

# Transitions to Adulthood: 16–25 Vocational Pathways and Adult Services

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SEND FUTURES CONFERENCE

27 JUNE 2019



**achieving  
for children**

# Summary of workshop

- **Context:** Background to developments arising from the 2014 Children and Families' Act regarding Education, Health and Care Plans and preparing for adulthood outcomes
- **Next Steps:** to raise awareness of the support on offer to assist young people to access vocational pathways and how they can prepare young people for the world of work from an early age
- **Vocational pathways:** to provide participants with an overview of the range of available local vocational pathways leading to employment, including Apprenticeships, Traineeships, supported Internships and Vocational Education
- **Adult services:** also for those SEND young people where employment may not be an appropriate pathway, Adult Services from Kingston and Richmond will set out the support and pathways for young people who are likely to access their services Post 18
- **Consultation:** and to seek delegates' views on the key issues facing young people with SEND as they move into adulthood, which will then be incorporated into a 'transitions navigator' document for young people and families

# Background

Eamonn Gilbert

Associate Director, Commissioning,  
Achieving For Children

## Context

- Children and Families Act 2014 – Education, Health and Care Plans from 19 up to age 25
- Unfunded by central government
- Created additional 6 years' childrens' services support for each young person
- Change won't have flowed through the system until 2021
- Currently, all local authorities have growth in Reception years, but the numbers leaving the system are smaller - and will be until 2021
- Number of EHCPs in England in 2018/19 rose by 27%
- We all endorse and support the aims of the 2014 changes but the system is struggling without additional funding
- A consequence of the 2014 change to the age group is that the transition to adulthood has been delayed and is perhaps more confusing than previously was the case

# SEND and employment in the UK

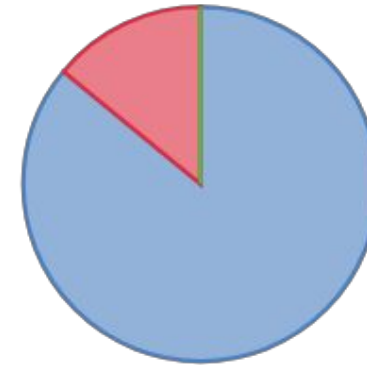
- **The national picture at a time of very high employment, speaks for itself**
- There were an estimated 3.7 million people of working age (16–64) with disabilities in employment in January–March 2018, **an employment rate of 50.7%. The employment rate for people without disabilities was 81.1%**
- 376,000 people with disabilities of working age were unemployed. **People with disabilities have an unemployment rate of 9.1%. The unemployment rate for people without disabilities was 3.6%**
- 3.3 million people with disabilities of working age were economically inactive. These people were not in work and not looking for work. **The economic inactivity rate for those with disabilities was 44.2%**
- The employment–population ratio for persons with a disability increased from 17.9% in 2016 to 18.7% in 2017

# Number of RBK post 16 funded learners with a contribution from Adult Social Care and/or Health CCG in 2017/18 and 2018/19 Academic Year

2017/18 Academic Year number of *funded* RBK Post-16  
High Needs Placements by funding contribution  
Total: 120



2018/19 Academic Year number of *funded* RBK Post-16  
High Needs Placements by funding contribution  
Total: 185



# Number of LBR post 16 funded learners with a contribution from Adult Social Care and/or Health CCG in 2017/18 and 2018/19 Academic Year

2017/18 Academic Year number of *funded* LBR Post-16  
High Needs Placements by funding contribution  
Total: 173



2018/19 Academic Year number of *funded* LBR Post-16  
High Needs Placements by funding contribution  
Total: 215



