



ABERDEEN

CITY COUNCIL



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To Aberdeen City

Title - Employability Support to Vulnerable Young people

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Introduction

The purpose of this paper is to outline proposals for a looked after young people's and care leavers employability support service, provided by Action for Children to support young people who are or who have been looked after or accommodated. The service will be delivered within the context of the Aberdeen Guarantees, enabling young people to make the most of locally available opportunities, leading to sustainable employment and the achievement of career progression. Action for Children has experience in delivering a similar project in Glasgow and Edinburgh where we provide one to one support to care leavers in parallel to external support whereby young people participate in a local authority or voluntary sector, work experience, apprenticeship or internship opportunities. The additional level of support enabled a greater volume of young people to participate in the offer and resulted in a higher number going on to succeed, achieve and progress. Action for Children is supported in this initiative, through match funding contributions provided by other stakeholders, with Inspiring Scotland providing a 33% contribution towards overall costs and a proposal for European structural funds through the voluntary sector challenge funded providing a further 33%. The programme aims to support the Aberdeen Guarantees, Family Firm policy and Aberdeen City Council's corporate parenting strategy by providing an additional layer of support for Care leavers and the most vulnerable young people within the authority. The cost to the local authority will be £50k per annum for 3 years, £150k in total.

Local Fit

The new service will link in with the Aberdeen Guarantees, which was launched in autumn 2014 and is a partnership commitment to providing learning, training and employment opportunities to all 14 – 25 year olds, with a particular focus on those groups at risk of falling into negative destinations. Aberdeen Guarantees represents the collective efforts of the public, private and third sector in assisting and enabling young people to progress towards employment. The Aberdeen Guarantees initiative provides a range of approaches, pre and post school which are already in place to support young people into positive destinations, promote good news stories and advertises new training and work opportunities for young people in Aberdeen. Information is available on the Aberdeen Guarantees website which aims at promoting opportunities to young people, parents, professionals and employers.

Present Challenges

Aberdeen City Council currently has a Family Firm policy as part of the Council's Corporate Parenting Policy. The Family Firm policy is Aberdeen City Council's aim to create opportunities within the Council for looked after young people. This has mainly been realised through creating internship opportunities. However, a recent 12 week work experience model has been developed with plans to expand the model across the Council's directorates and be a prerequisite to any future internship opportunities offered. Any opportunities created within the context of Family Firm are co-ordinated with the Aberdeen Guarantees team. However, it is recognised that for many of our most vulnerable young people there is a requirement for additional support for those groups at risk of falling into negative destinations to enable them to take full advantage of the opportunities offered/available/presented. This is particularly true of looked after children and young people, where the authority has a corporate parenting responsibility. Many of the young people within the looked after group have failed to sustain an opportunity due to the lack of resources to provide additional support mechanisms. For example at critical crisis points where young people would have benefited from coaching or mentoring in order to deal with general issues outside of the opportunity. The difficulty in supporting this group of young people is not solely related to creating the opportunity. Opportunities have been created for example through Aberdeen Guarantees and the Family Firm policy. The issue relates to the "readiness" of the young person, the ongoing support, and having available resources to provide mentoring and coaching to the young person.

Achievements have been made by Aberdeen City Council as an employer to make available places for work experience, paid work or internships. These opportunities, supported through the Family Firm approach, are demonstrating some early signs of success. However, there is recognition that the success rate could be improved by linking up external support. Many directorates within the local authority wish to support a vulnerable young person but recognise that they don't understand the issues facing the young person and what issues outside of work may impinge on their attendance and overall performance. Equally many directorates do not have the resources to provide the required external support, beyond that of the young person's duties whilst in the workplace or equally have the available resources to provide a short term work-place mentor. It's envisaged that the service proposed, will fill this requirement, with the key worker- mentor supporting the young person from referral to positive END destination.

To address the challenges and support vulnerable young people our services will include:

- Referrals and engagement – linking in with Aberdeen Guarantees (AG) and the Family Firm policy
- Action plan- bespoke action plan for young people – with key indicators - timelines
- Opportunity readiness - skills development, training, interventions - opportunity matching with Aberdeen Guarantees and the Family Firm policy.
- Mentoring support – supporting the young person whilst in the opportunity
- Continued support - ensuring the continuum support from one opportunity to another (progression)
- Community Support- providing support out with working hours dealing with other issues (eg housing, family relationships etc.)
- Crisis Support – providing that support at key times no matter where they are in the journey and preventing the issues for escalating or effecting their opportunity
- Key dedicated support – worker becomes single point of contact for employers etc. to contact for attendance issues etc.

