TABLE 1

What pre-employability and career support can be offered

- Employment Readiness & Support
- Support to Overcome Barriers

WHAT offers do we want for our young people	HOW do we achieve this and WHO should be involved/approached	HOW do we know we are making progress & have an impact (KPI)
• Experience of volunteering in different areas • Find areas of interest/skills • See positive role model • Build confidence • Start at young age	• Volunteer teams – LCC/Health/EST/DWP • Via PEP, Carer/SW/PA/School • Support required from manager - trauma informed approach • Connecting support from all agencies/services	• Standard basic level of support agreed and all available across all agencies and services. • More opportunities available and taken up.
• Extending opportunities for volunteering – Lancashire County Developments Limited and the companies involved.		
• Make it easy – eg young parents, volunteering in local family hubs eg mother and baby group to be helped by care experienced young people with their child. • Help with local young zone activity.	Child and Family Wellbeing Service	
• Prep for CV building and writing • Prep for interviews • Expenses paid – clothes and travel		
• More information regarding young people who are not in Education, Employment or Training	• Permanence Service, Virtual School • Survey young people • Ask questions	

• Stable and suitable accommodation • Stable experience of education in school	• LCC, District Councils • Schools, LCC and Corporate Parents	• Young people have stability
• Cost of public transport • Proximity to home		
• Available network of Peer Support with other young people also volunteering		
• Basic minimum standard of support from ALL FE colleges for our care experienced young people	• FE Colleges • Virtual School • Children's Social Care	• Template will exist and be shared. • Local Offer • Young people and Children's Social Care

TABLE 2

What pre-employability and career support can be offered

- Employment Readiness & Support
- Support to Overcome Barriers

WHAT offers do we want for our young people	HOW do we achieve this and WHO should be involved/approached	HOW do we know we are making progress & have an impact (KPI)
• Peer mentors of young people who have gained employments speaking to others.		
• Plan B's and exploring options with EST	• Schools • Creative industries • PAs • Carers and residential providers • Places to advertise opportunities (like Escalate)	• NEET & EET figures • % targets around apprenticeships, shadowing, work experience opportunities
• Work experience • 2 weeks minimum for ALL young people • COVID as a barrier • Risk assessment/Health and Safety • Volunteering (internally) • Accrediting being part of the Care Leavers Forum and registered through Lancashire Volunteer Partnership	• Internal services to offer placements • Schools • Carers and residential • 1 day shadowing opportunity with staff in LCC (like 11 million many years ago!)	• Showcasing good examples • Agile working cannot be a barrier
• CV writing and job application skills • Interview practice		• And follow ups with the worker/YP if they did not get the employment
• Support with employers around recruiting those with care experience	• Understanding what kind of support young people might need • Employer launch • Little things that are supportive (Merlin Entertainment)	

• Identifying young people as care experienced – when people apply being able to monitor this • Guaranteed interviews • Informal meetings prior to interview		

TABLE 3

What can Policy Partners and Businesses offer

- Training & Employment Opportunities
- Support to Overcome Barriers

WHAT offers do we want for our young people	HOW do we achieve this and WHO should be involved/approached	HOW do we know we are making progress & have an impact (KPI)
• A wide offer of employer encounters, experiences and support to help young people access employment	• Lancashire Skills Pledge working alongside CLC.	• NEET figures • Case studies
• A fair wage for Apprenticeships allowing care leavers to support themselves	• Top-up funding? • Promotion of the bursary	• Employment figures
• Shadowing – employment tasters • Giving young people the chance to see what an employment/work environment is like	• Encouraging business to offer short-term shadowing opportunities	• Case studies
• LCC – "Family firm" approach and district councils	• Consider Care Leavers in the recruitment process at all levels • Guaranteed interviews	• Case studies
• Social value embedded into the procurement system	• Supply chain companies offering opportunities	• Case studies
• Support to young people who have physical or hidden disabilities to access employment	• DWP Access to work	• Case studies

TABLE 4

What can Lancashire County Council and District Councils offer

- Training & Employment Opportunities
- Support to Overcome Barriers

WHAT offers do we want for our young people	HOW do we achieve this and WHO should be involved/approached	HOW do we know we are making progress & have an impact (KPI)
• More supported opportunities in LCC – shadowing, work experience, apprenticeships, employment and District Councils	• Heads of Service/Teams to commit to specific numbers	• Monitor numbers and outcomes
• Access to 'mentoring' within LCC	• Work "buddy" • Senior Leadership Team	• Feedback from young people
• Communicate what is available within LCC – breadth of jobs/teams	• Job fairs/events	• Numbers taking up opportunities • EET data • Feedback from young people
• Hold companies to account to provide opportunities to Care Leavers	• Commissioners Services	• Monitoring data
• Guaranteed interviews for Care Leavers	• Heads of Service/Managers • Recruitment policies	• Data/outcomes