

**REPORT FOR: Corporate Parenting Panel**

---

**Date of Meeting:** 25 October 2016

**Subject:** INFORMATION REPORT - Care Leavers /NEET report

**Responsible Officer:** Chris Spencer Corporate Director People Services

**Exempt:** No

**Wards affected:** All wards

**Enclosures:** Report on care leavers EET

**Section 1 – Summary**

Purpose of this report is to inform the Corporate Parenting Panel of the NEET / EET figures of care leavers who are between the ages of 16- 21years and to highlight how we are ensuring our young people are engaged in education, employment or training.

## **Section 2 – Report**

1. Corporate Parenting Panel First Page

2. Introduction Page

3. Responsibilities of the CLA Team  
Responsibilities of Leaving Care UASC Team

4. Young People who are in Employment, Education or Training (EET Data Capture)

5. Graph Bar (Data Capture)  
What we are doing to Support Young People to Maintain EET Status

Young People who are not in Employment, Education or Training (NEET)

What are the Barriers and Issues?

There are four different groups within the NEET cohort

Breakdown data capture of NEET Young People including University Students

6. NEET to EET – How We Will Support

7. Activity to reduce the number of Young People who are NEET

8. Dedicated CLA / LCT and UASC Careers Advisor

9. Two in House Projects - X16 Projects / Xcite Programme

10. Case Studies (Four Case Studies of NEET Young People and their Journey through the System)

## Equalities implications

CLA are a vulnerable group to whom the council is a Corporate

## Council Priorities

The Council's vision:

### Working Together to Make a Difference for Harrow

Please identify how the report incorporates the administration's priorities.

- Making a difference for the vulnerable
- Making a difference for communities
- Making a difference for local businesses
- Making a difference for families

## Section 3 - Statutory Officer Clearance

Name: Jo Frost	<input checked="" type="checkbox"/>	on behalf of the Chief Financial Officer
Date: 13/10/16		

<b>Ward Councillors notified:</b>	<b>NO, as it impacts on all Wards</b>
-----------------------------------	---

## Section 4 - Contact Details and Background Papers

**Contact:** Negus Gebeyehu – Team Manager Leaving Care

**Background Papers:** List **only non-exempt** documents (ie not Private and Confidential/Part II documents) relied on to a material extent in preparing the report (eg previous reports). Where possible also include a web link to the documents.



# Corporate Parenting Panel

25 October 2016

Report on:

**Care Leavers Employment,  
Education & Training [EET]**

Date: October 2016



## Introduction

Every year around 10,000 16- to 18-year-olds leave foster or residential care in England. Children in care must leave local authority care by their 18th birthday. Local authorities must support care leavers until they are 21 years old (or 25 if they are in education or training). On leaving care, some young people return home to their families but many start to live independent lives. The government wants to ensure that care leavers get the same care and support that their peers would expect from a reasonable parent, such as help finding a job or setting up home. It also wants them to have the opportunities they need to move successfully to adulthood.

Central and local government both have a role in supporting care leavers. The Department for Education sets the overall framework for the delivery of support to care leavers. It gives statutory guidance to local authorities, collects information on care leavers and makes data and research on good practice publicly available. Other departments support housing, training, welfare and other needs. Support is mainly given by local authorities. They need to ensure that care leavers get comprehensive personal support to help them achieve their potential as they make their transition to adulthood. This support includes finding them somewhere suitable to live and supporting them into employment, education or training.

The government recognises the quality of support for care leavers has been patchy and that their journey through life can be lonely, disrupted, unstable and troubled. Those leaving care may struggle to cope with the transition to adulthood. They may experience social exclusion, unemployment, health problems or end up in custody. Care leavers have had these problems for a long time, they are also less likely to have achieved 5 A\*-C GCSE's.

With more young people over the age of 16 leaving care, the demand for support is increasing. In 2013-14, 10,310 young people aged over 16 left care, an increase of almost 50% since 2003-04. This increase is due to an increase in the care population as a whole; an increase in the number of older children coming into care; and 16- and 17-year-olds presenting as homeless

and becoming looked-after. Local authorities have to support the increased population.

