

PROGRESS UPDATE: Review of Care Leavers EET

SCRUTINY MONITORING – PROGRESS UPDATE	
Review:	Scrutiny Review of Care Leavers EET
Link Officer/s:	David Willingham
Action Plan Agreed:	September 2021

Updates on the progress of actions in relation to agreed recommendations from previous scrutiny reviews are required approximately 12 months after the relevant Select Committee has agreed the Action Plan. Progress updates must be detailed, evidencing what has taken place regarding each recommendation – a grade assessing progress should then be given (see end of document for grading explanation). Any evidence on the impact of the actions undertaken should also be recorded for each recommendation.

Recommendation 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.
Responsibility:	David Willingham/Rhona Bollands
Date:	5%above national average by April 2022 and 10% by 2023.
Agreed Action:	Develop and implement a task and finish group to establish multi agency approach to post 18 transition plans. Implement monitoring and evaluation process to improve quality and outcomes for young people. Through Children in Our Care Strategic Group.
Agreed Success Measure:	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.
Evidence of Progress (September 2022):	TOP Report April 2021 = 44.6% CHaT Report April 2022 = 49% National figure 47%
Assessment of Progress (September 2022): (include explanation if required)	3. Slipped. Children's Service review concluded, and a new service called Children and Young People merged several Youth Direction teams with Leaving Care and School Support and the new structure implemented 1 February 2022. Change in management structure commenced 1 March 2022, and recruitment into vacant posts has been delayed. All staff now in post and task and finish group has been re-established.
Evidence of Impact (September 2022):	We have had a slight improvement in our EET figures, our focus will remain on keeping young people engaged in EET beyond their 19 th birthday. Posts within Opportunities has a clear remit on post 16 engagement, including 3 full time workers dedicated to care experienced young people.

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Evidence of Progress (February 2023):	CHaT Report Dec 2022 = 51% National Average Dec 2022 = 46%
Assessment of Progress (February 2023): (include explanation if required)	2. On track Progression Adviser dedicated to Children in Our Care and Care Leavers has been increased to 3. 2 posts are working with 14 plus and 1 post working with post 16, along with Keeping in Touch Workers. Work has become focussed, and caseloads aligned to our most vulnerable young people who need the support in moving towards EET.
Evidence of Impact (February 2023):	Progress is steady and impact is evidenced through case studies provided by workers. Personal Advisers continue to support young people through pathway plans to ensure EET remains a priority.

Recommendation 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.
Responsibility:	David Willingham
Date:	April 2022
Agreed Action:	Develop and implement EET focused approach throughout Youth Direction and wider Children's Services. Widen the responsibilities of existing workforce so young people have one person who facilitates and supports their needs.
Agreed Success Measure:	Reduction in the number of workers involved with a young person Leaving Care. A multi skilled and flexible work force able to meet the needs of Children and Young People who are Care leavers
Evidence of Progress (September 2022):	Children's Service review concluded, and new structure implemented 1 February 2022. Personal Adviser – Targeted Workers are working with children in our care from 15 years old, enabling a trusted positive relationship to form whilst in school. Several Youth Direction careers IAG teams have merged to become one Opportunities Team, providing a seamless transition from pre to post 16 with a clear vision on working with young people. Virtual School and Opportunities have agreed to extend the Personal Education Plan for all care leavers until end of Year 13. 3 dedicated Progression Adviser posts are now working with young people up to aged 25 years.
Assessment of Progress (September 2022):	2. On track

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(include explanation if required)	
Evidence of Impact (September 2022):	The review and recruitment is now complete and we have a new team who are keen to embed this work. we have seen a change in the way teams think about young people and the importance of focusing on EET.
Evidence of Progress (February 2023):	Personal Advisers are allocated to young people, who are cared for at 15years and 6 months. This model allows the young person form relationships at the earliest opportunity, and allowing those conversations about aspirations to be reaffirmed, working alongside the Progression Adviser.
Assessment of Progress (February 2023): (include explanation if required)	2. On track Early signs of impact, communication between workers enables a plan of action and delivery of the same messages to young people. This builds trusted relationships between staff, and the young person understands that all professionals are working towards the same goals.
Evidence of Impact (February 2023):	Gradual increase in young people moving towards EET. Current figures are: 17/18 years = 67% 19 years = 66%

