



FULL COUNCIL REPORT

Date Written	February 2020**
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Service Area	Children's Services
Exempt/Non Exempt	Non Exempt
Committee Date	26 th February 2020

To: Mayor, Ladies and Gentlemen

Pathway to Work Project

1.0 SUMMARY OF THE REPORT

1.1 This report provides Cabinet with information about the Pathway to Work project and the associated policy for providing work opportunities for care experienced young people within the Council.

2.0 RECOMMENDATIONS that

2.1 The report be noted.

2.2 The proposed policy, that can be found at Appendix 1, be approved.

3.0 INTRODUCTION AND BACKGROUND

3.1 The Council takes its corporate parenting responsibilities seriously, we are proud of our looked after young people and care leavers and want to improve the support that is available to them. There is a strong relationship between improving well-being and being in paid and fulfilling work. The Council will also benefit by attracting talent in young people who may stay and invest in the organisation and its journey.

3.2 This piece of work improves the support that is available to help care experienced young people access paid and fulfilling work in line with their talents and aspirations. It sets out the opportunities that the Council will provide for work experience and apprenticeships within the Council. Support has been identified and the work bears in mind that young people may need several attempts. This piece of work is a precursor to work with stakeholder employers to invite them to adopt similar approaches that will extend the work opportunities to young people who have experienced being brought up in a public care setting.

4.0 WORK OPPORTUNITIES FOR YOUNG PEOPLE IN OUR CARE OR LEAVING OUR CARE POLICY

- 4.1 Given the need to introduce this new initiative, and that there are costs associated, the ambition of this policy is:
- In Year 1, 2020-2021 we aim to place 4 care experienced young people in Council settings to undertake work experience.
 - In Year 2, 2021-2022 we aim to have created one traineeship for a care experienced young person.
 - In Year 3, 2022-2023 we aim to have one care experienced young person completing an apprenticeship with the Council.
- 4.2 The policy itself sets out the definitions and process for identifying and supporting young people who may benefit from the scheme. Young people themselves have raised this project as important to them, viewing the Council as the 'family firm'. As with much of our work, early identification of the need for additional support is key to successful outcomes for our young people.
- 4.3 By using the Integrated Care Fund grant issued by the Regional Partnership Board to prevent escalation and improve the well-being of care experienced young people, an Employment Mentoring Support Officer post has been appointed to. The post sits within the employability service.
- 4.4 The full Policy can be found at Appendix 1, with the Operational Flow Chart at Appendix 2.
- 4.5 Once Cabinet approval has been sought, operational plans to improve young person, foster carer and professional awareness of the scheme will come into play.

5.0 FINANCIAL IMPLICATIONS

- 5.1 Sustainability is an issue, and it will be considered and resolved in the autumn months to ensure that young people continue to benefit from support post 31st March 2021 when the grant funding ends.
- 5.2 Children's Services has a budget of £17,000 available to support the scheme but this value will need to increase if we are to realise the ambitions of years 2 and 3.

6.0 INTEGRATED IMPACT ASSESSMENT

6.1

	Positive Impacts	Negative Impacts	Not Applicable
1. Merthyr Tydfil Well-being Objectives	3 of 4	0 of 4	1 of 4
2. Sustainable Development Principles - How have you considered the five ways of working: <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement 	5 of 5	0 of 5	0 of 5
3. Protected Characteristics <i>(including Welsh Language)</i>	10 of 10	0 of 10	0 of 10
4. Biodiversity	0 of 1	0 of 1	1 of 1
<p><u>Summary:</u></p> <p>The main positive impacts are the development and improvement of services for children and young people.</p> <p>No negative impacts have been identified.</p>			

LISA CURTIS JONES
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COUNCILLOR CHRIS DAVIES
CABINET MEMBER FOR
SOCIAL SERVICES

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Corporate Parenting Board Annual Report	Scrutiny and Council January 2020	Unit 5
Does the report contain any issue that may impact the Council's Constitution?		No

Consultation has been undertaken with the Corporate Management Team in respect of each proposal(s) and recommendation(s) set out in this report.