



*3 Month Programme Review &
An Employment Pathway Proposal*

Report to the Corporate Parenting Panel
December 2012

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Context

X16 is a 10-week pilot work experience and job readiness programme targeted at 16-25 year old clients receiving services from Harrow Children and Families Service. The name was chosen to be consistent with Harrow Council's Xcite employment package.

The X16 programme responds to the challenging climate for young people in achieving economic independence and recognises the additional barriers some young people may face in entering the workplace and sustaining employment.

The programme was planned to run twice in 2012/ 2013 to support forty 16 – 25 year olds who are not in employment, education or training (NEET) to build knowledge, skills and gain confidence to:

- be 'work ready'
- continue education or training or
- gain employment

The X16 programme consists of:

- The provision of supported and supervised work experience within Harrow Council
- enrolment and supported learning to achieve Entry Level 3 City & Guilds in Employability and Personal Development
- Employment Broker Role from X16 Programme Coordinator.

Young people for whom we have corporate parental responsibility were prioritised for this programme.

Allocation priorities for the first programme (October – December 2012) were as follows:-

- 8 places to Harrow's Children Looked After and Leaving Care Teams
- 4 places to Harrow's Youth Offending Team or Triage
- 6 places to Harrow's Early Intervention Services including Young Carers
- 2 places for young people with disabilities

On successful completion of X16, all young people will have;

- A reference from a place of work
- A reference from a professional advocate
- An entry Level 3 City in Guilds qualification in Employability
- Gained interview experience(s)
- Produced an up-to-date CV
- Identified and have available 3 up-to-date pieces of identification (passport, birth certificate, bank account etc.)
- A supported onwards plan

Key Delivery Partners

X16 secured 2 essential partners in Stanmore College and Harrow Job Centre Plus. X16 young people are enrolled with Stanmore College; studying one-day per week towards City and Guilds Entry Level 3 in Employability. Teaching is delivered in-house at Harrow Council. This partnership generates an income for X16, earning £100 per graduated student.

X16 is also now a recognised Work Experience Scheme with Harrow Job Centre Plus (JCP), allowing any 18-25 year old young person registering with JCP to be referred to X16 and still claim JSA.

This means that X16 is a recognised element in the local response to youth unemployment with job centre recognition and accredited learning

Budget

The Co-ordinator role is funded for this year only from EIG. X16 was scoped with an annual budget of £20K (non staffing costs), but with smaller numbers we will not utilise all the funds this year.

Reviewing the First Programme

This review focuses on the participation and progress of looked after children, the learning to date and recommendations arising from this.

Profile and Progress of Young People

	Referred	Started	Completed Programme	Retaking X16	Obtain Qualification	Employment Ready
LCT	4	0	0	0	0	0
EIS	8	5	3	1	2	2
LAC	2	2	1	1	2	1
CIN	1	1	0	1	0	0
YOT	7	2	0	1	0	0
Totals	22	10	4	4	4	3

Of those young people starting X16, the following roles were fulfilled (*those in bold were filled by young people who have had experience of the care system*):-

2 x places - Catering Assistant (Harrow Council Staff Canteen)

2 x places - Receptionist (Access Harrow)

1 x place - Caretaker (Harrow Council's Children's Centre's)

1 x place - Youth Music Worker (Ignite Trust)

1 x place - Youth Worker (Harrow Council)

1 x place - Administration Assistant (Harrow Council's Children's Centre's)

1 x place - Junior Web Editor (Harrow Council's Web Team)

1 x place - Administration Assistant (Access Harrow)

Four of the ten young people starting the programme have had experience of the care system:

- 2 live at Honeypot Lane
- 1 is an ex Honeypot Lane resident
- 1 x Child In Need

During the programme one X16 young people became homeless. EIS have been working intensively to prevent her from coming in to care.

Of these four young people, two are job ready and seeking employment. Two completed but missed a lot of placement hours. They recognise they are not work ready and are retaking the programme. None of the four young people referred from Leaving Care Team started the programme.

