



Haringey Council

Agenda item:

[No.]

Corporate Parenting Advisory Committee

On 25/01/2010

Report Title: **PROGRESS REPORT - EMPLOYMENT OPPORTUNITIES FOR CARE**

Forward Plan reference number (if applicable): n/a

Report of: **The Director of The Children and Young People's Service**

Wards(s) affected: **All**

Report for: **Information**

1. Purpose (That is, the decision required)

A needs assessment progress report on care leavers employment opportunities presented to Members identifying number of people involved and their tasks, opportunities for work experience and links with local employers.

2. Introduction by Cabinet Member (if necessary)

3. Recommendations

Members of the Corporate Parenting Advisory Committee are asked to note the contents of the report

Report Authorised by: Eleanor Brazil
Deputy Director
Children and Families

Contact Officer: Rashma Toora
Telephone: 5845
E-mail: Rashma.toora@haringey.gov.uk

4. Director of Finance Comments

5. Head of Legal Services Comments

6. Local Government (Access to Information) Act 1985

Background information

Needs assessment progress report on care leavers employment opportunities

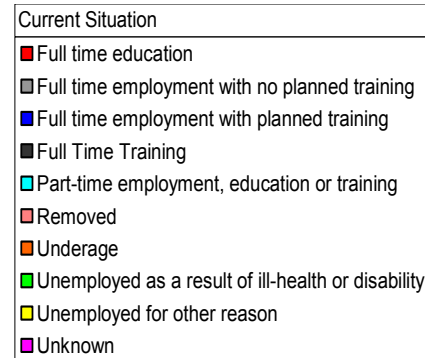
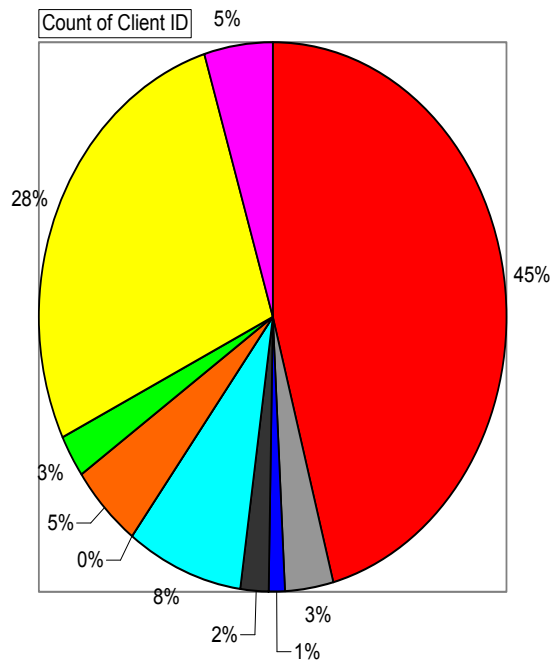
1. Haringey has an excellent record of educational outcomes for young people leaving care. Only 45 young people out of a group of 477 are not engaged with education, employment or training. Furthermore, Haringey has recently been praised for improving the educational, employment and training outcomes for young people at age 19 as 70.2% of Haringey's care leavers are engaged in education, employment and training in comparison to a national average of 63% of young people.
2. The Corporate Parenting Committee requested this report after a care leaver highlighted that although this maybe the case for educational outcomes, there appeared to be a lack of opportunities available for young people who wanted to pursue an alternative career path such as employment. Thus, the Corporate Parenting Committee requested a report to improve their understanding of what gaps in provision exist in relation to employment and training opportunities for young people and how we can address these to ensure that all young people have an opportunity to attain their career goals and achieve their ambitions.
3. It is the lead responsibility of the social workers in the leaving care team and the personal advisors in the team to address educational and training opportunities with young people. This work is done in partnership with other agencies such as schools, training providers, the Department for Work and Pensions, Connexions, The Haringey Guarantee. The Youth Offending Service, the targeted youth support service, the Learning and Skills Council, local colleges and universities, Haringey Council, the North London partnership and accommodation providers.
4. The report is written bearing in mind a number of changes that are planned, outlined in the New Opportunities for the Future White Paper (January 2009). This identified substantial support for young care leavers, outlining specific actions including: a national employment support programme for care leavers, as part of the wider drive to improve the quality of transition from care to adulthood. The Government is funding the National Care Advisory Service (NCAS) for the next two years to work with local authorities to develop and test models of support for care leavers into employment. There will be a creation of a national network of employers from the private, public and third sectors who will sign up to a commitment to develop employment support initiatives in their organisations for young people leaving care. Employers will offer opportunities for work experience and mentoring support, matched to the specific needs of the young person and including a package of training; from September 2009, the offer of an Apprenticeship place to all suitably qualified care leavers by the National Apprenticeship Service which will work with NCAS; and government intend to make this a legal entitlement from 2013; and over time, all care leavers will be offered an enhanced career planning pathway that will cover their next two to eight years, using a personalised, flexible model to help tackle barriers to work

