

# Recruiting & Retaining Care Experienced Young People - an NHS Employer Engagement Webinar

Friday 16 June 2023

# Agenda

## **Welcome & Introductions**

## **Housekeeping**

Session will be recorded, and slides shared.

## **NHS England Update**

## **Care Leaver's Covenant Update**

**Lived Experience Speaker – Mary-Anne Hodd**

## **Q & A**

# NHS England Update



**Lucy Hunte**

**National Programme Manager – Apprenticeships**

# Apprenticeship Bursary for Care Leavers

- Increased to £3000 from 1<sup>st</sup> August 2023
- Tax free
- Help to remove financial barriers to accessing and completing apprenticeships.
- Paid in instalments during 1<sup>st</sup> year of the apprenticeship
- Payable for eligible young people aged under 25 at the time they start their apprenticeship
- Additional £1000 available for the Employer & the Training Provider - £2000 if Employer/Provider
- Support with travel, lunch, clothing grant, uniform, mentors

# Next Steps

- NHS England to engage with over 125 local authorities via Catch 22
- Regional & National connections
- Virtual Schools
- Social workers
- Inclusive Recruitment is essential
- Adverts & applications must be young user friendly
- Be flexible in terms of ID, work experience & references
- Share case studies & best practice

# Useful Resources

- [Care Leavers Guide - Amazing Apprenticeships](#)
- [Resources to support care leavers into apprenticeships - Learning and Work Institute](#)
- [Home - Care Leaver Covenant \(mycovenant.org.uk\)](#)
- [Moving on up - Amazing Apprenticeships](#)
- [National Leaving Care Benchmarking Forum | Catch22 \(catch-22.org.uk\)](#)
- [Case Study: Louise Faircloth - apprenticeships and care experienced young people - HASO \(skillsforhealth.org.uk\)](#)

# The NHS Universal Family Programme (Care Leaver Covenant)



# What is the Care Leavers Covenant and why does it matter?

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Funded by Department of Education, the [Care Leavers Covenant](#) aims to provide additional support for those leaving care.

Young people leaving care face significant challenges getting well paid rewarding work :

- ▶ **Only 7%** of care leavers begin a higher education degree
- ▶ **25% of the prison population** are care experienced
- ▶ **77% were recorded as claiming out of work benefits** compared to 21% all individuals respectively (*Ahmed, Bush, et al., 2022*)
- ▶ An **average earnings gap of £4,000 per year** eight years after completing GCSEs between individuals in the labour market and those who were previously looked after (Department for Education, 2021)
- ▶ **41% of 19-21 year old care leavers are not in education, employment or training**, compared to 12% of all other young people in the same age group (Department for Education, 2021b)





<https://youtu.be/oGhDBMXnA2A>

# The NHS Universal Family Programme (Care Leavers Covenant)

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- Builds on the concept of the corporate parent role Council's hold – a [Universal Family for our NHS](#)
- Support [10% of care leavers \(approximately 1000 young people per year\)](#) by 2026 into opportunities in the NHS Launch our Target of 1000 Care Leaver's by 2030
- Establish an [NHS Care Leaver's Peer Network](#)
- Delivered in [partnership with Spectra](#)
- [10 ICBs](#) have been selected to be "Pathfinders" to develop a [holistic package](#) of support for care experienced young people in to the NHS
- Roll out to remaining 32 ICBs 23/24 FY.

Year	No. of Care Leavers	No. of ICBs
2023/24	250	10 Pathfinders
2024/25	500	42
2025/26	1000	42