### **The responsibilities of the CLA team**

The team is responsible for children and young people who are looked after by Harrow Council who have a plan of permanency by way of long term fostering or adoption. When a young person reaches the age of 18 they are transferred to the Leaving Care Team.

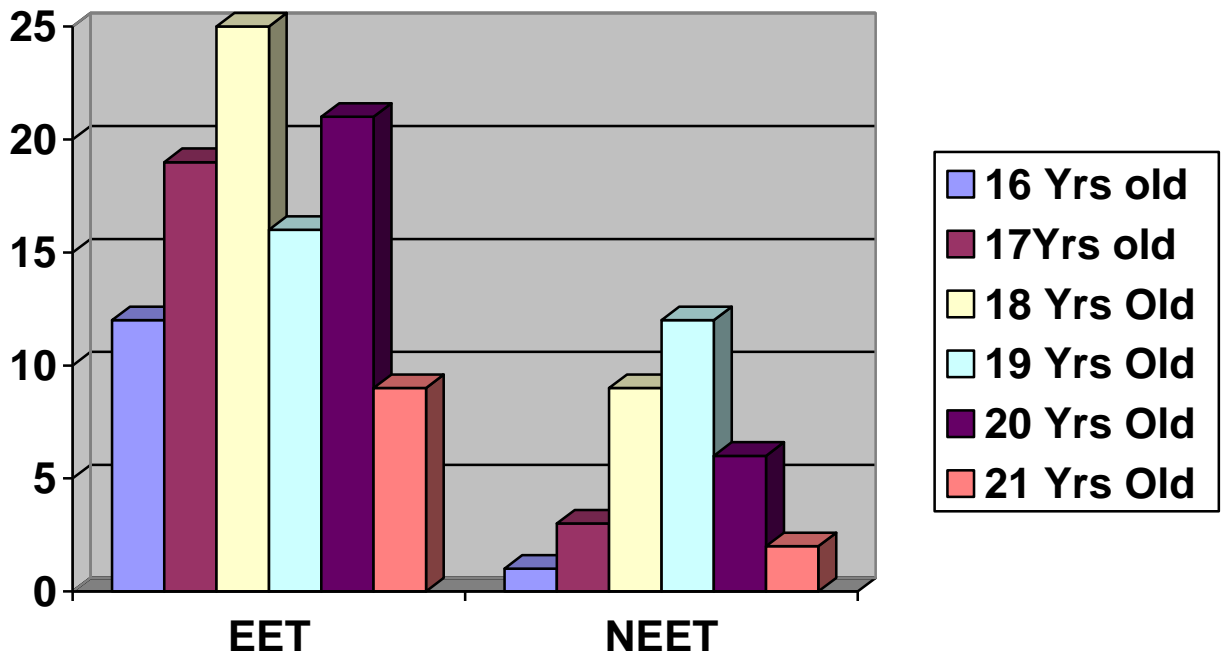
### **The responsibilities of the Leaving Care and UASC team**

The team is responsible for young people who are preparing for their move into independence and further education, employment or training under the Leaving Care Act 2000. They support unaccompanied asylum children under section 20 of the Children Act 1989.

