

## **Children in Care and Leaving Care Apprenticeship Scheme**

### **Purpose**

- 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 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

### **Childs summary**

- 1.3 Managers from the Children in Care Service and Connexions Service have talked with different Departments in the Council to ask them to 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 young people in care who have been or are still an apprentice with Derby City Council, Five of these are now employed by Derby City Council
- 1.4 To date we have achieved nine Care Leavers in City Council apprenticeships and one care leaver in a traineeship, ten in total. The departments involved are Adult Social Care, Participation, Business Admin, Home Care, Derby Homes and at the Arena.

### **Recommendation(s)**

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

### **Reason(s)**

- 3.1 To ensure the Corporate Parenting Committee are provided with an opportunity to comment upon progress against the Children in Care and Leaving Care Apprenticeship Scheme.
- 3.2 For Corporate Parenting Committee to celebrate the success of the care leavers who

have successfully completed their apprenticeships at the Annual Care Leavers Event

### **Supporting information**

- 4.1 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 to 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 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 and one care leaver in a traineeship, ten in total. The departments involved are Adult Social Care, Participation, Business Admin, Home Care, Derby Homes and at the Arena.

Three Care Leavers are currently undertaking Derby City Council Apprenticeships and progressing through the Levels. Two Care Leavers have completed every part of the process and moved from a Traineeship through an Apprenticeship and are now employed full time with the authority in the Data Quality team the other is within business support. Three care leavers have now been employed by the authority in DMC and with Derby Homes after completing an Apprenticeship. Two care leavers have completed their apprenticeships, one has gained fulltime employment in their vocational job area, bike maintenance and one has moved onto a higher level apprenticeship in animal care at Derby college

One Care Leaver has moved into full time employment in their chosen vocational area of work after completing the Children in Care and Leaving Care Apprenticeship Scheme at the Arena.

- 4.5 There have been a number of workshops and meetings to gain live current pledges within our Council departments. We have pledges from a number of teams including Catering, Communications, Street Pride, Leisure, Parks, Facilities, Sports (Derby Arena) and Environmental who have committed to give Care Leavers a guaranteed interview for apprenticeships and opportunities within Derby Homes. Opportunities are shared with the Care Leavers' team and the P.A at the Space@Connexions so that they can match the young people to their vocational areas of interest and support the young person through the process
- 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 the Director of People and found no issues relating to the apprenticeship process.
- 4.7 Where a young person does not want a traineeship or apprenticeship and have chosen to attend Derby College we work with the College to ensure that Care Leavers who attend are supported by the college's Vulnerable Learners Service and where there is any risk of drop out, support is put in place to reduce this risk.
- 4.8 In order to ensure a wider offer in different vocational areas for our young people we have started to engage with external providers and business as well as the Chamber of Commerce and we are making use of Building Better Opportunities.

**Public/stakeholder engagement**

- 5.1 We had pledges from Derby City Council teams including Catering, Communications, Street Pride, 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.
- 5.2 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**

- 6.1 None from this report

**Financial and value for money issues**

- 7.1 Supporting our Children in Care and care leavers into employment will contribute to their future positive outcomes as well as benefit the Council

**Legal implications**

- 8.1 Non from this report

**Other significant implications**

- 9.1 None from this report

**This report has been approved by the following people:**

<b>Role</b>	<b>Name</b>	<b>Date of sign-off</b>
<b>Legal</b>	Olu Idowu Head of Legal Services	
<b>Finance</b>	Alison Parkin Head of Finance	31.1.19
<b>Service Director(s)</b>	Hazel Lymbery Director Early Help and Childrens Safeguarding	31.1.19
<b>Report sponsor Other(s)</b>		