

CORPORATE PARENTING ADVISORY COMMITTEE

2nd October 2023

Into Work Advice Service (Bright Futures & Bright Start) Update

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

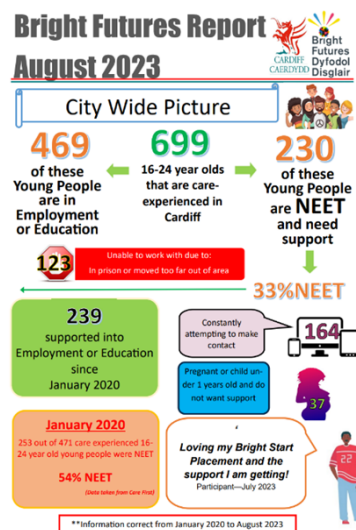
2. The Bright Futures Project sits with the Into Work Advice Service as part of a wide team of employability and training projects. The Service provides employment, training, volunteering and digital support to Cardiff citizens who are actively seeking work or looking to upskill. Additionally, Cardiff Works, Cardiff Council's temporary recruitment agency, sits within the same management structure.
3. The Bright Futures Project provides support for Care Experienced young people (16-24) who are identified as Not in Education, Employment or Training (NEET) or at risk of becoming so 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.

4. 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.
5. Referrals are received via the Into Work Advice Service Gateway from Children's 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.
6. Bright Futures mentors run weekly drop-in sessions in Hubs, Children's Residential Homes, Youth Temporary and Supported Accommodation Projects in an attempt to engage with young people where they are living.
7. Youth Mentors provide bespoke one to one employment and training 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
 - In-work support to help sustain employment

8. Bright Futures Report from August 2023 showing engagements, outcomes and current placements:



9. 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.
10. Bright Futures Report from August 2023 showing NEET/EET figures for 16-24 year old Care Experienced young people eligible for Bright Futures support:



11. The Bright Futures project has noted the significant number of Care Experienced young people who consider themselves to have wellbeing barriers to employment, education and training. The team has responded to this need by piloting a 'Wellbeing Café', a weekly session held in Big Moose Café in the city centre. The goal is to allow Care Experienced young people a safe space to receive peer support facilitated by Bright Futures mentors. The Café had a positive 6 months – the team are now exploring how to create a more permanent space.
12. To build on the success of the café, the team has also been running weekly wellbeing sessions in Bute Park. The sessions have been running throughout August on a rolling programme of football drills, mindfulness & yoga, and Power Fit. The sessions have been well received and the team will continue to run them into the next financial year.



13. In addition to Bright Future mentor support, Care Experienced young people can access the Bright Start Scheme. Bright Start is a Traineeship Scheme for Cardiff Council's Care Experienced young people aged 16-24. It helps young people find traineeships within an area of interest and be supported through the placement process by a Bright Start Support Worker.

14. Young people receive a Trainee allowance of up to £75 per week, funded via the St David's Day Fund, which does not affect their Universal Credit claim.
15. The scheme aims to have a minimum of 30 placements per year. From April 2023 – August 2023, 15 young people have been supported on placements. As of August 2023, 10 Young People are currently on work placements in: British Heart Foundation (x2), Wales Millenium Centre, Ministry of Life, Cardiff Dogs' Home (x2), Boulders, Cardiff Riding School, The Beauty Salon and the ATMA Lounge.
16. Bright Start Trainees have a choice of 67 available placements with 54 council departments and external businesses, with the number of businesses signing up to host a Bright Start Trainee continually increasing.
17. 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.
18. Each Bright Start Trainee completes a week of Pre-placement training delivered by the Adult Learning team and partners 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
 - 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
 - Sessions delivered by Voices from Care

19. 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.

20. Bright Start Report from March 2023:

BRIGHT START

MARCH - 2023

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




WHAT'S BEEN HAPPENING?

8

Young People on Bright Start placements

New placement opportunities for young people every 3 months!

Cardiff Dogs Home x 1

Riding School x 1

White Water Rafting Centre x 1

Youth Service x 1

Wales Millennium Centre x 1

British Heart Foundation x 2

CASCADE x 1

All Trainees complete a week of pre-placement training, including fun team building activities

PREPARING YOUNG PEOPLE FOR THE WORLD OF WORK

- Introduction to Leadership
- Communication
- SWOT Analysis
- Appropriate Conduct at Work
- Confidence Building



Young People completing training



EACH TRAINEE RECEIVES THE SUPPORT OF A BRIGHT START SUPPORT WORKER THROUGHOUT THEIR 3 TO 6 MONTH PLACEMENT

"OUR TRAINEE IS DOING VERY WELL AND ENJOYED THEIR FIRST WEEKS OF ACTIVITIES. THEY'RE ARE A NATURAL IN A BOAT AND PROGRESSED QUICKLY WITH THEIR PERSONAL SKILLS AND WAS ABLE TO HELP OUT CUSTOMERS WHO WERE HAVING DIFFICULTIES"

PLACEMENT MANAGER

CURRENT BRIGHT START PLACEMENTS AVAILABLE:































WANT TO BE PART OF HELPING A YOUNG PERSON GET A BRIGHT START? CONTACT [BRIGHTSTART@CARDIFF.GOV.UK](mailto:BrightStart@Cardiff.gov.uk)

Next Steps

21. The Bright Futures Project intends to continue to develop and expand its Wellbeing support to help Care Experienced young people be ready and able to sustain employment, with a new Wellbeing for Work mentor currently training to deliver accredited training on a one to one and small group basis.
22. The Bright Futures Project is working with partners in the new Multiply project to deliver independent living sessions based on everyday DIY skills and cooking on a budget. Young people will also be able to complete Agored Accredited numeracy qualifications as part of the course.
23. The Bright Futures Project plans to work in closer collaboration with the PA Service following their move over to Housing & Communities, helping to ease the work-load pressure on the PA team by leading on education, employment & training for Care Leavers who are identified as NEET.
24. The Bright Start Traineeship Scheme is currently limited to offering placements for up to 6 months. We are working with Into Work's Cardiff Works team to offer positive progression for those Trainees who aren't ready to or able to secure employment after their placement. Cardiff Works will be able to offer up to 6 months of a paid work placement, paid at National Living Wage.

Financial Implications

25. There are no financial implications relating to the Bright Futures and Bright Start project provision. Bright Futures is funded through the Welsh Government & Central Government via C4W+, committed until March 2024, with indicative grant provided from April 2024 and SPF funding, which has been committed until March 2025. The Bright Start Traineeship scheme is part funded through the St Davids Day Grant. Where costs exceed resources available then action will be taken in order to ensure that costs are contained with the budgetary resources available.

Legal Implications

26. Not applicable

Khalid Osman & Katie Elias

Into Work Advice Service - Youth

2nd October 2023