The specific information that was requested by the Corporate Parenting Advisory Committee was as follows:

- The number of young people who are unemployed, enrolled on training courses and those in education
- opportunities for work experience
- links with local employers
- more information on the gaps in provision
- An update on the position

Count of Client ID	
Current Situation	Total
Full time education	219
Full time employment with no planned training	15
Full time employment with planned training	6
Full Time Training	9
Part-time employment, education or training	38
Removed	1
Underage	23
Unemployed as a result of ill-health or disability	12
Unemployed for other reason	132
Unknown	22
Grand Total	477

Total



Count of Client ID		
Team	Current Situation	Total
Children's Aftercare 18 - 21 yrs	Full time education	8
	Full time employment with no planned training	5
	Full time employment with planned training	1
	Full Time Training	2
	Part-time employment, education or training	7
	Unemployed as a result of ill-health or disability	10
	Unemployed for other reason	27
	Unknown	3
Children's Aftercare 18 - 21 yrs Total		63
Leaving Care Team	Full time education	76
	Full time employment with no planned training	3
	Full time employment with planned training	2
	Full Time Training	4
	Part-time employment, education or training	8
	Underage	2
	Unemployed as a result of ill-health or disability	2
	Unemployed for other reason	48
Unknown	7	
Leaving Care Team Total		152
Personal Advisors Team	Full time education	21
	Full time employment with no planned training	2
	Full time employment with planned training	3
	Full Time Training	2
	Part-time employment, education or training	10
	Unemployed for other reason	29
	Unknown	3
Personal Advisors Team Total		70
Specialist Team	Full time education	39
	Unemployed for other reason	1
Specialist Team Total		40
Unaccompanied Minors	Full time education	75
	Full time employment with no planned training	5
	Full Time Training	1
	Part-time employment, education or training	13
	Removed	1
	Underage	21
	Unemployed for other reason	27
Unknown	9	
Unaccompanied Minors Total		152
Grand Total		477

Opportunities for work experience

5. All council departments offer work opportunities for students, young people, international students, trainee social workers and apprenticeships. In addition to this, opportunities are available with Tottenham Hotspurs. Haringey has commissioned the Haringey Guarantee to deliver work experience opportunities to all Haringey residents. They have work placements available for young people that can help build a CV, gain a reference and give young people a valuable experience (and confidence) in a chosen field of work. Work placements are available in the following areas: NHS Haringey-working for health, Positive employment: positive futures, Work Placements for Employment, Working Links: Altogether Better, Positive Employment: Positive Futures and with the Employment Action Network

6. Furthermore, Haringey Guarantee provides a professional quality information, advice and guidance service that includes: Vocational training, Work placements, employment support, advice and job brokerage, Guaranteed interviews when applying for employment opportunities with our partners, Vocational training and training for the care sector. These opportunities are provided through the following partners:
 - 2XL Training Ltd
 - Skills training including Basic Skills
 - KIS Training
 - Sport Coaching and Volunteering
 - Haringey Sports Futures
 - Training for the Security Industry
 - Aidevian
 - Neighbourhood Resource Centre
 - Training to enter to Fashion Industry
 - Fashion Enter - Stitch in Time Personal Best (Preparation for Event Volunteering)

7. Personal Best is a unique opportunity to develop skills and knowledge and increase your opportunities for work and training. It offers guidance and support together with an accredited qualification to raise your aspirations and build confidence. Graduates of the Personal Best Programme will be guaranteed an interview to become a games time volunteer for the Olympics and Paralympics in 2012.