# High Needs Panel meeting process

Pre 16 / Preparing for Adulthood team



Next Steps interviews



Annual review



EHC plan: Update



Post-16 Panel



Cease the EHC plan

Education

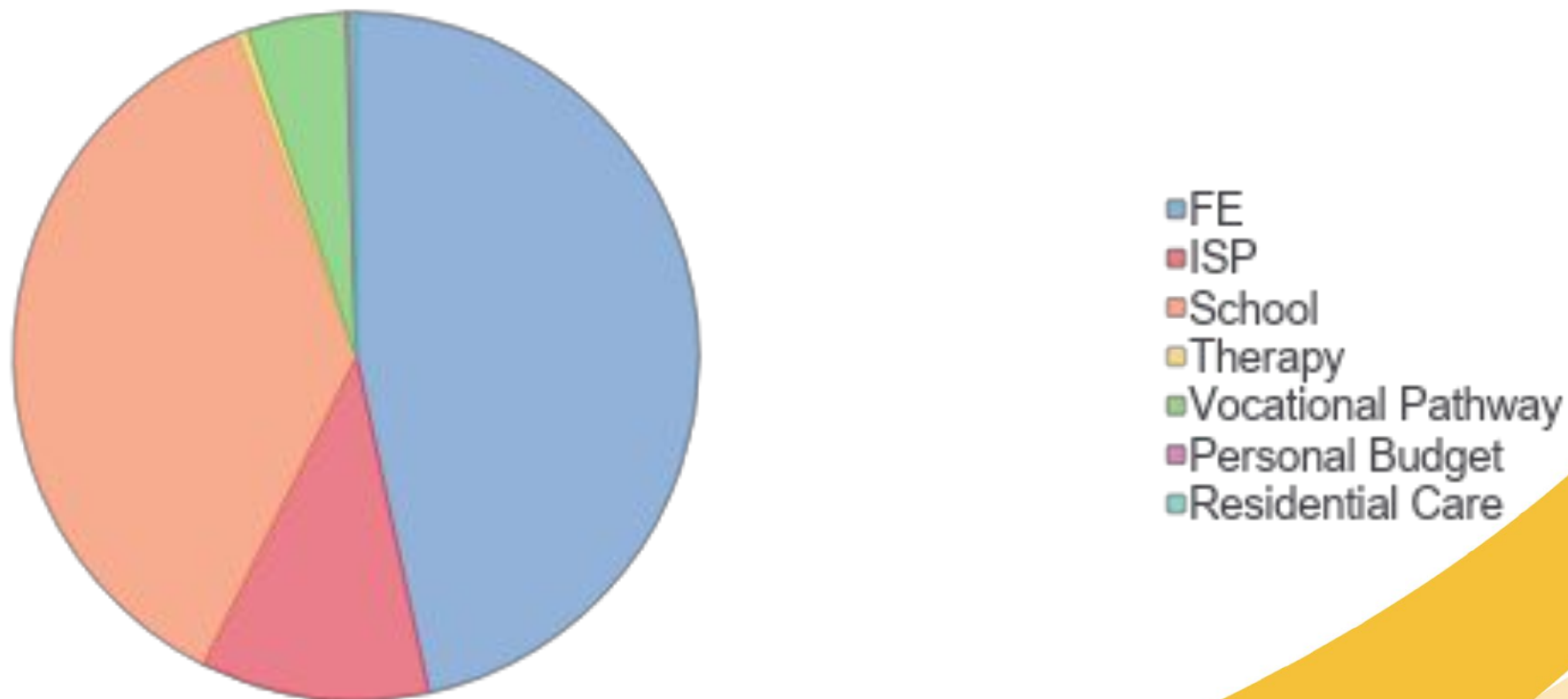
Training

Vocational  
Pathways

Adult Services or Health

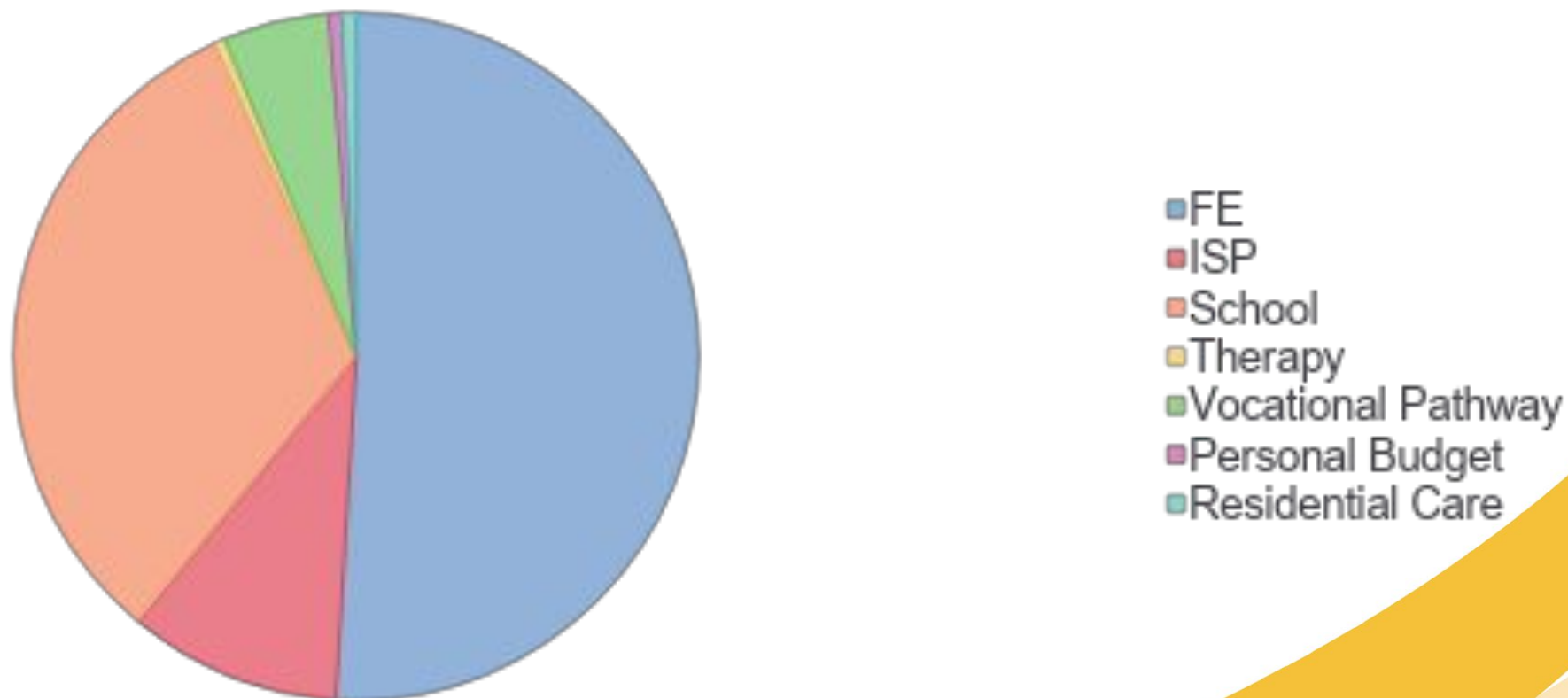


# AfC total number and percentage of learners with EHCPs by main\* category 2017/18 Academic Year



\*Please note, high needs learners receiving therapies or personal budgets and are funded at a learning provider are not counted under therapies or personal budgets but under the category of their learning provider (ie. FE, ISP, School)

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# Context

In the context set out previously, AfC has some key aims, which are to:

- Provide support to young people with post-16 EHCPs on vocational pathways, including apprenticeships, traineeships and supported internships to support them in their transition into employment.
- Establish and implement a process to determine whether a young person's needs would be better supported post-18 by a managed case transfer to adult social care services (where appropriate)
- Produce a 'navigator' document that promotes independence for young people (and families) as they transition into adulthood and which sets out which AfC and Council services can help them achieve the 4 Preparing for Adulthood outcomes of:
  - Further/higher education or employment
  - Independent living

