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Leading learning and skills

# Supporting Care Leavers in Accessing Employment and Skills Training

A Guide for Local  
Authority Children's  
Services Strategic Managers

**Guide 3**



# Foreword



John Korzeniewski  
Regional Director

The LSC has a single goal – *to improve the skills of England’s young people and adults to world class standards*. It’s a goal that is often interpreted in terms of business and employment – giving people the skills to achieve the career they want, helping employers access training to improve their bottom line – but this is only half the story. The LSC also supports work to help society’s more vulnerable people access training and employment, and no group is more vulnerable than that of young people leaving care.

The 2007 White Paper *Care Matters: The Time for Change* made it clear that despite advancements in recent years there was still a significant gap between the outcomes of young people in care and leaving care and all young people.

Only 45% of looked after children in the North West achieved five or more GCSEs grade A\* to G in 2007, compared to 91% of all children across the region. 34% of 19 year old care leavers in the region who had been in care at the age of 16 were not in education, employment or training (NEET).

In 2008 the LSC in the North West commissioned Amion Consulting to develop Good Practice Guides for professionals working with care leavers. While the LSC recognises that local authorities lead on provision for care leavers we also believe that by working closely together and sharing good practice, we can make a real difference to the lives of thousands of young people across the region.

This guide is one of a series of five aimed at LSC strategic and operational staff, strategic managers in statutory organisations, learning and training providers and leaving care teams. Each guide includes an overview of the policy context in which support for care leavers is being developed, key contacts, and frequently asked questions. They also feature case studies from across the North West, which illustrate how different partners are working together to meet the needs of care leavers.

The guides, however, are just a starting point, and best practice can only be developed through close communication, co-operation, and support. We are all aware of the huge challenges many care leavers face; by working together we can address these challenges, and help greater numbers of care leavers to access appropriate training and employment.

*John Korzeniewski*

# Section 1

## Introduction and Purpose of Guide

### Introduction

Looked after children and care leavers are some of the most deprived and excluded people in society. Young people negotiating a difficult transition such as leaving long-term care are particularly at risk of falling into persistent exclusion. 40% of care leavers are NEET (not in employment, education or training) compared to 20% of all young people. Evidence suggests that 20% of care leavers experience homelessness within two years of leaving care.

This Guide is the result of development work, undertaken by AMION Consulting for the NW LSC, with a range of NW partners. It has the following aims:

- to inform and raise awareness of how all those working to develop and deliver learning and employment opportunities can better serve and meet the needs of care leavers, and work with Leaving Care Services and Connexions to meet these needs; and
- to promote better understanding of what can be done by corporate parents, training providers and employers to support care leavers in their journey towards sustainable employment.

The Guide is one of a series of five – each of which focuses on individual corporate parent 'partners' – and include LSC strategic and operational staff, senior strategic staff within statutory organisations, training providers who deliver LSC funded programmes, and Leaving Care teams.

*“Looked after children and care leavers are some of the most deprived and excluded people in society...”*

### What is this Guide For?

Development work between NW Learning & Skills Council (LSC) and partners who are involved in supporting care leavers into the world of work and training, has highlighted key areas for prioritising partnership working, including:

- support for Leaving Care Teams within Children & Young People's Departments, in accessing information and developing better working links with the range of local employment and training initiatives operating in their local authority areas;
- raising partners' awareness of the multiple barriers faced by care leavers trying to find training and sustainable employment;
- close working required by employment and training providers with care leavers support workers and care leavers in tackling the many obstacles facing them in accessing and progressing through education, training and employment routeways; and
- championing at strategic level for the development of progression pathways towards employment and training for care leavers, which integrates care leavers with mainstream provision, and supplements this with specific support wherever necessary.

This guide, produced by the North West Learning and Skills Council, is a starting point in meeting some of these needs. Together with partners, the NW LSC is raising awareness of the needs of this highly excluded group of young people. It is looking to ensure that care leavers, wherever possible, can access mainstream support and, as part of this, access personalised support, to enable them to go on to sustainable employment.

It is timely in that the need for specific action targeted on the needs of care leavers has been highlighted recently by the White Paper *Care Matters: The Time for Change* (2007) which identifies that, despite improvements in socio-economic outcomes in recent years, there remains a significant gap between the outcomes of those in care and leaving care and other young people.

# Section 2

## The National Profile of Care Leavers, and the Policy Context

Recognition of the varied profiles of care leavers, and their potential requirements as learners, highlights the need for tailoring of support within the Learning and Skills Framework for 14-19 provision, diploma provision and apprenticeship development.

This section provides an overview of the national profile of care leavers, recent legislation and an outline of relevant research which needs to inform any local response to the needs of care leavers.

An annual profiling survey of looked after children undertaken by the Department for Children, Schools and Families provides an insight into the scale and nature of young people in and leaving the care of local authorities across England.

- At 31st March 2008 there were 59,500 children aged 0-19 years in local authority care in England.
- Just over half of all looked after children were male (56%) and almost two thirds of looked after children were aged 10 years and above. 74% of looked after children were 'white' (74%).
- 62% are in the care of the local authority owing to abuse or neglect (62%), 11% to family dysfunction (11%) and 9% to absent parenting.
- 71% were in the care of a foster placement, of which two-thirds were placed within the local authority boundary.

Across England there are some 5,800 care leavers now aged 19 years who were previously in local authority care aged 16.

- 66% of care leavers are engaged in education, employment or training (this figure includes both full and part-time participation).
- Just 7% of care leavers were studying at university at March 2008.
- 29% of care leavers meanwhile are completely disengaged from education, employment or training (NEET).
- A significant majority – 42% – of care leavers aged 19 years lived independently while use was made of a wide range of transitional accommodations, including semi-independent (9%) and supported lodgings (9%); community homes (5%) and ordinary lodgings (5%). 12% of care leavers were residing with a parent or relative.
- Research suggests that looked after children are more likely to serve a prison sentence. In 2002, the Social Exclusion Unit reported that 27 per cent of the prison population and half of all prisoners aged under 25 had been looked after [www.cabinetoffice.gov.uk](http://www.cabinetoffice.gov.uk).
- There is a higher incidence of mental health problems amongst looked after children. In 2003 the Office of National Statistics (ONS) reported that 49% of 11 to 15 year olds in local authority care had a mental disorder, compared with 11% of young people in private households.
- There is an increased likelihood of young women leaving care being pregnant or already a mother than other women. Approximately one in four young women leaving the care system is pregnant or a mother, while nearly half of female care leavers become mothers between the ages of 18 and 24 (SCIE 2004).