8. Southgate College are leading the delivery in partnership with: KIS Training, First Rung, CLaSS. A creative, learning environment, supporting young people in gaining a tailor-made accredited qualification at Level 1. The course is an introduction to volunteering at events and in the community. This is achieved through 9 taught units covering a range of learning outcomes together with a minimum of 30 hours of volunteering. The 9 units covering the following:
 - Becoming a Volunteer
 - Volunteering and the Olympics
 - Emergency and Basic Fire Awareness
 - Public Safety Awareness
 - Understanding Effective Customer Relations

- Understanding Equality and Diversity
- Introduction to Conflict Resolution in a Public Environment
- Developing Team and Interpersonal Skills
- Preparing for and Reflecting on a Volunteer Placement

Links with local employers

9. The main area for development appears to be that although there are national links with employers and organisations, Haringey Guarantee are attempting to establish links with local employers. This is at an early stage.
10. The Care 2 Work programme, a new DCFS initiative is targeted specifically at care leavers with the aim of working with employers to improve educational outcomes for young people. They have developed national links with employers such as Asda, BT, Co-op, Sainsbury's, Marks and Spencer, O2, The Odeon cinema group, Orange, Comet, etc.. The leaving care service has established links with this programme recently and has completed the mapping process and developed a draft plan to improve education, employment and training opportunities for care leavers. The aim of the leaving care service would be to work with Connexions providers and the Haringey Guarantee to develop these links locally. This process has commenced.
11. Other opportunities that are available in the Council include: Connexions sending local vacancies to young people via text, young people being involved in the recruitment process by interviewing new staff, The combined disabilities team- Personalisation agenda that is developing a scheme to recruit young people to be involved in mentoring, advocacy and brokers for young people with disabilities. Haringey placements team are recruiting young people for regulation 33 visits and to complete evaluations for placements. In addition to this young people are also employed in the Youth Service and as part of the participation agenda as mentors.

Barriers to employment

The main barriers to employment for care leavers appear to be;

- If young people do not live in Haringey, we cannot provide the same level of personalised service or refer to specialist resources
- Criminal convictions
- Lack of rolling programmes
- Intensive personalised support whilst on training and work placements
- Young people who are in custody
- Young people who are in hospital due to mental health conditions
- Young people who are pregnant or who are parents

Progress update

Since, the last meeting, the following progress has been made on the Education, Employment and Training Action plan:

1. The meeting with care2work has taken place to map services, share the action plan and consider good practice from other local authorities. This will be signed off by Eleanor Brazil once finalised.
2. We are arranging a meeting with other partnerships to consider a 16+ forum exploring how we can support young people who are not in education, employment and training
3. We have increased the work opportunities available for young people by meeting with the placements team and arranging for young people to conduct regulation 33 visits and complete evaluations. In addition, the disabilities team has also offered additional opportunities to young care leavers to mentor young people with disabilities, and provide personalised support under the personalisation agenda.
4. Training has been conducted with the leaving care team to make better use of the Framework I database so we can identify the numbers of young people who are unemployed and therefore target those young people for intensive work
5. We are sharing information on young people with our connexions partners so we can work more effectively to identify how we can engage young people in education, employment and training
6. The Council was successful in bidding for the Future Jobs Fund aiming to create up to 221 temporary jobs. These opportunities will also be available for young care leavers
7. We have explored good practice from other local authorities to examine how we pay young people who work with the Council to recruit new staff by taking part in interviews. We will be using a variety of methods to pay them including vouchers, payments and through the Councils Human Resources department.
8. We have raised awareness of the issues facing care leavers with other partners such as Connexions, Education team, Care2work and the Haringey Guarantee. The next step will be to identify and promote specific opportunities for care leavers which will lead to more effective commissioning by providers of education, employment and training for the future.

Summary

Further work is required to encourage young people who want to explore an alternative career path to education such as training or employment. Although as this report notes there are a number of opportunities available for young people to engage in employment and training opportunities, they are not well publicised to young people or staff, robust systems need to be developed operationally and strategically to commission and monitor provision for care leavers, there needs to be a co-ordinated approach to care leavers post 16 which involves all partnership agencies and lastly we must ensure that we have reliable data available within the service to identify young people who are not engaging in employment and training so we can target them specifically and refer to appropriate agencies.

The actions required to deliver these changes were outlined in the draft action plan which was presented to the committee at its previous meeting.