



Belfast Health and
Social Care Trust

**Education Training and
Employment at the Heart of Care
for Looked After Children and
Care Leavers**



Belfast Trust

- ❖ LAC Strategy
 - ❖ Outcomes 4,5 and 6
- ❖ LAC Review Process
- ❖ LAC PEPS / Fostering Attainment
- ❖ Key Stages in Education
- ❖ Value of Academic and Non-Academic Achievement





Success Celebrated
Fostering Achievement Awards at Titanic Belfast



Belfast Health and
Social Care Trust

16+ ETE
LAC Strategy
Outcome 7



Trust Contracted Services

- ❖ Give & Take Core
 - ❖ (Include Youth)
- ❖ One to One Mentoring Service
 - ❖ (Start 360)
- ❖ Employability Service
 - ❖ (Include Youth & Start 360)



Give & Take Core

- ❖ Work Experience
 - ❖ Training and Qualifications
 - ❖ Personal Development
 - ❖ Mentoring
 - ❖ Transitional Support
 - ❖ Essential Skills
 - ❖ (59 Young People Gaining Essential Skills Qualifications)
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The 6 core components of the Give & Take Core are;

- ❖ Work Experience
- ❖ Training and Qualifications
- ❖ Personal Development
- ❖ Mentoring
- ❖ Transitional Support and Essential Skills with 59 Young People Gaining Essential Skills Qualifications

ETE Mentoring Service

- ❖ One to One Service Tailored to Young Person's Needs
- ❖ Belfast Trust Care Leaver Employed as Mentor
- ❖ Completed Internship with VOYPIC
- ❖ Work Placement with Belfast Trust Residential Home
- ❖ Young People Benefit from Direct Referral to Services such as DAISY and Protect Life



- Belfast Trust Care Leaver employed to deliver this service since 2015.
- Young person worked closely with our Employability Service to;
 - Access and complete Internship with VOYPIC
 - gained relevant Work Experience through Work Placement with Belfast Trust Residential Home.

ETE Initiatives within Belfast Trust

- ❖ Bi-Annual Employability Triage
- ❖ Employability Service Tiered Model
- ❖ Annual Interactive Job Fair
- ❖ Ring-Fenced Posts
- ❖ Social Clauses
- ❖ Employability Steering Group
- ❖ Traineeship Pilot Commencing 2019



- ❖ Bi-Annual Employability Triage
Bi-Annual Employability Triage introduced in March 2013 to scope engagement ETE. Each young person is categorised into red, amber or green as an indicator of ETE status. I.e. young people in red will require significant support to engage and sustain ETE. Triage involves the Social Worker or Personal Adviser, Principal Social Worker, Careers Service and Employability.
- ❖ Employability Service Tiered Model
Introduced Tiered approach to Employability to make opportunities more accessible to young people.
- ❖ Annual Interactive Job Fair, Ring-Fenced Posts and Social Clauses
You will find out more about our Annual Interactive Job Fair, Ring-Fenced Posts and Social Clauses later in the presentation.
- ❖ Employability Steering Group
Our Corporate Parenting Employability Steering Group meets quarterly with representation from across the Directorates. Having a young person sit on the Steering Group from 2014 has significantly helped influence and shape the direction of the group.
- ❖ Traineeship Pilot Commencing 2019
We hope to Pilot our first paid Traineeship in 2019. This will be a clerical officer role working with Medical Health Records and Estates.



Annual Interactive Job Fair
Departments showcase various job roles and young
people sample duties

Our Annual Interactive Job Fair gives young people the opportunity to sample duties showcased by departments hosting a series of interactive 10 minute workshops.

Our first Job Fair in 2014 was held in the foyer of one of our wellbeing centres supported by 4 trust departments, this has since evolved and has been held in RADAR for the last two years now supported by 12 departments (ranging from Estates to Medical Laboratories and from Finance to Nursing).

An integral part of this event is having young people who have gained employment or work experience supporting the departments hosting their workshops.

Slide showing Physical and Sensory Disability Department.



Workplace Tours
Group Tour of Department giving an insight into a range of job roles

Workplace Tours provide young people with the opportunity to gain greater insight into the work of the department.

Having the opportunity to meet staff and managers from departments.

This is a group of young people in the catering department as part of a tour of Patient Client Support Services at the Royal Victoria Hospital.

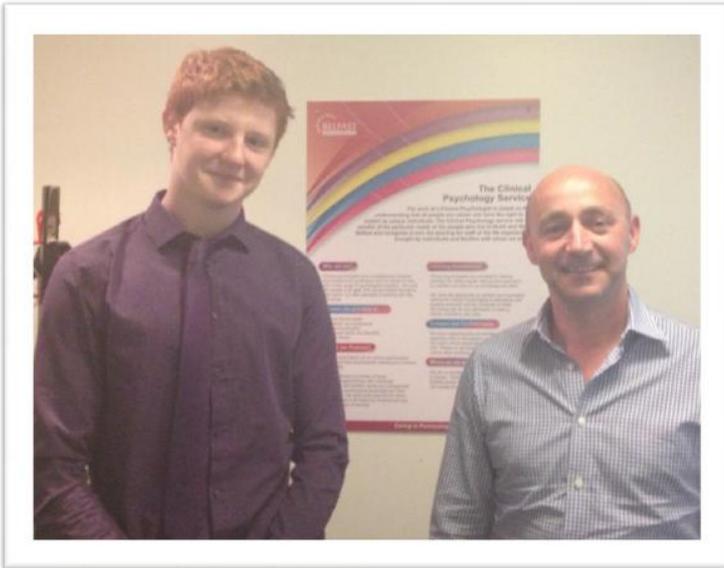


A range of trust departments provide Job Shadow days.