Model and approach

The model proposed to Aberdeen City Council is based on previous experience of delivering Care leaver employability support services programmes within other local authority areas. The model proposed is a highly tailored and holistic support service for care leavers or looked after young people. The support is delivered through an intensive support model assisting young people to overcome personal and practical barriers which preventing them from entering or sustaining employment. The service works through individual issues with the young person using a personal centred approach which is built on building and developing a trusting relationship before looking for outcomes. Staff work flexibly around the needs of the young people often outwith core working hours and within the young person's own home environment (if applicable). This enables the programme to support young people whilst attempting to sustain training/ work experience or employment opportunities and recognises the needs of this group of young people outside the working/training environment. All support is bespoke and centred around the individual needs of the young person, relating to where they are at within their employment career, or individual journey. The programme begins with an individual action plan, looking at the young people's needs, skills, wishes and aspirations. Therefore direct one to one support varies between each service user, dependant on their needs, where they are within their individual journey, with the service always being prepared for crisis support.

Mentoring and coaching

Each qualified staff member carries a caseload of between 10 to 12 young people depending on their needs. This may result in a larger throughput per annum – if young people have progressed positively, as the figures are based on maximum caseloads at any one time. Each staff member will provide a one to one mentoring and coaching service to the young person, ensuring where possible continuity of service delivery utilising a key work social work approach. The support is flexible, with possible high intensity at the beginning, tailoring towards a step down approach, with the ultimate goal to be total withdrawal. However, our support is tailored to individual needs, issues, priorities and circumstances, relevant at the time of crisis, even if they are progressing well and available out of hours to provide support when they need it most. The service works in partnership with other agencies to pull in support- resources or assistance around the young person, for example- housing, youth justice, mental health services, ensuring a GIRFEC type approach.

Local statistics

Presently, according to the latest figures, there are 37,875 children and young people under the age of 18 in the city of Aberdeen, representing 17% of the total population. Of the 37,875, there were 606 children who were looked after by the local authority (figures July 2013). 241 looked after children attend Aberdeen City Council educational establishments (nursery, primary, secondary or special schools).

Of the 241 looked after children in Aberdeen City Council educational establishments, 127 (53%) are looked after at home and 114 (47%) are looked after away from home (residential children's home, foster care, with friend/relatives). However the evidence of demand for the service is better evidence through statistics provided through the CareFirst System. Overall statistics from CareFirst regarding current 16 – 21 year olds that have had a care experience illustrate the following number of young people,

Age as of April 2014	Number of young people who have had a care experience
Aged 16	154
Aged 17	155
Aged 18	147
Aged 19	141
Aged 20	123
Aged 21	151
Total	871

The breakdown of these young people of how many of these are looked after at home, kinship, foster care, residential and what locations they are in are not fully available. However the figures do represent a large potential of number of young people who are entitled to support through the recent changes in the young person's bill, where support was increased for all young people who had experience of care up to the age of 24. This includes the legal responsibility of the local authority to provide support or care. Additionally Aberdeen City's Throughcare Service has an active case-load of about 90 care leavers, but have a total of about 150 young people they work with. This would be a key referral route with the throughcare team, Aberdeen Guarantees and the new service operating seamlessly and in partnership to provide support and opportunity to the young person.

Match Funding

The funding to support this programme is a potential mixture of private sector, venture philanthropy, Scottish Government, European Structural funds and local authority funding. The funding below, which has been secured or applied for is per annum for a 3 year period.

Funder	Type of Funder	Requested amount per annum	Status
Inspiring Scotland	Venture Philanthropy and Scottish Government	£50,000 - (£150K- 3 years)	Confirmed
ESIF	European Structural Funds	£50,000 (£150K- 3 years)	In Progress-April 2015
Aberdeen City Council	Public sector funding	£50,000 (£150K- 3 years)	In Progress
TOTAL		£150,000 (£450K- 3 years)	

Footnote- the ESIF funding is applied for through the European Structural Investment Fund - under the voluntary sector Challenge programme and does not affect Aberdeen City CPP proposal or allocation from European Structural Funds.

Volumes

As agreed, the volumes are variable due to the length of time required by a young person to make a successful transition to the world of work and receive the life coaching support. For all participants the length of time will vary, dependent on their needs and the journey they will undertake. It is also recognised that a crisis event can crop up for this group of young people and this can lead to setbacks, that can lengthen their stay on the programme. Finally young people achieve at surprisingly fast pace when given the right level of support and the right potential offer.

It is envisaged that the project will work have the capacity to work approximately 200 young people over 3 years. The project will forecast a slightly lower average figure in year 1 – due to establishing referral routed and caseloads being developed within the first 2 delivery quarters.