Recommendation 3:	Explores appropriate local and national incentives available for employee and employer when employment is gained.
Responsibility:	David Willingham
Date:	April 2022
Agreed Action:	Review current EET Clinic and process to include exploring funding and incentives that will help young people access and sustain EET opportunities.
Agreed Success Measure:	Significant improvement in employer engagement and involvement. Engage at least 2 major employers to champion young people Leaving Care. Development of employer network.
Evidence of Progress (September 2022):	2 x Employer Engagement Worker and 2 x Employee Mentors have been recruited and commenced in last 3 months. 1 local employer has been identified and a partnership is developing. Further mapping is underway to identify potential employers and development of employer network. Employment HUB has now moved to new premises and provides enhanced facilities to engage employee and employers.
Assessment of Progress (September 2022): (include explanation if required)	2. On track Children's Service review concluded, and a new service called Children and Young People merged several Youth Direction teams with Leaving Care and School Support and the new structure implemented 1 February 2022. Change

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	in management structure commenced 1 March 2022, and recruitment into vacant posts has been delayed.
Evidence of Impact (September 2022):	The review and recruitment is now complete and we have a new team who are keen to embed this work. The new team has focus on actively engaging employers and, although early, the proactive approach has already helped young people closer and into EET.
Evidence of Progress (February 2023):	We have revised the model that was implemented in September to have only 1 x mentor plus the 2 x Employer Engagement Workers. Further investment was put into Employment Support Worker role as it was felt that most young people are work ready and it was external factors that was the barrier. Personal Advisers can remove those barriers, working with the young person more frequently.
Assessment of Progress (February 2023): (include explanation if required)	2. On track 5 employers now identified.
Evidence of Impact (February 2023):	Continuous tracking of young people who have become employed and continued support is provided by Personal Adviser to maintained EET.

Recommendation 4:	Strengthens its commitment to seeking out and increasing access to interview opportunities to young people who are care leavers.
Responsibility:	David Willingham
Date:	April 2022
Agreed Action:	Train and development more of the workforce in engaging and working with employers and interview techniques. Include specific elements of employer engagement and interview support in job descriptions.
Agreed Success Measure:	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 Support unskilled. Capacity to deliver increases by 50% number of staff from current offer by April 2022.
Evidence of Progress (September 2022):	More staff within the team have been upskilled to provide application, CV and interview report. Young People who are care experienced are now taking priority across the teams. This has stopped the previously fragmented approach with young people having too many people involved doing different work.
Assessment of Progress (September 2022): (include explanation if required)	2. On track Relationship based practice model introduce July 2022 with practice week planned for October 2022
Evidence of Impact (September 2022):	Relationship based practice model introduce July 2022 with practice week planned for October 2022

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	2 care experienced young people have had coaching and mentoring from the dedicated progression advisers from writing application forms through to preparing for interview. Both young people secured posts in Children and Young Peoples teams.
Evidence of Progress (February 2023):	As previously mentioned, teams have been reconfigured to meet the demand and provide the capacity in supporting young people prepare for interview.
Assessment of Progress (February 2023): (include explanation if required)	<p>2. On track</p> <p>Relationship based practice model has been rolled out to Children’s Services workforce, and further work is planned for schools and colleges.</p> <p>It has been highlighted that interview preparation is a key skill that young people would like to develop. We are working with our colleagues in HR to provide interview preparation workshops for the SBC apprenticeship scheme.</p>
Evidence of Impact (February 2023):	1 young person has continued employment within Children’s Services under an apprenticeship, who has also applied for a post internally.

Recommendation 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.
Responsibility:	David Willingham
Date:	Commence September 2021
Agreed Action:	Review current Leaving Care offer to prioritise the focus on EET. Monitor and evaluate through multi agency Children in Our Care Strategic Group.
Agreed Success Measure:	Multi Agency Action plan included, monitored and challenged within CiOC Strategic Group.
Evidence of Progress (September 2022):	New structure has brought together teams which are focussed, and a clear vision allows for workers to ensure the child remains at the centre of the plan. Pathway Plans are completed for all children in our care at the age of 15 years and 6 months, the new PA – targeted worker role will ensure the needs of the child are identified and the right support is provided.
Assessment of Progress (September 2022): (include explanation if required)	2. On track
Evidence of Impact (September 2022):	2 Care Leavers have been successful in obtaining apprenticeships within Children’s Services with support from dedicated progression adviser.

