

CORPORATE PARENTING ADVISORY COMMITTEE

18 January 2022

**CORPORATE PARENTING STRATEGY - PRIORITY 4: EDUCATIONAL
ACHIEVEMENT, EMPLOYMENT AND TRAINING:**

INTO WORK ADVICE SERVICE (BRIGHT FUTURES & BRIGHT START)

Reasons for the Report

1. This report provides the Committee with information in relation to the Bright Futures Project and Bright Start Traineeship Scheme. This report aims to inform the Committee of the purpose of the Project and Scheme, present data on engagement and outcomes, and provide information around future plans.

Background

2. The Bright Futures Project provides support for Care Experienced young people (16-24) who are identified as Not in Education, Employment or Training (NEET) and needing intensive help to access training and the workplace. A team of five Youth Mentors liaise with partners in Children's Services and Youth Services to ensure that all Care Experienced young people are given the opportunity to reach their potential and be supported into education and work.
3. The Social Services and Well-Being (Wales) Act 2014 prescribes that authorities must promote the well-being of people who need care and support. Well-being covers more than just health, but also education, training, social and economic well-being amongst others. By supporting young people to access education,

training or work, and signposting to other available services, they will be able to make choices that are right for them.

4. Referrals are received via the Into Work Advice Service Gateway from Social Services, the PA Team and other Partners, and are triaged to the Bright Futures Coordinator for allocation. Young people can also self-refer and contact Into Work directly for support.

5. Youth Mentors provide bespoke one to one employment support to NEET young people:
 - Based across the city and can meet wherever the young person feels most comfortable
 - Financial Support to help young people to get into work – including covering transport costs, interview and work specific clothing as well as specialist training courses
 - Access to a Transport Fund to buy a bike and safety equipment to safely travel across the city, widening access to employment, training and education.
 - Intensive help to create a CV and complete application forms
 - Interview preparation and real-life advice direct from employers

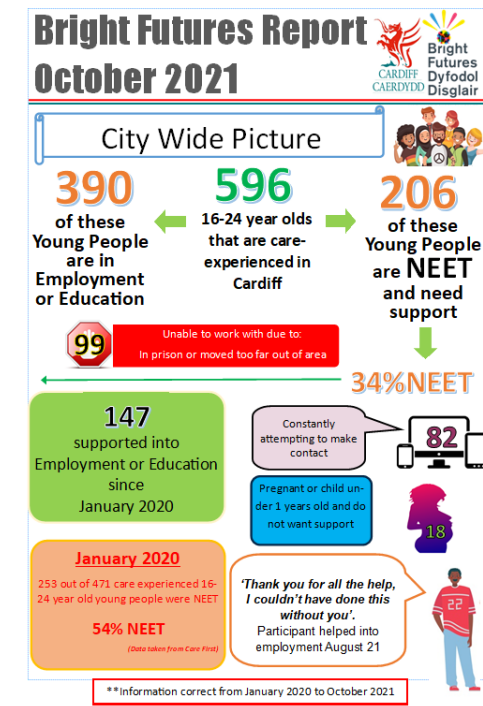
6. Bright Futures Report from October 2021 showing engagements, outcomes and current placements.



7. A core part of the Bright Futures Project is an accurate tracking of all care experienced young people's EET status. This ensures all young people can be catered for and timely interventions offered for those needing extra support. Our tracking is cross-referenced with the PA Service, Youth Service and Pre-16 LACE Mentor team to ensure data is accurate.

8. Considerable progress and improvements have been made over the last 12 months in how the EET status of Care Experienced is tracked and recorded. In January 2020, there were limited tracking processes in place, and as a result, limited historic data. Since the launch of Bright Futures, monthly data on the EET status is recorded and published along with project statistics. This improvement in tracking allows the Bright Futures team to target their support more effectively to the young people who need it most.

9. Bright Futures Report from October 2021 showing NEET/EET figures for Cardiff:



10. In addition to Bright Future mentor support, care experienced young people can access the Bright Start Scheme. Bright Start is a paid traineeship scheme, via the St David's Day Fund, for Cardiff Council's care experienced young people aged 16-24. It helps young people find traineeships within the Council and be supported through the placement process.
11. Young people receive a Trainee allowance of up to £75 per week, which does not affect their Universal Credit claim.
12. The scheme moved in 2019 from the Social Services Looked After Team to being part of the Into Work Advice Service, provided within Communities and Customer Service, after full consideration of the needs of young people. This change was undertaken with the need to provide a pathway into work or further education following placements having been identified. With the Into Work Advice Service also able to provide mentor support, training provision, money advice and budgeting support, it was felt that this would give young people a more rounded service and help avoid some of the difficulties often experienced when becoming adults.

