

**CORPORATE PARENTING BOARD - 15 September 2014**

<b>Title of paper:</b>	<b>RISE programme – Business in the Community</b>	
<b>Director(s)/ Corporate Director(s):</b>	Helen Blackman (Director of Children's Social Care)	<b>Wards affected:</b> All
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<b>Other colleagues who have provided input:</b>	None.	
<b>Date of consultation with Portfolio Holder(s) (if relevant)</b>	26 August 2014	
<b>Relevant Council Plan Strategic Priority:</b>		
Cutting unemployment by a quarter		<input checked="" type="checkbox"/>
Cut crime and anti-social behaviour		<input checked="" type="checkbox"/>
Ensure more school leavers get a job, training or further education than any other City		<input checked="" type="checkbox"/>
Your neighbourhood as clean as the City Centre		<input type="checkbox"/>
Help keep your energy bills down		<input type="checkbox"/>
Good access to public transport		<input type="checkbox"/>
Nottingham has a good mix of housing		<input type="checkbox"/>
Nottingham is a good place to do business, invest and create jobs		<input type="checkbox"/>
Nottingham offers a wide range of leisure activities, parks and sporting events		<input type="checkbox"/>
Support early intervention activities		<input type="checkbox"/>
Deliver effective, value for money services to our citizens		<input checked="" type="checkbox"/>
<b>Summary of issues (including benefits to citizens/service users):</b>		
<b><u>Report period July 2013-June 2014</u></b>		
<p>RISE has to date supported 21 care leavers and 1 YOT participant into employment. However participation of children in care (CiC) and care leavers (CLs) in RISE (Routes Into Sustainable Employment) programme has decreased overall by 15 % from the previous year.</p> <p>In April 2014 we increased programme activity in response to the council's request to have a roll on, roll off programme for all young people to access</p> <p><b>It should however be noted that referrals have increased significantly since June 2014, reaching a 90% attendance rate on our last programme. This is due to a change in the referral process.</b> Based on this, we predict that we will meet our target of 40 young people attending/completing the RISE programme through to June 2015</p> <p>It should be noted that the BITC year-end differs from Nottingham City Council, subsequently the outcomes reported below are for the period 1<sup>st</sup> July 2013 – 30<sup>th</sup> June 2014.</p>		

We believe the recommendations included in this report will increase participation on the RISE programme, which in turn will help the Local Authority fulfil the Strategic Priority Statement (SPS) 4 of the 'Children in Care and Care Leavers Strategy 2014 – 2016'. SPS 4 states the Local Authority's intention to improve the attainment of children in care and ensure care leavers engage in employment, education or training, including voluntary and work experience opportunities.

It should be noted that increased participation of young people in the RISE programme and resulting employment will positively contribute to how well young people transition into independence thus helping the Authority fulfil SPS 3, which describes the it's intention to improve transition.

**Outcomes for 1<sup>st</sup> July 2013 to 30<sup>th</sup> June 2014:**

- 16 in total through the programme
- 8 offered employment (includes 1 from YOT + 1 CL from Outside of the city) 50% into work
- 6 remain employed (includes 1 from YOT, August 2014)

**Outcomes for 1<sup>st</sup> July 2012 to 30<sup>th</sup> June 2013:**

- 26 in total through the programme
- 8 into employment (includes 1 CL from outside the city)
- 3 remain in employment (August 2014)

**Outcomes for Feb 2011 to 30<sup>th</sup> June 2012:**

- 37 in total through the programme
- 6 into employment (includes 1 CL from outside the city)
- 3 remain in employment (August 2014)

**Total outcomes since programme start (Feb 2011):**

- 22 offered employment (4 from outside Nottingham City and 1 from YOT)
- 12 remain employed

**Recommendation(s):**

<b>1</b>	To note the activities undertaken to identify young people eligible for the RISE programme in a timely manner.
<b>2</b>	To note the streamlining of the referral process in order to encourage increased participation on the RISE Programme.

**1. REASONS FOR RECOMMENDATIONS**

- 1.1 Activities include the development of a database that is currently being piloted by the Leaving Care Team. The database will make it possible to identify young people eligible for the RISE programme periodically throughout the year. This should help improve the rate of referral to the programme and contribute to the Local Authority's OC3 performance figures.
- 1.2 In addition to the Employability Task Group meetings, monthly one-to-one meetings between the Authority and BITC are held. These meetings provide an opportunity for an exchange of information between the partners. BITC is able to keep the Authority up-to-date regarding employment and training opportunities and the Authority, in turn,

is able to pass the details on to young people who may be suited to these opportunities.

- 1.3 Contact between front line staff (e.g. Personal Advisors) and BITC is now common place. BITC are able to promote employment and training opportunities directly to staff.
- 1.4 BITC attended a CIC Outcomes Group meetings where it was agreed that promoting the programme to staff in the Fostering and Adoption Service and the IRO Service would be an effective way of increasing referrals. BITC attended team and management meetings to present the RISE programme to staff in both services. Fostering and Adoption managers agreed to discuss the programme in team meetings where social workers were instructed to ask foster carers to refer to the programme. This has contributed to a steady increase in referrals from the fostering population.
- 1.5 Through the wider City Council's membership, Business in the Community is helping to support the promotion of the Fostering service across its business membership. This was a request made to BITC from the Council in the hope that more potential Fosterers will come forward. Adding value to our partnership this will be promoted through BITC's national website in partnership with the Fostering Marketing team.
- 1.6 It is felt referrals dropped due to the amount of paper work involved in registrations (this paperwork was brought in to cover all essential client details required by businesses). From June 2014, the referral process has been simplified allowing case holders to directly call and email the clients details and BITC now complete the paperwork.
- 1.7 BITC is supporting the young people continually with 1-1 support pre-programme, involving for example: anger management and support with current issues that are creating barriers to their employability.

## **2. BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)**

- 2.1 Business in the Community's (BITC) RISE programme works with both local and national businesses in Nottingham. This partnership makes it possible to provide a programme that offers a wide variety of opportunities in various business settings to Nottingham's children in care and care leavers. Work placements offered through the programme gives young people the chance to build their knowledge of the workplace, develop new skills, gain valuable work experience, and explore personal barriers to employment
- 2.2 In addition we also support clients with budgeting, anger management, character references, CV writing, and information on benefit sanctions and disputes.
- 2.3 We continue to see life changing results happening for Nottingham City care leavers that are supported through the RISE programme, many of who present multiple barriers to employment. However, without continued promotion and increased referrals, young people who may benefit from the opportunities provided by the programme may not access it.
- 2.4 We have now extended the programme to assist other vulnerable young people who have multiple barriers to work e.g. young offenders, those at risk of Care. We are

mindful of the link between offending behaviour and unemployment, as 23% of the adult prison population have been in care and almost 40% of prisoners under 21 were in care as children (only 2% of the general population spend time in prison)

- 2.5 The marketplace in which young people are competing for work is challenging, causing some to disengage with employment related activities before employment is secured. Those with the most complex needs and the most challenging behaviours are least likely to break through into the world of employment.

### **3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

- 3.1 None

### **4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY/VAT)**

- 4.1 The cost of the programme is to be funded by Children's Services (£19,000) (which has been confirmed) and the Families and Community team (£19,000) (to be confirmed).
- 4.2 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 AND CRIME AND DISORDER ACT IMPLICATIONS)**

- 5.1 None

### **6. EQUALITY IMPACT ASSESSMENT**

- 6.1 An EIA is not needed, as the report does not contain proposals or financial decisions.

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

- 7.1 None

### **8. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

- 8.1 UK GOV Statistics - national statistics: Outcomes for children looked after by local authorities.