

Report sponsor: Suanne Lim, Director for Early Help and Children's Social Care  
Report author: Antony Mains, Leaving Care Team Manager

## **Update report on Education, Employment and Training – Leaving Care Service**

### **Purpose**

- 1.1 This report is to provide the Corporate Parenting Committee with an update with regards to Education, Employment and Training (EET) outcomes for Care Experienced young people and to update the Committee with regards to the work of the EET Development Board and other developments.
- 1.2 To update the Corporate Parenting Committee with regards to additional developments undertaken to improve EET outcomes for Care Experienced young people.

### **Recommendations**

- 2.1 To ensure senior managers and Corporate Parenting Board members are aware of the ongoing performance of the Leaving Care Service with regards to EET outcomes and to note the developments of the EET Board and progress of developments such as the apprenticeship scheme.

### **Reasons**

- 3.1 To ensure senior managers and all Corporate Parenting Board members have a clear line of sight into priority areas of performance for People Services across the year.

### **Supporting information**

- 4.1 The most recent EET data for care experienced young people that Derby City is responsible for at the end of Quarter 3 2023/24 (end of December 2023) for those aged 19-21 (in EET) was 60%. The current performance is above the 2022/23 national average (56%).

In comparison:

- In the previous year (Q3 2022/23 - end of December 2022) the percentage was 59.4%.

We have sustained and improved performance in our EET outcomes for care experienced young people in this age group which is encouraging and we are continuing to explore new ways in which we can improve further.

At present data with regards to comparator LAs is not yet published. However, we are able to say that as of March 2023 for this age group in Derby City those in EET was 56.6% which was above the national average. We can therefore see an improvement from March 2023 to December 2023.

### **Care Experienced young People aged 17 to 18 in Education, Employment/ Training (EET)**

At end of Q3 2023/24, (end of December 2023), Derby had 72, 17 and 18 year old care experienced young people, 57% of whom were engaged in EET. This is a decrease from last year's figures. The vast majority (69) are aged 18 and this is below the East Midlands and national average. This is an area we wish to improve and requires further analysis. We plan to explore the journeys of these young people to help identify any specific gaps in provision, i.e., is performance linked to young people having to move home at 18 and if so, can we put in additional support accordingly.

#### **Further analysis of this cohort:**

What we know is that 30,18-year-olds are currently NEET as of 1.1.24.

#### **Characteristics of this cohort:**

- 20 (66.6%) acquired looked after status pre-16. NB. 18 of these were subject to Full Care Orders
- 10 (30%) acquired looked after status after their 16th birthday
- 4 (13%) are UASC
- 9 (30%) are identified as having a disability or illness
- 1 (3.3%) currently missing
- 3 (10%) Are pregnant/parenting.

It is interesting to note that two thirds of our current NEET cohort of 18-year olds have been in care since (on average) the age of 12. With the majority being subject to Full Care Orders. Our previous assumption was that those entering care later at ages 16 and 17 would be experiencing the most disruption in their lives at a crucial time but the data shows that most of the young people (who were NEET) had actually been looked after for some time.

Over the coming year we will undertake a specific piece of work with this group of young people. Initially supporting them into EET as soon as possible but also to better understand their journeys and establish if there are any themes or lessons to learn and how best to provide support at an earlier stage.

Although latest data with regards to our comparator Local Authorities are not published, we know that performance for this group has decreased and therefore we need to undertake additional activities.

The following section of the report will outline the activities that have taken place over the past 12 months to further improve outcomes for care experienced young people.

## **Developments**

- 4.2 As a result of last year's corporate parenting meeting a corporate approach is being developed to support care experienced young people access EET and support to get into EET. This is being led by the Corporate Parenting lead and the EET Development Board is adjusting to align to this development and ensure we avoid duplication of work, enabling the EET Development Board to continue to undertake a targeted and individualised approach and utilise the developments from the EET pathway (which is being led by the Corporate Parenting lead). This work relates to the "education passport" where we are looking to develop offers of internships, work experience and a broader preparation for EET for care experienced young people with a range of DCC departments.

The EET Pathway meetings are developing a timeline from year 10 to age 25 and this should overlay with offers and opportunities that are developed by this group and via the EET Development Board. This will support the development of an EET Passport or Enhanced PEP that will follow the young person on their EET journey until they leave us. The EET Development Board will act as a working group to ensure opportunities are sought to enable care experienced young people to access EET opportunities including employment, apprenticeships, or the skills to access these – 'right place, right time'.

The Care Experienced Young People's EET Development Board has continued to meet since the last report. Terms of references for the board have been amended and updated again in line with EET Pathway developments highlighted above. We continue to attract organisations who are keen to participate such as Joined up Careers Derbyshire who can provide opportunities within the health sector and existing members of the board continue to share opportunities and activities for care experienced young people and are keen to support individual care experienced young people on their EET Journey.