# Next Steps – into adulthood

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ANN MASON  
14-25 Manager, AfC

# How AfC is supporting targeted transition into post 16

We are working with young people, families and key partners to:

- Provide **targeted transition support** to help young people achieve their Preparing for Adulthood aspirations, e.g. if employment, to align with their interests and the sector they would like to work in
- **Offer our Next Steps programme** to explore post 16 options with all year 11 residents with an EHCP, in- and out- borough schools. Enabled us to identify young people seeking a vocational pathway at an early stage and then offer them the support of our Vocational Pathways Coordinator.
- From September 2018, with the help of funding from the Careers & Enterprise Company, we have extended **Next Steps (until July 2020) to resident young people in years 10 and 13 with EHCPs or SEN Support** needs (irrespective of residency) in our schools
- Positive feedback from both schools and learners so far!
- In addition, we fulfil our statutory duty **to ensure support available** to enable all young people (aged 13-19 and up to 25 for those with SEND), to participate in education or training (Section 68 of the Education and Skills Act 2008) – 16% of SEND learners now on a vocational pathway
- **Tracking young people** aged 16-18 is a key statutory element of these duties and we still have a duty to work with young people with SEND up to aged 25

# Next Steps Pack



- Careers and Enterprise funding also enabled us to develop a SEND specific Next Steps pack.
- Aimed at Year 10 SEN Support learners and those with EHCPS setting out the post 16 landscape and curriculum offer including vocational options
- Electronic version available on the AfC Local Offer website:

<https://kr.afcinfo.org.uk/pages/local-offer/information-and-advice/post-16-education>



# How AfC is supporting targeted transition into post 16

- Each year we have identified, with schools, those young people who are not projected to achieve 5 GCSEs Grades 4 and above – our '**non FL2**' at risk of **NEET cohort** and support them through:
  - Our *Opportunities Pack* that sets out the learning vocational pathway offer
  - A **Summer Support helpline** for young people and parents – 0208 547 5408
  - **Tracking** and **supporting** them throughout the year
- 8% (41) of the non FL2 cohort (541) had EHCPs and 24% (133) were SEN Support and
- For 2019/20 we are planning an **SEN Support framework** including EP support for Year 11s to prepare for College, training for FE College staff and encouraging better exchange of information between schools and FE

# Increasing the number of young people able to access vocational pathways

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CLARE HUNTINGFORD

Head of Education Business Partnerships and Vocational Pathways, AfC

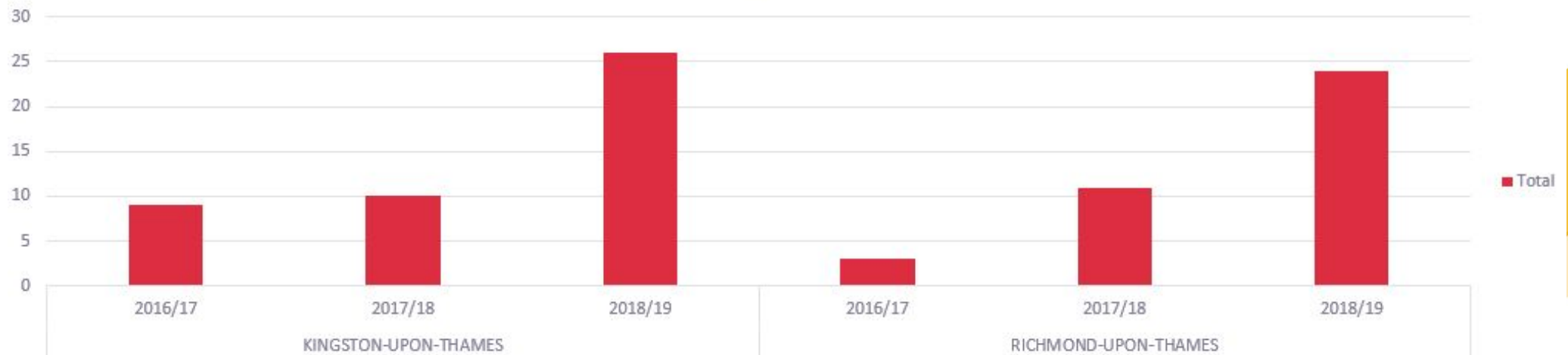


## Provide support to young people to progress on to vocational pathways

The AfC Vocational Pathway Programme supports young people with EHCPs to identify and access a Post 16 vocational pathway.