X16 Case Studies

RM

RM is a resident of Harrow Council Semi Independent Unit in Honeypot Lane. He is 17 years old and been in the care system since he was ten years old. Despite a Level One Certificate in Painting & Decorating (his only qualification) he was unsure of his employment pathway. He shared no interests and displayed low aspirations apart from aiming to see his estranged daughter.

RM started the Catering Assistant role at Harrow Council's Retreat and made excellent progress Week 1-5. RM displayed enthusiasm to learn, reliability, motivated other X16 peers and an overall responsible attitude to work and learning. RM was on bail for an offence committed before the start of X16, his commitment deteriorated during the period immediately prior to sentencing. His attendance and professional communication slipped. He behaved more erratically. He went 'missing' from his placement in Honeypot Lane and missed work experience hours. Despite this change he maintained 100% attendance at the training day. Since being sentenced we have seen stability return. Fully supported by the team in Retreat, RM is attending his work placement regularly.

The December issue of Harrow People will feature Xcite Employment Package and focuses on X16 graduate RM. The article (agreed by RM) reads very positively. He opted for an inside slot and declined to be on the cover. Despite being on track to complete the X16 Programme, RM is not employment ready, but displays growing job readiness skills which need nurturing in a supportive environment. Economic Development, X16 and The Catering Department are currently exploring pre-apprenticeship opportunities for RM to remain in his placement in Harrow's staff canteen for further 12-months and currently researching the cost.

RM is on track to gain two good employment references, Certificate in Employability and an up-to-date CV.

LR

LR is a resident of Harrow Council Semi Independent Unit in Honey Pot Lane. She is 17 years old and has been in the care system since she was thirteen years old. LR has no qualifications; she enrolled on a child development course prior to X16 but never attended. LR recognised she had no clearly defined employment pathway and wanted the X16 to 'test' a few of her interests.

An administration role within Harrow Children's Centre's was drafted and LR seemed excited about starting. This role was subject to an enhanced CRB check, unfortunately LR did not have three pieces of identification suitable for this check, and this added significant delays. Eventually LR's placement was ready to start, however circumstances out of her control caused further delays, for example social care meetings; staff rota's and changes at the Children's Centre's during October half term. LR then had a range of sickness, doctors appointments and seemed unable to get out of bed. In total LR attended the placement twice, both driven and supported by X16 Project Coordinator. Despite this she maintained 100% attendance at the training day.

During weeks 4-6 LR's motivation deteriorated. Week 6 she explained she was not interested in working within a Children's Centre and was now not clear what she wanted to do. She explained she was nervous meeting new people.

LR will complete the Certificate in Employability and will then re-take the X16 Programme in February. Various visits will be arranged for LR to her proposed placement during January to get her X16 ready.

Key Learning Points

1. Profile and characteristics of all the YP which showed more strongly in LAC

Challenges:

- 16 year olds fared less well – chaotic lifestyles
- 19 yrs LC YP were all (for varying reasons) unable to commit to the programme
- Most YP have no GCSE's
- All had been involved with the police
- YP especially LAC tended to be self limiting in aspiration, despite grades predicted at C/D English and Maths opting for "easier" roles, fearful they would not manage a more demanding placement
- High SEN, ADHD, School refusers and social care involvement
- Self confidence was low amongst LAC young people
- They struggled to deal with new situations and new people
- Have not built resilience to everyday work place conflicts and would often handle inappropriately
- Some YP may have undiagnosed mental health issues – ADHD and possibly depression
- Most YP dealing with large pressure – accommodation, caring duties, financial matters, living independently and parenting responsibilities. This has impacted adversely on their capacity to sustain involvement with the programme
- More trades roles than we had available would have been welcomed

2. Reaching the Young People

- Enrolling with Stanmore College, free weekly travel and lunch were successful incentives.
- Good take up from NEET's post 22 years.
- Social Workers strongly advise to 'keep the door open' for those who didn't start or dropped out.
- The timetable from interview to placement must be planned, unchanged and continually reinforced, or attendance suffers.
- Placements have been more successful when the work experience placement/environment (e.g. Retreat) recognises the aim(s) of X16 and is able to be flexible, firm and sympathetically support the needs of the YP whilst on their work experience.

