

Corporate Parenting Board Report – July 2013

Title of paper:	RISE programme – Business in the Community (BITC)	
Director(s)/ Corporate Director(s):	Candida Brudenell (Acting Corporate Director) Liz Needleman (Director, England East, Business In the Community)	Wards affected: ALL
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Other colleagues who have provided input:		
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>Business in the Community's (BITC) 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> <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>The programme initially concentrated on young people who have been in the care system because:</p> <ul style="list-style-type: none"> • 10,000 young people formally leave the care of local authorities in England every year 		

and 36% of care leavers are NEET (not in employment, education or training) at age 19 (*NCAS Statistical bulletin, Sept 2012*) compared to 19.6% of the general youth population. (*Centre for Economic & Social Inclusion, Sept 2012*)

- 29% of males and 44% of females in Young Offending Institutes have previously been 'Looked after Children' as well as 27% of the prison population.
- In 2011 only 12.8 per cent of looked after children who have been looked after for at least a year achieved five good GCSEs including English and Maths, compared to 57.9 per cent for non-looked after children. (*Department for Education, Outcomes for Children Looked After, 2012*)

However, we believe, that the model can be successfully applied to wider referral points to assist other vulnerable young people who have multiple barriers to work. We are mindful of the inextricable links between offending behaviour and unemployment, and the marketplace in which young people are competing for work is more challenging than ever causing some to give up hope before they even start.

Those with the most complex needs and the most challenging behaviours are least likely to break through into the world of employment.

BITC believe that business has a vital role to play to engage, support and enable vulnerable young people to achieve their goals, especially in the current financial climate.

Recommendation(s):

1	Improve on the communication/promotion of RISE and additional sessions
2	Have a joint protocol in place so that all outcomes are successfully captured
3	Implement bridging loans to support young people in their first month of employment
4	Inclusion for single parents

1. BACKGROUND

1.1 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.

Many young people who have offences and/or are from a care background 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 young people to build successful working lives.

- The unemployment rate for 16 to 24 year olds was 20.5 per cent for June to August 2012. (*ONS, Labour market statistics, October 2012*)
- The Working Links Report 'Tagged for Life' reports

'The fact that ex-prisoners are thirteen times more likely to be unemployed than the general population shows how serious the issue is. The high unemployment rate among newly released prisoners is not simply down to the fact they have just got out of prison. Instead the reality is that over half of these offenders (and up to 63% of young offenders) were not actively employed before their convictions, over two in three of those in employment will have lost their job as a result of their conviction, and a large proportion will, instead of finding employment upon release, remain unemployed and go on to reoffend in the future'.

- 27% of offenders committed a proven re-offence within a year with this rate rising to 35% for juvenile offenders. 55% of proven re-offences in 2010 were committed by re-offenders with 11 or more previous offences. (*MOJ, 25th October 2012*)
- Employment reduces the likelihood of re-offending by between 33-50%. (*Reducing re-offending by ex-prisoners" Social Exclusion Unit, 2002*).
- Over 17% of the UK population between the ages of 18 and 52 have a criminal conviction. (*Working Links, Prejudged: Tagged for Life, 2010*)
- Re-offending has been estimated to cost the UK around £11 billion per year, with each re-offending ex-prisoner potentially costing the criminal justice system alone an average of £65,000. Prolific offenders will cost even more. (*Working Links, Prejudged: Tagged for Life, 2010*)
- When employers were asked what impact the disclosure of a conviction would have on their decision making process, almost three quarters said they would use this information to either reject the candidate outright (16%), or to discriminate in favour of an equally qualified candidate with no convictions. (*Working Links, Prejudged: Tagged for Life, 2010*)
- In a recent (July 2012) Prince's Trust 'You Gov' poll of 2000 16-30 year olds, 'Down but not Out':
 - More than one in five unemployed young people (22 per cent) claim that finding a job in the next year is "unachievable"
 - Almost three-quarters of the young jobless (72 per cent) believe finding work is harder than ever

- Almost one in three unemployed young people (31 per cent) do not believe they will find a job in the next six months and three in five (61 per cent) describe looking for work as “demoralising”

1.2 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 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 disadvantaged, vulnerable young people but also a completely new approach by way of engaging and achieving the best outcomes possible. The role of the Employment development Manager is to educate and inform businesses of this hidden reality; a growing concern, our future work force.

It is 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.

