

Children in Care and Leaving Care Apprenticeship Scheme

SUMMARY

1.1 This is an overview report in relation to the Children in Care and leaving care Apprenticeship Scheme as requested by the Corporate Parenting Committee

1.2 Summary for Children and Young People

As a corporate parent we want the best for our children in care and have made a pledge to offer children in care and leaving care the opportunity to apply for apprenticeships within Derby City Council

Managers from the Children in Care Service and Connexions Service have talked with different departments in the council to ask them to also make a pledge and offer apprenticeships to our children in care. Support is given to the young people by the connexions workers to prepare them for apprenticeship and work experience interviews. We now have 9 young people in care who have been or are still an apprentice, 2 of these are now employed by Derby City Council

RECOMMENDATION

2.1 To note the current position and the progress made of the Apprenticeship scheme.

The pledge to offer apprenticeships to 8 carer leavers has been met.

REASONS FOR RECOMMENDATION

3.1 To ensure the Corporate Parenting Group are provided with an opportunity to comment upon progress against the Children in Care and Leaving Care Apprenticeship Scheme in line with the Derby City Council Pledge.

SUPPORTING INFORMATION

- 4.1 The measure for the pledge is that Derby City Council will continue to be a strong Corporate Parent by making available up to 8 apprenticeships to children in care or leaving care.

After the publication of the Centre for Social Justice report 'Delivering a Care Leavers Strategy for Traineeships and Apprenticeships' in 2016 Derby brought together the Team Manager leading on the NEET (Not in Education Employment or Training) strategy and the Leaving Care Team Manager to work in conjunction with Leaving Care and Children in Care Teams to establish a Local Authority Care Leavers apprenticeship scheme in Derby.

The Children in Care and Leaving Care Apprenticeship Scheme was initially part of the 2016 Children in Care and Care Leavers EET (In Education Employment or Training) Action Plan, a process and handbook was agreed through discussions with the group that would become the initial Steering Group. This is chaired by the Team Manager leading on the NEET strategy and membership includes the MAT (Multi Agency Team) Manager from Locality 1 and 5, the Leaving Care Team Manager, Derby Homes, Derby City Council Apprenticeships Manager, Derby City Council Employment Commission Lead and the Derby City Council Apprenticeships Liaison Officer.

- 4.2 The process begins with the Leaving Care team and the Space@Connexions Personal Adviser supporting Care Leavers who are NEET (not in education, employment or training) identifying candidates for the programme. A decision is made with regards if the Care Leaver requires preparatory work with the Space@Connexions Personal Adviser or is directed to the Apprenticeships Team (which includes the Apprenticeships, Traineeships and Work Experience Officers) for direct access to either work experience, a traineeship or an apprenticeship.
- 4.3 A multi-agency support plan to outline what support is given to the Care Leaver throughout their time with their placement team is agreed. A database of all NEET Care Leavers referred through this process is maintained by the Steering Group. This captures the Care Leavers names, skills, aspirations and strengths, when the Care Leaver was referred, where the Care Leaver was referred to, i.e. preparatory work, traineeship, work experience or apprenticeship and progress made. This is reviewed at every Steering Group Meeting.

Care Leavers apply for apprenticeships following the same route as per other young people to ensure compliance with the Equalities Act 2010. When the Care Leaver starts work experience, a traineeship or an apprenticeship, there is a structured review of their progress, which forms part of their statutory 6 monthly review of the Pathway Plan. If a Care Leaver exits the provision early, then the case will be taken back to the first stage of this established process.

- 4.4 To date we have achieved nine Care Leavers in City Council apprenticeships with Adult Social Care, Participation, Business Admin, Home Care, Derby Homes and at the Arena.

One Care Leaver has completed every part of the process and moved from a Traineeship through an Apprenticeship and is now employed full time with the authority in the Data Quality team.

Two further care leavers have now been employed by the authority in Document Management Centre after completing an Apprenticeship.

Five are currently undertaking Apprenticeships and progressing through the Levels.

One is awaiting their start date with Care Link to be rearranged (after suffering a broken leg).

Ten Care Leavers have moved into EET destinations after being supported via this scheme with support around workplace expectations and mock interviews with the SPACE@Connexions Personal Adviser who supports NEET Care Leavers.

Two Care Leavers have also had a work experience placement with Enthusiasm, a registered charity supporting young people in Derby, in Youth Work.

- 4.5 We had pledges from teams including Catering, Communications, Streetpride, Leisure, Parks, Facilities, Sports (Derby Arena) and Environmental who have committed to give Care Leavers guaranteed interviews for apprenticeships opportunities as well as Derby Homes. This was achieved by the Team Manager leading on the NEET strategy and the MAT Manager (locality based) arranging face to face meetings with the services named above.
- 4.6 The Steering Group for the Children in Care and Care Leavers Apprenticeship plan meet quarterly and includes members from Strategic HR, Derby Homes, Derby Adult Learning Service, the Leaving Care Team, Multi Agency Team Over 11's Manager and SPACE@Connexions. Progress of the plan is reviewed at these meetings. In October 2017 Central Midlands Audit Partnership completed a report for Andy Smith and found no issues relating to the apprenticeship process.
- 4.7 There have been ongoing discussions to explore ways to increase opportunities for Care Leavers to gain work experience and traineeship opportunities by using the apprenticeship levy.
- 4.8 We have continued to work with Derby College to ensure that Care Leavers who attend the college are supported by the college's Vulnerable Learners Service to ensure where there is any risk of drop out, support is put in place to reduce this risk.

OTHER OPTIONS CONSIDERED

- 5.1 None considered

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Estates/Property officer Service Director(s)	Hazel Lymbery SD Early Help and Childrens Safeguarding 01332 642669 Hazel.lymbery@derby.gov.uk
Other(s)	Kate Burton (HOS) 01332 641340 kate.burton@derby.gov.uk
For more information contact:	Jonie Centro 01332 643909 jonie.centro@derby.gov.uk Sheila McGregor 01332 641325 sheila.mcgregor@derby.gov.uk
Background papers: List of appendices:	None Appendix 1 – Implications Appendix 2 – Handbook Care Leavers Apprenticeship Scheme

IMPLICATIONS

Financial and Value for Money

- 1.1 There are no financial implications with this report

Legal

- 2.1 There are no legal implications with this report

Personnel

- 3.1 There are no personnel implications with this report

IT

- 4.1 There are no implications with this report

Equalities Impact

- 5.1 Young People leaving care are often multiply disadvantaged which is considered as part of their pathway plan

Health and Safety

- 6.1 There are none arising from this report

Environmental Sustainability

- 7.1 There are none arising from this report

Property and Asset Management

- 8.1 There are none arising from this report

Risk Management and Safeguarding

9.1 There are none arising from this report

Corporate objectives and priorities for change

10.1 Links to the corporate plan are

Protecting vulnerable children, young people, adults and older people and

Raising achievement and skills