3. Young People's Capacity to Engage

- Shorter and more regular weekly learning sessions worked better
- Non-school learning environment & learning materials work very well
- Differentiated teaching methods essential.
- All YP obtain a Learning Agreement which entitles Care-to-Learn, discounted student travel and other 16/17 year old benefits.
- YP require daily reminders
- Seem desensitised to certain topics or situations in the work place. For example a work colleague 'having a bad day'
- Greater understanding of money and its value.
- CLA still NEET by 19 years seem harder to make a commitment. Other core pillars in their lives began to change – accommodation/parenting responsibilities/financial arrangements/carer responsibilities etc
- A contradiction to 'youth'; in some aspects have been given great responsibility on immature shoulders. E.G to live independently at a young age.

Key questions:

Do the young people have the tools to succeed? Are we setting them up to fail? How can we build resilience in CLA earlier? What do we do to improve earlier educational achievement?

Planning for the Second Programme

Future referrals for the second cohort (February – April) of X16 will be recruited through Harrow JCP. We still aim to prioritise CLA and recognise the need to keep the door open to those YP already referred to X16. Therefore we aim to offer the following placements:-

- 12 JCP places – new recruits, who meet the selection criteria,
- And re-recruit those YP who dropped out or were non-starters in group one.

And to do what we can to maximise chances of successful engagement and programme completion for these young people by:

- approaching re-recruits from Children's Service in December
- aiming to secure and structure those placements pre-Christmas
- provide placement visits and taster days in January 2013

Sarah Davies will lead a recruitment day at Harrow Job Centre on Thursday 17th January 2013, aiming to start all placements in February 2013.

Looking ahead:

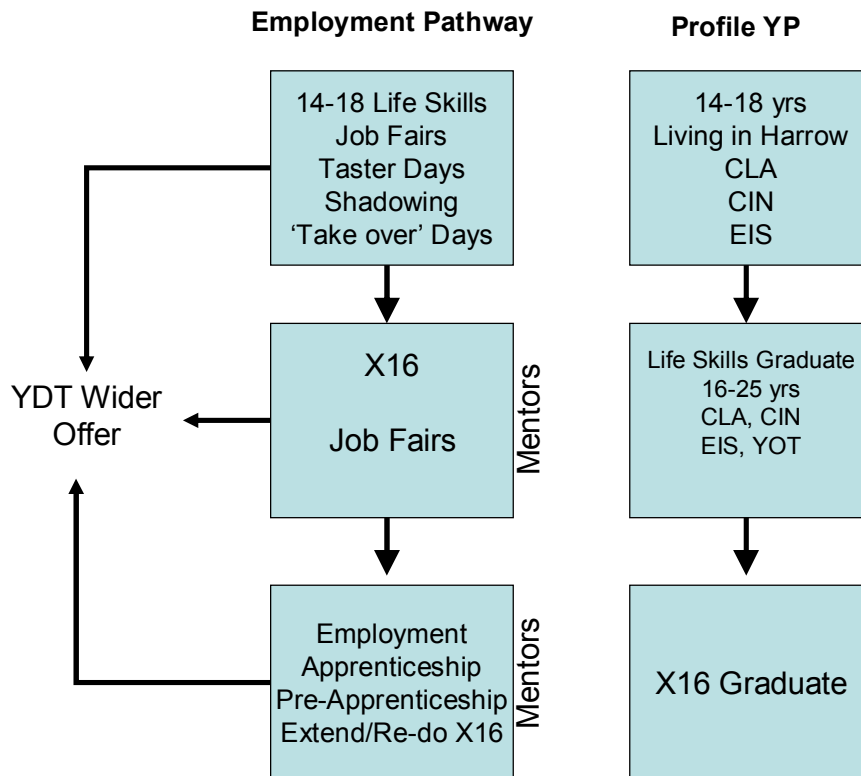
Social workers have endorsed the need for a consistent employment readiness and support pathway pitched at the right level to engage their young people and capable of being developed on a case by case basis i.e. packages bespoke to the individual, recognising the length of time needed and the costs required.

