

## Suffolk Family Focus Employment Project (SFFE)

### Period 1 Report

February – April 2014

#### What the project has provided to date

Since the project began on February 6<sup>th</sup>, a total of 22 referrals have been received. Of these, 9 have been actively engaging with intensive mentoring and support. A further 5 young people are due to begin receiving support through the project in April.

Referrals have been received from SFF key partners: Job Centre Plus, Police, Anglia Care Trust and Locality Change Co-ordinator.

Each young person has attended an initial assessment where they have been supported to identify goals, strengths and barriers to employment and training. Through the use of the My Journey toolkit and Outcome Stars we have been able to chart their progress during involvement.

Following each initial assessment, the Princes Trust project worker has sourced opportunities tailored to each young person's needs and created an action plan in order to break down barriers and put in place both short and long term goals.

Each young person has received a 1-2-1 session at least once a week.

1 x young person has successfully secured an apprenticeship directly through support from the project

1 x Princes Trust Development Award has been accessed.

As well as individual support, we are developing peer support and group activities focussed on removing some of the barriers faced by the Suffolk Family Focus young people.

All young people now have CVs which are being updated as they progress and take up the opportunities on offer.

Project worker is using E-CINS system to record cases and share information.

#### Outreach has been carried out by the project worker Emily Krich at the following services:

Youth Offending Team

Iceni

YMCA

Suffolk One College

Job Centre Plus (Eastern Staff Forum)

Ipswich Borough Council

## Planned Interventions

We are working with Health Education England to create provisional plans to run a 'Get Into' programme around health and social care outcomes. This will be primarily targeting Suffolk Family Focus young people. Additional funding is currently being sought for this proposed programme. Talks are also underway to fund 3 apprenticeships which will be offered to young people involved in the SFF project. These roles will be for Young Health Ambassadors and will provide support and training for the learners to promote health awareness within the communities they live in.

Following the recent SCC Rising High work experience programme, the project worker is liaising with SCC Human Resources (Talent) team around running a similar programme designed to support Suffolk Family Focus young people. This will provide real work experience opportunities whilst improving employability skills, confidence and public speaking.

A workshop is planned for the next quarter around confidence and self-esteem. These issues have been identified as a barrier to employment and education for every young person supported by the project so far. The workshop will be facilitated by an actor and has been designed to teach coping strategies, anger management and how to portray confidence in interview and work environments.

It has become apparent that there is a high percentage of young people engaging with the project who are on the autistic spectrum. To address this need, the project is actively working with SCC to improve outcomes and services for this group of young people, in particular those facing the dual barriers to employment of autism and a history of offending. Emily Krich has been asked to join the SCC Autism Steering Group.

It is predicted that the next quarter will provide more quantifiable results and an increased number of positive outcomes for young people working with the project.

## Case Study

P

P is 22 and was released from prison 3 months before contact with the project. He faces barriers due to both his convictions and disabilities (Aspergers/ADHD) and has been hard to engage in the past.

During assessment P spoke about his love of fitness and the fact that he had set himself a structured weight loss and exercise regime after being bullied at school. This resulted in a 6 stone weight loss and during assessment Joshua realised he could help others with this issue.

P was enrolled on to an FA Level 1 Coaching Course using a Princes Trust Development Award to fund the costs. Emily liaised with Suffolk F.A. to ensure coaches were aware of P's Aspergers diagnosis and how this may present. The logistics of getting to the sessions worried P and he needed a great deal of support to manage this. P almost backed out on the first day but with weekend telephone support from Emily and encouragement from Mum, he attended. P amazed his family and support workers by not only turning up but in excelling. Emily has secured P an opportunity to be trained as a Community Health Champion which will provide him with some work based experience and improve his self-esteem and social

skills. Inspire Suffolk are also due to meet Emily and P to discuss the possibility of regular coaching experience on a work placement.

Emily is working on a programme of support for young people on the autistic spectrum which P will be able to access. P is attending the Preparing for Work with Confidence course in April. With continued support and opportunities as well as addressing the issues caused by Aspergers symptoms, P will be in a strong position to enter the world of employment for the first time.

Feedback from Mum - 'He's loved it! He bonded well with the other lads and is even doing the homework – thank you!'

### Joint work

Emily works closely with Andy Solomon (Locality Change Co-ordinator) to both identify young people eligible for support from the project and initiate initial contact with young people and families. The project has been promoted to Youth Offending Services who have made referrals both directly and through the Locality Change co-ordinator. Interventions and support provided by the project worker further enhance the work YOS are carrying out with young people and by supporting these particular young people into employment and training outcomes, the likelihood of re-offending is potentially reduced. Two cases are being joint worked by the project worker and YOS and the Operational Partnership Team.

An excellent working relationship has also developed between JCP SFF staff who are referring to the project who continue to support and encourage the young people during their development.

