

Corporate Parenting Board – 18 June 2012

Title of paper:	RISE Programme – Business in the Community	
Director(s)/ Corporate Director(s):	Heidi Watson (Regional Director) Business in the Community	Wards affected: All
Report author(s) and contact details:	Jamie Shrivastava RISE manager Business In the Community 3 rd floor 30-34 Hounds Gate Nottingham NG1 7AB	
Other colleagues who have provided input:	Lynn Owen (National Operations Manager) Heidi Watson (Regional Director) Dave Richards (Employability Manager)	
Relevant Council Plan Strategic Priority:		
World Class Nottingham		✓
Work in Nottingham		✓
Safer Nottingham		
Neighbourhood Nottingham		
Family Nottingham		✓
Healthy Nottingham		
Leading Nottingham		
Summary of issues (including benefits to citizens/service users):		
<p>The RISE programme is a partnership and jointly funded programme between Nottingham City Council and Business in the Community (BTC). We continue to develop and deliver solutions that narrow the gap between care leavers and their peers by raising their aspirations, offering high quality work experience and creating long lasting employment opportunities. Many of those leaving the care system will not succeed in building successful working lives without the proactive intervention of business, alongside the voluntary sector, to build their motivation, confidence and experience of the world of work.</p> <p>The RISE Programme in Nottingham will be entering its third year.</p> <p>Business has a vital role to play to engage, support and enable young care leavers to achieve their goals.</p> <p>Being business led, BITC can change the lives of care leavers forever. With leadership and support from business we have the power and influence to collectively make a lasting difference for young people leaving care.</p> <p>BITC's RISE programme works with both local and national businesses in Nottingham. Together we offer a wide variety of opportunities for young care leavers in the area. By inviting care leavers into various businesses to see what the world of work is all about, offering work placements that give young people the chance to build their knowledge of the workplace, develop new skills, gain valuable work experience; through to supporting the young person with a role model from business who acts as a job coach and work mentor. We are seeing some fantastic life changing results happening for care leavers that are supported by RISE, who often start off with multiple barriers to work.</p>		

http://www.bitc.org.uk/community/employability/care_leavers/index.html

Recommendation(s):

1	More emphasis to be placed on incentivising young people under the care of the local authority to engage in employability/social activities.
2	Improve co-ordination/communication between RISE and allocated workers
3	Improve the promotion of BITC's RISE programme dates and cut off times across Childrens' Services in general and especially to young people in foster provision. (Both internally and externally)
4	Employment opportunities including apprenticeships available within the local authority to be shared with RISE manager.

REASONS FOR RECOMMENDATIONS

1.1 More emphasis to be placed on incentivising young people under the care of the local authority to engage in employability activities.

The local authority has access to services that appeal to young people in care. Gym membership, travel cards etc could be used a catalyst for young people to progress in other areas of their life such as employability and social development.

Young people in care are used to receiving something in return for positive actions/engagement. This is not a true reflection of society but many young care leavers simply do not understand this or have the resilience to cope. Therefore any incentive should be realistic in terms of measure.

1.2 Improve co-ordination/communication between RISE and allocated workers

In terms of behaviours and issues that are relevant to young people's participation to group work, the more information we receive, the more we can effectively tailor the work we do with the young people to address their needs and barriers to employment. Shared communication between RISE and other workers as part of the Team Around the Young People approach will ensure its success.

1.3 Improve the promotion of BITC's RISE programme dates and cut off times across Childrens' Services in general and especially to young people in foster provision. (Both internally and externally)

After successfully setting up BITC's employability care network (consisting of representatives from all relevant care providers both internal and private) the promotion of the program and events require further embedding. RISE works with NCC's 15 plus team to ensure the message is translated to young people.

1.4 Employment opportunities including apprenticeships available within the local authority to be shared with RISE manager.

Our aim is to equip as many care leavers as possible so they can make the most of any opportunity, as and when one appears. There is some further work to ensure that RISE knows of all opportunities for employability. By doing this the net of opportunity is cast wider and as a result will increase positive outcomes across the leaving care population.

BACKGROUND

2.1 Business in the Community stands for Responsible Business

We are a business-led charity focused on promoting responsible business practice. We ask our members to work together to transform communities by tackling issues where business can make a real difference. We offer our members practical support to help them to integrate responsible business practice wherever they operate.

Care Leavers face some of the worst outcomes in life. There are approximately 83,000 children looked after by local authorities across the UK. 53% of care leavers leave care with no qualifications with only 7% of care leavers going onto University.

Many young people leaving the care system will not succeed in building successful working lives without the proactive intervention from business to build their motivation, confidence and experience.

We are working with businesses to be the pioneers that really make the difference; starting the campaign that enables care leavers to build successful working lives.

2.2 Ready for Work (the blueprint)

Piloted in Nottingham since August 2010, Routes into sustainable employment (RISE) took its roots from Business In the community's leading employability programme for people at risk of homelessness - Ready for Work. Ready for work currently runs across 20 cities both in the UK and Ireland.