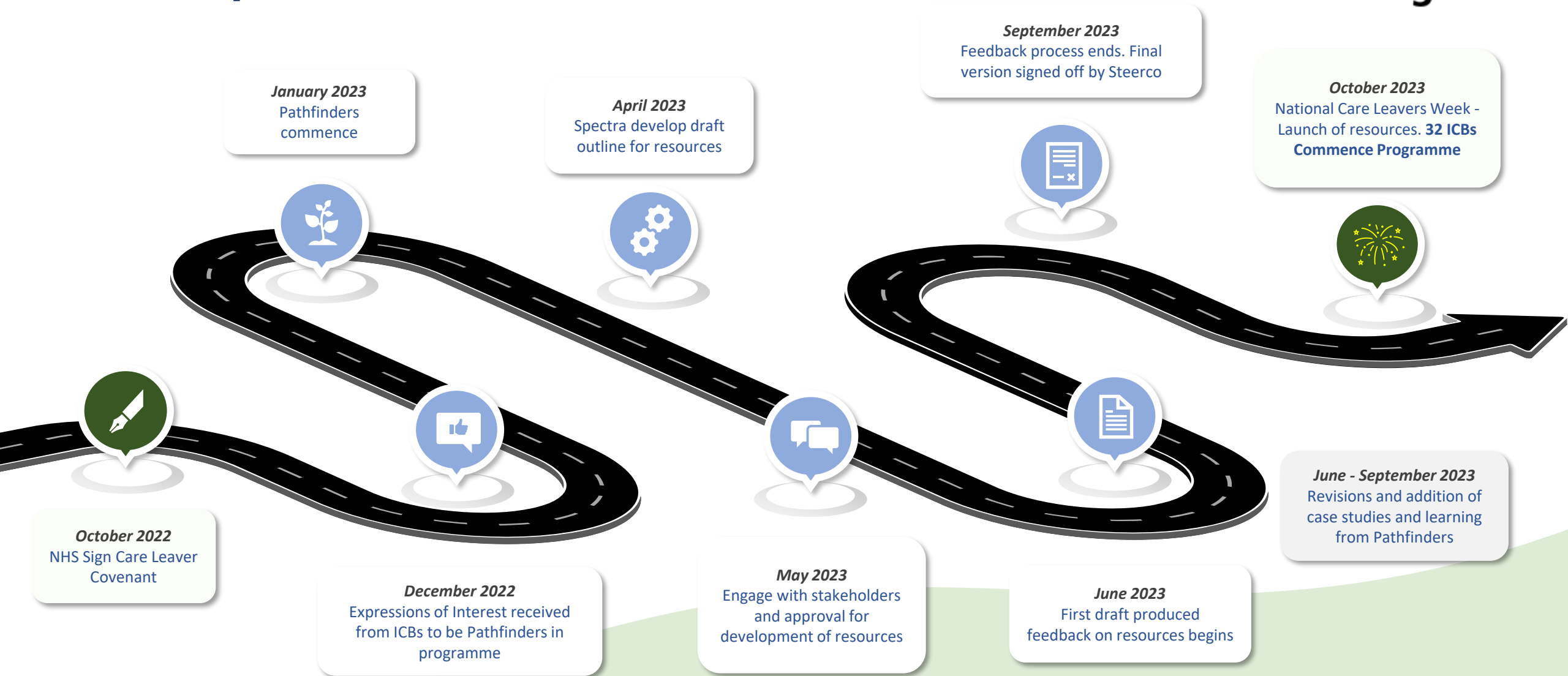
# How does this fit with the NHS agenda?

- Fits with our ambitions to create anchor organisations, acting as a force for social mobility
- Meets the four core purposes of the ICSs including helping the NHS support broader social and economic development
- Gives the NHS access to skilled young people, who are experts at navigating the care and systems we all work in – use their super powers! *If I can see it, I can be it*
- Raise awareness of challenges faced by the care experienced community, engage with businesses and work with partners in our ICB's to **increase representation from underprivileged backgrounds** into employment with significant training and career progression opportunities



