

## **Appendix C**

### **LAC Traineeship Focus Group feedback from Young People and Staff March 2016.**

#### **Q1. What should the aim of the LAC Traineeship be?**

##### **Young People**

- Gaining experience
- Gaining qualifications
- Confidence building
- References
- Relationship building
- Employment/College progression
- To encourage people into a working environment with a chance to learn
- Gain some independence

##### **Staff**

- To get NEET young people re-engaged
- Build confidence
- Increase motivation
- Gain a skill set and move on to something else
- Get them away from benefits
- Worry about the wrong referrals going in and wasting time

#### **Q2. What should the referral process be?**

- *Options given were 1<sup>st</sup> come 1<sup>st</sup> served, Need or Age*

##### **Young People**

- **NEED**
- Social Services need to tell young people in time so it's an option after school as you don't hear in time
- They should engage with Sadie first to find out what they want to do, otherwise they might mess it up for others
- It can't be only about money, if they are lacking in qualifications they need to come on the scheme
- There should be taster days to see what area you might want to go into

##### **Staff**

- **NEED**
- But must measure commitment which could involve talking to the Social Worker
- Meet with Sadie first to do some goal setting
- Once that assessment has taken place this is given back to the social worker and say that they may have to build up to that
- Link in with the supported lodgings providers as they often know the young people best and can encourage them

**Q3. How, when, and how much should Trainees get paid?**

**Young people**

- £65 is sometimes not enough you need to look at individuals personal circumstances
- Should be minimum wage for age
- We don't like bus travel there should be other options
- We would like driving lessons
- A bus pass should be paid for on apprenticeships
- Public transport can sometimes cause anxiety for young people there may be people that they don't want to see
- Hire a driving instructor
- have a two week intensive driving course for good trainees
- if young people are showing commitment then they should get more than £57.90

**Staff**

- Increase lunch money to £3.30 per day, look at the age and circumstances of the young people as at the moment they get more when they are younger – doesn't make sense
- Start everyone part time for the first couple of months to get them used to it
- Use timesheets and deduct money by paying in arrears
- Give driving lesson vouchers for those that show commitment, pay for blocks
- Pay for theory and provisional driving lessons as this is a big motivator
- Get the Welsh Government to approve the scheme so that the job centre can understand it like ACT and they can get the proper benefits rather than having to be on JSA when they are working full time
- Increase budgeting abilities
- Give vouchers for clothing rather than cash payments with supervised spend
- Give an attendance incentive
- Increase age that can work with to 24
- Look at bus IFF card allocation – it's not working and suspicions are that they are being sold on or used by other family members. Could the cards come to Suffolk house?

**Q4. What does the Scheme need to succeed?**

**Young People**

- A website or online presence "LAC APP"
- Sadie to have her own page with info about courses
- Info on there about jobs and testimonials to hear what it's really like to work in the Council.
- Link to the Council Academy to hear about different courses that we can go on
- Do not send our risk assessments to the Managers as they are not always accurate " I am not a self harmer but its on my risk assessment". It can create a negative impression before we've walked through the door, we need to see them before they are sent or don't send them or at least make them specific to the Traineeship
- We need more college hours as 1 hour a week is not enough, could we do 2.5 hours and do some work in our own time? To complete units faster
- Add BTECs into the Traineeship

**Staff**

- Money
- More opportunities
- Sensible referrals from staff

- Needs Assessment
- Link in Sadie and Social Workers so that a goal setting plan can be created or individual work plan
- Create a specific risk assessment for Traineeship
- Referrals should only include known risks to the employer or risks of absconding or Child Sexual Exploitation. Also bail conditions
- Website – young people should have log in details for name and password and have their own account so that they can keep track of their time credits and can look at their CV and get a copy as well as looking at what training is available, perhaps linking in to my planner app from the Children's Commissioner

**Q5. What educational experience should/could the Traineeship cover?**

**Young People**

- Don't patronise us or act like teachers
- Had negative experiences in school and don't want to be like that
- Like working one to one and would work in small groups but don't want to be around certain people. "I need to know who's going to be there"
- Increase provision of Sadie and do GCSEs and BTECs

**Staff**

- Practical skills such as budgeting
- Tangible solid ways of developing confidence
- Interview practice
- Developing positive relationships
- What and when to divulge personal information
- Techniques in calming self
- Exploring core values
- Time Management
- Nic should check out corporate induction that has been done for YP by Human Resources and see if it's any good
- Equalities training
- YP won't sustain employment without personal development

**Q6. How can we use time credits in the Traineeship?**

**Young People**

- Time credits for focus groups
- 3 credits for gaining extended awards
- Any training with external providers
- 1 credit for a 1 month review

**Staff**

- Give them as rewards for being on time or for being committed
- Reward "full commitment"
- Should be given on the basis of need and ability
- Should have individual achievable goals with time credits built into this
- Incremental achievements should be rewarded
- Short and long term goals could include them

***Q7. How can we recognise the achievements of our Trainees?***

**Young People**

- Separate Category at Bright Sparks
- Have certificates and gift certificates at the end of the placement
- Have a party!
- Have a McDonalds
- Have information from employers who is doing really well and give them a prize
- Let them take holiday

**Staff**

- Have a separate awards ceremony away from Bright Sparks just for older kids and adults
- Use a grown up venue like a college or the New Theatre and have a graduation