The following statistics are taken from Ready for Work 2001- 2011:

- 6500 clients started the programme
- 2459 clients successfully gained employment
- 75% sustained employment for more than 3 months
- 57% sustained employment for more than 6 months
- 32% sustained employment for more than a year

Based on this evidence Ready for Work is the most successful employability programme in the UK for people at risk of homelessness.

The vision was to adapt this existing model, or alternatively develop a new model that would address the needs of care leavers.

Many Ready for Work clients have been in care, although by the time they come onto Ready for Work they are already a number of years down the line, which subsequently increases the risk of multiple barriers in to employment.

One thing we are certain of is that by reaching care leavers at the point of leaving care, supporting them into a structured and sustainable lifestyle. We can support them to become more employable, giving them access to experience the world of work in ways which would be unattainable for them for them without our business connections.

2.3 Routes into sustainable employment (RISE)

*"If you're thinking about coming on the RISE programme but aren't sure, do it!" Care Leaver
We need to take action now to help as many of this vulnerable group as possible:*

- current care population = 83,000 (UK and Ireland)
- currently in foster care provision = 73%
- young people leaving care each year = 6,000
- care leavers with no qualifications = 53%
- care leavers in higher education=7%
- 27% of the current prison population were previously in care

The challenge from the start was to engage Nottingham City Care leavers and businesses. It made no real difference as to what type of opportunity was on offer if young people failed to recognise or place any value on them. Businesses also had a part to play in looking at their recruitment processes and assess if the opportunities and processes were out of reach to many care leavers.

The objective was to bring both local and national businesses together to gain support for a new programme that required not only a deeper sense of understanding for these disadvantaged, vulnerable young people but also a completely new approach by way of engaging and achieving the best outcomes possible. My job was to educate and inform businesses of this hidden reality; a growing concern, our future work force.

It's true that the usual route into employment requires certain indicators whether it's qualifications or previous experience; however talking to businesses, we established that qualifications and experience did not necessarily guarantee that the best candidate got the job. Enthusiasm, commitment and a willingness to learn are just as, if not more important.

RISE is based on this principle.

We have been successful in the implementation of work experience placements both within the local authority and a number of local and national businesses.

- 33 on Behind the Scenes events
- 36 onto RISE
- 29 completed RISE training day 1 and 2
- 22 started work placements
- 13 completed work placements
- 2 are still currently on work placements
- 7 gained employment
- 3 went onto volunteering
- 7 went onto further education

(Data taken from the pilot phase- Nottingham City)

Business in the Community's RISE Programme helps care leavers to gain and sustain employment and enjoy successful lives. Whether they want to find out more about the world of work or are looking to improve their chances of gaining and sustaining employment, RISE offers care leavers:

Behind the scenes events to inspire the care leavers to start on their journey towards sustainable employment, further training or education.

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

RISE is now moving to a phase where we are planning to integrate some of the young people who have been assessed as suitable into our Ready for Work programme which will give enhanced support to help care leavers access sustainable employment.

4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY)

The RISE programme is jointly funded between NCC and BITC. This has been the case since 2010. Discussions will begin regarding the re-commissioning for a year three programme. The cost per young person to date of being part of the programme is £1667: less than the cost of 30 weeks Job Seekers Allowance.

5. RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS, CRIME AND DISORDER ACT IMPLICATIONS AND EQUALITY AND DIVERSITY IMPLICATIONS)

Risk management has been closely monitored by BITC and Nottingham City Council Childrens' Services being mindful of safeguarding, data protection and confidentiality.

6. EQUALITY IMPACT ASSESSMENTS (EIAs)

6.1 As a partnership between 2 organisations both parties have a duty to ensure that equality of access to all young people is fair and equitable. The programme is run in line with all equalities duties.

Business in the Community values the differences that a diverse workforce brings to the organisation. We believe that diverse teams are more creative and dynamic and more successful. Embracing diversity makes Business in the Community a better business. We aim to be a true reflection of the communities in which we operate both in terms of the services we provide and the people we employ.

We respect all individuals and are opposed to all forms of unlawful or unfair discrimination on the grounds of ethnic origin, nationality, gender, sexual orientation, transgender, disability, religion and belief, age, work pattern, family status and will build a culture that values meritocracy, openness, fairness and transparency.

6.3 Equal Opportunities Policy

BITC wholeheartedly supports the principle of equal opportunities in employment and service delivery. We are opposed to all forms of unlawful or unfair discrimination on the grounds of ethnic origin, nationality, gender, sexual orientation, transgender, disability, religion and belief, age, work pattern or family status.

7. LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION

Ready For Work (BAOH Leaflet)

8. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

8.1 Data on children in and leaving care covering the last calendar year 2010/11 Has just been released (28 September 2011). This is an overview of the figures relating to young people's transition from care. (NCAS)

<http://www.education.gov.uk/rsgateway/DB/SFR/s001026/index.shtml>

8.2 DfE: Children Looked After by Local Authorities in England (including adoption and care leavers) - year ending 31 March 2010 (This Statistical First Release (SFR) provides information about looked after children in England for the year ending 31 March 2010. The figures are based on data from the SSDA903 return collected from all local authorities)