

ACTION PLAN: Review of Care Leavers EET

No.	Recommendation	Proposed Actions / Progress	Success Measures	Responsibility	Date
1	Improves transitions from pre to post 18 services and explore distinct approaches to provide coping mechanisms for our young people who are care leavers moving from education to employment or further training.	<p>Develop and implement a task and finish group to establish multi agency approach to post 18 transition plans.</p> <p>Implement monitoring and evaluation process to improve quality and outcomes for young people. Through Children in Our Care Strategic Group.</p>	Increased numbers of young people move into, and remain, EET post 18. Minimum EET 5%above national average by April 2022 and 10% by 2023.	David Willingham/Rhona Bollands	5%above national average by April 2022 and 10% by 2023.
2	Redefines its approach and commitment to getting a young person in care or leaving care into education, employment or training by retraining and refocusing the workforce.	<p>Develop and implement EET focused approach throughout Youth Direction and wider Childrens Services.</p> <p>Widen the responsibilities of existing workforce so young people have one person who facilitates and supports their needs.</p>	<p>Reduction in the number of workers involved with a young person Leaving Care.</p> <p>A multi skilled and flexible work force able to meet the needs of Children and Young People who are Care leavers</p>	David Willingham	April 2022
3	Explores appropriate local and national incentives available for employee and employer when employment is gained.	Review current EET Clinic and process to include exploring funding and incentives that will help young people access and sustain EET opportunities.	<p>Significant improvement in employer engagement and involvement. Engage at least 2 major employers to champion young people Leaving Care.</p> <p>Development of employer network.</p>	David Willingham	April 2022
4	Strengthens its commitment to seeking out and increasing access to interview opportunities to young people who are care leavers.	<p>Train and development more of the workforce in engaging and working with employers and interview techniques.</p> <p>Include specific elements of employer engagement and interview support in</p>	Improved skills and confidence within workforce leading to increased numbers of interviews for young people. 50% increase on current numbers of workers across Help and	David Willingham	April 2022

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		job descriptions.	Support unskilled. Capacity to deliver increases by 50% number of staff from current offer by April 2022.		
5	Ensures education, employment or training is at the forefront of Children's Services and partners' work with all children and young people, and in particular a strong focus on young people leaving care.	Review current Leaving Care offer to prioritise the focus on EET. Monitor and evaluate through multi agency Children in Our Care Strategic Group.	Multi Agency Action plan included, monitored and challenged within CiOC Strategic Group	David Willingham	Commence September 2021
6	Has a corporate commitment to creating a sustainable model to increase access to work experience and apprenticeship opportunities within SBC for young people leaving care.	Develop a proposal that builds on existing work and identify areas for improvement for Member and CMT approval. Develop a plan to upskill and support workforce to source and support apprenticeships and work experience within SBC	Increased work experience within SBC Increased numbers of Leaving Care Apprenticeships within SBC. 3 by April 2022 and minimum of 5 by April 2023 Process to monitor and evaluate implemented through CiOC Strategic Group.	David Willingham/Rhona Bollands	Apprenticeships within SBC. 3 by April 2022 and minimum of 5 by April 2023
7	Has a Borough-Wide commitment to creating a sustainable model to increase access to work experience and job opportunities with local employers and partner agencies for young people leaving care through the creation of a dedicated brokerage resource which will focus on pro-actively finding, placing and maintaining young people in	Develop plan to identify and engage with relevant existing forums and strategic groups to improve work experience and job opportunities across the borough. Use Children's Services review as an opportunity to create dedicated brokerage coordination resource.	Increased numbers of apprenticeships and opportunities within SBC. 3 by April 2022 and minimum of 5 by April 2023 working across minimum of 4 areas. At least 5 external employers are engaged and offer	David Willingham/Rhona Bollands	3 by April 2022 and minimum of 5 by April 2023 working across minimum of 4 areas April 2022

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	education, employment and training.		opportunities in first year, and continues to improve and is monitored through CIOC Strategic Group. Opportunities are coordinated through dedicated teams.		April 2022