14-18 year olds. It was not yet apparent how work with this cohort would be progressed. The responsibility to address the gap lay with the Local Authority, and while the West of England Combined Authority had suggested that this cohort would be supported through the West of England Careers Hub, Bristol City Council Officers felt that the [Participation of young people in education, employment or training statutory guidance 2016](#) suggested the responsibility to address the funding gap remained with the Combined Authority.

The West of England Combined Authority remit for the 19+ services was discussed. It was noted that almost all 19+ services were commissioned by the West of England Combined Authority as the resources for Bristol City Council to provide a non-statutory offer had been significantly reduced. It was agreed that a broader understanding of the West of England Combined Authority offer would be useful, both for the 19+ range and at the 16/17 ages in ensuring appropriate careers guidance for those with SEND. Further understanding of the relationship between the Employment and Skills and Transport remits was raised.

Additional West of England Combined Authority Input

A discussion was held with the People and Skills Programme Manager from the West of England Combined Authority on 5th February 2024 where the following points were raised.

In response to broad discussions around how WECA can identify vulnerable cohorts (ie. Care Leavers, SEND, NEET) as they progress to 19+ and are likely to become adults in need of support into employment / users of 19+ Adult Education Budget we established:

- In mainstream schools where the West of England Combined Authority supports careers guidance to meet local needs there is no presumption of how many students are likely to transfer into the AEB. AEB recipients are usually adults who have been unemployed long term, or those who are in employment, rather than young adults who have recently transitioned from mainstream education.
- It was not thought that the West of England Combined Authority held data on the students who were likely to go on to use services provided by the AEB. While it was recognised that the vulnerable cohorts most likely to use this were known, the education data held by the West of England Combined Authority begins at the age of 19 and generally tracks the outcomes of funded services.

- It was recognised that the vulnerable cohorts identified at school age were likely to continue as the users most likely to require Employment and Skill support, but the differences in statutory resources were noted as a potential barrier in working across the services, and the West of England Combined Authority only has devolved powers to support adults.
- It was suggested that a recommendation for 2024/25 may involve work between the Bristol City Council Head Service Skills City (Employment, Skills and Lifelong Learning) and the WECA representative to consider the 'skills' landscape as it related to vulnerable cohorts.

In response to questions raised about how the Employment and Skills and Transport services worked together to understand how young people may move across the region during transitional periods, and how planning around, for example, public transport, took the expectation of access to various education provisions into account we established that the Planning and Transport leads of WECA would be able to comment on the factors taken into account as part of planning, but this was outside of the remit of Employment and Skills. The West of England Combined Authority offered to direct the PSC to a relevant contact within Planning.

In response to questions around governance and data monitoring we established that:

- Oversight is conducted through the Business and Skills Board which includes Bristol City Council Cabinet Member representation.
- A key data reporting tool on the make-up of learners is provided by the DfE
- Performance management of funded services is regularly conducted over the course of a year to ensure they are adhering to funding rules and delivering against their plan.
- Individual Learner Records are monitored and it was noted that Bristol City Council had recently undertaken an audit check for its Adult Education Budget provision.
- Part of the Employment and Skills Plan involves commitments to: "Utilise learning from Reboot West (BCC – engaging care leavers) evaluation... to develop approaches to supporting other marginalised groups" / "Co-design with partners a region wide programme to support young people most at risk of becoming NEET with transition support and employer engagement activity." / "Identify funding opportunities to support NEET young people into employment and/or training in collaboration with LA partners." Information on where these commitments were monitored was requested.

In response to questions around work conducted with the younger cohort (16/17) of those Not in Education, Employment or Training we established that

- This cohort was likely to share vulnerable characteristics, such as SEND
- Work has been conducted with Bristol City Council around data tracking young people who are at risk of NEET. The UK Shared Prosperity Fund, administered by the West of England Combined Authority, included £600k of funding earmarked for Local Authorities to address NEET provision. In Bristol this is used to support the NEET service and buy alternative needed provisions.
- The definition of 'NEET' was discussed, and while those who are NEET are also likely to meet other criteria for vulnerability.

The loss of the European Social Funding to We Work for Everyone leaving a potential gap in supporting 14-18 year olds was highlighted. It was established that the West of England Combined Authority cannot mitigate against this via the UK Shared Prosperity (the replacement funding stream) beyond the NEET funding noted above. The work being conducted through the West of England Careers Hub to address those at risk of being NEET would support this age group.

Conclusion

Summary

- The People Scrutiny Committee was pleased to see that the work being undertaken in supporting children and young people in their transition to adulthood, including to employment, has been extensive and that the We Work For Everyone Programme, Bristol WORKS, Pathways to Independence Programme, and Young Adults Transition Services projects are engaging in cross working in a comprehensive way, while acknowledging there is further work to be done
- There was an interest in understanding how the users of various services were broken down by cohort; Officers have agreed to provide further data to facilitate this understanding
- The gap following the withdrawal of the European Social Funding which allowed the WWFE to work with the 14-18 range was identified as a concern, and will require further discussion between Bristol City Council and West of England Combined Authority.
- While the West of England Combined Authority remit as a funding body is well established (We Work For Everyone being an example of a funded programme), Members remained unclear around some of the movement and responsibilities across the 'skills' landscape as it relates to vulnerable cohorts.

Recommendations

The People Scrutiny Commission is asked to:

- Note the contents of this report and submit it to Bristol City Council Cabinet for consideration.
- Submit this report to the relevant Policy Committees (Children and Education Committee, but may also have relevance to the Adult Social Care, Economy and Skills, and Public Health and Communities Committees) once formed in the 2024/25 year for consideration of future action. Members of those Committees would then be asked to:
 - Note the information in this report provided to create a 'baseline' understanding of the current landscape around the education to employment pipeline for children with SEND, including areas of concern
 - Consider facilitating discussions between the Bristol City Council Employment, Support and Lifelong Learning team and the West of England Combined Authority Employment and Skills team in order to identify further areas of improvement work
 - Continue a watching brief of the 'Work in development'
 - Develop the relationships between the Leaders and Members of Boards and Committees within both Bristol City Council and West of England Combined Authority to ensure appropriate joint working and a broad overview of workstreams of different sources.