## 1. Young people who are in employment, education or training (EET)

NOTE: The data below is accurate as of 3/12/2015

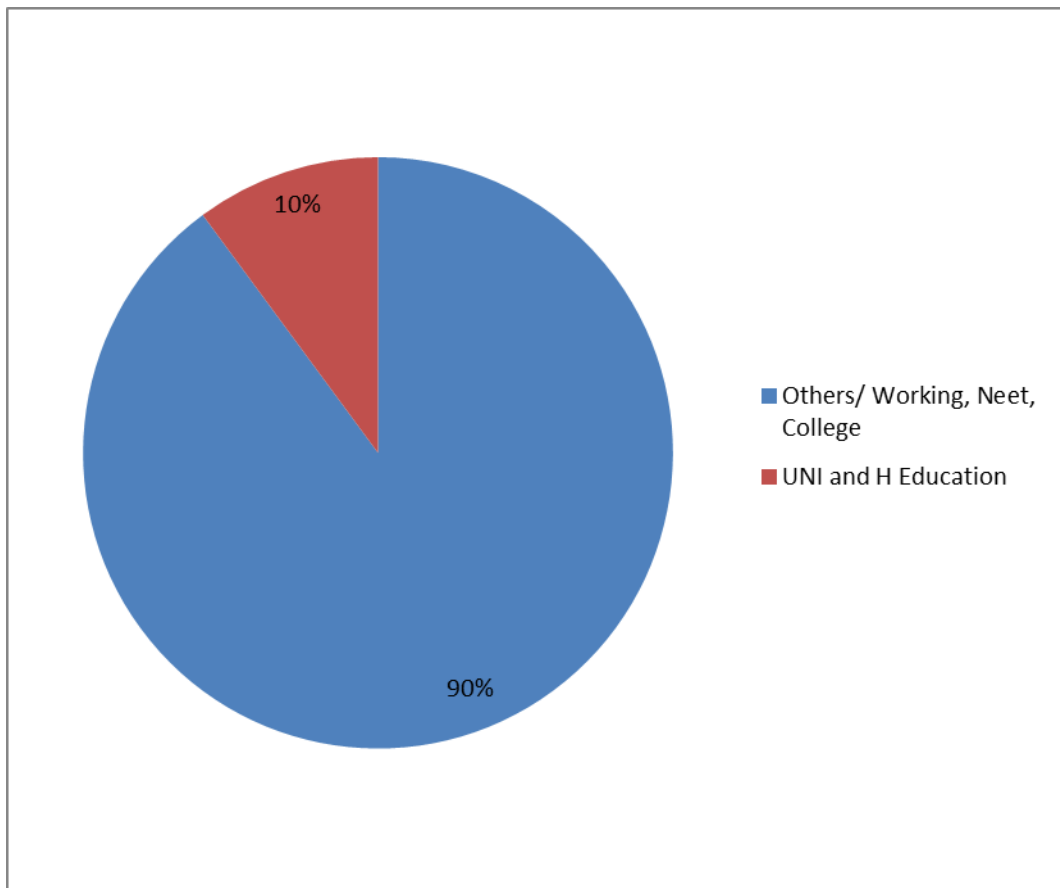
Age category	EET	NEET	EET - Split
16 years old care leavers <b>Total= 13</b>	12	1	12 – Sixth form /College
17 years old care leavers <b>Total= 22</b>	19	3	1 – Employment 18- College
18 years old care leavers <b>Total= 34</b>	25	9	20 - college 1– University 4– Part / Full Time Employment
19 years old care leavers <b>Total = 28</b>	16	12	3- full time employment 11- Full time education / college 2 University
20 years old care leavers <b>Total = 31</b>	21	10	8- Full time Higher Education/ including University 12- Part / Full Time Employment 1- Enrolled in college/apprenticeship
21 years old care leavers <b>Total = 11</b>	9	2	4 – Higher education - university 4-Enrolled in college/ apprenticeship 1-Full time Employment
<b>Total 16-21yrs = 139</b>	<b>102</b>	<b>37</b>	



(Above Bar Graph to show Analysis breakdown of NEET to EET Young People)

Others/ Working, Neet, College	130
UNI and H Education	9
Total clients 16 to 21	139

### Clients at University & Higher Education





The National average care leavers in Higher Education is 6% . Harrow is doing well above the National Average which is currently 10%.