# NHS Universal Family Roadmap for the launch of resources

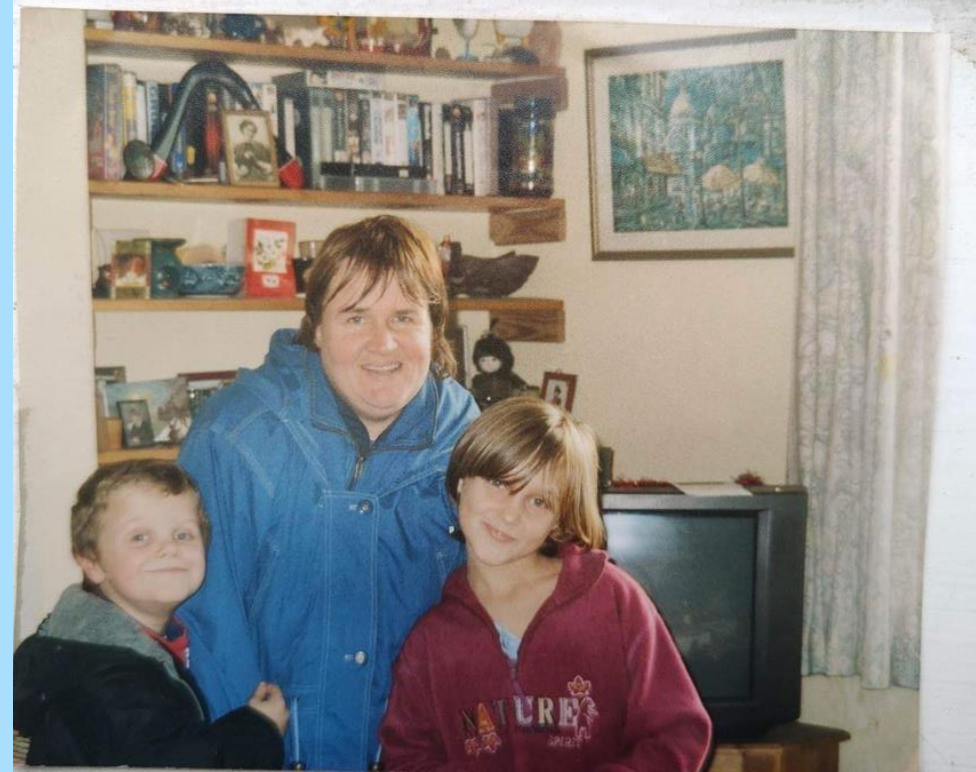
SPECTRA<sup>+</sup>



# Pathfinders leading the delivery

Integrated Care Board (ICB)	Region
Norfolk and Waveney	East of England
North Central London	London
North West London	London
Nottingham and Nottinghamshire	Midlands
Birmingham and Solihull	Midlands
West Yorkshire	North East Yorkshire
North East and North Cumbria	North East Yorkshire
Greater Manchester	North West
Surrey Heartlands	South East
Dorset	South West

# Recruiting and Retaining Care Leavers



Mary-anne Hodd

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## The Picture

Care Leaver= anyone who has spent more than 13 weeks in state care

An average of 10,000 Care Leavers leave care each year

Currently, statistically, Care Leavers are far more disadvantaged than their peers in relation to late life outcomes, employment and education

## The WHY/Benefits

More diverse workforce

“The learners have been some of the most resilient, engaged, and brilliant young people I’ve had the pleasure to work with. You just need to understand the barriers these young people face so you can provide the right support.”- Hannah Vincent NCA NHS Trust (worked with Next Steps Leaving Care Team- pre employment programme)

Fulfilling Corporate Parenting duties

You are trailblazers! You have a direct opportunity to contribute to improved outcomes for this community using your professional expertise

It makes business sense- we are the service users...



