

GOOD PRACTICE EXAMPLE

This example of good practice relates to criteria 4.4 of the National Leaving Care Standards contributing to Every Child Matters outcomes:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well being

Name(s) of the organisation in which this piece of work was developed

London Borough of Lambeth

Target group(s)

- Disabled young people
- Young people with mental health needs
- Unaccompanied asylum seeking children
- Young people from black & minority ethnic groups
- Boys only
- Girls only
- Children in care
- Young people leaving care
- Young people not in education, training and employment (NEET)
- Young people in custody
- Young parents

- Young people involved in participation work
- Young people involved as researchers
- Researchers/evaluators
- Service managers
- Executive and lead members/councillors
- Lead professionals (social workers/personal advisors)
- Foster carers
- Parents
- Youth workers
- Residential care workers
- Other support/care workers
- Others (please specify)

Purpose and intended outcomes of this work

To provide young people in and leaving care opportunities to develop their skills, confidence, abilities and experience by accessing employment related opportunities. This includes both paid and unpaid provision.

How did you achieve these outcomes? What did you do?

Please include details of funding, partnership working, service structures/posts set up, issues raised and overcome etc

Work shadowing - young people are provided with opportunities to shadow senior officers within the Council for one day to observe their interactions and gain a better understanding of the officer's role within the Council. Since 2007, 12 young people have undertaken shadowing opportunities which have included the Chief Executive of the Council, Executive Director Children & Young People's Service, Divisional Director Social Care, Assistant Director Community Children's Services.

Type of agency/organisation in which this work was developed

- Local authority department - unitary
- Local authority department - metropolitan
- Local authority department - borough council
- Local authority department - county (shire) council
- Local authority department - city council
- Local authority department - London borough
- Voluntary organisation
- Multi-agency (please specify agencies involved)
- Health agency (e.g. PCT, NHS Trust)
- Education agency
- Youth justice agency
- Youth service
- Other (please specify)

Region where work was developed

- National (please specify UK nation i.e. England, Scotland, Wales, Northern. Ireland)

English regions:

| | |
|--|---|
| | <input type="checkbox"/> North West <input type="checkbox"/> North East <input type="checkbox"/> South West <input type="checkbox"/> South East <input type="checkbox"/> East of England <input checked="" type="checkbox"/> London <input type="checkbox"/> East Midlands <input type="checkbox"/> West Midlands <input type="checkbox"/> Yorkshire and Humber |
| Name(s) of tools/resources developed as part of this work (include web links) | |

| In what sense is this 'good practice'? The evidence | |
|---|--|
| Outline the evidence base used to develop this piece of work | <input checked="" type="checkbox"/> None - new exploratory/developmental <input type="checkbox"/> Not known <input type="checkbox"/> Practitioner knowledge/experience only <input type="checkbox"/> Published research evidence: please attach <input type="checkbox"/> Local research / evaluation : please attach |
| Source of evidence available to show the impact of the interventions used in this work | <input type="checkbox"/> Independent evaluation <input checked="" type="checkbox"/> Internal / self-evaluation <input checked="" type="checkbox"/> Anecdotal / impressions <input type="checkbox"/> None <input type="checkbox"/> Not known |
| Based on the evidence the resource has had | <input checked="" type="checkbox"/> Positive impact (if any) Comments: _____ <input type="checkbox"/> Negative impact (if any) Comments: _____ <input type="checkbox"/> Not known |
| Feedback/evaluation report available? | <input checked="" type="checkbox"/> Yes (if yes, please attach) <input type="checkbox"/> No |

Contact details for further information about this piece of work and the evidence of its impact

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CPB

Report to Corporate Parenting Board

Date to CPB 12 September 2007

Title Teenagers to Work initiative 2007 Evaluation Report

Author Kreusna Ung

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Every Child Matters Outcome Enjoy and Achive
Make a positive contribution
Achieve Economic Well being

Purpose of report To provide an evaluation report to the Corporate Parenting Board regarding the Teenagers to Work 2007 pilot project within Lambeth Council.

For information only

Recommendations

- That the Corporate Parenting Board note the evaluation report.
- That the Corporate Parenting Board endorse the recommendations of the report.
- That the Teenagers to Work initiative continue at a minimum on an annual basis.

