

Action Plan: Improving Work Opportunities for Care Experienced Young People

| Rec No | Recommendation | Responsible Officer | Agreed Action and Date of Implementation | By when |
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| A | <p>To ensure aspiration is built into our care, the development by Children & Young Peoples Services of a stand-alone, aspiration-raising careers advice and guidance strategy for children we look after with a focus on Care Leavers was essential.</p> | <p>Head of Service, Dominic Tumelty</p> <p>Head of Virtual School Sarah Platt and Paul Ross</p> | <p>This recommendation to be at the heart of the Care Leaver Life Skills programme based within the Hub which it is aimed to be open by 25 June 2021.</p> <p>Within this, there is a clear focus on ensuring that our children have strong careers advice and guidance.</p> <p>The Virtual School has a dedicated Careers Advisor post as well as a dedicated post for children aged over 16 with a view to driving achievement at Key Stage 5 and both posts contribute to a comprehensive package for our children.</p> <p>Summer taster events are available in July and August 2021.</p> <p>Mentoring is currently available to care experienced children and young people in St Helens schools from the University of Liverpool and will continue from September 2021.</p> | <p>31st October 2021</p> |

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| B | Children & Young Peoples Services review the local training of Social Workers and foster carers so that they can provide aspirational careers guidance to augment other guidance provided. | Head of Service, Fostering and Adoption, Fiona Woods | This aspect of care and advice will be included in the Life Skills training for foster carers and social workers, developed by both the Principal Social Worker and the Head of Service, Fostering and Adoption. The pack which is under development | 30th September 2021 |
| C | Children & Young Peoples Services review the training and support for Social Workers and foster carers so they are better prepared to help foster children’s understanding of financial life skills, including benefits, in preparation for becoming an independent person at the age of 18 yrs. | Head of Service, Fostering and Adoption Fiona Woods | needs further consultation with our young people but is intended to be live by September 2021. The training will be emphasised by presentations at Fostering Forum, bespoke training events and via the Fostering newsletter and other appropriate resources | |
| D | Children & Young Peoples Services arrange for training and accessible information on financial life skills, including benefits to the children we look after and care leavers. | Child in Care Council, facilitated by Helen Sharratt Principal Social Worker. Simon Manseri | An existing action within the Care Leaver action plan supports this recommendation. “Develop a library of interactive preparation for independence/life skills materials to support direct work with young people by staff and carers”. | 31st July 2021 |
| E | To improve retention and progression rates for looked after individuals, school and college and training provider staff in the borough should be offered | Sarah Platt Head of the Virtual School | The Virtual School hold a termly forum for all designated teachers offering CPD in this area and additional training on request. | 30th September 2021 |

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| | <p>training/awareness raising sessions on the challenges of looked after children and care leavers, their additional support needs and techniques to encourage them to invest in education.</p> | | <p>The Virtual School has also organised an inclusion conference with many speakers who will relate strategies for coming out of lockdown and discuss how children with attachment challenges and trauma could be best helped.</p> <p>Further, the Virtual School have funded 23 mentorships using the DESTY mentor model. Finally, they have funded 6 cohorts of 'Emotion coaches' that is 60 places in all across every education phase.</p> | |
| <p>F</p> | <p>The Council ask the St Helens Ambassador Programme to include an item about employing care experienced young people on the agenda/itinerary at one of its future events.</p> | <p>Catherine White, Place Project manager</p> | <p>Upon return to regular meetings, a priority action will be to hold an Ambassador meeting, held in conjunction with the Futures Team, to be devoted entirely to the issue. This will be led by employers with proven experience of successfully employing care experienced young people. This would be a powerful event to encourage businesses within the borough to engage further with the Futures Team to provide opportunities for Care Leavers.</p> <p>A greater understanding of the benefits of employing care leavers should be shared with local employers and a recognition that greater emphasis should be given to this topic by regular inclusion in</p> | <p>31st July 2021</p> |

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| | | | <p>Ambassador Programme meeting agendas as a standard item.</p> <p>A discussion to take place with Head of Service to explore the availability of a 'best practice' tool or training package that could be shared with employers working with care experienced young people could be explored by the Children's Services staff.</p> <p>Cathryn White to organise meetings with the relevant officers to discuss the above further and organise a tailored meeting / event to take place as soon as circumstances permit after June 2021 COVID review.</p> | |
| G | The Council encourage its local partners (particularly in the NHS and other public/community sectors) to consider developing policies and resourcing to provide more work experience and employment opportunities specifically to our children we look after and care leavers. | Head of Service, Dominic Tumelty | Action to be considered at the next Care Leaver Board to agree with partner the most appropriate way to meet the recommendation. | 30th September 2021 |
| H | The Council's Head of Procurement identify how our tendering/ procurement processes can encourage organisations that have | Billy Webster, Assistant Director for Commercialisation. | Initial Meeting to scope work to be held with further timescales to follow. | 30th June 2021 |

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| | policies/initiatives to offer work experience and employment opportunities to care experienced young people. | | | |
| I | The Council considers creating Kickstart Scheme placements within Council services so that the Council is a provider of placements as well as an intermediary for the Kickstart Scheme. | Ways to Work Delivery lead, Andrew Beresford | St Helens currently have 97 kick start placements available for 18-24 years olds, whilst these are not within council services, they are however with local employers and are open to all eligible participants. Eligibility is determined by DWP, participants must be unemployed and claiming Universal Credit. A review of opportunities for care experienced young people will be undertaken. | 31st July 2021 |
| J | Children & Young Peoples Services considers how young care leavers, who are single parents and without traditional family childcare support networks, can be supported with childcare so that they can access education and employment. | Head of Service, Dominic Tumelty and Participation Lead, Helen Sharratt | Focus Group of single parent care experienced young people to be arranged to learn from them what work better. By October 2021 | 30th September 2021 |
| K | Members of the Children & Young People Services Scrutiny Committee undertake a site visit to the Ways to Work Centre when and if appropriate. | Emma Morris, Head of Organisational Design and Development | The centre is currently unavailable due to COVID restrictions and plans are developing for relaunch. | 31st July 2021 |

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| L | That Members of the Children and Young People Services Scrutiny Committee undertake a site visit to MD Creatives Pilot Scheme based at Tyrer's when and if appropriate. | Linda Evans, Assistant Director | Members will be very welcome to visit MD Creatives to discuss and view the Pilot Scheme at a point to be agreed from July 2021 | |
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