



Haringey Council

Agenda item:

Corporate Parenting Advisory Committee

On 7 December 2009

Report Title: EMPLOYMENT OPPORTUNITIES FOR CARE LEAVERS	
Forward Plan reference number (if applicable): n/a	
Report of: Deputy Director Children and Families	
Wards(s) affected: All	Report for: Information
1. Purpose (That is, the decision required) To set out draft action plan to improve employment opportunities for care leavers for comment by committee members.	
2. Recommendations Members of the Corporate Parenting Advisory Committee are asked to note the contents of the report.	
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Background

The employment action plan below sets out work to be undertaken to improve employment opportunities for care leavers. This includes access to apprenticeships, both within and external to the Council.

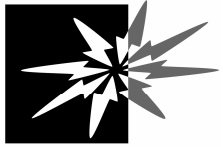
Summary of action plan

Main gaps in provision relate are summarised as follows:

- Although there are a number of employment and apprenticeship initiatives available for care leavers they appear to be unaware of these opportunities or they are unable to utilise them due to the issues below.

- There is no lead person responsible for advising young people within leaving care and asylum service about employment opportunities
- Young people need to be made aware of new developments on employment opportunities for young people eg care2 work program, apprenticeships
- The apprenticeship opportunities that are available have stringent criteria that young people are unable to fulfil
- Lack of data analysis and young peoples involvement in identification of employment or courses that will meet their needs

Essentially, the action plan addresses the above gaps.



Haringey Council

HARINGEY LEAVING CARE AND ASYLUM SERVICE

DRAFT EMPLOYMENT ACTION PLAN

2010-2011



Rashma Toora

Section	Actions required	Lead person /agencies involved	Outcome sought	timescale
Governance	Haringey council to commit/ agree to allocating a quota of 5% of vacancies /apprenticeships to care leavers/young offenders/SEN young people/mental health needs. Central govt. has already agreed a quota of 15% for these groups of all govt. department jobs.	CEMB / Deputy Director	Reduce NEET numbers for the local authority in accordance with LAA target of 76% young people in EET	January 2010
	Independent scrutiny of employment action plan by partner organisations such as Police	LCAS manager	To ensure that services are fit for purpose	June 2010
	LCAS to monitor and evaluate outcomes for young people in relation to ETE, by utilising management reports provided via FI on a monthly basis	LCAS manager	To identify gaps in service provision and commission services as appropriate	Ongoing
				January

	<p>Introduction of integrated review panel for young people 3 months before 18th birthday to review needs post 18 in a timely manner</p>	<p>LCAS manager</p>	<p>To decrease numbers of young people NEET</p>	<p>2010</p>
	<p>From care2 work is a government scheme launched by Ed Balls that creates opportunities and raises aspirations launched in July 2009, to support yp into employment. LCAS have introduced this into the service thus this allows information sharing and benchmarking on a national basis via the national leaving care advisory service who works closely with the DCFS.</p>	<p>LCAS manager</p>	<p>Ensures robust mechanisms are in place for young people to access employment.</p> <p>Ensures targeted interventions which are evidence based</p>	<p>December 2009</p>
	<p>Self assessment and Mapping tool for Care2 Work will be implemented to ensure accurate data is utilised to inform future planning of services</p>	<p>LCAS manager</p>	<p>This will ensure that services are commissioned based on specific needs of young people</p>	<p>December 2009</p>
	<p>Utilisation of career development tool in draft guidance for the Children</p>	<p>LCAS manager</p>	<p>Personal Advisors have the necessary skills to guide young people on their</p>	<p>February 2010</p>

	<p>and Young Persons Act 2008, eg pathways into apprenticeships, into work experience and work.</p> <p>Detailed data analysis required to identify gaps in service delivery and implement pooled funding for vulnerable groups of NEET young people eg. Offenders, care leavers, SEN, etc to identify integrated approach to resources</p> <p>Quarterly meetings for Connexions, virtual head of schools, leaving care, YOS, etc to take place.</p> <p>Worksite mentoring for apprenticeships and young people who have commenced employment to continue for at least 6 months to sustain employment</p> <p>Single point of contact to be identified for employment opportunities in LCAS</p>	<p>LCAS data improvement officer</p> <p>LCAS manager</p> <p>LCAS manager</p> <p>Personal Advisor team manager</p>	<p>chosen career path</p> <p>Needs led employment programs to be commissioned leading to reduction in NEET</p> <p>to continue to ensure a joined up approach to reducing NEET young people</p> <p>To support young people whilst on an apprenticeship/employment</p> <p>To encourage young people into employment etc thus reduce NEET</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>December 2010</p>
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<p>Diversity</p>	<p>LCAS to identify a range of employment opportunities/apprenticeships appropriate to the age, gender and diversity of young people and which address the risk and protective factors associated with young people who are NEET.</p> <p>Increase diversity in education programs by liaising with travelling communities, unaccompanied minors, those with mental health needs, SEN young people</p> <p>Use data to identify gaps in provision for specific groups eg. Roma girls and commission appropriate support</p>	<p>LCAS steering group of young people with Haringey Guarantee Manager</p> <p>LCAS manager</p> <p>LCAS manager</p>	<p>Meets the diverse needs of young people by offering a range of interventions specifically targeted to individual needs</p> <p>Increase community cohesiveness and accessing mainstream services</p> <p>To ensure needs led service and appropriate commissioning of services for at risk of NEET groups</p>	<p>March 2010</p> <p>January 2010</p> <p>January 2010</p>
<p>Participation</p>	<p>Re-naming personal advisors team for post 18+ in consultation with young people)</p>	<p>Steering group of young people</p>	<p>Increase ownership and participation of young people to ensure service is young people led</p>	<p>January 2010</p>

