

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 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): (include explanation if required)	2. On track

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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%
Evidence of Progress (November 2023):	Over the last 12 months the service has work towards defining roles and responsibilities working with cared for and care experienced young people. Young people understand the different roles and know who to contact regarding there careers aspirations.
Assessment of Progress (November 2023): (include explanation if required)	1. Fully Achieved Progression Advisers work with Personal Advisers to seek opportunities regarding EET. Personal Advisers continue to take on the lead professional role for care leavers.
Evidence of Impact (November 2023):	Although EET figures have stabilised, we can now identify those young people who need most support. This helps focus our work and enables the workforce to remove some of the barriers and provide opportunities to accessing EET.

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:	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
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.

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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 their apprenticeship.
Evidence of Progress (November 2023):	2 young people have completed their apprenticeship and now have a qualification. One young person has been successful in obtaining a full-time job within SBC. 2 x care experienced young people are due to start an apprenticeship in SBC. These were successful within the recent recruitment campaign held in May 2023.
Assessment of Progress (November 2023): (include explanation if required)	1. Fully Achieved This work is ongoing, and we continue to review and evaluate our approach to care experienced young people obtaining employment within the LA. Regional work continues and we will continue to implement regional changes asked by the Regional Care Leavers Board.
Evidence of Impact (November 2023):	Young people are reporting that the opportunity provided has allowed them to create some stability, focus and drive towards improving their aspirations. Our coaching and mentoring within the most recent campaign has proven successful with two successful appointments.

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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. 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

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	<p>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.</p>
Evidence of Impact (February 2023):	<p>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.</p>
Evidence of Progress (November 2023):	<p>Progress is ongoing but further work is required at a corporate level to ensure we have commitment across all directorates to provide opportunities.</p>
Assessment of Progress (November 2023): <small>(include explanation if required)</small>	<p style="text-align: center;">2. On-Track</p> <p>This is a council wide response and requires commitment from CMT to drive the agenda forward.</p> <p>Ongoing work with the DWP, and the draft protocol that needs management agreement will allow for a collaborative approach to move young people into the labour market and away from the benefit system.</p>
Evidence of Impact (November 2023):	<p>Children’s Services have the evidence of how this has been successful, and we need to use this as the blueprint across the council.</p>

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