With a Snapshot of our Current EET figures we have 77.8 % EET currently in Harrow and 22.2% NEET

### **So what are we doing to support young people to maintain their EET Status?**

- Social workers actively engage, encourage and support young people in their chosen field of education, employment and training.
- Allocated Careers Advisor will work with the young people who have been referred with up to 4 weeks of follow up to ensure they sustain their placement from when being NEET to becoming EET
- A one stop shop for young people 'Harrow Youth Stop' free careers service for 16-21yrs (up to 25 years if with special needs) with a variety of clinics being offered by training providers, health clinic and legal advice offered from this Centre. Referrals are made direct.
- Pathway plans and reviews are now being chaired by the Team Manager or Deputy Managers, to ensure there is effective management input and oversight, to ensure the plans are multi-agency and of a high quality.
- Recognising the achievements of young people including financial reward in accordance with the Leaving Care Charter.
- Leaving Care Forum – facilitated twice a year and led by the young people with the aim to inform young people of various topics relevant to them including access to Employment, Education and Training. Most recent event took place on 30/10/2015 with inspired young speakers who also presented their journey through the social care system and their progressions into either learning or employment. Presentations from speakers such as Careers Advisor for the Care leavers/ LAC team as well as informative presentation from Harrow Youth Stop of the variety of services being offered and opportunities to access services.
- All young people who are EET are entitled to travel and lunch money in addition to their weekly allowance or subsistence payments.
- Regular monitoring by careers advisor and social workers through contact with colleges ,training providers and employers of attendance

of young people in these environments in order to sustain placements with the intention to identify any difficulties at early stage.

- Regular meeting between managers and Careers advisor regarding performance on reducing NEET young people

We have 5 young people within this age bracket 16-21 years who are currently attending University studying a range of subjects. These subjects sort from individuals studying law, catering, psychology, drama and Interior Designing. Ongoing support through frequent contact is provided to these young learners who are positively progressing towards great professions. A few of these young people were our inspirational speakers at the Care Leavers forum event this year which provided other young people who attended the event to receive inspiring and encouraging stories of their journey through Harrow social services.

A very large number of our young people are attending college or sixth form and the range of subjects they are studying include IT, Business Studies, ESOL, Construction such as electrician, plumbing, Health and Social Care, GCSE's and A levels.

We currently have a good number of young people wanting to pursue higher education into university with interest and aspirations to study degrees which ranges from, social working, nursing, conservation, Art, IT and business management.

Some students are currently receiving one to one tutoring support funded and sustained by the virtual school to enable them to move forward into progression routes.

## **2. Young people who are not in Employment, Education or Training (NEET)**

Evidence shows that young people leaving care tend to be disadvantaged when trying to find employment for the following reasons: low skills, poor education, health issues and little knowledge of employability skills and the labour market. Unemployment comes at a high social cost and is associated with social exclusion, poverty, poor health, homelessness, crime, isolation and loss of skills and motivation.

### **What are the Barriers/Issues?**

- **Cash in Hand (Employment)** – A hidden barrier for young people who will not make us aware of them being exploited by being paid under the minimum wage, this can be due to their circumstances of not being permitted to work in the country if they are asylum or refugees and therefore decide to work for cash in hand.
- **Lack of Confidence or Self-Motivation** – Based on the experiences young people have had they, their negative beliefs about themselves

turns into facts for them and this has a great deal of impact on their personalities.

