



# Supporting our Care Leavers: Apprenticeships & Work Experience 2018



**Our Vision:** “Care Leavers having the support they need to be able to obtain meaningful employment that matches their aspirations with employers who understand their needs.”





# Introduction

We are the Corporate Parent to approximately **380** children and young people.

This year **111** young people aged 18 – 21 are leaving our care system so we want to ensure we maximise employment opportunities for them both within our organisation, but also locally with our partners in all sectors.

The achievements and opportunities of young people leaving care remains dramatically lower than their peers. Evidence shows that young people leaving care tend to be disadvantaged when trying to find employment for the following reasons: low skills, poor education, health issues and little knowledge of employability skills and the labour market.– we want to help break the cycle by doing all we can internally to help, support, advise and provide effective and appropriate opportunities.

If we don't break the cycle, some of our care leavers will find their way into long term unemployment which we know encourages problems with criminal behaviour, teenage pregnancy, poverty and social exclusion.

Care leavers, like all young people, are unique, with different interests, talents, goals and aspirations. We need to understand what they want to do and find ways to help them – work experience will be a key part of this approach. The Social Mobility Commission reports that disadvantaged young people can benefit the most from work experience, but are the least likely to receive these opportunities – so we want to turn this around completely!

## Ofsted

Following their inspection in September/October 2017, Ofsted recommended that we need to create more meaningful opportunities for our care leavers to undertake apprenticeships and work experience placements.

## Our Aim

To ensure our Care Leavers are more employable and able to sustain and thrive in the work place, doing the jobs they want to do and can succeed doing.



# Our five commitments....

	We will.....	How we will achieve it.....
1	Guarantee all our Care Leavers an interview for our Corporate Apprenticeship scheme	<ul style="list-style-type: none"> <li>• Ensure they receive pre-interview support to get them ready from New Directions and/or an external partner</li> <li>• Ensure we can identify from their applications who are Care Leavers</li> <li>• Leaving care team to support all care leavers to attend Apprenticeship event and also to complete their CV applications</li> </ul>
2	Support young people to identify their aspirations and ensure opportunities match with what they want	<ul style="list-style-type: none"> <li>• Ask them what roles they want so we meet their aspirations</li> <li>• Create roles specifically for them within the Council</li> <li>• Influence external organisations to create opportunities for our Care Leavers through the HIVE network and the Employment and Skills Board chaired by our Chief Executive.</li> </ul>
3	Safeguard a number of Corporate Apprentice positions just for our Care Leavers	<ul style="list-style-type: none"> <li>• This is with Linda C to discuss with Harry</li> <li>• Joanne Stewart – Early Years has already earmarked a number of Apprentice opportunities just for Care Leavers.</li> </ul>



4	<p>Deliver a 6 week Traineeship with Training 2000 to help all identified Care Leavers gain as much knowledge, skills and experience to help them with their interview and assessment for an Apprenticeship position</p>	<ul style="list-style-type: none"> <li>• Traineeship to include work preparation training, to help ensure they are ready and have confidence to take their first step into a career; English and maths support, to ensure they have the skills that are needed in the workplace</li> <li>• Programme developed to be sympathetic to learners needs and build up to full time as the course goes on</li> <li>• £40 bursary per week to support them</li> <li>• Travel costs refunded</li> <li>• Meaningful work experience placements built in providing valuable insight and real experience of the world of work.</li> <li>• Specific curriculum developed to meet Care Leavers needs</li> <li>• Protected Traineeship just for Care Leavers</li> </ul>
5	<p>Offer effective work experience placements that are meaningful, supportive and accommodating whilst acknowledging some of the challenges that will be faced along the way</p>	<ul style="list-style-type: none"> <li>• Train internal managers with regards to what extra support will need to be put in place and to raise awareness of some of the challenges that will be faced. By having an awareness of the challenges and barriers that offering opportunities to Care Leavers can bring will help our managers offer opportunities and support that are both appropriate, effective, flexible and make a difference in enabling Care Leavers to take the first steps in building successful careers. Previous experience and case studies will feed into this.</li> <li>• Ensure the placements are effective and offer a range of opportunities to enhance skills, knowledge and experience</li> <li>• Ensure the placements match what our Care Leavers are interested in</li> <li>• Ensure a good balance between being flexible and accommodating with ensuring that the world of work is presented appropriately and start to embed some of the 'rules' that will be necessary as they progress into work.</li> </ul>



# Timescales 2018