*“29% of care leavers...  
are completely disengaged from education,  
employment or training...”*

# Section 2

## The National Profile of Care Leavers, and the Policy Context

### What is a Corporate Parent?

Local authorities represent the 'corporate parent' of all young people in and leaving care. The NW LSC recognises the need for it to work with these corporate parents, to ensure that all care leavers are fully supported in successfully accessing employment, training and learning – and to move towards and maintain a successful career path.

Corporate parenting places collective responsibility on local authorities to achieve good parenting for all children in their care, including that for those moving into adulthood and independent living. It requires ownership and leadership at a senior level, this includes all elected members.

The Improvement and Development Agency for local government (IDeA) provides good practice in relation to corporate parenting roles, with the need for senior strategic ownership being the key to success. [If This Were My Child – A Councillor's Guide to Being a Good Corporate Parent](#), 2003 (PDF, 16 pages, 95 KB) outlines key corporate parent tasks for local authority members, which include:

- ensuring all councillors understand their corporate parenting responsibilities and are committed to fulfilling them. Produce information on the corporate parenting role;
- ensure the corporate strategy gives a high priority to the council's role as corporate parent;
- creating a corporate parenting group to improve outcomes for looked-after children, with representation of looked-after children in the group;
- recognition by local authority corporate parents that the needs of looked-after children and care leavers cannot be met by a single agency and actions to ensure that the council works closely with key partners. Children and Young People's plans should set out how agencies will work together to support looked-after children;
- councils should provide the support a good parent would give on housing, education, training and employment. This can make the difference between achieving independence and requiring long-term help;
- councils must keep in touch with care leavers until they are at aged 21, and beyond if they are in education; and
- regular management information reports on looked-after children.

### Leaving Care Services' Roles

Local Leaving Care services support care leavers in every aspect of their lives, with particular emphasis on accommodation, education, health and personal development.

The Children (Leaving Care) Act 2000, required Local Authorities to give a far more consistent 'aftercare' service to their care leavers (young people aged between 16-21 who had been in local authority care prior to this age):

- to better prepare them whilst they were in care, for the time when they came to leave care;
- to encourage local authorities to keep such young people in care longer; and
- to extend better support to them when they did come to leave care.

The main provisions include:

- a duty on local authorities to assess and meet the needs of eligible people aged 16 and 17 year olds who are in care or care leavers. Wherever the young person lives, the duty will rest with the local authorities to keep in touch with care leavers until they are at least 21;
- every eligible young person in care to have, when they turn 16, a comprehensive pathway plan mapping out a clear route to independence;
- local authorities to provide all eligible 16 to 17 year olds who are in care or are care leavers with personal and practical support to meet their objectives identified in their pathway plans;
- each young person to have a young persons advisor who will co-ordinate provision of support and assistance to meet the needs of the young person. Particular emphasis will be placed on helping the young person into education, training or employment;
- a financial regime for care leavers to ensure they have comprehensive financial support; and
- continuing assistance for care leavers aged 18-21 especially with education and employment. Assistance with education or training continues to the end of the agreed programme, even if it takes someone past the age of 21.

In summary, the Act aims to ensure that care leavers have the same opportunities as other young people in the community and to reduce the numbers of care leavers not in education, employment or training (NEET).

The need for specific action targeted on the needs of care leavers was then highlighted in 2007, in the White Paper *Care Matters: The Time for Change*. This identified that, despite improvements in socio-economic outcomes in recent years, there remained a significant gap between the outcomes of those in care and leaving care and other young people. <http://www.dcsf.gov.uk/publications/timeforchange/docs/timeforchange.pdf>

Through *Public Service Agreement Delivery Agreement 16: To Increase the proportion of socially excluded adults in settled accommodation and employment, education or training*, the government identified care leavers as one of four priority groups, with a key priority being that of improved access to quality education, training and employment for this group

Building on this, in January 2009, *New Opportunities for the Future* White Paper was published by the Cabinet Office. This identified substantial support for young care leavers, outlining specific actions including:

- a national employment support programme for care leavers, as part of the wider drive to improve the quality of transition from care to adulthood. The Government will fund the National Care Advisory Service (NCAS) for the next two years to work with local authorities to develop and test models of support for care leavers into employment. NCAS will work with nine local authorities in year one with a view to extending support to half of all local authorities in year two as the first phased step of a national roll-out;
- as part of this new programme, the creation of a national network of employers from the private, public and third sectors who will sign up to a commitment to develop employment support initiatives in their organisations for young people leaving care. Employers will offer opportunities for work experience and mentoring support, matched to the specific needs of the young person and including a package of training;

- from September 2009, the offer of an Apprenticeship place to all suitably qualified care leavers by the National Apprenticeship Service which will work with NCAS; and government intend to make this a legal entitlement from 2013; and
- over time, all care leavers will be offered an enhanced career planning pathway that will cover their next two to eight years, using a personalised, flexible model to help tackle barriers to work.

In addition, over the next two years NCAS, government offices and specialist youth homelessness advisors will work with local authorities as part of government's drive to improve access to suitable accommodation for care leavers.

The LSC 14-19 Board is considering a range of key actions to support these proposals (*Young People Not in Education, Employment and Training – Proposed LSC approach up to April 2010*, 14-19 Board – 13 February 2009).

*“The Act aims to ensure that care leavers have the same opportunities as other young people in the community...”*

# Section 3

## Key Approaches to Partnership Working in Supporting Care Leavers

NW LSC is directly contributing at a regional level to NW Government Office's Care Leavers Employment & Training Workforce group, by promoting good practice in supporting care leavers through training provider base and through its social inclusion role.

All senior strategic leads from all corporate parent partner organisations in the region have a vital role in promoting effective support for care leavers and to take this agenda forward to build on activities to date.

### With Care Leavers regional strategic initiatives/programmes

- Commit to strategic involvement with the North West Government Office's activities looking to link local looked after children activity together, to form a NW regional approach, developing employment and training approaches. Contact Deborah Brownlee, Director of Children and Learners, [Deborah.Brownlee@gonw.gsi.gov.uk](mailto:Deborah.Brownlee@gonw.gsi.gov.uk), tel. 0161 952 4470.
- Develop strategic linkage with the National Care Advisory Service which is further developing their range of good practice in the North West, supporting care leavers into employment and training. A good practice database is available at [www.leavingcare.org](http://www.leavingcare.org). Contact: Mike Sutcliffe, Projects Manager at National Care Advisory Service (NCAS), tel: 07793365161, [mikesutcliffe@raineronline.org](mailto:mikesutcliffe@raineronline.org)

### Raise Awareness of Care Leavers as a socially excluded group in your authority/agency

- Assist in raising awareness of all partners in relation to care leavers' requirements. All those working in social exclusion and neighbourhood renewal roles need to be aware of the profile and specific needs of local care leavers so that they can ensure that employment and training provision can include and meet care leavers needs. As a minimum these partners include the following:
  - Social Inclusion teams (within corporate services and regeneration departments);
  - Equality & Diversity teams;
  - HR / workforce planning teams; and
  - those tasked with commissioning employment and training initiatives (NEET Co-ordinators and 14-19 Strategy managers).