Feedback from JCP staff:

'On my first meeting with Emily I knew we would work well together. Her expertise and knowledge of young people and the barriers they face were clear from the start. We have shared stories, experience and ideas to move our Suffolk Family Focus young people forward. We have delegated different roles in order to share the responsibilities for example CV's, cover letters, work placements, training, apprenticeship applications and interview skills with Emily always as the lead. Emily's communication skills have been fantastic - emailing daily with updates and news. Learning from one another has been essential in growing this programme. Her understanding of young peoples' needs and the resources and development opportunities available to them is excellent. I really appreciate the effort and time she puts in to researching different avenues to give young people more choice and variety. I feel the relationship that Job Centre Plus and Princes Trust now have is the strongest it's ever been and our working relationship continues to blossom.'

M

M is 17 and currently attends Lapwing Suffolk for 6 hours a week. M has Aspergers and rarely leaves his bedroom other than for his fishing lessons through Lapwing. M is typically hard to engage but has been eager to receive support from the project. M currently initially received the mentoring sessions at home but is working towards meeting in the community. Emily made referral to Noise Solutions (funded by SCC) in order to engage M in a positive activity which would increase his confidence. After only 2 sessions, M is now leaving the home to work in the music studio. Emily has secured a work placement in a computer shop

for when M is ready. Emily is also attending TAC meetings and working with key agencies to better support M and ensure his family and other professionals are supportive of the initiatives we are putting in place.

G

G is 19 and has been out of work since leaving school. He has been failing to attend Seetec appointments and not engaging with the support on offer. Since involvement with the SFPE project G has been supported to secure a place on the Rising High work experience programme. Emily supported G to apply for admin positions, improved his CV and held mock interviews. G is attending the Preparing for Work with Confidence course and has been referred to the Princes Trust Get Into Hospital Services programme.

“Thank you for helping me out. I couldn’t have done this [obtain work experience placement] if it wasn’t for you” – feedback from G

H

H is 20 and has never worked. H has an interest in working as a cleaner – H was supported to look at the possibility of setting up a small business through the PT Enterprise Programme – this may be a future option. Emily secured H a 2 week work placement at Premier Inn. This proved frustrating as she was unable to use chemical cleaning products and needed COSHH and Health & Safety certification. Funding for this was agreed by SFF and H is booked on to the relevant courses. H is also been due to interview for the Get Into Hospital Services programme and talks are in process with the delivery partner to ensure a relevant work placement in domestic work be made available.

K

K is 17 and left college after being bullied. K was extremely nervous and suffers panic attacks which have prevented her from re-entering education or looking for employment. K previously only attended appointments with her Mum and was tearful throughout. However, Emily has worked with K on her confidence issues and she now travels to and attends appointments alone. K has a newly found confidence due to support and coping strategies taught by the project worker. With support K has gained a place on the SCC Rising High work experience programme and completed this, even giving a presentation to an audience ‘I am so excited just to say I finished it!’ From this programme Emily was approached by SCC HR staff who offered additional support in preparing K for interview in her chosen field of childcare. Through liaison with YMCA Training, K attended interview for a Childcare Apprenticeship with Emily supporting and has been successful in securing this paid apprenticeship. K has benefitted from interview practice and speaking in public sessions. Emily also supported K in a referral to Mind to attend self-confidence and anxiety workshops.

R

R is 23 and has never worked. He has Aspergers causing some difficulties with social skills and comprehension of time. These issues have led to difficulties in attending Seetec appointments which has resulted in benefits sanctions. After looking at his needs and barriers, R has a scheduled interview for the Princes Trust Team programme with support from Emily. R has wanted to access the programme before but with support now feels ready to engage and apply. During assessment, R disclosed that he has taught himself to rebuild a computer from scratch. Emily has supported R to realise this may be a field of employment he can enter and has secured a one day a week work placement in a computer repair shop. This will both enhance his employability skills and enable him to obtain references and

improve his CV and social skills. R is also attending the Preparing for Work with Confidence course supported by Emily.

I

I is 19 and has never worked. I has an interest in catering and sports. Emily secured a 2 day work placement at Ipswich Town FC in the hospitality department as an introduction to the sector. Although I attended, despite support from Emily and the club she felt too nervous to take part. With this issue in the open, Emily is supporting I to increase her confidence and is planning to attend a self-confidence event. Ipswich Town are happy to try the placement again whenever I feels confident enough. I has been referred to to the Princes Trust Get Into Hospital Services programme and Emily will support her at interview whilst continuing to work on her confidence and other barriers to success.

B

B is 20 and has previous experience of working on a farm. B has an ambition to work in childcare but does not hold suitable qualifications and felt she therefore had nothing to offer. Emily supported B to assess the difficulties she had in education and assess how the barriers caused by difficult family circumstances could be addressed. B was supported to understand that her life experiences can also be of benefit in a working environment. Emily helped B put together a CV and B has just interviewed for a traineeship in Childcare. B now understands what is needed to raise her functional skills in order to be accepted on to the programme and is due to join YMCA training on a full time placement.

Emily Krich

Outreach Executive

Princes Trust Suffolk Family Focus Employment Project