13. The scheme aims to have a minimum of 30 placements per year. Young people are currently completing placements in Council Departments such as Parks, Hubs, Education, Leisure and Childcare.
14. All referrals for the Bright Start Scheme are received via the Bright Futures mentors, who have worked with the young person to ensure they are placement ready and can benefit fully from a Traineeship.
15. Each Bright Start Trainee completes a week of Pre-placement training delivered by the Adult Learning team which includes:
 - Boundaries in the workplace and who to report concerns to
 - Social Media
 - Use of mobile phones
 - Work emails
 - Data Protection and GDPR - basic awareness
 - Introduction to the workplace
 - Work skills
 - Wellbeing and budgeting
 - Leadership skills and training to enable the young people to sit on Council Interview Panels, delivered in partnership with the Youth Service
 - Team building exercises
16. Trainees are allocated an experienced member of staff in their placement, a Workplace Advisor, who is able to assist the Trainee with their day-to-day duties. Trainees also receive support from the Bright Start support worker who regularly visits the young person on placement to provide ongoing guidance and support.
17. Bright Start Report from October 2021:

BRIGHT START

OCTOBER 2021

Cardiff Council's paid traineeship scheme for care experienced young people aged 16-24.

WHAT'S BEEN HAPPENING?



6 Young People on Bright Start placements

All young people are supported by a Bright Start Support Worker throughout placement.

EACH YOUNG PERSON IS DOING 3 MONTH PLACEMENT OF 24 HOURS A WEEK.

Current placements

- Money Advice x2
- Into Work Services x1
- Flying Start x1
- Leisure x2

New placement opportunities for young people every 3 months!

“HE REALLY ENJOYS THE PLACEMENT. SO HAPPY TO HEAR HE HAS MADE FRIENDS AND INTERACTS WELL WITH THE OTHERS! FOREVER GRATEFUL FOR THE OPPORTUNITY FOR HIM.” (FOSTER CARER)

ALL YOUNG PEOPLE ARE ENGAGING WELL ON PLACEMENT AND ACHIEVING NEW SKILLS!

QUALIFICATIONS, TRAINING AND UPSKILLING

- Pre-Employment Training
- Resilience
- Communication
- Emergency First Aid in Work
- Health and Safety
- Customer Service

Young People enjoyed an end of training team bonding ice cream

Next Steps

18. The Bright Futures Project intends to work closely with the new Pre-16 LACE mentors to ensure that all Year 11 Leavers have a smooth transition from school into some form of EET. This currently takes the form of a monthly panel meeting to track 2021 Year 11 leavers and prepare for 2022 transition.
19. The Bright Futures Project is working closely with the Youth Service to track 16-18 year old Care Experienced young people who are NEET and not engaging with services. This is to avoid duplication of services and ensure service resources are being utilised effectively.
20. The Bright Futures Project has a planned programme of monthly activities to be delivered in 2022 to boost soft skills and general wellbeing.

21. Due to Covid Health and Safety restrictions, the Bright Start Traineeship Scheme is currently limited to offering placements within Cardiff Council. During 2022, we intend to widen the range of placement to external providers, Health and Safety dependent.

Financial Implications

22. Bright Futures is funded through the Welsh Government Children and Communities Grant, which has been committed to until March 2022. A review and decision on future funding is anticipated in January 2022 and it is advised that plans are put in place which can be promptly acted upon once the funding decision post April 2022 is known. In addition, the Bright Start Traineeship scheme is part funded through the St David's Day Grant. Where costs exceed resources available then action will need to be taken to ensure that costs are contained with the budgetary resources available.

Legal Implications

23. There are no legal implications arising from this report.

RECOMMENDATION

24. The Committee are recommended to note the information provided of the Into Work Advice Service and to make any observations or comments

DEBORAH DRIFFIELD
DIRECTOR OF CHILDRENS' SERVICES

20th December 2021