This is Gavin who completed a Job Shadow day in the imaging department based at the Royal Victoria Hospital.

Job Taster

One to five days sampling with nominated member/s of staff from Department



Job Tasters range from one to five days and give young people an insight into the range of different roles within the departments.

Young people are typically rotated between different staff members.

Work Placement

One week to twelve months, this can be tailored to the young person and the Department



Work Placements will range from one week to twelve months. This can be tailored to the young person and the department.

Many young people will participate in work placements as a requirement for their education or training programme.



Ring Fenced
Employment
1 in 10 posts
ring-fenced for
young people
in care
provided they
meet entry
criteria and
pass interview

In Belfast Trust we are extremely proud of the achievements of the young people who have accessed employment through the ring fencing scheme, where 1 in 10 posts are ring fenced for young people in care.

Since this scheme was introduced in 2011, 55 young people have secured employment and 44 of those have commenced employment with Belfast Trust.

Roles are typically at entry level, however we have had a young person gain employment as a Band 5 Nurse through this scheme and many other young people have progressed from Band 2 to Band 3 roles.

Tanya is a young person who firstly gained a summer relief post, then a Band 2 Nursing Auxiliary post then progressed to a Band 3 Health Care Support Worker within the Children's Hospital. Tanya's long term goal is to become a Children's Nurse.

Tanya has been a great advocate for the work of the Employability Service and has helped raise the profile of the service through;

- ❖ Sitting on the Corporate Parenting Employability Steering Group since 2014
- ❖ Featuring in a podcast for the Belfast Trust leadership conference
- ❖ and presenting to Trust Board

Work Place Mentors
Delivering Mentor Training to build natural supports
for young people across a range of departments



Fifty-five Belfast Trust staff
have completed OCN Level 2
Award in Mentoring Practice

Based on the model of support employment we recognise the importance of supporting young people who have gained employment.

Mentor training for staff was introduced in 2011 and 55 Belfast Trust staff have completed OCN Level 2 Award in Mentoring Practice to build natural supports for young people within their working environment. This is a group of staff from Medical Health Records, Estates, HR and Patient Client Support Services from earlier this year.



We hold an annual celebration event each year to recognise achievement and participation.

This is Connor who works in the Catering department at the City Hospital who spoke at our event last year.

Over the previous 4 years we have held our Celebration Event in the Black Box. However though Include Youths charity Partnership with Ulster Rugby we held our Celebration Event earlier this year at the Kingspan Stadium. We had some Ulster Rugby players attend the event and they were interviewed by the young people.



Raising Awareness of Corporate Parenting

This is Bo, who designed a pull up stand and display while on his work placement with the Belfast Trust design team.

These are currently on display outside the Board Room in Belfast Trust Headquarters to help raise awareness of Corporate Parenting.



**Awarded 2nd place for Partnership Working in Belfast Trust
Chairman's Awards in 2017**

In 2017 the Employability Service was awarded 2nd place for partnership working with trust departments.

Two young people who gained employment through ring fencing supported the Employability Service to present their entry to the judging panel, those young people also joined us at the Awards Ceremony in City Hall.



Awarded 2nd place for Cross Sector Working at Health Care People Management National Awards in London 2018

Earlier this year the service was also awarded 2nd Place for Cross Sector Working at the Health Care People Management National Awards in London.

Tanya also supported the service to present their submission to the awards panel and attended the awards Ceremony at the Tower Hotel in June 2018.



Social Clauses

Recruitment Event With Graham BAM Health Care Partnership Sub-Contractors, Young People, Social Workers and Personal Advisers

Social Clauses in the Contract for New Maternity Hospital at Royal Victoria Hospital

- ❖ 624 weeks paid Employment for Looked After Children
 - ❖ 6 Apprenticeships ranging from;
 - ❖ Mechanical/Electrical
 - ❖ Curtain Walling
 - ❖ Plaster Boarding / Fixed partitions
 - ❖ Steelwork & Architectural

These opportunities are due to commence from September 2018. Earlier this month we held a Recruitment Event with Graham BAM Health Care Partnership Sub-Contractors, Young People, Social Workers and Personal Advisers to promote the opportunities.

Through the partnership with Graham BAM 1 young person gained employment in the construction of the New Mental Health Facility at the City Hospital and 1 young person is currently completing the paid placement year of his Degree in Mechanical Engineering in the construction of the New Maternity Hospital at Royal Victoria Hospital.



Many of our Employability initiatives have benefited from Partnership Working, Cross Sector Working and a Multi agency approach.

Supporting young people with the greatest need for ETE;

- ❖ Service Users Forum - to give young people direct input into the design of services.
- ❖ Get Connected Hub – Drop in giving young people access to advice and support from Northern Ireland Housing Executive and Citizens Advice based in the Leaving Care After Care Service
- ❖ Employability Service Drop Inn, based in the Leaving Care After Care office.
- ❖ Give & Take Outreach running weekly in the Leaving Care After Care office.
- ❖ Aiming Higher – The Aiming Higher programme funded for 4 years (2013 to 2016) by the Big Lottery and delivered in partnership between Include Youth and Business in the Community. Enabled young people to have a mentor and participate in a range of work inspirations across a range of business sectors, many of whom gained employment.
- ❖ Odyssey Ice Academy – Northern Irelands first Ice Academy Funded by Department for Communities under Uniting Communities (T:BUC)
 - ❖ This unique programme delivered in partnership between Include Youth, Odyssey Trust and Belfast Giants gives young people the opportunity to participate in sport and recreation to build and Unite Communities.

Odyssey Ice Academy 1 ran from January 2018 to March 2018

Odyssey Ice Academy 2 will run September 2018 to March 2019

Ice Academy 2 will have 4 young people employed as peer mentors to support new participants.