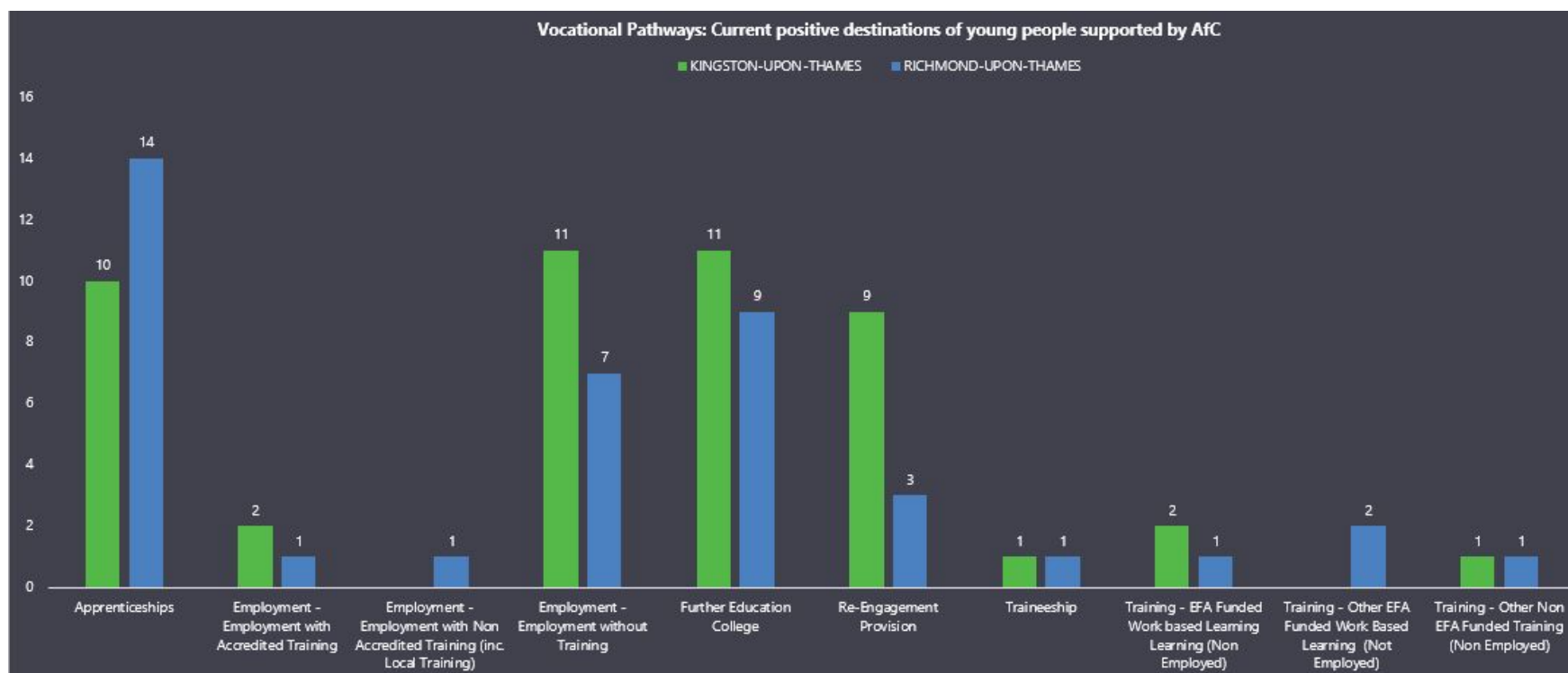
The number of young people resident in in the AfC area with **EHCPs** aged 16–24 that are recorded on IYSS as entering into a vocational destination in the given year.