Table to show the attendance of young people at RISE Programme (1st July, 2012 – 30th June, 2013)

Programme Intervention	Since February 2011 Programme start	Since July 2012
Capacity	120	60
Start training	67	26

Complete training	60	22
Offered work experience	56	17
Start work experience	44	15
Finish work experience	28	11
Young people who gained employment	12	5
Sustained work for 3 months	7	2
Sustained work for 6 months	6	1
Sustained work for 12 months	3	N/A
Young people achieving positive non employment outcomes	8	2

Table 1

26 young people attended 6 RISE programmes (capacity 60). The reason why some young people may drop out during the training stage range from not being able to prioritise effectively / statutory appointments or the most common – not being able to recognise, relate or place value on the opportunity at this particular time.

17 were offered work placements, 5 however were either not ready for the opportunity, or had plans to go into education.

11 successfully completed the work experience placements. There are many different reasons as to why young people may drop out of work experience; the most common is not being able to get up and into work on time, the second is sustaining a routine, the third is the issue of non-pay.

The 5 young people that gained employment this year are now employed by Nottingham City Homes, Boots and Nottingham City Council.

Positive non-employment outcomes range from other work experiences, volunteering and education.

We accept that part of the challenge is to introduce the learning at a rate that is appropriate for each client. If a young person is not ready and needs more support in order to reach a point where work experience is viable, we work with that individual until they are ready. There is no cut-off point for clients as long as they are 24 or under. In terms of the support offered to clients whilst on work experience, all placement providers offer flexibility in order to

maximise the chances of clients remaining on placement for 10 days, which can in effect be spread out over 4 weeks depending on individual.

In addition to the RISE programme we also deliver Behind the Scenes and Client support sessions designed to support young people in their preparation to live independently. These sessions are designed in partnership with businesses who also lead on delivery.

In this year alone 27 young people have attended 3 sessions.

2. REASONS FOR RECOMMENDATIONS (INCLUDING OUTCOMES OF CONSULTATION)

2.1 Improve on the communication/promotion of RISE and additional sessions

RISE opportunities/programme activity is dependent on a healthy flow of referrals from the Family Community Team and 15 Plus Team. This is due to above average dropout rate. Frontline staff, who have a relationship with clients, are best placed to promote the RISE project. Steps are currently being taken to develop and use social media to engage and inform young people. We have also received case lists with relevant contact details so the programme manager can contact young people directly.

2.2 Have a joint protocol in place so that all outcomes are successfully captured

A strengthened protocol will be revisited.

2.3 Implement bridging loans to support young people in their first month of employment

Currently when a young person is successful in gaining employment there is no financial support to cover the period (3-4 weeks) leading up to their first wage. This impacts on young people and can prevent them from sustaining employment so early on.

2.4 Improve support available to Care Leavers who are young / single parents

Young / single parents are discriminated against due to barriers which prevent them from accessing provision and support services aimed at facilitating their entry into employment. We recommend that further work is carried out to explore how existing provision, such as Sure Start can be utilised to overcome difficulties faced by this group of young people.

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

3.1 RISE is now expanding its remit by offering the same level of support to young people who carry offences. New processes are currently being formed and will be implemented in order to best fit with the Family Community Team.

4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY)

4.1 The cost of the programme is to be funded by the Children in Care Service (£19,000 confirmed) and the Family Community Team (£41,000 TBC).

The cost per young person to date of being part of the programme is £1,667 - 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)

Business in the Community is committed to practice that protects children from harm. Staff and volunteers in this organisation must accept and recognise their responsibilities to develop awareness of the issues that cause children harm.

Business in the Community will endeavour to safeguard children ensuring each campaign or area team involved in working with young people will:

- Adopt child protection guidelines through a code of behaviour for staff and volunteers for each team which operates with young people
- Carefully follow the procedures for recruitment and selection of staff and volunteers where appropriate checks and briefings are required.
- Each campaign or area team operating with young people will designate a person responsible as Child Protection Officer
- Each campaign or area team operating with young people will provide necessary training for staff and volunteers
- Share information about child protection and good practice with staff, volunteers, and employers
- Share information about concerns with agencies that need to know ensuring safety procedures are adhered to

Key Principles

The following key principles apply to this policy:

- Any young person under the age of 18 years is applicable to this policy
- The child's welfare is paramount in all situations
- All allegations of abuse will be taken seriously and responded to swiftly and appropriately

- Every child of whatever age, culture, ability, gender, language, racial origin, religious belief, and/or sexual identity has the right to protection from abuse
- Adults working with children must be aware of the best practice so they can be protected from wrongful allegations.

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

6. EQUALITY IMPACT ASSESSMENTS (EIAs)

6.1

As a partnership between two 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.

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

Not Applicable

8. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

Not Applicable