- **Education** - Children are leaving care with a lack of basic literacy and numeracy skills and are around four times more likely to be expelled.
- **Immigration Status** – There are a small number of young people who have had all rights exhausted and the law prevents them to be able to access either education or employment.
- **Skills** - Young care leavers often lack the skills and self-esteem necessary to impress employers and as a result can find themselves trapped in long term unemployment.
- **Drug and Alcohol** - Almost a third of young people misuse drugs and alcohol within a year of leaving care [Dixon, J. (2008) *Young People Leaving Care : Health Wellbeing and Outcomes*]. One study found that over half of the individuals with a history of care had used cannabis in the past month, with 15% having used ecstasy and 10% having used cocaine.
- **Teenage Parenthood** - Children who have been in care are almost two and a half times more likely to become teenage parents, compared with those brought up with both natural parents. One study found that a quarter of young women leaving care are pregnant or already mothers, and nearly half become mothers by the age of 24 (*communitycare.co.uk, 2008*).
- **Custody/ Prison** - Children in care represent less than 1% of all children yet almost 40% of people in custody under 21 were in care as children. 27% of the adult prison population and half of all those in custody under 25 were in the care system [*Voluntary & Community Sector (2010) United We Stand Manifesto*]. Custodial sentences create further barriers to employment as employers often don't want to hire candidates with a criminal record.
- **Health** - One of the major barriers to employment faced by care leavers is health, including a lack of emotional well-being, multiple mental health issues and a deficiency in mental health support. Mental Health significantly affect children and young people's social and educational development. This can have a profound and lasting negative impact into adult life in terms of their employment, relationships, and likelihood of disability. Around 55% of care leavers suffer, or have suffered from depression [*Centre for Social Justice (2008) Breakthrough Britain: Couldn't Care Less*] and many lack confidence and self-esteem. Mental health issues and depression can be a huge barrier to employment due to their symptoms and the frequent need for long term and intensive support.
- **Lack of ESOL Providers** – it has been identified that there is a lack of local training providers or provisions into learning as well as ESOL (English Speaker of Other Language) within the local Harrow area.

## **2. There are 4 different groups within the NEET cohort:**

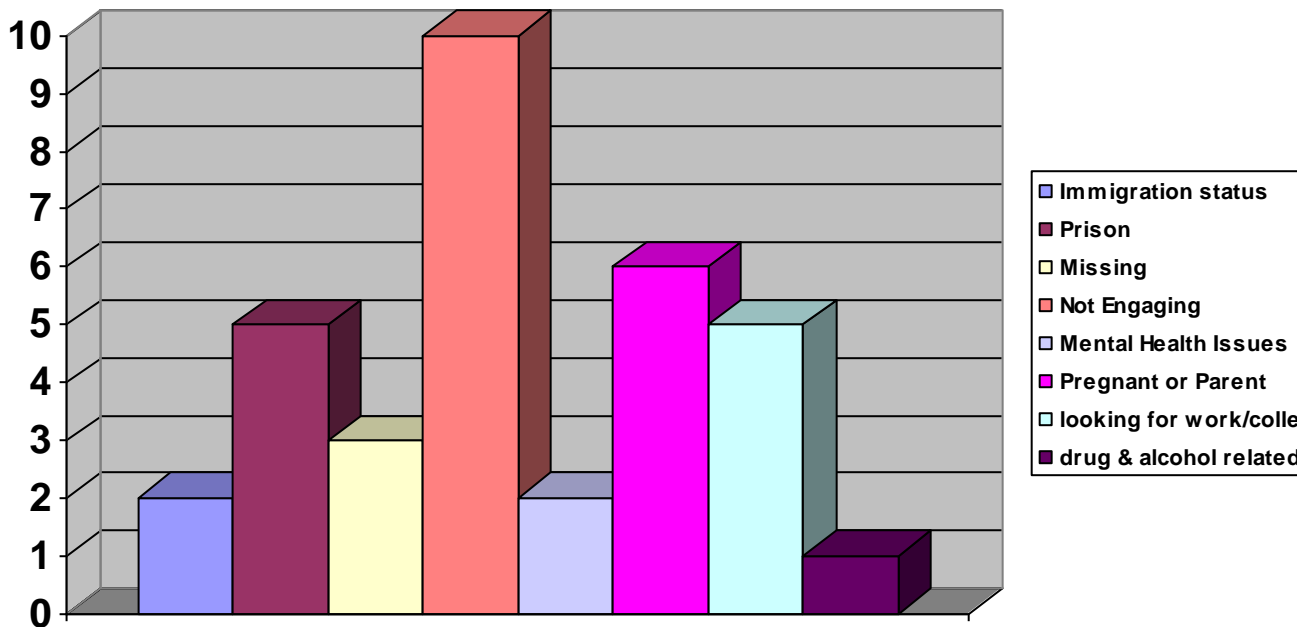
The majority of young people who are looked after and NEET fall within categories 1-3.