Many care leavers also fall into key target groups with whom all these leads are trying to engage: young lone parents, people with mental health issues, substance mis-users, young offenders, at risk learners and NEETs.

*“All senior strategic leads from all corporate parent partner organisations in the region have a vital role...”*

## Promote awareness of corporate parenting concept and roles, and linked roles for other agencies including PCTs, mainstream learning, employment and training providers, as well as the LSC

- The Care Matters White Paper expects every local authority to set out its 'Pledge' to children in care. The pledge will cover the services and support children in care should expect to receive.
- Each pledge must include consideration of employment and training support for looked after children and care leavers. Expectation that local authorities to consider, when developing their pledge to children in care, what employment opportunities with training they, and their partners, can offer care leavers.
- Corporate parent 'extended' family members ie other partners – need to be involved in this element of Pledge development, not least to hear what care leavers and looked after children would like to access in terms of employment and training support.
- Extending the entitlement to the support of a personal advisor up to the age of 25 for all care leavers who are either in education or wish to return to education.
- Introducing a national bursary of a minimum of £2,000 for all young people in care who go on to Higher Education.
- Rainer Trust has published a guide to developing pledges – Booklet 4 in their guide to corporate parenting. Download it from [www.leavingcare.org](http://www.leavingcare.org) – go to the professional section, then the products section at the top of the menu on the left hand side.
- The National Leaving Care benchmarking Forum (of which Blackburn and Lancashire are members) is also working on a template for pledges specifically for leaving care.

## Promote Employment Opportunities within the Local Authority for care leavers

- Strategic partners need to review the range of training, work placement, and apprenticeship initiatives delivered by the local authority which directly or indirectly target care leavers. This may include NEET initiatives and diversity programmes.

*The Care Matters White Paper expects every local authority to set out its 'Pledge' to children in care..."*

# Section 3

## Key Approaches to Partnership Working in Supporting Care Leavers

### Merseyside Learn Together Partnership

**Contact: Chris Wilkinson**  
Partnership Co-ordinator, Learn Together  
[chris.wilkinson@f2s.com](mailto:chris.wilkinson@f2s.com)

The Partnership identified a need for local authorities to take more responsibility as corporate parents to provide work experience and employment opportunities for young people preparing to leave care. The vast majority of people usually receive their first job or work experience through family, friends and contacts. Young people in care don't have these types of personal contacts and therefore their 'corporate parent' should seek to provide these opportunities from within the 'family firm'. Local authorities are often the largest employers in the area, with an extensive variety of different services and departments which could potentially offer a vast array of learning opportunities to care leavers.

- An important sub-regional initiative in the North West which is seeking to develop local authority approaches to support for care leavers in relation to employment and training. The Learn Together Partnership is a collaboration between Halton, Knowsley, Liverpool, St Helens, Sefton, Warrington and Wirral Children's Services. The intention of the partner authorities is to increase the level of joint activity to meet the challenges of high quality service provision within the emerging Children's Services agenda.

- It is developing proposals to promote the training and employment of care leavers in the partnership region. The Partnership is now specifically examining the feasibility of developing an apprenticeship for a generic children's services worker, with the intention of earmarking such opportunities to provide sustainable employment for care leavers and other vulnerable learners.

Recommendations to date include the following:

- There is clear evidence that priority access and ring-fencing arrangements are extremely effective tools in providing opportunity for care leavers and vulnerable learners.
- Local authorities should ensure that they provide an effective mechanism to respond to any request for a work placement related to a course of study for children in care or care leavers.
- A gap in provision for those young people needing to address employability issues could be met through a pre-employment training scheme.
- Some children in care and care leavers will access the new Diplomas through conventional pathways. This should be supported and encouraged. However, the Diploma is not likely to be effectively utilised to offer additional opportunity to children in care or care leavers.
- Local authorities should consider offering advanced apprentices the same level of support as that available to those in higher education.

## Blackburn with Darwen Public Sector Apprenticeship Project

Contact: Dawn Stead  
dawn.stead@cxl-uk.com

The project was launched in July 2006 by Blackburn with Darwen Connexions in partnership with CXL. Supported by the Neighbourhood Renewal Fund (with Working Neighbourhood's transitional funding until March 2009), the project works with 16-18 year olds who are not in education, employment or training to help them find Apprenticeships and placements with public sector employers such as the local authority, the police force and the NHS. The key aims are to:

- increase the number of Public Sector opportunities for those young people Leaving Care (up to the age of 19);
- reduce the number of 16-18 young people in NEET within Blackburn with Darwen;
- increase the number of Apprenticeships currently offered within the Public Sector – with Lancashire LSC funding these places. They include either college or work based training as well as on the job experience. The apprenticeships are completed in 12-18 months or 36 months for Advanced Apprenticeships, with a wide range of occupational areas offered;
- increase the number of e2e (entry 2 employment) placements within the Public Sector with a view to a smooth transition onto an Apprenticeship – this is a learning programme that aims to help those who are not ready or able to enter Apprenticeship programmes, further education or employment. It can include skills work such as communication, problem solving, team working and preparation work for entering college or Apprenticeships. Can also include working towards a basic qualification;
- offer Taster Days within the Public Sector to those NEET young people who are unsure of their occupational career path; and
- promote and create a positive image of Public Sector Employers and encourage the Public Sector to serve their community more effectively.

A Local Public Service Board [LPSB] has been established as an innovative forum to develop initiatives that cut across the agendas and shared concerns of all public sector partners. ConneXions was selected as the most appropriate agency to lead on the initiative due to its focus on NEET and knowledge of the 16-19 age group.

A Champions Group (including an LSC representative) has been established for the project with a representative from each organisation being nominated to champion and promote the project. Each champion has the following roles:

- to liaise with internal departments within the organisation to find additional Apprenticeships, Placements and Opportunities;
- to identify any challenges/issues within the organisation and find appropriate solutions;
- to liaise with HR/Recruitment to encourage a positive change in policies and procedures; and
- to encourage departments to give vulnerable young people within Blackburn with Darwen the opportunity to progress.

Outcomes for 2007/2008 include 22 young people being offered Apprenticeships in their chosen occupation – 7 were care leavers, 3 have young children and 4 are from a BME background. 18 young people secured Public Sector e2e Placements.

# Section 3

## Key Approaches to Partnership Working in Supporting Care Leavers

- HR, equality and diversity leads and regeneration need to work with Leaving Care teams to further develop various employment and work placement support within the local authority, ensuring effective mentoring and personal development support packages are integrated into the approaches.
- Clear plans for move on by participating care leavers should be identified during the placement – with HR policies being aligned to the objectives of these schemes – ie in relation to redeployment and positive action approaches.