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Evidence of Progress (February 2023):	<p>Work continues with the whole workforce in Children’s Services, including Independent Reviewing Officers (IRO) and Social Workers to promote the importance of financial stability for the future of our young people.</p> <p>We have extended the completion of PEP for Children in Our Care and Care Leavers to the end of Year 13 which enables workers to continually assess the needs of the young people.</p>
Assessment of Progress (February 2023): (include explanation if required)	<p>2. On track</p> <p>Work is underway across the system to ensure that our young people’s aspirations continue to be the main focus of the work we do and working collaboratively will allow us pool our resources to meet the young person’s needs.</p>
Evidence of Impact (February 2023):	<p>The Children in Our Care and Care Leavers Strategy has been co-produced with council staff and members, and further workshops will take place to formulate the action plan, and will invite wider participation of agencies. These are the priorities:</p> <ul style="list-style-type: none"> • Stability: Ensuring every child has a safe, stable home where they feel connected and wanted. Developing and maintaining trusted relationships with professionals. Encouraging and supporting children to keep in touch with friends, family and other important people • Resilience: Providing opportunities for children to develop social networks and life skills that help them to manage adversity and solve problems. • Education and employment: Providing the opportunities and support for children to progress and achieve in education and move into fulfilling employment. • Good health: Ensuring that all young people have access to good services to support optimal physical and mental health and wellbeing. • Listening: Creating the opportunities and structures to listen to young people and act on what they tell us • Be a good corporate parent: Have high ambition and aspiration for our children and support them to achieve their full potential. <p>Education and employment features as one of the six</p>

Recommendation 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.
Responsibility:	David Willingham/Rhona Bollands
Date:	Apprenticeships within SBC. 3 by April 2022 and minimum of 5 by April 2023
Agreed Action:	<p>Develop a proposal that builds on existing work and identify areas for improvement for Member and CMT approval.</p> <p>Develop a plan to upskill and support workforce to source and support apprenticeships and work experience within SBC</p>

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Agreed Success Measure:	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.
Evidence of Progress (September 2022):	3 x care experienced young people in apprenticeships within SBC.
Assessment of Progress (September 2022): (include explanation if required)	2. On track
Evidence of Impact (September 2022):	We as an LA have again increased our efforts re Apprenticeships, and we are heavily invested in the local Apprenticeship offer in terms of support and signposting for young people and young adults. The local offer of work experience continues to be explored with wider organisations, although the offer from SBC continues. We anticipate that the new employer engagement workers will progress this work quickly, so we hope to see even more progress in the year ahead.
Evidence of Progress (February 2023):	2 x care experienced young people in apprenticeships within SBC. 1 has not continued with their employment for reasons outside of our control.
Assessment of Progress (February 2023): (include explanation if required)	3. Slipped Further work to do on work experience and apprenticeship recruitment. We need to take some of the evidence on lessons learned and tailor our approach to ensure young people are successful. Further work will be within the workplan from the CIOC/CL Strategy. Service Lead – Children and Young People is part of a regional strategic group looking at 5 workstreams to have a cohesive offer across the region. This workstream is EET, therefore other regional good areas of practice can be shared and used to improve the offer we have in Stockton.
Evidence of Impact (February 2023):	2 young people have maintained there apprenticeship.

Recommendation 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 education, employment and training.
Responsibility:	David Willingham/Rhona Bollands
Date:	3 by April 2022 and minimum of 5 by April 2023 working across minimum of 4 areas April 2022
Agreed Action:	Develop plan to identify and engage with relevant existing forums and strategic groups to improve work experience and job opportunities across the borough.

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	Use Children’s Services review as an opportunity to create dedicated brokerage coordination resource.
Agreed Success Measure:	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 opportunities in first year, and continues to improve and is monitored through CIOC Strategic Group. Opportunities are coordinated through dedicated teams.
Evidence of Progress (September 2022):	2 x Care Leavers working towards a Youth Support Apprenticeship in Children’s Services 1 x Care Leaver working within Care for your Area
Assessment of Progress (September 2022): (include explanation if required)	2. On Track
Evidence of Impact (September 2022):	The review and recruitment is now complete and we have a new team who are keen to embed this work. we have seen a change in the way teams think about young people and the importance of focusing on EET.
Evidence of Progress (February 2023):	1 x Care Leavers working towards a Youth Support Apprenticeship in Children’s Services 1 x Care Leaver working within Care for your Area
Assessment of Progress (February 2023): (include explanation if required)	3. Slipped The co-production of the CIOC/CL strategy will help the Local Authority focus on the priorities on the ‘family business’ and a priority plan will be formed as part of the ongoing work. Work is also re-aligned to ensure our in-house Pathway Team are engaging with our work ready young people, this is on an outreach basis enabling workers and young people to meet in a place suitable and comfortable for the young person. As a Local Authority we need to look wider than Children’s Services for work experience placements and Apprenticeship opportunities: greater variety of opportunity and less sensitivity of case work for young people who have previously received a service. This would allow for more meaningful work and job shadowing across all Directorates. We also need to consider more entry-level jobs elsewhere in SBC.
Evidence of Impact (February 2023):	Children’s Services Team is working together on this agenda and using the Employer Engagement Worker role is allowing us to have those conversations with the external employees that serve Stockton-on-Tees.

Assessment of Progress Gradings:	1 Fully Achieved	2 On-Track	3 Slipped	4 Not Achieved
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