

<b>Subject:</b>	<b>Employability for Young People in Care and Care Leavers</b>		
<b>Date of Meeting:</b>	<b>June 2013</b>		
<b>Report of:</b>	<b>Executive Director for Children's Services</b>		
<b>Contact Officer:</b>	<b>Name:</b>	<b>James Dougan</b>	<b>Tel: 29-5511</b>
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<b>Ward(s) affected:</b>	<b>All</b>		

**FOR GENERAL RELEASE**

**1. SUMMARY AND POLICY CONTEXT:**

- 1.1 This is the update report as requested by Policy & Resources on 21<sup>st</sup> March 2013.
- 1.2 The report highlights the progress made with regard to work placements and apprenticeships within the Council and its partners for young people in care and leaving care, and details the BHCC nationally benchmarked assessment and support process to enhance young people in care and leaving care successful transition into employment and training.

**2. RECOMMENDATIONS:**

- 2.1 That the Committee agree to 5 ring-fenced apprenticeships for young people in care and young people leaving care within the Brighton & Hove Apprenticeship Scheme.
- 2.2 That the Committee agree to guaranteed interviews for all apprenticeships within the Brighton & Hove Apprenticeship Scheme if the young people meet the necessary criteria.
- 2.3 That the Committee note the assessment and support package for young people in care and leaving care to support entry into employment and training.

**3. RELEVANT BACKGROUND INFORMATION/CHRONOLOGY OF KEY EVENTS:**

- 3.1 BHCC has 444 children in care (March 2013), 0-18 years, 192 care leavers, 18-21 years and 158 aged 16-19 years. The target group for BHCC work placements and apprenticeships of young people aged 16- 19 years averages 70 each year over the next 3 years.
  - 3.1.1 As the Committee learned previously, BHCC's 16 Plus Support Team takes the lead in ensuring young people in care and care leavers are prepared for transition into employment and training.

- 3.1.2 Each young person in care post 16 and all care leavers have a Pathway Plan/Personal Opportunities Plan. This plan is developed in partnership with the young person highlighting any obstacles the young person might have in accessing employment and training. The plan also details the individual tailored support package.
- 3.1.3 To support the young people there are 2 specialist employability advice posts within the 16 Plus Support Team. These posts provide specialist advice and assistance including help with CV's and job applications, interview preparation and practice, identifying future choices and building confidence and motivation.
- 3.1.4 These posts also provide targeted advice and guidance support to young people in care and care leavers not in education, employment or training (NEET). The Personal Opportunities Plan (POP), a post-16 Personal Education Plan (PEP) supports and engages young people in exploring their post-16 options.
- 3.1.5 The Council's Apprenticeship Co-ordinator acts as a link between Job Centre Plus and the 16 Plus Support Team in the recruitment of apprenticeships as well as acting as an advocate in the process for young people leaving care.
- 3.2 All of the Council Directorates have now offered work experience and taster days and these are now being actively pursued and recruited to and placements are underway across the Directorates for young people in care and leaving care.
- 3.3 It is proposed that as part of the Brighton & Hove City Council Apprenticeship Scheme, 5 apprenticeships are now ring-fenced for young people leaving care and all young people leaving care will be guaranteed an interview for all apprenticeships where it's been identified by the City Council's Apprenticeship Co-ordinator, that they meet the required standards.
- 3.4 Financial assistance is guaranteed to assist young people with apprenticeship and work placement associated expenses e.g. travel costs, interview and/or work clothing. Assistance can also be provided to enable young people to reach the desired entry level requirements for apprenticeships where they fall short of these.

#### **4. COMMUNITY ENGAGEMENT AND CONSULTATION**

- 4.1 Consultation has taken place with young people both in care and who have left care to seek their views on what Brighton & Hove City Council and its partners could be providing in employment and pre-employment opportunities. The views and opinions of foster carers, residential care providers, Social Workers and Personal Advisers have also been sought and considered.

#### **5. FINANCIAL & OTHER IMPLICATIONS:**

##### Financial Implications:

- 5.1 There are currently no direct financial implications arising from the recommendations in this report. If additional costs arise as a result of future developments then it will be necessary to identify appropriate funding.

*Finance Officer Consulted: David Ellis,*

*Date: 28 May 2013*

Legal Implications:

- 5.2 Employability opportunities enshrined within corporate parenting duties describe the collective responsibilities members and officers of Brighton & Hove City Council and its partner organisations have towards children and young people in local authority care. The commissioning and delivery of services is underpinned by the Children Act 2004, the Care Matters Implementation Plan 2008. Local authorities have particular duties to care leavers to ensure that Pathway Plans are developed which include assessment in respect of employment and education needs. Under the leaving care legislation, and as with any good parent, the authority's duties and advice to care leavers extends beyond their minority.

*Lawyer Consulted: Natasha Watson,*

*Date: 28 May 2013*

Equalities Implications:

- 5.3 Effective corporate parenting is critical to the implementation of Brighton & Hove Council's Equalities Policy and to the achievement of the priorities set out in the Children & Young People's Plan 2009-12

Sustainability Implications:

- 5.4 There are no immediate sustainability implications

Crime & Disorder Implications:

- 5.5 Corporate parenting and in particular greater access to sustainable employment will assist our aims to support young people to engage in law abiding and socially acceptable activity and behaviour and to become socially responsible citizens.

Risk and Opportunity Management Implications:

- 5.6 Effective corporate parenting strategies will assist the Council as a whole and its partners in meeting their duties to children and young people in care and care leavers and this includes the management of significant risks, including risk to self, to others and to reputation and financial risk.

Public Health Implications:

- 5.7 There are no immediate public health implications however significant employability opportunities will have a huge impact on these young people's future prospects, in fulfilling their potential and improving and improving their social mobility and social inclusion and in reducing social exclusion.

Corporate / Citywide Implications:

- 5.8 The Corporate Parenting Strategy describes the collective responsibilities that members and officers of Brighton & Hove City Council and its partner organisations have towards children and young people in local authority care.

**6. EVALUATION OF ANY ALTERNATIVE OPTION(S):**

- 6.1 Corporate Parenting responsibilities and duties meet a statutory duty upon Brighton & Hove City Council in respect of children and young people in care and care leavers and as such there are no alternative options.

**7. REASONS FOR REPORT RECOMMENDATIONS**

- 7.1 To meet Brighton & Hove City Council's responsibilities in respect of children and young people in care and care leavers in assisting them become independent adults with sustainable employment and a good standard of living.

**SUPPORTING DOCUMENTATION**

**Appendices:**

None

**Documents in Members' Rooms**

None

**Background Documents**

None