### Open Doors Programme Liverpool City Council – Liverpool

**Contact:** Contact: Caroline Lodge  
Workforce Strategy Manager (Entry to Employment)  
[caroline.lodge@liverpool.gov.uk](mailto:caroline.lodge@liverpool.gov.uk)

Running throughout 2005-08, Liverpool City Council's Diversity and Social Inclusion Team provided training placement opportunities to groups of people currently under-represented amongst Liverpool City Council's workforce including, amongst others, people with disabilities, BME groups and young people. In 2007-08 this team worked closely with managers across the local authority and with Connexions LAC leads to design a programme called 'Open Doors' which was intensive in its support to care leavers.

A bid for £143,000 of neighbourhood renewal funds to provide NEET care leavers with training placement opportunities within the Council was successful in August 2007. Interest from departmental managers was high, and fifteen work placement opportunities were identified including business administration and horticulture

The Open Doors Programme commenced in November 2008 through a phased selection process which included four recruitment days and intensive interviewing skills sessions for care leavers, who were identified through the Leaving Care Team and Connexions. 10 young people were appointed onto the 43 week programme.

Before being placed within local authority departments, care leavers participated in an intensive four day personal development workshop delivered by an charitable organisation called Youth At Risk, (which were followed up with monthly personal development sessions). Throughout the programme, care leavers were supported by dedicated employment coach, who worked closely with care leavers to address pastoral issues, sharing personal circumstance

information with departmental managers as necessary. Each care leaver was allocated a mentor within the department with which they were placed, with these staff receiving training to prepare them for their role. A 2 day 'Springboard to Success' mentor workshop was delivered by Kaizen Partnership Ltd.

Each care leaver worked towards a related Level 2 NVQ qualification and attended college one day each week. Reaseheath College and Training Plus were appointed as NVQ providers with these training providers being flexible around course start dates. Participants worked a standard 35 hour week and received a training allowance above minimum wage payment, supplemented in part by DSI funds.

The Open Doors Programme achieved a retention level of 80%. Seven of the ten starters completed their Level 2 NVQ within the 43 weeks, the flexible delivery of which has permitted one young person to continue to work towards theirs. The young care leavers have progressed into a number of permanent and temporary positions largely within Liverpool City Council. These have included temporary horticulture contracts, pest control attendant, Personal Assistant and EZE administrator.

## Promote Good Practice in Relation to Partnership Working

- Leaving Care Services/Connexions need to be tasked with actively engaging with local employment and training providers, to raise the profile of care leavers and their specific needs when accessing support.
- Improved development of a network of colleagues across agencies, both for formal dissemination and routine collaboration/support needs to be prioritised.
- Raise awareness of need for agreed protocols for supporting this group in ETE progression pathway: with colleges, and information exchange.
- Raise the profile of looked after children and care leavers' attainment and progression in development discussions with the National Apprenticeship Service.

## AimHigher Merseyside Supporting Care Leavers into Further and Higher Education in Merseyside

Contact: Deirdre Lynskey  
D.lynskey@liverpool.ac.uk  
www.ahgtm.ac.uk

Aimhigher Greater Merseyside (AHGTM) is committed to supporting positive outcomes for Looked after Children and Care Leavers. Since 2004 the AHGTM Partnership has funded the Superstars Programme which supports Y11 Looked after Children, [http://www.ahgtm.ac.uk/projects/?page\\_id=391](http://www.ahgtm.ac.uk/projects/?page_id=391)

AHGTM has also supported local HEI's in obtaining the Frank Buttle quality Award. It is anticipated that all four HEI's and LIPA will be awarded this status.

The Care Leavers in HE network has now been established and has representatives from all six greater Merseyside Local Authorities, Further and Higher Education, Connexions. This provides a forum for good practice to be shared and an opportunity for partners to develop more effective working relationships.

Discussions about how FE can develop its support for Care leavers are currently taking place and it is the intention that every Greater Merseyside college will have a designated member of staff responsible for the academic and pastoral support of care leavers; based on the designated teacher role within schools and the Frank Buttle Champion in HE.

Representatives championing care leavers also sit on the newly formed Equality and Inclusion Committee which forms part of the Governance of Aimhigher Greater Merseyside.

*“Leaving Care Services/Connexions need to be tasked with actively engaging with local employment and training providers...”*

# Section 3

## Key Approaches to Partnership Working in Supporting Care Leavers

### Joint Working Protocol Barnados Manchester Leaving Care Service, Making It Work, CAFRASS and ConneXions; and Manchester Colleges

Contact: Barnados, Manchester

A joint working protocol has been established between Manchester's four further education colleges and organisations concerned with the delivery of services to vulnerable young people in Manchester aged 16 to 21 years, specifically Manchester Leaving Care Service (MLCS), Making It Work (MIW), Children and Families Refugee and Asylum Seeking Service (CAFRASS) and ConneXions. The protocol aims to commit partner organisations to working together to achieve positive educational, training and/or employment outcomes for care leavers under the care of Manchester Leaving Care Service. Four common objectives bind the organisations together:

- to make 'College' as flexible and attractive option as possible to those not currently at College, but who might be interested in, or capable of so being;
- to give the maximum level of support possible to those 'in' College, both to ensure they last the course and succeed, or that they are on the 'right' course from them in the first place;

- to give the same mixture of pastoral and academic support to ensure such young people 'progress' to their full potential whilst in College; and
- to ensure that all steps are taken to feed young people into appropriate employment/ further education etc when the time comes for them to leave College.

With the individual consent of each care leaver, MLCS/ CAFRASS share basic personal data on a six monthly basis with a named individual within student support services at each of the four Colleges. Colleges can use this data for statistical purposes, to positively 'target' care leavers with information and guidance on their support entitlements, and to explore with MLCS how a more personalised service might be provided by the College to individuals.

All partners are equally responsible for passing on information relating to significant developments in the lives of their 'caseload' of care leavers as well as feeding back information on their progression in education and training. In this way the protocol works proactively to identify potentially de-stabilising issues and bring care leavers together with partners to work towards solutions without the young person resorting to leaving college.

Partners will give ongoing consideration to ways in which care leavers not currently engaged in training or education can access College, including pre-entry programmes and flexible start dates.