NB. This is based on starts so young people continuing progressing from one destination to another are only counted once, based on the year they first entered a vocational pathway this represents 16% of the 309 young people in Kingston with EHCPs aged 16–24.



## Provide support to young people to progress on to vocational pathways

The chart below shows the destination of those with EHCPS that were supported by the vocational pathways programme and still remain in a positive destination.



## Provide support to young people to progress on to vocational pathways

Part of the vocational pathways programme is to support local providers to increase the number and range of vocational pathway opportunities open to young people at post 16 as very few are ready to move straight into a paid apprenticeship post after year 11.

This has been achieved by:

- Ensuring existing offers are well promoted so that they can be delivered and expanded in future years.
- Identifying gaps and encouraging providers to offer post 16 programmes that meet the needs of local young people
- Working with providers to help keep young people sustained on their learning programmes
- Increasing internally delivered offers such as bespoke traineeships for those who other programmes may not be suitable for.

## **Increase opportunities for young people seeking vocational pathways**

- Increased the number of internally delivered Traineeship from 10 in 16/17 to 37 in 18/19 young people with EHCPs have taken up 10 of these spaces.
- In partnership with Kingston Council we have set up a Traineeship programme that prioritises eligible young people with SEND (EHCP and SEN support) and care leavers, this started on the 18th June and the participants are completing their 2 weeks initial training on Friday and undertaking placements in a range of council services from next week.
- Harlequins have increased the number of work based study programmes they are delivering this September due to increased take up. In Sept 2017 – only 5 young people were enrolled on Hitz. This year 30 young people undertook the programme. From September 2019 Harlequins are running both level 1 and 2 programs simultaneously from September and an additional level 1 programme from February 2020 to cater for people dropping out of other provision.
- Kingston Adult Education are introducing a supported internship programme in partnership with Kingston Hospital from September 2019

# Support from the Vocational Pathways Coordinator

## Support that can be provided to NEET young people seeking a vocational pathway

- Information, advice and guidance to identify and consider suitable opportunities
- Support with enrolment/application processes
- Regular contact to support young people to keep them motivated and on track
- Guidance on how to deal with issues in the workplace or education setting
- Liaison with training providers and employers to help them best support the young person
- Contact employers to discuss potential opportunities for the young person and understand the application process
- Support to prepare for interviews, improve CVs and complete applications
- Supported with preparation for each of interviews and support with strategies for keeping calm and focused.
- Discuss reasonable adjustments with employer
- Mentoring and coaching



Chris completed his schooling at Orleans Park and once he left Orleans he applied for his dream job at Transport For London, unfortunately he didn't make it through the first stage of the interview process and was disappointed and unsure of his next steps.

At this stage our 14-19 Transitions Advisor supported him with a 'Next Steps' interview and suggested a Vocational Travel and Tourism Btec at Kingston College as this would give him more vocational experience and help him to work on employability skills such as teamwork and group presentations which Chris had found challenging at school.

Chris explained to us how his special educational needs detailed in his EHCP; ASD and ADD, affected him as having a short attention span and having difficulty in piecing together vast amounts of information.

