

ROTHERHAM BOROUGH COUNCIL – REPORT TO CABINET

1. Meeting:	Cabinet
2. Date:	6th February, 2013
3. Title:	Engaging Care Leavers Aged 16-19 (Academic Age 16-18) into Learning and Employment
4. Directorate:	CYPS

5. Summary:

This report provides an update on education and employment destinations for young people aged 16 – 19 for whom Rotherham holds Corporate Parenting responsibility and proposes a number of forward actions to meet the legislative requirements for Raising Participation and secure improved outcomes overall .

6. Recommendations:

- That Cabinet note the progress to date and plan.
- That the report go to M3 Managers meeting and the Work and Skills Board.

7. Proposals and Details:

7.1 Introduction and Background

From September 2013, all young people in England will be required to stay in learning until the end of the academic year in which they turn 17 and from September 2015 until their 18th birthday.

In June this year a group was initiated to explore how partners could work more effectively to support young people for whom Rotherham has Corporate Parenting responsibility to remain in learning until their 18th birthday and progress into further learning or employment.

To date the group has:

- Undertaken an in depth analysis of the learning journey and outcomes for all current care leavers aged 16 -19 ;
- Utilised in depth case studies to identify how transition support and outcomes could be improved;
- Explored how RMBC could improve access to work experience and employment opportunities for care leavers.

7.2 Findings from the data analysis (Full breakdown in Appendix 1)

In Learning 8 th November 2012	Yr 12	Yr 13	Yr 14	Yr 12-Yr 14
LAC /Care leavers	80%	55.2%	58.1%	58.5%
Total Cohort	94.4%	83.5%	69.7%	82.5%

- Year 11 LAC were all on track to securing learning or employment - this year there was only one young person out of 21 leavers who is definitely NEET (sick and not available) so we are hopeful that the year 12 figure will improve and be comparable to the wider cohort.
- In learning figures are significantly lower at year 13 and 14 for the LAC/CL cohort and this needs to be addressed as a priority in order to meet the requirements of raising participation.
- Many young people who do engage in learning in year 12 do not achieve to the required level to move on to study in year 13 at the next level of learning or achieve an apprenticeship . This flags up the needs to continue intensive mentoring activity in year 12 and improve planning for transitions at the end of year 12.

NEET 8 th November 2012	Yr 12	Yr 13	Yr 14	Yr 12-Yr 14
Adjusted NEET% (LAC / Care leavers)	20%	37%	34.5%	34.4%
Total Cohort	3.4%	7.9%	9.3%	6.8%

- The percentage of LAC / Care leavers are exponentially more likely to be NEET in comparison to the whole cohort.
- Most of the young people who are NEET are at sub level 2, are not able to access apprenticeships and are competing in a highly competitive labour market for diminishing lower level employment opportunities.
- In year 14 half of the LAC /CL NEET are unavailable to the labour market due to illness or teenage parenthood. This compares to 20% of the wider cohort of 16-19 year olds.

7.3 Learning from the case studies

Employment including Apprenticeships

- 7 out of 65 post 16 LAC / Care leavers were in employment (10.8%) which is comparable to the wider cohort.
- 5 young people were undertaking apprenticeships. Of these 3 are funded through grants provided by the Coal Fields Regeneration Trust and one via Council funding. It is challenging for care leavers to compete and succeed in the open market for apprenticeships.
- Three youth work apprenticeships are with RMBC one progressed from young apprenticeship. All of these young people were recruited from the NEET cohort and continue to need intensive support from Connexions to sustain their engagement.
- Finance is a key issue, coping on minimum wage is challenging especially if you are living independently.
- The remainder are employed by private companies and achieved apprenticeships at 16.

NEET

- Of the 21 young people NEET 11 were young women, of whom, 4 were unavailable (3 young mothers and 1 sickness).
- 7 of the young people who are NEET and available for work or learning are level one learners who have had very limited engagement with learning in the past.
- Each case study showed a range of support offered but often not taken up by the young person.
- Most young people wanted a job not further training.
- None of the young people had had access to significant periods of work experience.

7.4 Forward Action

To support our post 16 Looked After Children / Care leavers to succeed and achieve in learning and employment all partners need to work together to :

- Improve access of LAC / Care leavers to the youth work curriculum to build their confidence and social skills;
- Ensure that these young people get access to high quality careers education and careers guidance throughout their secondary education;

- Continue to provide work experience pre 16 and work trials post 16 through liaison with schools the Get Real team and Action for Children;
- Provide support intensive mentoring activity in year 12 to improve retention and transitions at the end of year 12;
- Support young people to develop employability skills through development of a pre apprenticeship programme;
- Develop a grant /bursary fund to support apprenticeship development with employers as care leavers are often unable to compete with their peers at interview;
- Work closely with Job Centre plus to source vacancies and support our young people to access and secure jobs;
- Consider how the council can work with Action for Children to achieve the Care Leavers Quality Mark.