### Support moves towards Employment and Training Progression Pathways for Care Leavers

- Working with Local Authority Leaving Care Teams, Social Inclusion Teams and Employment Leads, LSC partners would be pleased to work with local authorities' corporate parent leads to look at ways of linking various types of provision together, so that care leavers have a progression pathway towards training and eventually sustainable employment.
- This needs to be linked to local authority Corporate Parent Strategy Groups, in order to pull together what is currently a very disparate range of activities (located within HR leads, ConneXions, Leaving Care Teams and contracted voluntary sector organisations and external employment/ training providers).
- Staff development may be required to raise awareness of this highly excluded group of young people, with Leaving Care Services contributing to this.
- Other members of the corporate parent 'family' – PCT and key ETE providers need to be included in this process to ensure that care leavers' profile is championed at a senior strategic level.
- The linkages need to be made between mainstream employment and training providers and Leaving Care services, to ensure that all care leavers' needs are met, not just the few who may be able to, or want to access specialist support.

# Section 4

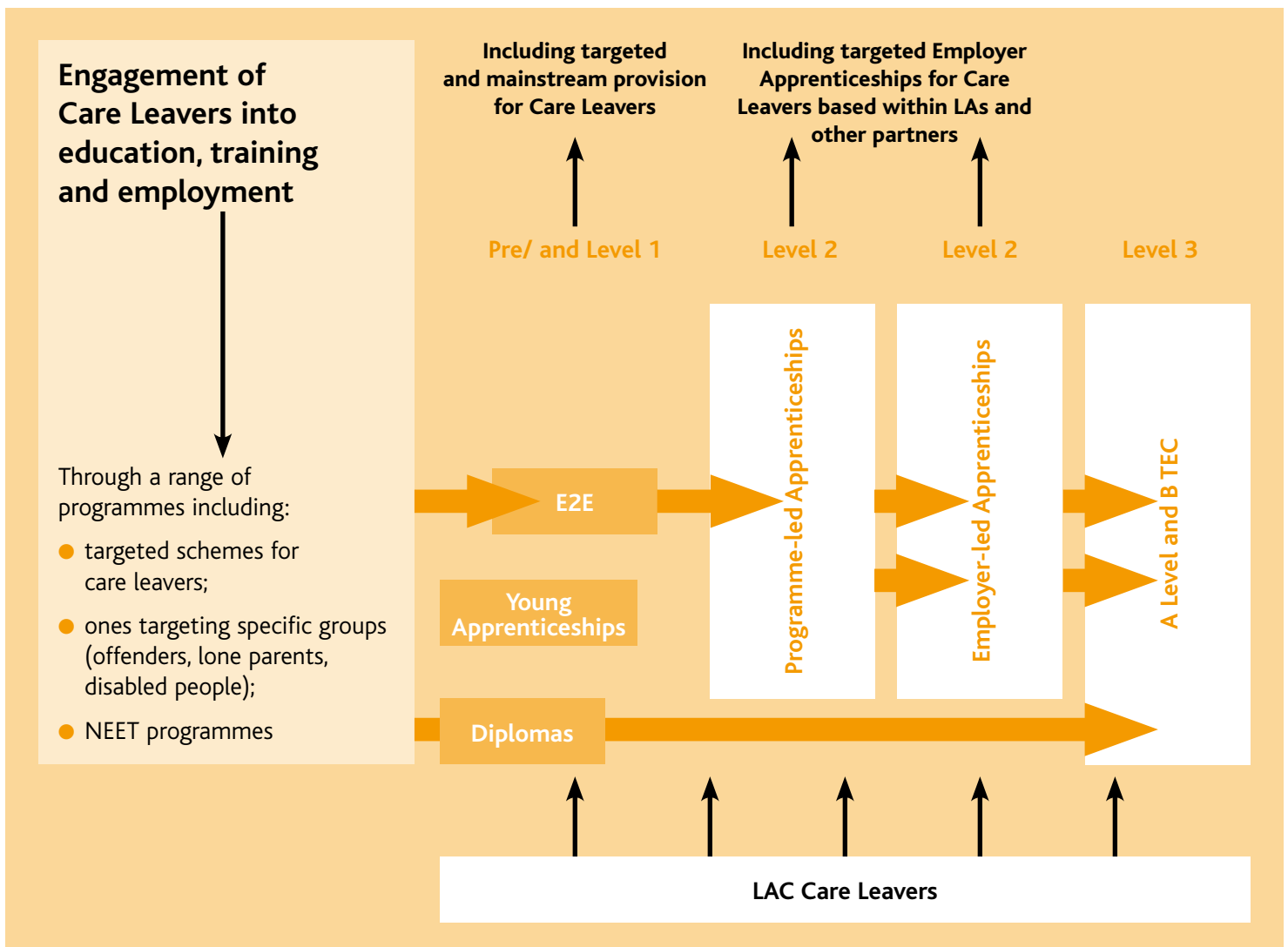
## Summary and Frequently Asked Questions

Young care leavers face huge life challenges at the ages of 16-19, with issues of accommodation, managing finances, and sometimes coping with being socially isolated if they are now living alone, after leaving residential care.

Many are trying to live independently for the first time – usually much earlier than many young people who live with parents until their twenties. Many young care leavers have very poor educational attainment and very negative experiences of formal education – having been moved many times around various placements.

As a result many care leavers need intensive support – beyond that offered on standard E2E provision. To meet these needs many local authority Leaving Care teams now offer tailored support (see all Guides for examples) which engages care leavers and offers intensive and ongoing personal development support. In addition some are working with training providers to develop more personalised support as part of standard delivery.

By supporting joint working to prioritise positive outcomes for these socially excluded young people leaving care, the LSC is aiming to support moves towards effective and sustainable Progression Pathways for Care Leavers.



# Section 4

## Summary and Frequently Asked Questions

Key approaches to support moves towards this have been detailed in this Guide. The priority development work includes:

- through working with Local Authority Leaving Care Teams, Social Inclusion Teams and Employment Leads, the LSC need to look at ways of linking various types of provision together, so that care leavers have a progression pathway towards training and eventually sustainable employment;
- this needs to be linked to local authority Corporate Parent Strategy Groups, in order to pull together what is currently a very disparate range of activities (located within HR leads, ConneXions, Leaving Care Teams and contracted voluntary sector organisations);
- staff development – required to raise awareness of this highly excluded group of young people, with Leaving Care Services contributing to this; and
- other members of the corporate parent ‘family’ – eg PCT and key ETE providers need to be included in this process to ensure that care leavers’ profile is championed at a senior strategic level.

The linkages need to be made between mainstream employment and training providers and Leaving Care services, to ensure that all care leavers’ needs are met, not just the few who may be able to, or want to access specialist support.

By supporting joint working to prioritise positive outcomes for these socially excluded young people leaving care, the LSC is aiming to:

- promote enhanced joined-working across key local partners;
- assist in generating significant long-term savings in downstream costs: Persistent and severe exclusion amongst vulnerable adults can present substantial costs to local services; and
- over the longer term, generate positive outcomes for the children and families of excluded adults.

