

Opt Out Approach to support CLA into Employment

Anne-Marie Morgan - Business Manager - Employment and Support Team

Employment & Support Team

(Part of the new Skills, Learning and Development Service)

- In-house service who provide workforce planning solutions for Lancashire County Council and other organisations
- Achieving our social and economic priority
- Reducing unemployment costs and indirect social costs
- Seamless and efficient delivery
- Achieving our social and economic priority
- Two tier delivery with District Partners
- Lancashire to develop best practice and share nationally

Our Credentials

- Public Sector's People's Manager's Award 2010
 - Talent Management
 - Finalists for Innovation, HR Efficiency and Business Impact and Outstanding Professional Contribution
- LSC Employer of the Year - Macro Business NW Highly Commended
- LGC Finalists – Workforce Category 2011 – Highly Commended
- NAS North West Macro Employer of the Year 2011
- City and Guilds 'Top 100 Apprenticeship Employer 2011'
- Personnel Today Awards 2011 – Finalist for HR Impact Award
- The HR Distinction Awards 2012 Finalists in Distinction in Adding Value and Winner Distinction in Talent Management Execution
- LGC 2013 – Finalists for Innovation
- Youth Friendly Badge
- Gold Standard from Fair Train for work experience
- LGC 2015 - Finalists
- HR Distinction Awards 2015 - Finalists
- Recruiter Awards 2015 Won for Best Apprentice/school leaver recruitment



Our Current Customers

- Public Sector
 - All LCC Services
 - District Partners
 - Education Sector
- Private Sector
 - Lancashire SME's
 - LCC Supply chain/ Partners
- Regional/National
 - Consultants for National Apprenticeship Service

Future Horizons (pre-apprenticeship)

Future Horizons

LCC pre-apprenticeship programme – NEET's aged 16-18

Tailored programme to suit individual needs; work placement of 8 weeks (but can be up to 15 weeks), working 3-4 days a week with an employer.

Future Horizons +

12 month paid training contract (paid at a minimum rate of the national apprenticeship minimum wage)

Introduction to Future Horizons

Working with individual school pupils targeting potential NEET's aged 14-16 identified by the school

Apprenticeships

- Some CLA young people may be ready for an apprenticeship opportunity with the county council and partners
- Awareness raising and application workshop support for CLA young people regarding apprenticeship opportunities within LCC and support accordingly

WorkStart

- 8 week work placement that helps young people (18-24) who are actively seeking work and registered unemployed
- Opportunity to update , skills, experience and gain confidence in the workplace
- Placements can be in the public or private sector
- Support after the placement to source paid employment

Ex-Service Personnel Mentors

- Age : 14-16 CLA, (Years 9,10 and 11)
- Access to mentoring services with the agreement of the School Pastoral Manager
- Aids progression, attendance, attainment

General Work Experience

- Subject to agreement of the high school, college, further education provider (term-time)
- Can be linked to specific employability aims, vocation
- Aids with CV development
- Opportunity to work shadow an individual

Professional Apprentices and Trainees

- Some CLA young people may be ready for a Professional Apprenticeship or Trainee Opportunity - developing a professional career pathway.
- Awareness raising and workshop support for CLA young people regarding apprenticeship opportunities within LCC and support accordingly
- Minimum of £500,000 reserved to create opportunities for CLA young people April 2015-March2017

OUR OFFER TO CHILDREN LOOKED AFTER

The Opt Out Approach

- Auto-enrolment onto Employment Programmes – agreed at Management Team
- All CLA within the age range of 14-24 would need to actively state and personally confirm that they are choosing to not access the corporate offers
- Reviewed annually as part of the care plan and documented accordingly

Approach

- Data sharing - know destinations of young people - known/unknown
- Referral from the service/key worker/Designated person
- Self referral from CLA young person
- Regular briefings from Employment and Support Team to the frontline professionals supporting CLA

Next Steps

- Your professional input regarding next steps for example:
 - Communication channels
 - Awareness raising
 - Other

Contact Details

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