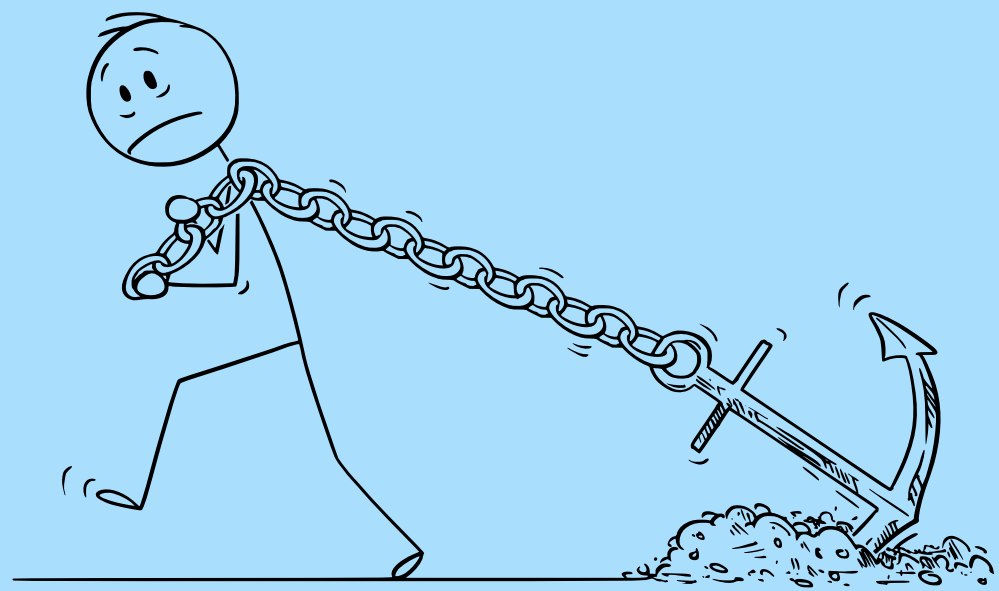
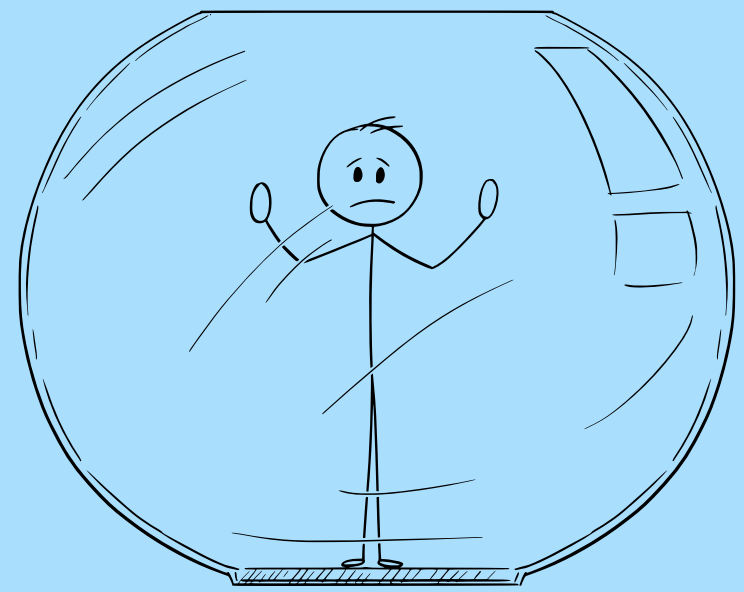
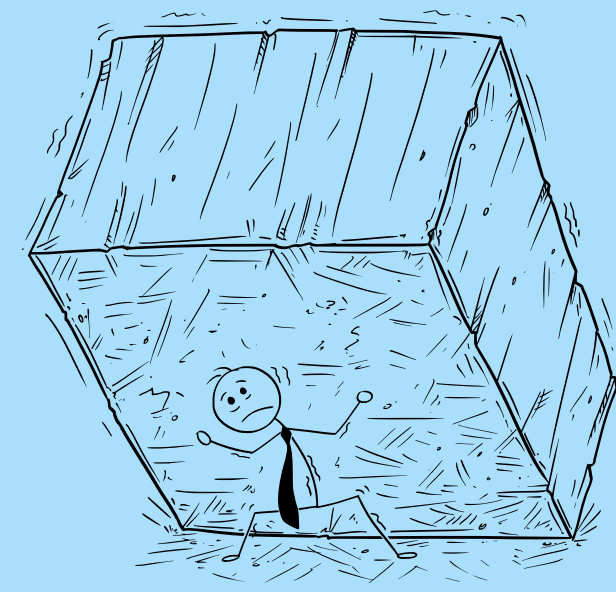
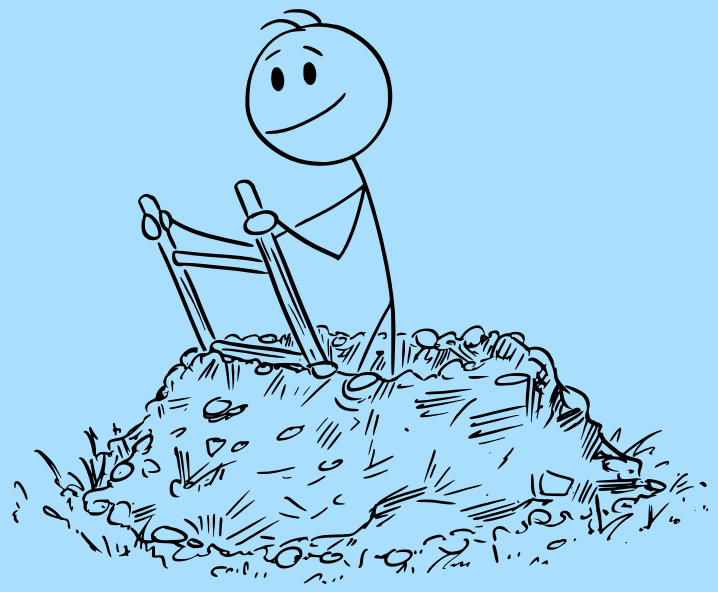


What words/images/phrases are associated with or used to describe the young people in care?