	<p>Increase publicity of Haringey guarantee and apprenticeships by including on young peoples website, youth council etc..</p>	<p>Haringey guarantee manager</p>	<p>Increase professionals knowledge of employment opportunities thus this can be disseminated to young people</p>	<p>January 2010</p>
	<p>Roadshows to be introduced for young people by LCAS staff to be delivered to residential homes, accommodation providers, foster carers etc.. relating to employment/apprenticeships available</p>	<p>Personal Advisor manager</p>		<p>March 2010</p>
	<p>Increase feedback relating to ETE from young people by implementing a questionnaire devised by young people</p>	<p>Participation officer LCAS</p>	<p>Ensure young peoples participation in accordance with ECM outcome-making a positive contribution via Consultation</p>	<p>January 2010</p>
	<p>Visits to other local authorities by participation officer and young people</p>	<p>Participation officer and steering group young people</p>	<p>young person commitment and 'ownership'</p>	<p>January 2010</p>
	<p>Establish a clear evaluation role for young people to</p>		<p>The young people are partners in tackling the problems that have been identified. Furthermore, this allows for benchmarking with other local authorities and sharing of good</p>	

	monitor progress on EET provision		practice.	
Partnerships	Ensure all assessments and pathway plans are reflective of multi-agency input rather than just LCAS interventions	LCAS manager	Improve assessments by information sharing. Thus target ETE support more appropriately and increase joint working with other professionals and reduce NEET.	Ongoing
	Make referrals to CAF panel for siblings of NEET young people known to service to identify and target siblings who are at increased risk of being NEET	LCAS manager	Reduce NEET by ensuring siblings within families known are targeted early via targeted youth support.	December 2010
	Improved linkages with targeted youth support services, YOS, Connexions, Haringey guarantee, NEET strategy group, 6 th forms	LCAS manager	Ensure joined up cost effective approach for young people	December 2010
	Increased linkages with Dept. works and Pensions, so LCAS can ensure smooth transition for young people claiming benefits post 18.	Personal Advisor manager	Links with ECM outcome economic wellbeing for young people thus reduce social inequality	Ongoing
	LCAS to establish protocols with DWP re. young peoples referrals post 18	Personal Advisor manager	Ensure smooth transition from LCAS to benefits for young people and thus reduce inappropriate budgetary	January 2010

	Increase linkages with safer schools, extended schools, to ensure earlier identification of young people at risk of being NEET or offending by attendance of LCAS staff at school multi agency meetings	LCAS manager	pressures on LCAS budget	March 2010
	Information sharing protocol to be implemented with schools, connexions, 6 th forms, YOS etc..	Personal Advisor manager	Increase numbers of young people in employment etc..	
	LCAS to establish closer links with Haringey guarantee	Personal Advisor manager	To ensure a more joined up approach to tackling NEET young people and thus improve educational outcomes for young people	Commenced
	Steering group of young people involved in service	LCAS manager	All yp have access to ETE post 16	Commenced
	Establish links between Connexions and LCAS performance officers to ensure more effective information sharing	Personal Advisor manager	To ensure services are young people led and fit for purpose	December 2010
	E2E providers to set up work placements focussing on individualised learning programs for young people	Personal Advisor manager	Ensure compliance with data protection and effective risk management	Commenced
		Personal Advisor manager	Improve ETE outcomes for young people	Commenced
		Personal Advisor manager		March 2010

