

Corporate Parenting Board – 15 September 2014

Title of paper:	Training, Education and Employment of Children In Care and Care Leavers	
Director(s)/ Corporate Director(s):	Alison Michalska Director – Children & Families Helen Blackman Director – Children’s Social Care	Wards affected: All
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Other colleagues who have provided input:	Lynn Pearce - Senior Personal Advisor Alan Monaghan - Senior Personal Advisor Tina Thurley - Principal Analyst	
Date of consultation with Portfolio Holder(s) (if relevant)	26th August 2014	
Relevant Council Plan Strategic Priority:		
Cutting unemployment by a quarter		<input checked="" type="checkbox"/>
Cut crime and anti-social behaviour		<input 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"/>
Summary of issues (including benefits to citizens/service users):		
<ul style="list-style-type: none"> • Nottingham City Council remains committed to promoting the educational/training needs of its children in care, and access to employment for children in care and care-leavers. • It recognises that the focus needs to be on children early in the process to promote attainment and achievement, in order to promote the best outcomes for children. It continues to strive to provide activities to ensure there are systems in place that enable children in care / care leavers to access opportunities that meet their individual needs. • The purpose of this report is to ensure the Corporate Parenting Board remains the lead body to drive actions required to improve performance for young people accessing education, training and employment. 		
Recommendation(s):		
1	That the Corporate Parenting Board continues to support the work of the multi-agency Focus Group that takes the strategic lead to improve the number of care leavers in education, training and employment.	

1. REASONS FOR RECOMMENDATIONS

1.1 The Corporate Parenting Board ('the Board') needs to ensure Nottingham City Council continues to prioritise the needs of its care leavers in accessing opportunities for work, training and further education.

2. BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)

2.1 Nottingham City Council has a multi-agency focus group that leads strategically on activities that ensure appropriate systems, processes and support are in place to promote education, training and education for children in care and care leavers.

2.2 The focus group has formulated a strategic action plan to ensure employability, education and training remains a priority for Nottingham City Council. The action plan feeds into the Children In Care Outcomes Group, the Children In Care Council and ultimately, the Board. The Employability Action Plan has been submitted to the National Care Advisory Service (NCAS) Board and has been awarded its Quality Mark. NCAS regularly review the Action Plan to ensure it remains robust.

2.3 There remains dedicated support from Futures to the Leaving Care Service who take the lead in co-ordinating employment opportunities for all care leavers. The team work together to provide career planning and maximise opportunities. Futures currently run level one and two courses for young people. This consists of a one week work preparation programme followed by two weeks' work experience, then continued support to find education, work or training opportunities, up to a total of twelve weeks. This is a rolling programme so that young people can join every fortnight. Futures are looking to start a further programme with the same principles, but aimed at entry-level opportunities which are more suited to some of the care leaver cohort.

Futures have also recently employed seven Youth Contact Advisors who will work with 18 – 24 year olds in NEET and aim to engage them into training or work in their local areas.

2.4 There remains a strategic commitment across the Council to provide a range of opportunities for care leavers into employment/apprenticeship schemes. Business Support has successfully taken through Care leavers into apprenticeships and then on to full time employment. Business Support also creates work experience for children in care and care leavers through zero hour's contracts. Due to this successful model, sports and leisure are to set up a similar casual pool.

Nottingham city has provided 101 apprenticeships in 2013/14. In terms of children in care and care leavers, the following has been implemented:

2.4.1 Three young people currently in Business Support Apprenticeships; a further young person is due to start in October. Three have completed the apprenticeship and are now in full-time employment.

2.4.2 One young person undertaking apprenticeships within the Horticultural Department.

2.4.3 One young person currently completing an apprenticeship in PATRA.

2.4.4 Five young people have completed apprenticeships with Nottingham City Homes. Two of these young people have secured full-time employment.

2.5 Nottingham City Council continues to commission the RISE programme (Business in the Community) which involves work placements, events, coaching and mentoring, to prepare young people for employment (separate report will be presented to the Board).

RISE has increased their programme from four sessions per year to six sessions.

2.6 The Leaving Care Service are planning a programme of workshops (to coincide with the OC3 window) for the NEET cohort among our carer leavers, which will include accredited training such as Sport Coaching, Food Hygiene and Health and Beauty workshops, with the aim of also supporting young parents to access these workshops.

Sessions will also include skills for applying for jobs and include peer mentoring. This is being scoped within the multi-agency focus group to enable partners to contribute.

The Leaving Care Service are also working with World Wide Volunteering (WWV) who can provide small step voluntary work which provides necessary work experience for some of our more vulnerable and hard to reach young people.

2.7 “Face-Up”, the facebook webpage aimed at providing information to care leavers, remains on-going and is being further developed.

2.8 The Leaving Care Service held a ‘Fair’ for children in care and care leavers, with partners, colleagues and agencies hosting stalls to provide information regarding all facets of transitioning into adulthood. Following feedback, it is intended to develop this into an annual event.

2.9 Current performance in relation to NEET / EET stands at :(May 2014).

CL4 (R) percentage of Care leavers in employment, training and education at 19 years of age – 80% (Target 55%)

CL5 (R) percentage of Care leavers in employment, training and education at 20 years of age – 55.5% (Target 55%)

CL6 (R) percentage of Care leavers in employment, training and education at 21 years of age – 66.8% (Target 55%)

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

None

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

4.1 Risk associated with the budget constraint of providing support to more young people coming back post 21 for support re: education, training and employment.

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

5.1 None

6. EQUALITY IMPACT ASSESSMENT

Has the equality impact been assessed?

Not needed (report does not contain proposals or financial decisions)

No

Yes – Equality Impact Assessment attached

Due regard should be given to the equality implications identified in the EIA.

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 None