1. **Those not available for learning** who will be deemed as having “reasonable Excuse” for not participating e.g. due to pregnancy, maternity leave, illness or immigration status
2. **Core/sustained NEET**, those with long term and complex barriers to learning. These can be an example of young people on JSA, with Mental Health issues or Learning/ Physical difficulties or are in Prison.
3. **At risk NEET**, those who are undecided, dissatisfied with current opportunities **OR** with some barriers to learning eg low qualifications.
4. **Open to learning** young people with no discernible barriers to education or training.

[Breakdown Analysis of NEET Young People and Reasons](#)

## Reasons for NEET

Age category	EET	NEET	Reason for NEET
16 years old LAC/ care leavers	12	1	1.recently taken onto caseload
17 years old LAC/ care leavers	19	3	2 New clients 1. Prison
18 years old care leavers	25	9	2 Missing/.absconded 2-prison 2.Parenting 1.seeking employment 2 Not engaging
19 years old care leavers	16	12	5 Not engaging 2 Parenting 2 looking for work 1.Missing 1 Drug & alcohol related 1 Due for deportation
20 years old care leavers	21	10	2 Parenting 2 Mental Health 1 Prison. 3 Not engaging 1 looking for Working 1 Immigration Status
21 years old care leavers	9	2	1 Prison 1 looking for College place/work
<b>Total= 137</b>	<b>102</b>	<b>37</b>	



**Graph Bar of Data capture of NEET Young People**

## **1 NEET to EET – how we will move forward and support 16 years old:**

The 16 year old who is currently NEET is new arrival young person and he will be soon attending College to do ESOL foundation course level 1. .

### **17 year olds:**

There are 3 young people who are currently NEET. 1 in prison, Support will be offered by the

careers advisor nearer to the time of bail or release from prison. 2 young people are again new

arrivals who are self-referrals arrived harrow Civic by themselves. And they will be supported

to enroll College

### **18 year olds:**

9 young people in this age bracket,

2 young people is not currently engaging. The Career Advisor will continue to build that crucial communication with this young person and build a rapport with the understanding of their needs and support they require to try to assist them to re-engage into form of learning or employment.

1 young person is currently seeking employment by working with the Career Advisor to find suitable education / apprenticeship placement.

2 Young person is currently in prison and support will be offered upon their release to engage them back into employment or education.

2 Young people in this age bracket is currently have child care responsibility.

2 Young people are missing from placement.

### **19 year olds:**

12 young people in this age bracket are NEET for the following reasons:

5 not engaging

2 Parenting

2 seeking employment

1 missing

1 Substance Miss-use

1 immigration issue

### **20 year olds:**

10 young people in this age bracket are NEET for the following reasons:

2 Parenting

2 Mental Health

1 Prison

3 Not engaging

1 Seeking employment

1 Immigration issue

### **21 year olds:**

2 young people in this age bracket are NEET for the following reasons:

1 Young person is in prison.

1 looking for College placement or employment

## **2 Activity to reduce the number of young people who are NEET**

- LINAB (Languages is not a Barrier) Programme of events and workshops offered at Gayton Hotel for young residents on life skills, homework revision clubs, language training, leisure activities and group tutoring sessions.
- Referral of NEET young people to the appointed Careers Advisor for LAC/ Care Leavers Team. Careers Advisor working one to one with the young people, building a rapport, offering advice and guidance session, generating options and opportunities, assisting towards accessing learning or employment with follow up sessions up to 4 weeks to ensure sustain of placement
- The Pathway plan is a holistic working document and staff have been well trained in using the document. There will also be a process which has already been discussed in making amendments to the pathway plan with views of young people being taken into account when changes are being made. Ensuring that all young people have an up to date aspirational pathway plan. Work is currently underway with the Virtual School to strengthen pathway planning.
- Increasing the skills of the staff to engage with young people who are NEET e.g. Training for staff on Motivational Interviews.
- Increased frequency of visiting to young people who are NEET.
- Weekly performance management reports to track improved performance.
- Engagement of young people with the X16 programmes
- Ensuring staff are aware of the wide range of services available and to support young people and facilitate access to such services.
- Career Advisor networking and engaging with different ranges of Training providers to ensure a robust referral system is in place



- Ensuring close partnership work is taking place with the local Job centre to ensure young people receive their entitlement without delays.