There are challenges in developing our approach and offer to EET for our care experienced young people, i.e., some existing services have changed or reduced in size over the past year, but we still have many organisations willing to provide support and continue to attend the EET Development Board. We continue to aim to develop data to evidence impact over the coming 12 months to establish a robust monitoring and tracking process.

The previously trialled single referral process will be replaced with a triage approach utilising EET Development Board members knowledge and experience. Capacity issues have impacted upon our ability to sustain the single referral process, but we believe this new approach will have a greater impact and individual cases can be reviewed and tracked at each board meeting going forwards to ensure we maintain momentum with individual cases. Supporting care experienced young people successfully into EET remains challenging. However, we are committed to developing offers and

opportunities that we feel will motivate and excite care experienced young people and our PA's and support services will continue to support accordingly.

The EET Development Board is planning an EET event this this year (as undertaken previously and which proved to be successful, with positive feedback received from our young people). This will be a face-to-face event whereby young people can interact directly with providers and employers. Additionally, the board is also exploring the possibility of a virtual event as many young people have indicated career interests in social media and related industries.

### **Monitoring and tracking progress**

- 4.3 We will be amending our tracking and monitoring processes as we develop our new triage system within the EET Development Board. Each Board meeting will review actions and outcomes related to individual young people to establish a clear evidence base of what intervention has worked and what has not. This will include direct feedback from care experienced young people themselves.

Although each case will be anonymised, we will be able to track progress of individuals going forwards and this will help us maintain momentum in supporting care experienced young people into EET. Due to the changes within the monitoring and tracking processes we are also going to be revisiting what we can record on LCS as a result of the changes with the aim of being able to develop more robust reports.

It remains the case that those care experienced young people furthest away from EET in terms of their individual circumstance continue to need the support and encouragement from their Personal Advisors to engage positively with the offer. This continues to be a central part of the support offered to care experienced young people by the Leaving Care Service via their Personal Advisors and recorded within the care experienced young person's Pathway Plan.

### **DCC apprenticeship scheme. Social Value Clauses**

- 4.4 DCC Apprenticeship opportunities are being shared with the Leaving Care Service as soon as they become available and young people provided with the information and support accordingly. It is envisaged that the development of the EET Pathway meetings will reinforce the importance of providing in house apprenticeships and work experience opportunities.

We have updated the apprenticeship workbook which outlines the process in place and support offered for those care experienced young people who want to apply for DCC Apprenticeships. Securing Apprenticeships for care experienced young people within the council continues to be a challenge within the current climate but we do have internal links whereby care experienced young people can be supported to apply for apprenticeships when they become available.

## **The Derby City Council Social Value in Procurement**

- 4.5 This project is now live, and the Leaving Care Service has contributed to its development in terms enabling care experienced young people to be able to benefit from this development. It is early days yet so we will be able to report on the impact this has had next year.

Firms bidding for large contracts with the council must evidence what jobs/opportunities and support they can offer care experienced young people and people with disabilities to secure their place on the framework. This was a significant piece of work that we feel will have a positive impact going forwards.

Our EET outcomes are continuing to improve gradually, with regards to our 19- to 21-year-olds but it is clear from current data that we need to focus on our 16 to 18 years olds over the next 12 months to improve outcomes and better understand what we can do to continuously improve outcomes.

### **Public/stakeholder engagement**

- 5.1 We have collaborated with a number of partner agencies both within Derby City Council and more widely, i.e. the Virtual School, our residential children's services, our apprenticeship lead, the Children in Care Service, our Corporate Parenting Lead, Derby Homes, Derby College, Derby Adult Learning Service and post 16 providers in relation to the changes to the EET Development Board and EET pathways meeting to ensure we avoided duplication and used the resources at our disposal in the most effective way for our care experienced young people.

### **Other options**

- 6.1 The approaches put together have been done so with no financial backing to ensure the Leaving Care Service meets its duties in relation to ensuring young people who are care experienced have opportunities to engage in education, employment and training. There are no other realistic options for supporting our young people outside of strong partnership work that is already in place.

### **Financial and value for money issues**

- 7.1 No additional resource required/other financial issues to note.

### **Legal implications**

- 8.1 No Implications.

### **Other significant implications**

- 9.1 None.

The following people have approved this report:

| <b>Role</b>                | <b>Name</b>     | <b>Date of sign off</b> |
|----------------------------|-----------------|-------------------------|
| <b>Legal</b>               | Olu Idowu       | 12.2.24                 |
| <b>Finance</b>             | Janice Hadfield | 12.2.24                 |
| <b>Service Director(s)</b> | Suanne Lim      |                         |

|                           |            |         |
|---------------------------|------------|---------|
| <b>Report sponsor</b>     | Suanne Lim | 13.2.24 |
| <b>Other(s)</b>           |            |         |
| <b>Background papers</b>  |            |         |
| <b>List of appendices</b> |            |         |