

REPORT FOR: Corporate Parenting Panel.

Date of Meeting: November 2018

Subject: **NEET/EET report & suitable Accommodation –**

Responsible Officer: Paul Hewitt, Corporate Director People

Exempt: No

Wards affected: All

Enclosures: Report on Care Leavers EET

Section 1 – Summary

The purpose of this report is to inform the Corporate Parenting Panel of the NEET / EET Figures and those Young People aged between 16-15 years in suitable Accommodation

FOR INFORMATION

Section 2 – Report

As a corporate panel we have a duty to ensure our young people are engaged in education, employment or training.

It is therefore recommended that the allocated Social Workers, Social Care Assistants and Careers Advisor continues to engage and support the “Hard to reach” young people who are currently NEET or potential NEETS into suitable Education, Employment or Traineeship fit for their needs and as a progression route.

It is recommended that the Careers Advisor’s input is implemented into individual LAC/care Leavers pathway plan to reflect their future aspirations and actions to take, to achieve progression routes.

Care Leavers who are potential NEET to receive support to continue to sustain their current / future education/ employment placement

Section 3 – Further Information

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Corporate Parenting Panel

17th November 2018

**Report on: Care Leavers Employment,
Education & Training and Suitable
Accommodation**

Date: October 2018

Introduction

Every year around 10,000 16-18 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 for 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 also are 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. The 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.

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

Report on Care Leavers NEET/EET & Suitable Accommodation

As a *Corporate* panel we have a duty to ensure our young people are engaged in education, employment or training.

It is therefore recommended that the allocated Social workers, Social Care Assistants, support workers and Career Advisor continues to engage and support the “hard to reach” young people who are currently NEET or potential NEETS into suitable Education, Employment or Traineeship fit for their needs and as a progression route.

It is recommended that the Careers Advisor’s input is implemented into individual LAC/ Care Leavers pathway plan to reflect their future aspirations and actions to take to achieve progression routes.

Care Leavers who are potential NEET to receive support to continue to sustain their current / future education/ employment placement.

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.

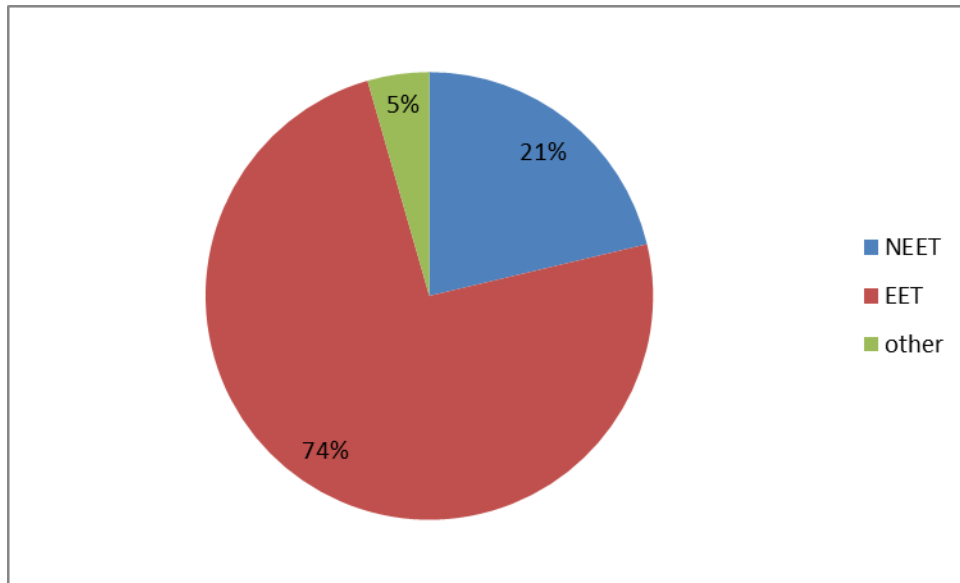
The responsibilities of the Leaving Care and UASC team

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.

