



SKILLS *TO* SUCCEED



RightResolution
Supporting children and young people's futures



'You are much more likely to be NEET if you come from a lower socio-economic background, are 'looked after', have a disability, have 'SEN's', or are a young carer'

(Wenham, 2015)

The Concept

- A university wide approach to meeting Changemaker Challenges
- Allows young people, at risk of NEET, to get worthwhile work experience, develop CV and gain employment skills
- Pairs young people (the trainee) with trained mentors from our study body
- Supported bespoke programme for the trainee matching employment aspirations
- Collaborative working with University staff, University departments and facilities and with external partners: joint steering group monitoring programme, training and education for mentors and monitoring quality



The team!



Not in Education Employment Training

- Young people who are leaving care
 - 6% care leavers go to university compared with 38% of general population (DfE, 2010)
 - Over a third of former care leavers are NEET (DfE, 2015)
 - In Northants 34.1% NEET are care leavers (NCC, 2015)
- Young people with Disabilities / SEN
 - 19% secondary school = SEN
 - NEET with disabilities / SEN = 19% 2006
 - NEET with disabilities / SEN = 39% 2014

Changemaker Challenges

1.

**Economic independence
Emergence into
adulthood
First step on the ladder**

2.

**Self worth
Valued by society
Changing attitudes
Addressing inequalities
Level playing field**

3.

**Strengthening and
establishing partnerships**

**Opportunities to feed into
the CYPP**

4.

**Supporting VCSE
organisations**

**Enhancing the
employability of both
students and trainees**

Idea conceived

- Wendy Turner, University of Northampton, proposes idea to support real work experiences for young people in post-16 provision with SEN.
- Concept is developed to include other young people vulnerable to NEET and second organisation working with care leavers at risk of NEET is included



Funding for pilot secured

- The project proposal was presented to the University of Northampton Vice Chancellor and Board of Governors as an illustration of how the Changemaker Challenges can be met.



Steering group established

- Recognition of the success of the project relying on cross-university and external contributors leads to the establishment of a steering group including: Library services; academics; Changemaker Hub (**careers, employability and changemaker activities**); school for SEN; and CIC supporting care leavers.



Project name and manager identified

- An appropriate name for the project was selected from ideas generated by the steering group - **Skills to Succeed**. Liam Norton, Changemaker Hub, identified as project lead to co-ordinate the process. Policies and procedures around the traineeships were agreed, for example, safeguarding.



Mentors recruited

- Job descriptions and person specifications were created for the Mentor role. Student Ambassadors were recruited for the posts by the Project **lead** and the external partners The Beehive and Right Resolution CIC. A one day mentoring workshop was held based on the Youth Work Practice Diploma Mentoring unit.



Traineeship
opportunities
identified

- Head of Procurement and Commercial Services support gained to negotiate opportunities for trainees including grounds maintenance, **sports and leisure** and catering and in addition to academic services such as library and IT services.



Trainees identified by partner organisations

- The Beehive and Right Resolution CIC selected young people ready to engage in a traineeship. An induction day was held for trainees to meet mentors and staff at the University. Trainees received guidance on interview skills and CV writing. Trainees were matched with mentors and with preferred traineeship opportunities for which they were interviewed.



Trainees began
their work
experiences.

- The traineeships were planned for Tuesdays. Transport was provided by the partner organisations. Steering group meetings continued. Evaluation commenced.

Trainees: How has this helped you?

“The Uni has helped me learn new things and I met new people and lots of people saying ‘hello’”.

“Motivation, improved confidence and communication. It has encouraged me to do more things and I’ve enrolled at college!”

“Yeah, it has. It’s got me thinking outside the box”, “It’s helpful for my career”.



Success!





Success!



Development of Mentors

“It was a new experience for me and set new challenges that I wanted to overcome. It’s made me a better person and developed a number of my skills”.

“It has helped me to understand the different learning needs of young people and to change the way that I adapt around them”.

“This opportunity has opened me up to more situations of working with young people who are looked after and their life experiences”. “This experience has developed my patience”.

The future of the project

- Learning from the experience
- Evaluation
- Widening partners
- Sustainability