Teenagers to Work 2007 – Evaluation report

1. Context

- 1.1 The 'Teenagers to Work' scheme is a Quality Protects (1999) initiative aimed at improving the skills and employment prospects of young people in care aged 15 to 18 years. The scheme was established by central government in recognition that traditional work experience schemes offered through secondary school were not always adequate in equipping young people; particularly those looked after, with the knowledge and skills to achieve positive educational and employment outcomes.
- 1.2 The Teenagers to Work scheme was a pilot project within Lambeth Council during the 2007 summer holidays. It offered the opportunity for five young people looked after by Lambeth Council aged 16 to 18 years to undertake a two week work experience placement across various Council departments during August 2007. The scheme also provided the opportunity for another five young people looked after to shadow the Chief Executive of Lambeth Council – Derrick Anderson for one day during July 2007.
- 1.3 The scheme was promoted to young people looked after by Lambeth Council aged 16 to 18 years through individual letters and via the Leaving Care Service and Aim Hi personal advisory service. A total of 48 applications were received from young people, highlighting the popularity and need for a work experience scheme during the holiday period.
- 1.4 The selection process involved the scoring of applications by a panel consisting of a member of the Corporate Parenting Team and two young people. Both young people on the panel were aged over 19 years and had previously been in care to Lambeth Council.
- 1.5 Risk assessments were carried out for the young people who had been shortlisted for Teenagers to Work. This included discussions with social workers and fosters carers to determine a young person's suitability for a placement. Priority was given to young people with little or no previous work experience.
- 1.6 Partnership arrangements were formed with the Education Business Partnership (EBP) who was responsible for sourcing the work experience placements. In addition, Connexions personal advisors undertook the role of providing external and supplementary support for the young people during their two week placement. The partnership arrangements served to strengthen inter-departmental relationships within the Council and also reinforce the notion that corporate parenting responsibilities extended beyond the remit of Social Care.

2. Implementation of Teenagers to Work

- 2.1 Young people who participated in Teenagers to Work attended preparation and support meetings prior to their work experience placement or shadowing opportunity commenced. Young people also met with the Connexions personal

advisors before the start of their work experience placements and discussed their intended learning outcomes.

- 2.2 Young people and work place supervisors were each provided with a handbook prior to the two week work experience placement commencing. This aimed to clarify expectations and provide relevant information. The handbook also included information about the AQA (Awards Qualification Alliance) accreditation the young people would receive. Young people also completed a work placement diary which was a useful tool to help them reflect the new skills they learnt each day and are also used as evidence towards their AQA.
- 2.3 The Teenagers to Work launch took place on the morning of 6 August 2007 and provided the opportunity for the young people to meet their work place supervisors at the event. The young people shared their views, feelings and thoughts about undertaking their first work related experience. The young people were accompanied back to their place of work by their work placement supervisor.
- 2.4 All five of the young people successfully completed a two week work experience placement within Lambeth Council from 6 to 17 August 2007. Placements undertaken were within the Clapham Area Office (Housing), the Press Office, Communications, Social Care, the Corporate Parenting Team, and Lambeth Service Centre.
- 2.5 The young people that shadowed the Chief Executive were provided with a briefing and induction with the Chief Executive. The young people also participated in a debrief with the Chief Executive and a member of the Corporate Parenting Team at the conclusion of the day. All five young people that shadowed the Chief Executive enjoyed the experience and reported that they felt they were listened to and that their views were taken into account.
- 2.6 Financial support provided to the young people consisted of daily lunch money and reimbursed travel expenses. Six young people were assisted with purchasing work clothing that was appropriate for their placement. Young people reported that the financial assistance was very useful, particularly the support with buying new work clothes as they could also use this for job interviews or future work.
- 2.7 Young people were contacted by a Connexions personal advisor by telephone during the first week of their work experience placement. A member of the Corporate Parenting Team also provided a visit to the young person during the second week of their placement and met with both the young person and their work placement supervisor.
- 2.8 To celebrate the end of Teenagers to Work; the young people who took part, their work placement supervisors and Connexions personal advisors attended an ending lunch on 17 August 2007. The young people were presented with certificates and written references by the Divisional Director and Assistant Director of Social Care. Young people discussed their experiences, new skills they had acquired and how the experience had impacted their lives.