*“Staff development... required to raise awareness of this highly excluded group of young people...”*

## Frequently Asked Questions

### How do we find out more about Care Leavers and the Leaving Care Team in our Partnership Area?

Each local authority's Children and Young People Department has (or commissions) a Leaving Care team. These contacts are listed in Annex 1 of all Guides. Link up with these contacts to find out more about the current profiles of looked after children and care leavers in your locality.

### Where do we go to find out who the local Connexions' Looked After Children lead is?

Go to Annex 2 in each of these Guides or contact your local Connexions service (identify your local office through:

- ConneXions Cheshire and Warrington;
- ConneXions Cumbria;
- ConneXions Lancashire;
- ConneXions Greater Merseyside; or
- ConneXions Greater Manchester.

### Why can't all care leavers just get involved with E2E provision, and then move into Level 2 provision?

Young care leavers face huge life challenges at the ages of 16-21 (and later), with issues of accommodation, managing finances, and sometimes coping with being socially isolated if they are now living alone, after leaving residential care. Many are trying to live independently for the first time – usually much earlier than many young people who live with parents until their twenties. Many young care leavers have very poor educational attainment and very negative experiences of formal education – having been moved many times around various placements.

As a result many care leavers need intensive support – beyond that offered on E2E provision. To meet these needs many local authority Leaving Care teams now offer tailored support (see all Guides for examples) which engages care leavers and offers intensive and ongoing personal development support. In addition some are working with training providers to develop more personalised support as part of E2E delivery.

### How can we find out more about LSC and the activities it funds in the NW?

Find your local LSC contact in Annex 3 of each Guide or go to: [About the LSC](#) (49KB) to find out more about LSC activities.

### What type of information can we obtain from our Local LSC Partnership Team?

The local Partnership Team can provide information about contracted training and learning opportunities throughout a Local Authority Area. They will be aware of any co-commissioned enhanced support and Partnership team Directors have a role within Children & Young People's Directorates, working directly with all relevant partners to meet local needs.

### How can we link up with local training and learning providers?

Your local LSC Partnership Team contact can help you identify key training and learning providers operating in each area. FE colleges have student support service leads who can outline specific support which may be in place to support care leavers.

*“Young care leavers face huge life challenges at the ages of 16-21... with issues of accommodation, managing finances, and... being socially isolated...”*

# Annex 1

## Leaving Care Contacts – North West Local Authorities

Local Authority	Contact Name / Department	Address / Telephone / Email
<b>Cheshire &amp; Warrington</b>		
<b>Cheshire</b>	<b>Lesley Goode</b> Development and Performance Manager, Leaving Care Team	<b>01270 669 944</b> lesley.goode@cheshire.gov.uk
<b>Warrington</b>	<b>Terry Irvine</b> Acting Team Manager	<b>01925 444 051</b> tirvine@warrington.gov.uk
<b>Lancashire</b>		
<b>Blackburn with Darwen</b>	<b>Nick McPartlan</b> Leaving Care Lead	<b>01254 666 501</b> nick.mcpartlan@blackburn.gov.uk
<b>Blackpool</b>	<b>Penny Maddock</b> Team Manager	<b>01253 477653</b> penny.maddock@blackpool.gov.uk
<b>Lancashire</b>	<b>Mark Cartridge</b> County Residential Manager	<b>01524 585 520</b> Mark.Cartridge@SSD.lancsc.gov.uk
<b>Cumbria</b>		
<b>Cumbria</b>	<b>Alan Culley</b> Service Manager, Pathways	<b>01228 227461</b> alan.culley@cumbriacc.gov.uk
<b>Greater Manchester</b>		
<b>Bolton</b>	<b>Jane Booth</b> Head of Service, Leaving Care	<b>01204 337 470</b> jane.booth@bolton.gov.uk
<b>Bury</b>	<b>Catherine Slater</b> Head of Service	<b>0161 253 6305</b> c.slater@bury.gov.uk
<b>Manchester</b>	<b>Ruth Welford-Hunter</b> Manager	<b>0161 226 6722</b> ruth.welfordhunte@barnardos.org.uk
<b>Oldham</b>	<b>Steve Slater</b> Head of Service	<b>0161 770 6585</b> steve.slater@oldham.gov.uk
<b>Rochdale</b>	<b>Louise Dunston</b> Manager	<b>01706 925851</b> louisedunston@rochdale.gov.uk
<b>Salford</b>	<b>Michael Kelly</b> Principal Manager, (Next Step) Leaving Care Service	<b>0161 607 1888</b> michael.kelly@salford.gov.uk
<b>Stockport</b>	<b>Ian Martin</b> Service Manager	<b>0161 474 2124</b> ian.martin@stockport.gov.uk
<b>Tameside</b>	<b>Christine Gerrard</b> Team Leader	<b>0161 342 7630</b> christinegerrard@tameside.gov.uk
<b>Trafford</b>	<b>Ged Crowther</b> Operations Manager, Permanence & Transitions Team	<b>0161 912 3501</b> gerard.crowther@trafford.gov.uk
<b>Wigan</b>	<b>Sandy McKensie</b> Manager	<b>01942 487151</b> s.mackenzie@wiganmbc.gov.uk

Local Authority	Contact Name / Department	Address / Telephone / Email
<b>Greater Merseyside</b>		
<b>Halton</b>	<b>Christine Taylor</b> Divisional Manager (LAC)	<b>0151 471 7535</b> christine.taylor@halton-borough.gov.uk
<b>Knowsley</b>	<b>Julie Griffiths</b> Employability Officer	<b>0151 443 4083</b> julie.griffiths@knowsley.gov.uk
<b>Liverpool</b>	<b>Steve Moutray</b> Head of Service	<b>0151 233 1910</b> Steve.moutray@liverpool.gov.uk
<b>Sefton</b>	<b>Gary Clark</b> Service Manager	<b>0151 934 3863</b> Gary.clarke@cs.sefton.gov.uk
<b>St Helens</b>	<b>Anne Marie Gillespie</b> Service Manager	<b>01744 677094</b> annemariegillespie@sthelens.gov.uk
<b>Wirral</b>	<b>Brian Ronson</b> Team Manager	<b>0151 604 3676</b> brianronson@wirral.gov.uk