The Key outcomes will be

Volumes and outcomes	First year	2nd year	Third year	Total
No of young people referred	55	70	75	195
No of young people receiving bespoke action plan	55	70	75	195
Number of young people benefiting from core skills	35	50	55	140
Number of young people receiving interventions	45	55	57	157
Number of young people receiving mentoring and coaching support	55	70	75	195
Number of young people receiving support within the work place (includes training and work experience),	35	50	55	140
Number of young people supported into	28	30	40	98

sustainable employment				
Number of young people successfully exiting the programme	28	30	40	98

Budget

Children Services - Budget (TM1) Template

Staff see staffing schedule		
	Staffing Schedule	£109,827
	Total Employee Costs	£109,827
Other Employee Related Costs		
	Mileage (Staff)	£4,100
	Fleet Costs	£0
	Staff Insurance	£1,285
	Training Charge	£1,927
	Other Training	£0
	Staff Meetings	£50
	Total Other Employee Related Costs	£7,362
Property Costs		
	Occupier Services Charge	£0
	Premises - Contributed	£8,000
	Other Premises Costs	£0
	Gas	£0
	Electricity	£0
	Total Premises Costs	£8,000
Equipment		
	IT Charges	£2,508
	Equipment - Contributed	£0
	Furniture & Fittings - Depreciation	£0
	Plant Machinery & Equipment - Depreciation	£0
	Total Equipment Costs	£2,508
Communication Costs		
	Telephones	£1,200
	Postage & Couriers	£100
	Stationery / Printing	£300
	Publications & Marketing	£0
	Total Communication Costs	£1,600
Activity Costs		
	Outings Activities & Other	£5,000
	Total Activity Costs	£5,000
	Fees Income	£0
	Contract and Grants Income	£150,000
	Miscellaneous Income	£0
	Local Project Donations	£0
	Rent Receivable	£0

Logic Model

Action for Children Logic Model for Transitions project

Activities <i>What happens in our organisation?</i>	Outputs <i>What are the tangible products of our activities?</i>	Short-term Outcomes <i>What changes do we <u>expect</u> to occur within the short term? (Up to 1 year)</i>	Intermediate Outcomes <i>What changes do we <u>want</u> to see occur after that? (1-2 years)</i>	Long-term and national Impact <i>What changes do we <u>hope</u> to see in Scotland over time? (3 years or more)</i>
Activity Category Transition's is a highly tailored and holistic support service for care leavers or looked after young people. Intensive support is given, to help them overcome the personal and practical barriers, that prevent them from sourcing and sustaining employment or training opportunities This community outreach service, offers a flexible support package to service users in their own homes, and, when required, outside of core working hours.	AFC -- OUTPUTS 60 service users in employment, training or further education. 20 service users receive a VQ qualification in employability. All service users complete the Outcome Star evaluation tool to set goals and monitor progress	Short term outcomes Service users will have needs assessment carried out and service plan of achievable goals identified and reviewed. 65% of service users have increased participation in a positive activity and develop an interest or skill. Increased opportunities for new experiences or activities for service users. Service users develop confidence in their skills and develop aspirations for further learning and development. Increased opportunities for continued participation by linking up and signposting to other provision. More participants have achieved accreditation for their learning. Service users develop positive peer networks	List the long term outcomes 65% of intake progressing into a positive destination. 65% of service users sustaining employment and training. Service users are more able to exercise a choice and express their ambitions for the future. Service users becoming more financially independent. Service user's practical and personal skills have improved. Service users exhibit improvements in self-esteem and confidence. Service users sustain participation in positive activities. Service users	National alignment The life chances of young care leavers and families at risk are improved. Service users sustain employment and training. Service users are able to leave the benefit system due to them being in paid employment. Service users' finances improve and they can contribute to wider economy Service users have improved their personal and practical skills and they feel more valued in society Service users demonstrate an improvement in in their physical and mental wellbeing and they require less intervention from the health authorities. Service users demonstrate an improvement in their education and qualifications; there is an improvement in the skill base. GIRFEC measures are being met. Service users are able to contribute to decisions that affect them

<p>A dedicated practitioner will offer one to one support to each service user, and help them develop a bespoke action plan.</p> <p>There is a through care and after care support for all project participants Stage 2-4 who are in positive destinations</p>		<p>and relationships.</p> <p>Action plan reviewed, and through care offered to support service users in work or training</p> <p>Working in partnership with lead agencies to ensure GIRFEC policies and procedures are adhered to. Service users are able to contribute to decisions that affect them.</p>	<p>maintain or improve physical health and/or meet individual development milestones</p> <p>There is an improvement in a service users emotional or mental wellbeing.</p> <p>Service users have a relationship with significant others in their life.</p> <p>GIRFEC policies are in place and reviewed. Service users are able to contribute to decisions that affect them</p>	
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