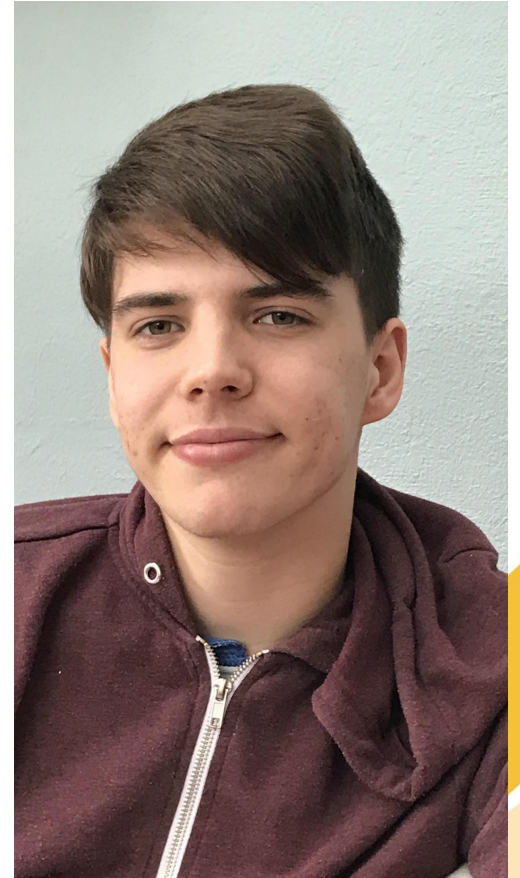
Due to this, he was offered support prior to the start of his college course to help him prepare and navigate the induction process and ongoing support to ensure that he settled in.

Following his year's BTEC Chris applied and went for interviews with a number of travel related jobs that we were able to help him identify including the British Airways Apprenticeship Scheme where he got through to the 2nd round

Last month Chris was successful in obtaining an Apprenticeship with TFL following a very competitive interview process!!

### **The Vocational Pathways Coordinator supported Chris at 3 stages**

- 1 - Whilst he was NEET and Preparing for College
- 2 - During college when he faced difficult or challenging situations
- 3 - Once he completed his course and was ready to apply for jobs



# Adult social care – maximising independence and adult services

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ANGELIQUE FORRESTER – Acting Senior Transitions Social Worker, Richmond Adult Learning  
Disability Service

LETICIA OKWABI – Team Manager, Kingston Learning Disability Team

EMMA KNAPP – Senior Transition Co-ordinator,  
Kingston Learning Disability Team

# Transitioning into Adult Services and Strength Based Approach

- Education Health Care Plan (EHCP)
- Care Act (2014) Assessment
- Strength based approach/promoting independence



# Care Act 2014

## Eligibility criteria

- The Act gives local authorities a duty to carry out a needs assessment in order to determine whether an adult has needs for care and support needs

The person will have eligible needs if they meet all of the following:

- they have care and support needs as a result of a physical or a mental condition
- because of those needs, they cannot achieve two or more of the outcomes specified
- as a result, there is a significant impact on their wellbeing

If eligible for services, a support plan will be completed to outline the needs and outcomes of an individual and how these will be met. This may include services not commissioned through ASC.

**Carers assessment** - The Care Act set out a duty for local authorities to assess the needs of carers.

**Safeguarding** - The Act also places a duty on local authorities to coordinate safeguarding enquiries.

**Financial assessment** - Both local authorities have a charging policy that require a financial assessment to be completed.

# Joint working

Example across boroughs of positive joint working in Kingston and Richmond:

- Joint working across teams – AfC, ASC and Your health care
- Network/professionals meetings – transition hub
- Joint funding panels – attended by health, education, social care
- Network meetings with local SEN schools
- Co-location with children's social care teams – Preparing for Adulthood, Disabled Children's Team

Aim of improved joint working

- Improve transition from children's services into adulthood,
- Early identification
- Improved pathway planning/joint decision making
- Support the individual and family/support network

# Workshop session

Transition to post 16 and post 18:

What are the key issues faced by  
families and young people?

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# Transition for young people – the bigger picture

## Workshop session

For every young person with SEND, there are **4 Preparing for Adulthood outcomes** to aspire to:

- Further/higher education or employment
- Independent living
- Making friends, relationships and community
- Good health

**What are the challenges key issues faced by young people and families in preparing for adulthood?**

# Summary

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**EAMONN GILBERT**  
ASSOCIATE DIRECTOR, COMMISSIONING



# Travel Training Awards – 2019