3. Findings and key messages

- 3.1 The success of Teenagers to Work highlights the fact that work related experience is critical for young people, especially to equip them with the skills, experience, knowledge and confidence to help prepare them for life long learning. The young people who participated in Teenagers to Work felt that places should be extended in future schemes to enable more young people the chance to take part.
- 3.2 Work place supervisors were very supportive of the young people they had taken responsibility for supervising and reported that the young person added value to their team and department. However, most work place supervisors felt that they could have been better prepared and organised with regards to task setting and work allocation for the young person. This was an area they would give further consideration to in preparation for future work experience places. Additional support could be provided by the Corporate Parenting Team to help them with this. All work place supervisors were willing to take on more young people in future Teenager to Work schemes.
- 3.3 The partnership with Connexions was valuable as it allowed young people the additional external support. Connexions personal advisors will also be providing an exit interview with the young people to discuss their experiences and to also explore opportunities for future training and employment.
- 3.4 The Education Business Partnership (EBP) was also very supportive of the Teenagers to Work scheme and worked hard in securing work experience placements across different Council departments. Organising work experience placements during the summer holiday period is particularly challenging given that many staff members take leave and those that remain quite often are reluctant to take on the responsibility for supervising a work experience placement. Consideration should be given to offering Teenagers to Work during other half term periods.
- 3.5 The young people who shadowed the Chief Executive reported positive feedback about their day and described their experience as being 'inspirational'. However, some of the young people felt that one day was not enough and this will be given consideration in future. Shadowing opportunities should also be extended to other Senior Officers of the Council including Executive Directors, Divisional Directors and Assistant Directors across all Council departments. In addition, shadowing opportunities should also be extended to Lambeth Councillors.
- 3.6 Promotion of the Teenagers to Work scheme in future could be strengthened by enlisting more support from Senior Managers to encourage their divisions to take on a young person for work experience. This would increase the number of placements available in addition to the variety of placements to include placements that are not office based.

4. Recommendations

- That the Teenagers to Work scheme is offered at a minimum on an annual basis and extended to at least twenty looked after young people.
- That consideration is given to offering Teenagers to Work during other half term periods.
- That Teenagers to Work is further promoted with Senior Managers across all Council departments to encourage greater uptake and support with the scheme.
- That shadowing opportunities with Senior Managers and Lambeth Councillors is further explored.

Case Study: Teenagers to Work

The Teenagers to Work scheme was a pilot project within Lambeth Council during the 2007 summer holidays. It offered the opportunity for five young people looked after by Lambeth Council aged 16 to 18 years to undertake a two week work experience placement across various Council departments during August 2007. The scheme also provided the opportunity for another five young people looked after to shadow the Chief Executive of Lambeth Council – Derrick Anderson for one day during July 2007.

The scheme was established by central government in recognition that traditional work experience schemes offered through secondary school were not always adequate in equipping young people; particularly those looked after, with the knowledge and skills to achieve positive educational and employment outcomes.

Young people who participated in Teenagers to Work attended preparation and support meetings prior to their work experience placement or shadowing opportunity commenced. Young people also met with the Connexions personal advisors before the start of their work experience placements and discussed their intended learning outcomes.

The Teenagers to Work launch took place on the morning of 6 August 2007 and provided the opportunity for the young people to meet their work place supervisors at the event. The young people shared their views, feelings and thoughts about undertaking their first work related experience.

The success of Teenagers to Work highlights the fact that work related experience is critical for young people, especially to equip them with the skills, experience, knowledge and confidence to help prepare them for life long learning. The young people who participated in Teenagers to Work felt that places should be extended in future schemes to enable more young people the chance to take part.

Work place supervisors were very supportive of the young people they had taken responsibility for supervising and reported that the young person added value to their team and department. All work place supervisors were willing to take on more young people in future Teenager to Work schemes.

The partnership with Connexions was valuable as it allowed young people the additional external support. Connexions personal advisors will also be providing an exit interview with the young people to discuss their experiences and to also explore opportunities for future training and employment.

The young people who shadowed the Chief Executive reported positive feedback about their day and described their experience as being 'inspirational'. However, some of the young people felt that one day was not enough and this will be given consideration in future. Shadowing opportunities should also be extended to other Senior Officers of the Council including Executive Directors, Divisional Directors and Assistant Directors across all Council departments. In addition, shadowing opportunities should also be extended to Lambeth Councillors.

The following statements arose from interviews with the young people, post placement:

"I learnt how to communicate with others in an official way and how to appreciate the work."

“I learnt how to communicate better with others, I am more confident today.”

“The reference has made a difference; I now put references with applications for jobs.”

“It has helped me a lot; it’s built my CV, which is a really good thing to have. It’s helped me to focus on the career that I want to go into and have chosen to study at University. I have applied for Culture and Film Studies at university. I wasn’t sure what I wanted to do, but the practical work experience helped me to find out what kind of work I wanted to do, I feel very honoured you accepted me.”

What do you remember the most?: ***“Different people that I met, that I miss.”***