## **5. Dedicated CLA / LCT & UASC Careers Advisor**

### **Aim**

To provide direct support to NEET young people 16-21 years (25 if SEN) who are in the care of Harrow Council. Support to focus on out-reach work enabling this group of vulnerable young people to overcome barriers which may be impacting on their personal, social, educational and economic progression and ability to become EET and reach their full potential.

### **How is this achieved?**

This is achieved through regular contact with the young person, starting with an initial guidance interview to establish the young person interests, needs and barriers to learning. This is then followed up with a clear SMART action plan which identifies support to be offered. This is reviewed and monitored during the transition from NEET to EET. The desired timescale for transition from NEET to EET is over a 3 month period which is reviewed.

The Career Advisor holds a caseload of 15-20 young people offering intensive support to the most disengaged and hard to reach young people but also those ready to engage or through transition from college to university or employment.

The Career Advisor also maintains contact with those supported into EET to ensure stability and continuity. The key aim around those already engaged in EET is prevention of drift and this is achieved by supporting social workers, engagement with education providers and effective Pathway Planning.

There has been a significant shift in working together with the Virtual School with much more joint working, information sharing and presence at key meetings.

Apart from Career information, advice and Guidance, the Careers Guidance Practitioner also supports with the following:

- On a monthly basis the advisor prepares the vacancy bulletin for social workers to use with their young people when assisting them to job search
- The advisor has been dedicated to network with relevant external providers and has built relationships as well as making new contacts with providers such as 5E Training, Redwood Skills, Regents College,

Aspire Programme, Remit and Spear to ensure that there is a robust referral system set up to allow herself and colleagues from social services to make direct referrals and ensure that young people receive quality support into either employment, education or apprenticeship and are working towards progression. There is constant contact with the training providers to receive feedback on progression of the young person who has engaged with them.

The work will continue to maintain rapports with these organisations as well as look to seek other relevant providers and build relationship with them to support our young LAC and Care leavers.

- Due to being seated at the Civic Centre amongst the Social Workers the career advisor is able to share good practice through verbal communication and emails and inform colleagues of services on offer through training providers, college courses and access to funding/ bursaries .
- The advisor also assists with young people who arrive unexpectedly to the Civic Centre needing a Careers drop in service session, as well as regular attendance to team meetings to share good practice.

### **Two In-house Projects available to support young people into EET (Referrals are made by social workers and careers advisor)**



X16 is an employment and job readiness programme targeted at our most vulnerable 16 – 24 year olds who are not in employment, education or training (NEET), with a strong focus on young people we have a corporate parent responsibility for.

The programme helps young people build resilience, knowledge, skills and gain confidence to:

- Apply for jobs, attend interview and begin work, or
- Apply for further training and begin further or continued education, or
- Apply for apprenticeships, attend interviews and begin apprenticeships



# Xcite Programme in Harrow

1. Xcite is an employment programme, providing a full range of support to help Harrow residents back into work. Aims to help young people find work with emphasis on identifying and overcoming any barriers that are currently in your way.

## **Support offered**

- Planning next steps
- 1-2-1 Coaching
- CV and application support
- Confidence building

## **Construction jobs**

- access to employment
- training
- apprenticeship
- placement opportunities with in-work support



## Case Studies – Progression X had low confidence, NEET for 2 years and had no aspirations.

Young Person X who was NEET had been referred to the careers advisor by the social worker mid-September. The young person had turned 18 years old, initially during our first placement session, X explained to the careers advisor that he found it very challenging to progress into anything as he had been waiting for his national insurance number for almost 2 years. Together a discussion took place about this and how it can impact on him accessing training providers or apprenticeships. The careers advisor arranged an appointment for X to attend the local Job centre to see if we could get his NI number from there, the advisor attended the visit with X to the job centre and both managed to get X NI number.

