

Routes to employment for vulnerable cohorts Actions

Recommendation 1	Actions - Pathways	Leads	Status
<p>Recommendation 1 We recommend exploration of how to audit, keep updated and make accessible (to residents and all those working with vulnerable cohorts) information on current provision to support progression into employment.</p>	<p>Merton web pages – Apprenticeship vacancies on recruitment pages A newly created “Young Merton” webpage which updates on events and shares any known apprenticeship vacancies. A further page awaiting IT sign off will provide links and information to local jobs and routes to employment via employment programmes, linking to local employers and training providers.</p> <p>¹EWG - Alerts for any internal apprenticeship vacancies are shared with the EWG partners via email to circulate to their clients.</p> <p>A list of programmes/services being delivered by EWG partners and the anticipated outcomes is shared amongst partners.</p> <p>HR - Alongside HR have an arrangement to liaise with social/key workers and prioritise any vulnerable young person’s application for interview plus offer support around the recruitment process.</p>	<p>HR My Futures futureMerton EWG</p>	<p>Met</p>
	<p>Provide numbers of</p> <ul style="list-style-type: none"> • work experience placements • apprentices by directorate. <p>Sub-set data:</p> <ul style="list-style-type: none"> • LAC supported and • SEND supported. 	<p>HR My Futures</p>	<p>Will be reported annually from March 2018.</p>

¹ Economic Well Being Group

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Recommendation 2	Actions - Pathways	Lead	Status
<p>We recommend that in order to better support target groups², work taster/work experiences be provided. This should include extending the work of the Merton Employment Team in offering work taster/work experiences through the Council's contractors and other service providers (with exploration of how to build this as a requirement into standard contract terms and conditions). How these work taster/work experience opportunities are best delivered should be explored including consideration of the Traineeship framework, the <i>Work Experience Quality Standard</i>, the emerging Apprenticeship Strategy and the provision of a mentor to support each participant.</p>	<p>HR - Proposals for a work experience programme have been prepared and will go to the Workforce Strategy Board for agreement on 22nd January 2018.</p>	WSB	Part Met Report back to Scrutiny
	<p>Procurement – Encourage contractors to replicate opportunities for work placements (Driven through the Social Value Act).</p>	Commercial Services	³ Part met
Recommendations 3	Actions- Pathways	Lead	Status
<p>To reflect that the aim of improving routes into employment for vulnerable cohorts requires the involvement of teams across the Council (including HR, Children Schools and Families and futureMerton. We recommend that the Economic Wellbeing Group continue and be supported to be the main focus for reducing unemployment and increasing economic wellbeing in Merton. Attendance at the Economic Wellbeing Group for all appropriate departments,</p>	<p>futureMerton - All representatives are receiving minutes of the EWG meetings via email and through the Merton Partnership web pages.</p> <p>The EWG will continue as a sub-group of the Sustainable Communities and Transport thematic. Officers are invited to attend and will be alerted to agenda items pertinent to their service area.</p>	All officers working with vulnerable young people.	Met

² The Panel agreed that target groups should specifically mean children and young people in care/care leavers and/or those with Special Educational Needs and Disabilities (SEND)

³ Commercial Services will not be able to keep a record of where this has been successful and where it has not.

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divisions and teams should be reinforced by making this a key performance indicator (KPI).			
Recommendation 4	Actions - Pathways	Lead	Status
We recommend how to engage target groups and demonstrate the Council's commitment to their employment be explored. This might be included in the Looked After Children/Care Leavers Pledge.	Corum have been commissioned to engage our LAC and Care Leavers. Outcomes to inform LAC and Care Leavers' Strategies.	14+ Team	Report back to Scrutiny
	HR – 4WSB to monitor current progress of DMT's in creating apprenticeships roles and further explore opportunities to remodel the Councils recruitment methods with the aim of supporting more apprenticeships and give consideration to ways of supporting vulnerable young people.	WSB	Report back to Scrutiny
Recommendation 5	Actions-Pathways	Lead	Status
We recommend that Merton Council actively supports the target groups through traineeships and apprenticeship opportunities that are advertised by the Council. It is proposed that a percentage of appropriate opportunities for our target groups is embedded in the Council's Apprenticeship Strategy and reflected in Merton's contribution to the public sector apprenticeship targets.	HR - WSB to review the opportunities available to vulnerable young people and review the take up of the work experience placements and apprenticeships taking into account Recommendation 4.	WSB	Report back to Scrutiny
Recommendation 6	Actions-Pathways	Lead	Status
As recommended in previous task groups ⁵ , the Council should build a requirement for its contractors and other service providers to offer apprenticeships for Merton residents in its standard contract terms and conditions. How to promote apprenticeships to the target groups should be explored	Procurement Board – The Social Value Act will be used in all relevant procurements to encourage contractors to support apprenticeships for local residents. ⁶	Procurement Board	Report back to Scrutiny
	HR Any opportunities that are made by contractors will also be advertised on the Merton website by using a link to the contractors webpage.	HR	

⁴ Workforce Strategy Board

⁵ Adult Skills and Employability 2013, Recommendation 3 ([here](#)) and Post 16 Career Pathways 2012 ([here](#))

⁶ Commercial Services will not be able to keep a record of where this has been successful and where it has not.

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including use of <i>London Ambitions</i> .			
Recommendation 7	Actions – Pathways	Lead	Status
<p>We recommend that the Children and Young People Overview and Scrutiny Panel continue to receive data annually on the number of apprenticeships achieved through the Council. This is to demonstrate impact but also to inform practice in the future provision of apprenticeships. Reporting should include the number of apprenticeships achieved, completed and the destinations of those achieving apprenticeships directly through the Council (and in the future it's contractors/service providers) Subset data on those from our target groups undertaking apprenticeships should also be provided.</p>	<p>Provide numbers of:</p> <ul style="list-style-type: none"> • apprenticeship achieved completed • Destinations of apprentices <p>Sub-set of data for target groups including:</p> <ul style="list-style-type: none"> • No of LAC/Care Leavers supported • No of SEND and vulnerable adults supported. 	<p>HR My Futures</p>	<p>Will be reported annually from March 2018.</p>

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