# Annex 2

## North West ConneXions – Looked After Children Leads

Provider	Contact Name	Telephone / Email
<b>Cheshire &amp; Warrington</b>		
<b>Cheshire</b>	<b>Lyn Hamlett</b>	ConneXions Cheshire and Warrington Meadow Court, Meadow Street, Northwich, CW9 5FP <b>01606 350 753</b> Lyn.Hamlett@connexions-cw.co.uk
<b>Warrington</b>	<b>Lyn Hamlett</b>	ConneXions Cheshire and Warrington Meadow Court, Meadow Street, Northwich, CW9 5FP <b>01606 350 753</b> Lyn.Hamlett@connexions-cw.co.uk
<b>Cumbria</b>		
<b>Cumbria</b>	<b>Deborah Naylor</b>	<b>01900 604 674</b> <b>07919 220 194</b> Deborah.Naylor@connexionscumbria.co.uk
<b>Greater Manchester</b>		
<b>Bolton</b>	<b>Gail Airey</b> PA Operations Manager	ConneXions Bolton Children's Services, Bolton Council, 3rd Floor, Paderborn House, Le Mans Crescent, Bolton, BL1 1UA <b>01204 334 485</b> gail.airey@bolton.gov.uk
<b>Bury</b>	<b>Jenny Arnall</b> Care Leavers Lead <b>Rob Turkas</b> LAC Lead	ConneXions Bury 13-15 Broad Street, Bury, BL9 0DA <b>0161 253 7733</b> j.k.arnall@bury.gov.uk r.i.turkas@bury.gov.uk
<b>Manchester</b>	<b>Jeff Mills</b> LAC Lead <b>Andy Kears</b> LAC Coordinator	<b>0161 437 4288</b> Jeff.Mills@connexions-manchester.com <b>0161 226 8609</b> Andrew.Kears@connexions-manchester.com
<b>Oldham</b>	<b>Vicky Sowerby</b> Young People of Compulsory Education Age <b>Joe McDonagh</b> Care Leavers in the Post-16 Sector	<b>0161 621 9459</b> vickysowerby@positivestepsoldham.org.uk <b>0161 621 9674</b> joemcdonagh@positivestepsoldham.org.uk
<b>Rochdale</b>	<b>Alison Marchini</b> Community Operations Manager <b>Donna Baldwin</b>	<b>01706 622 770</b> alison.marchini@connexions-rochdale.org.uk donna.baldwin@connexions-rochdale.org.uk

Provider	Contact Name	Telephone / Email
Salford	<b>Julie Riley</b> NEET Improvement Manager	ConneXions Salford <b>0161 743 0163</b> Julie.riley@connexions-salford.com
Stockport	<b>Fiona Rivett</b>	<b>0161 474 2195</b> fiona.rivett@connexions-stockport.co.uk
Tameside	<b>Chris Harris</b> Team Manager	ConneXions Tameside 2-5 Clarence Arcade, Stamford Street, Ashton under Lyne, OL6 7PT <b>0161 330 1528</b> chris.harris@connexions-tameside.com
Trafford	<b>Ann Wilcoxon</b> Personal Advisor	ConneXions Trafford <b>0161 911 8600</b> ann.wilcoxon@trafford.gov.uk
Wigan	<b>Elaine Dann</b> Acting Strategy Manager <b>Jane Stephens</b>	Department of Children and Young People's Services ConneXions, Wigan Investment Centre, Waterside Drive, Wigan, WN3 5BA <b>01942 705 357 (ext. 5357)</b> Elaine.Dann@wigan.gov.uk Jane.Stephens@wigan.gov.uk
<b>Lancashire</b>		
Blackburn with Darwen	<b>Carla Fazackerley</b> Operations Manager	ConneXions BwD delivered by CXL St Johns Court, Ainsworth Street, Blackburn, BB1 6AR <b>01254 267 780</b> carla.fazackerley@cxl-uk.com
Blackpool	<b>Jim Cross</b>	Jim.Cross@blackpool.gov.uk
Lancashire	<b>Sandra Bilsborrow</b> Assistant Operatives Director	<b>01772 532 784</b> sandra.bilsborrow@lancashire.gov.uk
<b>Greater Merseyside</b>		
Halton	<b>Ian Moncur</b>	Widnes ConneXions Centre <b>0151 422 9120</b> ian.moncur@connexions-gmerseyside.co.uk
Knowsley	<b>Richard Seddon</b> Team Manager	Kirkby ConneXions Centre Cherryfield Drive, Kirkby, L32 8RX <b>0151 545 5400</b> <b>07736 476 972</b> Richard.Seddon@connexions-gmerseyside.co.uk

# Annex 2

## North West ConneXions – Looked After Children Leads

Provider	Contact Name	Telephone / Email
Liverpool	<b>Carol Brady</b> Leaving Care Team Manager – Liverpool City South	The Door, Abney Building, Hanover Street, Liverpool, L1 4DY  <b>0151 709 5400</b> <b>07970 156 063</b> <b>carol.brady@connexions-gmerseyside.co.uk</b>
Sefton	<b>Helen Young</b>	ConneXions Sefton 44 Burlington House, Crosby Road North, Waterloo, Liverpool, L22 LPJ  <b>0151 928 8952</b> helen.young@connexions-gmerseyside.co.uk
St Helens	<b>Karen Warriner</b>	<b>01744 677 088</b> karen.warriner@connexions-gmerseyside.co.uk
Wirral	<b>Lorraine Gardner</b> Team Manager	Birkenhead ConneXions  <b>0151 666 4385</b> lorraine.gardner@connexions-gmerseyside.co.uk

# Annex 3

## LSC Partnership Contacts

### Cheshire and Warrington

Dalton House  
Dalton Way  
Middlewich  
Cheshire  
CW10 0HU

Tel: **01606 32 00 01**

Email: [cheshireandwarringtoninfo@lsc.gov.uk](mailto:cheshireandwarringtoninfo@lsc.gov.uk)

Area Director  
**Liz Davis**

### Cumbria

Venture House  
Regents Court  
Guard Street  
Workington  
Cumbria  
CA14 4EW

Tel: **0845 019 4159**

Email: [cumbriainfo@lsc.gov.uk](mailto:cumbriainfo@lsc.gov.uk)

Area Director  
**Emer Clarke**

### Greater Manchester

10th Floor  
Arndale House  
Arndale Centre  
Manchester  
M4 3AQ

Tel: **0845 019 4142**

Email: [grmanchesterinfo@lsc.gov.uk](mailto:grmanchesterinfo@lsc.gov.uk)

Area Director  
**John Temple**

### Greater Merseyside

14th Floor  
The Plaza  
Old Hall Street  
Liverpool  
L3 9QJ

Tel: **0845 0194150**

Email: [merseysideinfo@lsc.gov.uk](mailto:merseysideinfo@lsc.gov.uk)

Area Director  
**Helen France**

### Lancashire

Citygate  
Longridge Road  
Preston  
PR2 5BQ

Tel: **0845 019 4157**

Email: [lancashireinfo@lsc.gov.uk](mailto:lancashireinfo@lsc.gov.uk)