A Careers guidance session took place as X had no aspirations or ideas to what he could potentially seek to do in the near future as a progression. After generating ideas, construction was an opportunity which X found interesting and wanted to pursue. They then progressed into preparing his CV and looking at relevant apprenticeships as X wanted to develop his math's and English as he had no GCSE's.

During careers session, X applied and registered onto the apprenticeship website and looked at vacancies, sessions took place where X job searched and X was encouraged to speak to employers on the phone to improve and build on his confidence.

Along with the Careers Advisor , X looked at various options and found a training provider who offered Math's and English functional skills up to level 2 as well as possible opportunity for progression with network rail into construction which X found very interesting.

With the Careers Advisor, X attended the training provider and was introduced to them, X looked at the courses, the environment, location for travelling and found this as an exciting opportunity. X enrolled onto the course and completed his assessments on the day of his induction. Now X has moved from being a NEET young person into a positive progression route. The Careers advisor has been working with X to support him to ensure he sustains his placement and if he has any concerns he is aware he can discuss this with the advisor or his social worker.



## Case Study

Y has been NEET for 4 years is a young parent and has very low confidence

Y is a young single parent with a 3 year old toddler; social worker has been working with Y recently to provide Y with relevant support in accessing childcare.

Although Y had been in the country for more than 4 years, due to low confidence and learning difficulty, Y had not progressed or engaged into any form of learning.

Social worker referred Y to Careers Advisor and introduced them to each other. Careers Advisor then worked with Y to establish a goal and plan of action to progress.

It was established very early on that Y needed to improve dramatically on her English as a language in order to progress in the near future as an interpreter was being used on almost all occasions when having to communicate with Y.

An in depth Careers guidance session was offered to Y and during the session options and opportunities were discussed and considered. Y expressed an interest in one of the opportunities to look at entry level ESOL programme within a local provision.

Y was taken to the training provider and introduced to the programme, what the provider offered and support that Y would be able to access as well as the qualification Y could potentially gain if enrolled.

Y expressed an interest in this provision and a further session was organised where Y and careers advisor attended the placement to enrol onto the relevant course.

The course was offered full time and social worker supported in ensuring this would not affect Y's childcare support.

Y has been attending the course and the social worker along with the careers advisor have been keeping in touch with both the training provider to find out how Y is getting along as well as ensuring Y is progressing and is well.



## LINAB Project demonstrates two case studies (Language is not a Barrier)

- 1) Young person Z has been with us since the start of the project, at first he was nervous and lacked confidence. Z has a traumatic background which he struggled to overcome; his medication had strong side effects which interrupted with his study. After few months on the project he began to slowly develop confidence and talk to us about his struggles such as falling behind on college work, his teachers were informed of his condition prior to the project so we asked him to collect homework in advance and set down with him every Tuesday and Thursday evening for an hour or so and helped him stay on top. Z is now an outstanding student studying Travel and tourism level 2 with future plans of being an airhostess.

*"You guys have helped me so much with my English and education, thank you"* Client Z

- 2) Young person S has been with us for just over a year. He was very talkative during sessions with the other Albanian boys; he would not interact with us or the other young people due to the language barrier. To gain his attention and develop his language we began introducing board games with the help of the Albanian boys he slowly began to understand the rules, we then started introducing entry level 1 papers with pictures and symbols forming simple sentences such as "this is a cat". S became

very eager to learn and speak English that he would bring a pen and paper with him during the sessions and practice his speaking and writing. A year later S is still motivated, he converses with all the young people, He is still at college with plans of going to university one day as well preparing for his driving theory exam which a week away.

*“My speaking is much better now, it is good to study when your still young”*