Care Leavers 171 (45 under 18,) total 202

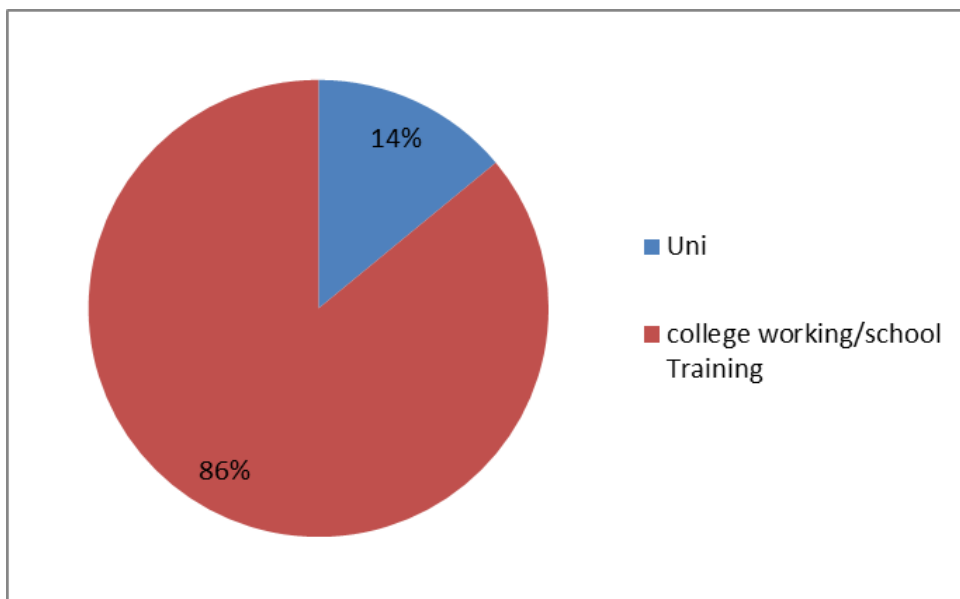
With a Snapshot of our Current EET figures we have 74% % EET currently in Harrow and 21% NEET (5% are either not recorded, in Prison or missing)

NEET	43
EET	150
other	9



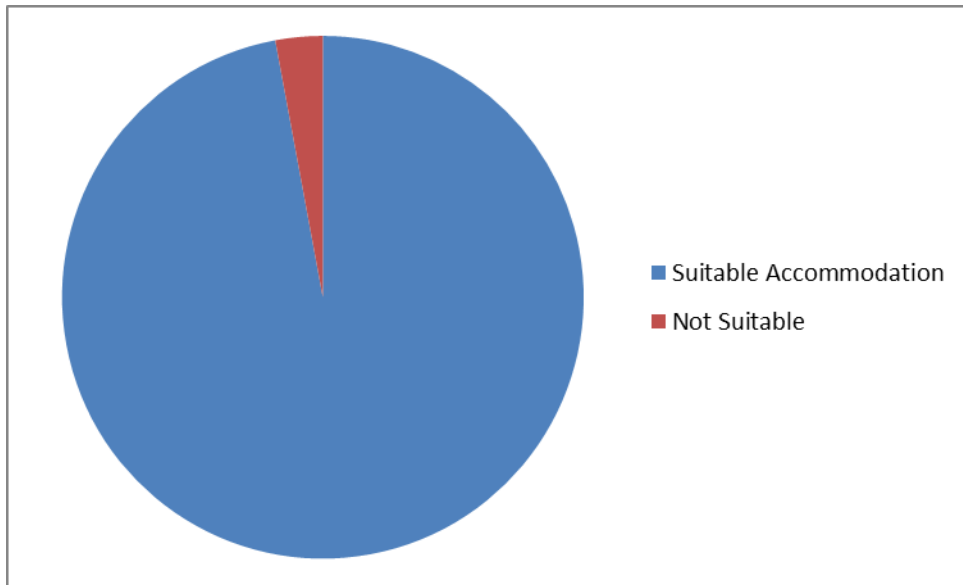
There are currently 21 Young persons at University; 150 EET

