



Presentation to Corporate  
Parenting Board  
Nottingham City Council  
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**Monica Kimche**  
**Director**



## Leicestershire Cares

- Membership organisation of key local employers who want to make a difference in the community through employee volunteering.
- Programmes in Education, Community Development, working with the homeless, **care leavers** and offenders.



# Looked after children

- 30% of children in care sit no GCSEs or tests
- 30% are NEET (13%)
- 40% of prisoners < 21 have been in care, 25% > 21(2%)
- 30% of homeless people have been in care
- 5 times more likely to have mental health issues
- 15-17 year olds, 3 times more likely to become mothers



You have to be strong to swim with the shoal, so by offering 'Looked After Children' additional support, they will not only return strengthened, but will fly!



- **A preventative project**
- **Nurturing support for next steps in life at a crucial stage**
- **Support aspirations and dreams**
- **Address low self-esteem & confidence**
- **Support onto mentored work placements**



# Placement Process

- **Referrals from various agencies**
- **Interview with Leicestershire Cares**
- **If successful, interview at company**
- **Decision – start date**
- **Mentor training – role and responsibilities**
- **Mentee training**
- **Mid-way meeting**
- **Evaluation**
- **Post Placement Support**



# Company requirements

- **Source Mentors**
- **Release mentor for 3 hour training session**
- **Interview prospective candidates**
- **Placement details**
- **Support Mentee/Mentor**
- **Mid-way meeting**
- **Reference letter**
- **Possibility of employment &/or training**
- **Expenses**



# Criteria

- **Up to 4 weeks placements offered**
- **Commitment on the Mentee:**
- **Aged 16+ and have been in care**
- **Want to gain work experience**
- **Motivated to work**
- **No drug or alcohol issues that impact on ability to work.**
- **Attend interviews and training**
- **Disclosure of information**





# Company benefits

- **Professional development**
- **Increase motivation**
- **Increase morale**
- **Corporate responsibility**
- **Provide cost-effective recruitment**
- **Diverse workforce**
- **Improve communication and team building skills**
- **Direct impact on people's lives**



## On completion of placement

- **Mentor Feedback**
- **Mentee Feedback**
- **Company representative comments**
- **Certificate of achievement**
- **Reference**



## Quote

- Helen Smith, Weightmans LLP:

“Sarah is absolutely brilliant. She is an observant, assertive young woman who shows that the end product proved the point of Flying Fish”.



## Quote

Anisa:

- “Flying Fish has helped me build confidence and an understanding of where I want my future to be. I am ready to leave care and become independent. I see the world differently now and feel I have matured thanks to all the help I have been given”



# Company interest

**Over 60 placement opportunities including:**

- **Office Depot**
- **Shoe Zone**
- **Leicestershire Constabulary**
- **Government Office of East Midlands (GOEM)**
- **Care homes**
- **Youth projects**



# Leicestershire Cares

- **Source and vets clients**
- **Provides and completes all placement documents**
- **Arranges meetings**
- **Supports all parties involved**
- **Provides training – mentor & mentee**
- **Evaluation**
- **Post Placement support**



# Issues

- Self-destruct syndrome
- Criminal records
- Distractions
- Under-lying problems: money, health, housing







# Office DEPOT

**Associate**  
"Office Depot values me, I add value and can make a difference"

**Customer Focus**  
"Office Depot delivers value to my business"

**Business Processes**  
"As an organization we excel in execution"

**Teamwork**  
"We work together to achieve our goals"

Delivering Winning Solutions

**Certificate of Achievement**  
James Senokoff  
For Outstanding Performance in  
Sales & Customer Service  
Office Depot  
June 2008

Office Depot  
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