Experience so far suggests that the X16 programme can be a valuable element in the journey of a looked after young person to the world of work, but that some of the young people have not been ready to start or able to sustain even this very supported work experience. Work readiness preparation including building self belief, aspiration and resilience therefore needs to begin with this group of young people before they reach school leaving age

Considering youth employment in a more strategic light, the following LBH Employment Pathways Proposal addressing these areas is attached for consideration and comment and will be put forward for discussion within Children and Families Services and Economic development. We will also be looking at the alignment of X16 with Economic Development and The Building Futures agenda to maximise expertise in this area and further a corporate approach to this key area for young people.

Sarah Davies
X16 Co-ordinator
28.11.12

LBH Employment Pathways Proposal (post April 2013)



Before X16

<i>What</i>	<i>Proposed Outcomes</i>	<i>Operational Who</i>
14-18 Life Skills Programme	<ul style="list-style-type: none"> 🚧 Reinforce/strengthen personal development and skills/knowledge of YP. 	X16 Project Coordinator
One-off Youth Job Fairs	<ul style="list-style-type: none"> 🚧 Prepare/Support job readiness. 🚧 Raise awareness of CLA in Harrow Council 	Virtual Head Teacher
Youth Take Over Day/Job Shadowing/Taster Days/visits to specific working environments	<ul style="list-style-type: none"> 🚧 Provide experience of shadowing a professional/develop interest(s) 🚧 Provide skills and knowledge in respect of professional environment 	CLA Participation Worker
Diagnostic Assessment (itep mapping?)	<ul style="list-style-type: none"> 🚧 Provide basic induction and preparation for X16 🚧 Build trust with X16 Workers and possibly Placement Supervisors. 	Harrow Skills Centre
	<ul style="list-style-type: none"> 🚧 Link to wider YDT Offer(s) 🚧 Data input – Framework I 	Shaw Trust
		Youth Contract

Xcite - X16

<i>What</i>	<i>Proposed Outcomes</i>	<i>Operational Who</i>
<p>Enrol with Stanmore College</p> <p>Level 1 Employability Award</p> <p>10-weeks work experience placement (designed around YP)</p>	<ul style="list-style-type: none"> • develop 'work readiness' • continue education or training • gain employment • Data input – Framework I • Provide basic induction and preparation for wider Xcite • Continue to raise awareness of CLA in Harrow Council • Continue to build trust and provide a consistent supportive programme • Link to wider YDT Offer(s) • Gradually remove support and encourage independence. 	<p>X16 Project Coordinator</p> <p>Virtual Head Teacher</p> <p>Talentino</p> <p>Job Centre Plus</p> <p>Stanmore College</p> <p>Youth Stop</p> <p>Employment Agencies</p> <p>Keyworkers</p> <p>ASK Drug Training</p>

Post X16

<i>What</i>	<i>Proposed Outcomes</i>	<i>Operational Who</i>
<p>LBH Pre-apprenticeship (L1)</p> <p>LBH Apprenticeship (L2)</p> <p>Continue X16</p> <p>Progression/Employment Mentors</p>	<ul style="list-style-type: none"> ✚ Continue to Reinforce/strengthen personal development and skills/knowledge of YP. ✚ Continue supportive environment and continue success. ✚ Keep door open to all LBH employment offers ✚ Mentoring support for 'green' employees ✚ continue education or training ✚ gain employment ✚ Gradually remove support and encourage independence. ✚ YP earning a wage ✚ Link to wider YDT Offer(s) 	<p>X16 Project Coordinator</p> <p>Virtual Head Teacher</p> <p>Mentors</p> <p>Keyworkers</p> <p>Xcite</p> <p>Shaw Trust</p> <p>Harrow Skills Centre</p> <p>Youth Contract</p>