8. Risks and Uncertainties:

Staff across Get Real and the Integrated Youth Support Service have been involved, over the past 18 months, in some difficult change processes often resulting in cuts to Services job losses and a lowering of morale . It is imperative that during the forthcoming transition to an integrated service to implement strategies which both retain a high level of staff morale and equip the IYSS team to provide a more integrated support offer to young people.

9. Policy and Performance Agenda Implications:

The Local Authority has a statutory role in implementing raising of the participation age (RPA) in terms of both ensuring a September offer of learning to all young people aged 16-18 , influencing the development of provision to meet the needs of young people in their locality providing support to young people NEET and tracking outcomes for the 16-19 cohort.

Rotherham is currently experiencing the highest youth unemployment figures for 16-25 year olds has sustained performance with 16 -18 year olds but has not made significant improvements particularly with vulnerable groups. There is a risk that 16-18 year olds NEET may rise as a result of the pace of change.

Rotherham has a statutory responsibility to deliver work to young people in terms of the “Positive for Youth” agenda.

10. Background Papers and Consultation:

“Positive for Youth” D of E January 2012.

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Appendix 1 Data

LAC / Care Leavers November 2012	Year 12	Year 13	Year 14	Total Year 12 - 14
Cohort of Post Compulsory Education Age	5	29	31	65
EET Total	4	16	18	38
In education, post Year 11	4	12	9	25
School Sixth Form	2	3		5
Further Education	2	9	8	19
Higher Education			1	1
Employment		2	5	7
Apprenticeship		2	3	5
Employment with training to NVQ 2 or above				
Employment without training to NVQ 2				
Employment with locally recognised training			2	2
Part Time Employment				
Training		2	4	6
YPLA funded training		2	2	4
Other training (eg, LA, VCS or ESF provision)			1	1
Training delivered through the Work Programme			1	1
NEET Group	1	10	10	21
Available to labour market	1	10	5	16
Not yet ready for work or learning				
Start Date agreed				
Seeking employment or training	1	10	5	16
Not available to labour market			5	5
Young carers				
Teenage parents			3	3
Illness			2	2
Pregnancy				
Other (not EET or NEET)			1	1
Custody			1	1
Current situation not known		3	2	5
Current situation not known		3	2	5
Cannot Be Contacted				

Appendix 2

Engaging Care Leavers Aged 16-19 (Academic Age 16-18) into Learning and Employment Action Plan - 16/1/2013

Key Actions	Impact / Outcome	Lead / Partners	Timeframe
1. Improve access of Looked After Children / Care leavers to the youth work curriculum to build their confidence and social skills;	% of Young people LAC Care leavers engaged in youth work activity Numbers achieving accredited qualifications	IYSS Youth Work -Lead Manager	Report Annually April
2. Ensure that of Looked After Children / Care leavers get access to high quality careers education and careers guidance throughout their secondary education and post 16 learning ;	100 % of Looked after children and Care leavers receive careers guidance Increased percentage of LAC /Care leavers aged 16-18 in learning	Integrated Youth Support Services - LAC/ Care Leaver Youth Support Worker – Fiona Gouly	Annual report October 16-18 survey
3. Continue to provide work experience pre 16 and work trials post 16 through liaison with schools the Get Real team and Action for Children;	All young people offered the opportunity of a placement. 80% of young people access work experience opportunities.	RMBC Strategic Human Resources Sandra Gabriel	Report annually in July
4. Support young people to develop employability skills through development of a pre apprenticeship programme	Pre apprenticeship programme developed by a partnership between RMBC and Rothehram College of Arts and Technology	RMBC Apprenticeship lead Janet Andrew	September 2013
5. Develop a grant /bursary fund to support apprenticeship development with employers	Bursary in place to support 5 care leavers per year	RMBC School Effectiveness – Collette Bailey	September 2013
6. Work closely with Job Centre plus to source vacancies and support our young people to access and secure jobs;	Improved support for care leaver job seekers. Improved percentage of 18 and 19 year olds in employment	Job Centre Plus – Simon Freestone Action for Children - Maryann Barton	Quarterly

Key Actions	Impact / Outcome	Lead / Partners	Timeframe
7. Provide support intensive mentoring activity in year 12 to improve retention and transitions at the end of year 12	Improved retention in learning at academic age 17	Integrated Youth Support Services- IYSS Manager Connexions Post 16 learning providers	October 2013
8. RMBC to work in partnership with Action for Children achieve the Care to Work Quality Mark	Employability Support Work Plan developed Care to Work Quality Mark achieved	Action for Children- Maryanne Barton IYSS Manager – Connexions	Achieved December 2013