Uni	21
college working/school Training	129



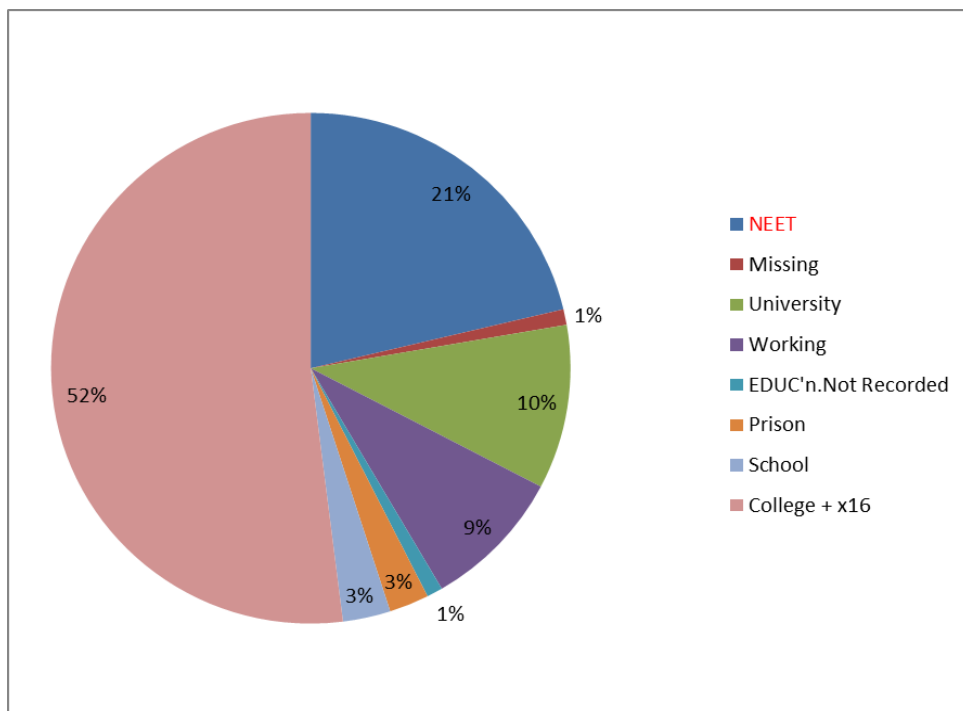
Currently 97% of Harrow Care Leavers are in Suitable Accommodation. 3% are not in Suitable accommodation. (i.e. 5 in Prison)

Suitable Accommodation	166
Not Suitable	5



Grand overview

NEET	43
Missing	2
University	21
Working	18
EDUC'n. Not Recorded	2
Prison	5
School	6
College + x16	105



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.
- 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

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.

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
- 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.
- Custody/ Prison - 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 affects 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 suffer, or have suffered from depression, 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.

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 e.g. low qualifications.
4. Open to learning young people with no discernible barriers to education or training.

Activity to reduce the number of young people who are NEET

- 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.

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

In addition we also have 2 specialists imbedded within the UASC /L Care Team Thy are an ESOL teacher, who arranges Young person's tuition in the absence of; and also to support; college or school training. We have a Home Office, Immigration officer to assist with any queries/advice, the team may require as a matter of urgency; on young people's asylum or immigration problems or any matters that arise.

Section 4 – Financial Implications

There are no financial implications arising from this report.

Section 5 - Equalities implications

Was an Equality Impact Assessment carried out? Yes/No (delete as appropriate)

If yes, summarise findings, any adverse impact and proposed actions to mitigate / remove these below:

If no, state why an EqIA was not carried out below:
(please check Equalities Implications with Mohammed Ilyas if you have any concerns / clarification of points)

Section 6 – 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

Name: Jo Frost

Jo Frost
on behalf of the
Chief Financial Officer

Date: 17 October 2018

Ward Councillors notified:

NO

Section 7 - Contact Details and Background Papers

Contact: Negus Gebeyehu, Team Manager, PS-Leaving Care & U.A.S.C
Tel: 02084168095 Email: negus.gebeyehu@harrow.gov.uk

Background Papers: None