Area Director  
**Ian Haworth**

# Annex 4

## LSC and ESF Funded Projects

### Reducing NEET – All projects funded until July/December 2010

Provider	Contact Name	Telephone / Email
<b>Cheshire and Warrington – Energisers – Duration: 01/05/2008 – 31/12/2010</b>		
Blacon Community Trust	Louise Davey	01244 371 716
Reaseheath College	Margaret Bardsley	01270 613 204 margaretb@reaseheath.ac.uk
Total People	Nick Robertson	01606 734 004
<b>Cheshire and Warrington – Learning and Support during Key Stage 4 – Duration: 01/05/2008 – 31/12/2010</b>		
Foundation for Peace	Lynn Hitchen	01925 581 236 lynn.hitchen@foundation4peace.org
Total People	Nick Robertson	01606 734 004
Vale Royal Borough Council	Mark Groves	01606 867 599 mgroves@valeroyal.gov.uk
YMCA Training	Anthea Bradburne	0161 945 3415 07970 471 311
Warrington Collegiate Retention in Post 16 Learning	Carole Williams	01925 494 683 carole.williams@warrington.ac.uk
<b>Cumbria – Duration: 01/05/2008 – 31/12/2010</b>		
Rathbone		
Bolton Council	Carol Cantwell 14-19 Partnership Manager	Life Long Learning Unit 5th Floor Paderborn House Bolton BL1 1UA  01204 333 998 carol.cantwell@bolton.gov.uk
Bury Council		
<b>Manchester</b>		
Barnardo's	Ruth Welford-Hunte	0161 226 6722 ruth.welfordhunte@barnardos.org.uk
Economic Solutions		
NACRO	Anna Morrell Project Coordinator	NACRO, Unit One, Cuthbert Centre, 877 Ashton Old Road, Openshaw, Manchester M11 2NA  0161 233 3568 07967 393 530 anna.morrell@nacro.org.uk
Oldham – Positive Steps	Steph Bolshaw PSO Strategic Lead	
Rochdale Metropolitan Borough Council	Gary Kelly 14-19 Participation Strategy Development Manager	01706 925 147 gary.kelly@rochdale.gov.uk
Salford City Council and Connexions Salford (until July 2010)	Julie Riley Connexions Salford	0161 743 0163 julie.riley@connexions-salford.com

Provider	Contact Name	Telephone / Email
<b>Stockport College – Improving Life Chances in Stockport by Reducing the Number of Young People who are or may become NEET – Duration: 01/05/2008 – 31/07/2010</b>		
Tameside MBC	<b>John Symington</b> 14-19 strategy Manager	Tameside MBC Room 2.38 Wellington Road Ashton-Under-Lyne OL6 6DL <b>0161 342 3242</b> John.symington@tameside.gov.uk
<b>Greater Manchester – Reducing NEET in Trafford – Duration: 01/05/2008 – 31/07/2010</b>		
Trafford Council	<b>Susan Denny</b> Project Lead	<b>0161 911 8601</b> Susan.Denny@trafford.gov.uk
<b>Greater Manchester – Reducing NEET in Wigan – Duration: 01/05/2008 – 31/07/2010</b>		
Wigan Council	<b>Peter Smith</b> Secondary Personalised Learning Consultant – Children and Young People’s Services	Professional Development Centre Park Road, Hindley Wigan WN2 3RY <b>01942 767 112</b> peter.smith@wigan.gov.uk
<b>Greater Merseyside (excluding Halton) – Learning and Support during Key Stage 4 for those at Risk of Disengaging and Transition Support</b>		
Greater Merseyside Connexions Partnership	<b>Caroline Swarbrick</b>	<b>0151 254 6648</b> Caroline.Swarbrick@connexions- gmerseyside.co.uk
Knowsley MBC		
Oakmere Community College	<b>Cath Lydon</b>	Cherry Lane, Liverpool L4 6UG <b>0151 521 3563</b> cath.lydon@oakmere.net
Sefton Council		
Wirral Council		
<b>Greater Merseyside (including Halton) – Retention in Post 16 Learning – Duration: 01/05/2008 – 31/12/2010</b>		
Greater Merseyside Connexions Partnership	<b>Caroline Swarbrick</b>	<b>0151 254 6648</b> Caroline.Swarbrick@connexions- gmerseyside.co.uk
Knowsley Community College		
Sefton Council		
St Helens College	<b>David Williams</b>	Water Street, St Helens, WA10 1PP <b>01744 623374</b> dwilliams@sthelens.ac.uk
Wirral Council (Children and Young Peoples Department)		

Continued overleaf

# Annex 4

## LSC and ESF Funded Projects

Provider	Contact Name	Telephone / Email
<b>Greater Merseyside (including Halton) – Progression Pathways Programme – Duration: 01/05/2008 – 31/12/2010</b>		
<b>Halton Borough Council</b>	<b>Ken Hughes</b> Project Manager / Head Teacher KS4 Gateway (PRU and Engagement Service)	The Bridge School Chadwick Road, Astmoor, Runcorn, Cheshire WA7 1PW <b>01928 565 456</b> ken.hughes@halton.gov.uk
<b>Knowsley Community College</b>		
<b>Merseyside Youth Association</b>		
<b>Oakmere Community College (2 projects)</b>	<b>Cath Lydon</b>	Cherry Lane, Liverpool L4 6UG <b>0151 521 3563</b> cath.lydon@oakmere.net
<b>Shaw Trust</b>		
<b>St Helens Chamber</b>	<b>Pauline Devine</b> Starting Point Centre Manager	4-6 Hardshaw Street, St Helens WA10 1RE <b>01744 698 800</b> pauline.devine@thestartingpoint.org
<b>Wirral Council (Children and Young Peoples Dept)</b>		
<b>Lancashire – Reducing NEET in Blackburn with Darwen – Duration: 01/05/2008 – 31/12/2010</b>		
<b>CX Limited</b>		
<b>Lancashire – Reducing NEET in Blackpool – Duration: 01/05/2008 – 31/12/2010</b>		
<b>CX Limited</b>		
<b>Lancashire – Reducing NEET in Lancashire Local Authority Area – Duration: 01/05/2008 – 31/12/2010</b>		
<b>Preston College</b>		
<b>University of Central Lancashire</b>		
<b>Greater Manchester – Prevention of NEET Young People in Salford – Pre 16</b>		
No contact information available		
<b>Greater Merseyside (Merseyside Phasing in Area) – Employer Pool and Integrated Career Development Mentoring Programme</b>		
No contact information available		
<b>Lancashire – Reducing NEET in Lancashire Local Authority Area</b>		
No contact information available		





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If you would like a copy of this brochure in any other format, including large print please contact LSC Greater Manchester: [gmanchesterinfo@lsc.gov.uk](mailto:gmanchesterinfo@lsc.gov.uk)

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