

**TO:** ELEVATE BERKSHIRE JOINT COMMITTEE

**DATE:** 22<sup>nd</sup> July 2016 **AGENDA ITEM:** 8

**TITLE:** Elevate Berkshire 'Employment is Everyone's Business' project update

**LEAD COUNCILLOR:** CLLR MUNRO (WBC)

**WARDS:** BOROUGHWIDE

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## **1.0 PURPOSE OF REPORT AND EXECUTIVE SUMMARY**

- 1.1 The British Association of Supported Employment (BASE) and Elevate Berkshire delivered the DfE funded project across the 6 Authorities. This was a free resource to the LA's – via Elevate Berkshire.
- 1.2 The aim of the project was to support LAs to identify areas of strength, weakness and to provide opportunities to improve employment outcomes for young people with special educational needs and disabilities.
- 1.2 This report provides Elevate Berkshire Joint Committee with an update on the Employment is Everyone's Business Project.

## **2. RECOMMENDED ACTION**

- 2.1 That Joint Committee note the aims and progress of the 'Employment is Everyone's Business' project.
- 2.2 That Joint Committee note the recommendations for Berkshire and Local Authorities in the local and pan-Berks reports- Appendix i.

## **3.0 Employment is Everyone's Business (EEB) project**

3.1 The Project commenced in June 2015 and worked closely with Elevate Berkshire, on behalf of the Local Authorities (LA). The idea of the project was to demonstrate how:

- Vocational Profiling can be embedded in the curriculum, education, health and care plans and reviews as well as careers advice.
- Post-16 providers can develop effective employer engagement strategies and study programmes that facilitate young people moving into employment.
- Local authorities are ensuring the needs of young people with special educational needs and disabilities and those who are NEET are at the heart of their employment, economic, housing, personal budget and commissioning strategies.
- How work around skills and employment outcomes for young people with disabilities/SEND could align with the work of Elevate Berkshire and inform future delivery through re-engineering existing resource that could be aligned with Elevate to deliver a supported employment model of employment support.

3.2 An action plan was drafted with each LA with the aim of achieving better employment outcomes for young people with SEND under the following deliverables:

- a. Everyone involved in supporting and working with children, young people and families have high expectations of what can be achieved in relation to paid work and careers, which includes enterprise development and self-employment. They work together to boost aspirations and expectations so that more young people leave education and get paid work and careers.
- b. All young people have access to high quality information, advice, support and guidance, on a face to face and 1-to-1 basis from qualified, impartial careers guidance practitioners or job coaches to co-produce a personalised employment pathway. This includes access to high quality benefits advice including better-off-in work calculations.
- c. Study programmes are available that have meaningful work experience as the core aim including supported employment embedded into the curriculum.
- d. Traineeships and apprenticeships are accessible to young people with SEND. Education and training providers are making full use of reasonable adjustments to ensure this is an option for young people with SEND and embedding supported employment into the provision.
- e. The local offer is comprehensive on the employment support available to young people and families. This includes resources for those supporting young people and families. The local offer is co-produced, updated regularly and developed on the basis of what the evidence-base says works.
- f. There is a clear, shared strategy to engage with employers to benefit young people with SEND. Those people engaging with employers understand the business cases of a diverse workforce and can promote the benefits of employing young people with disabilities. The Strategy is linked to the LEP and education provider strategies and provides a single point of contact for employers.
- g. There is a clear well governed strategy and plan to ensure that more young people leave education for work and sustainable careers.

3.3 Each local authority was given a report, provided with recommendations and also a pathway – linked to their local offer. Please see local and pan-Berks reports in Appendix I and local and pan-Berks Pathways in Appendix ii.

#### 4.0 **NEXT STEPS**

4.1 As part of the ESF funded Elevate Berkshire programme, BASE will support LAs to embed and operationalise the learning over the coming months – as part of the Elevate

Berkshire ESF programme. In the meantime, each LA is disseminating the learning and using it to inform decision making around SEND locally – via SEND leads.

- 4.2 BASE have recently submitted a bid to the deliver the same EEB project, but focusing on transition for Looked After Children (LAC). If successful, BASE will again work with Elevate Berkshire to look at employment and skills pathways and best practice Corporate Parenting models and approaches to support LAC young people into employment.