	<p>Ensure PA service develop Business links with community by utilising national contacts established as part of the National Care2 Work programme. (eg Argos, Asda, Comet, Gov. Depts, Marriott hotels, etc...)</p> <p>Joint supervision with connexions for connexions worker</p>	<p>Personal Advisor manager</p>	<p>Reduce NEET and improve ECM outcomes for young people</p> <p>To ensure effective supervision of staff and a joined up partnership approach which encourages information sharing</p>	<p>December 2010</p>
<p>Staff and resources</p>	<p>Identify volunteer work opportunities available for young people</p> <p>Publicity material to be developed for employment and apprenticeship opportunities such as leaflets, posters etc</p> <p>E2E, fairbridge, OLASS taster courses to be held at LCAS or at accommodation for young people</p> <p>Teacher to be recruited into</p>	<p>Personal Advisor manager</p> <p>Personal Advisor manager</p> <p>LCAS manager</p> <p>Education team</p>	<p>Links to ECM outcome enjoy and achieve thus the YOT is role modelling both corporate parenting skills and increasing young peoples education attachment</p> <p>Ensures Personal Advisors have accurate up to date knowledge of employment opportunities thus increase ETE outcomes for young people</p> <p>Increase participation of young people in ETE</p>	<p>January 2010</p> <p>January 2010</p> <p>March 2010</p>

	service to monitor ETE status of 16-19 years old and track young peoples ETE status from 16-19 years old	manager	Improve ETE outcomes for young people and improve performance indicator PI 148 in relation to young peoples engagement with ETE at 19	March 2010	
Programs	Need to commission pre-E2E as young people need support to enter E2E due to low self esteem etc..	LCAS manager	Improve young peoples educational attainment and ensure economic well being via attachment to ETE. This will deliver early intervention/holistic personal support, education and pre-employment packages, designed to move clients 16-19 out of NEET and to climb up to Employment, Education or Training (EET), with a mandatory entitlement to 6 months+ of individual support post project to secure retention/progression. Course start dates that are flexible.	Commenced	
	Introduce a rolling ETE taster course for young people based at LCAS team-Fairbridge/OLASS course which is based upon learning styles of young people	Personal Advisor manager			
	More employment opportunities required as young people walk away when they have to do the basic skills as this is perceived as school.	LCAS manager			March 2010
	LCAS to link with Arts Council as they link E2E courses with interests such as music, construction, beauty, sports in order to	LCAS manager			June 2010
			Improve ETE outcomes for young people As young people need courses at different parts of the year if they have been incarcerated/ been in hospital or decide to leave ETE courses/employment at different times of the year.		

	<p>increase motivation to attend</p> <p>Qualification for access to Apprenticeships to be improved as this is too high for vulnerable groups such as care leavers. Additional support may be required.</p> <p>Work placements with structure and support – e.g. 3 days basic skills and 2 day work placement needed.</p> <p>Identify main interests of young people, eg motor mechanics, fashion, hair and beauty, construction, ICT and childcare and commission courses appropriately</p>	<p>Personal Advisors manager</p> <p>Personal Advisors manager</p> <p>Personal Advisors manager</p>	<p>Increase engagement with ETE to meet diverse needs of young people who do not want to pursue education or training</p> <p>Individualised package of ETE to improve ETE outcomes.</p> <p>Increase uptake of apprenticeships for this vulnerable group in accordance with our corporate parenting responsibilities</p> <p>Ensures courses are young people led thus increase engagement ETE</p> <p>Increase engagement and sustainment of young people in ETE</p>	<p>March 2010</p> <p>Commenced</p> <p>Commenced</p>
Funding	<p>LCAS to develop links with JSA so yp can have a</p>	<p>LCAS manager</p>	<p>Increase take up of vocational courses, apprenticeships and employment</p>	<p>Commenced</p>

	<p>smooth transition to claim benefits from 18- eg can submit benefit claims from 17.11 months Current providers offer variable services and some need to improve. Financial support for YP to overcome barriers – EMA can take between 6 – 8 weeks to come through and some do not get it at all as do not have bank accounts, for instance.</p> <p>Childcare costs to be paid for young parents on courses, employment</p> <p>Establish links with KYPE funding provided by LSC and to provide mentoring support to young people</p> <p>Further develop apprenticeships and work placements for young people post 18 with Tottenham Hotspur</p> <p>Build links with DCFS in relation to PSA 13 funding.</p>	<p>LCAS manager</p> <p>LCAS Manager</p> <p>Education team manager</p> <p>Head of service</p>	<p>opportunities by young people thus positively impacting upon NEET figures</p> <p>To reduce teenage pregnancies and ensure economic wellbeing of young people</p> <p>Ensures young people are supported in ETE</p> <p>Ensures young peoples engagement in ETE with a specialised package of support</p> <p>Increases funding for Local Authority to fund support for young people</p>	<p>Commenced</p> <p>June 2010</p> <p>June 2010</p> <p>June 2010</p>
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	LCAS to explore other funding options such as charities, private sector funding to develop programs for young people	LCAS manager	Improve ETE outcomes for young people	March 2010
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