Insecure Attachment  
Hard to engage  
Disconnected  
Agency  
Risk behaviours  
Trauma Behaviours  
NEET  
Abused  
SEN  
LAC  
Parents have issues  
Challenging Behaviour  
Abusers  
Aggressive  
Isolated  
Violent  
Neurodivergent  
Lost  
Naughty  
Likely to abscond  
In the criminal justice system, or likely to end up there  
High Risk  
Attention Seekers  
Challenges  
Poor Outcomes  
Different  
Emotional dysregulation  
Struggling  
Unwanted  
Sexualised Behaviour

Outcomes  
Insecure Attachment  
Hard to engage  
Rotas  
Disconnected  
Reports  
Deadlines  
Risk behaviours  
Trauma Behaviours  
NEET  
Contact  
Abused  
Thresholds  
SEN  
Capacity  
LAC  
Parents have issues  
Challenging Behaviour  
Have suffered abuse  
Staff  
Respite  
Isolated  
Transitions  
Reviews  
Neurodivergent  
Fees  
Lost  
Naughty  
Likely to abscond  
In the criminal justice system, or likely to end up there  
Unit  
Attention Seekers  
Challenges  
Agency  
Timelines  
Emotional dysregulation  
Poor Outcomes  
Caseload  
Unwanted  
Sexualised Behaviour  
Different



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What positive words come to mind when you think about care experienced young people?



Empathetic

Perceptive

Loving

Insecure Attachment

Hard to engage

Caring

Trauma Behaviours

NEET

Challenging Behaviour

Curious

Intelligent

Naughty

Parents have issues

Challenging Behaviour

Have suffered abuse

Thoughtful

Determined

NEET

In the criminal justice system, or likely to end up there

Isolated

Kind

Lost

Resilient

Funny

Creative

Different

Trying

# The invisible rucksack

The potential impact of early childhood trauma and adversity.... neglect, abuse, household dysfunction

Stigma

Intergenerational Trauma

Expectations

Systemic challenges



Discrimination

Stereotypes

Socio-economic Factors

Examples of 9 social workers in one year; 4 'placements'; 2 schools.

→ Inconsistency leads to feelings of mistrust/loss of hope/feeling unwanted etc

# Recruitment

- EXPOSURE: "You can only go as far as you can see:"

Shadowing opportunities/ a day in the life of...

2. Current and engaging information sessions/workshops/events

Practical- about the job  
Pastoral- about the wider aspects; what it's like to work here; what you'll get.

3. Partnerships/Outsourcing/ Signposting: EG. Princes Trust; Rees Foundation (Careers Advisors)

4. Meet them where they are at

5. Advertise their rights

6. Get creative with your recruitment forms

Specific Care Leaver challenges

7. Offer pre-interview support

8. Support employers/leads to forecast the risks at this stage



# Retention

- Meaningful, continued professional development opportunities

5. Awareness of specific Care Leaver challenges

7. Community/connection

2. Comprehensive support; from wellbeing, to self management

EG. Finances; first paycheck...

8. Strength-development + Aspirational practice

3. Line Manager + BUDDY/Mentor

5. Clear processes, policies...

9. Education/training opportunities

4. Regular check-ins

6. Use of benefits

10. Feedback opportunities



"The fundamental law of human beings is interdependence. A person is a person through other persons."



*-Archbishop Desmond Tutu*

A commitment to learning,  
growth and change

Values of welfare, safety and  
security

Relationships are the priority,  
agenda comes second

A proactive, supportive  
approach

Leaders have a commitment to  
wellbeing

# A culture of care.

A whole system approach

Environments guided by  
empathy

Appropriate training

Values co-production and  
collaboration

Promotes a sense of  
community

Commitment to a blame-free,  
shame-free learning  
environment

Young people need to feel they are invested in, in order to want to invest themselves