

#GYESymposium

Supporting Young People with Experience of the Justice System into Work

The Good Youth Employment Symposium

A big thank you to our sponsors & partners



City & Guilds Group



Patrick: Chair



I'm always mindful of all the different aspects that play into social mobility, and an area that needs more attention is the experience of youth offenders and how their past can significantly affect their future for a large proportion of their adult life

Welcome



Thank you for joining us today, get comfy, reading for discussion

& follow along with your Symposium Brochure

Housekeeping Reminder

- To use the chat box for any questions or technical issues
- Questions we do not get to will be sent to panelists and full responses published in our event resources
- If you are struggling with bandwidth please turn your camera off
- We will be recording the session

Thanks to our partners and sponsors



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Agenda

12:00 - 12:10	Welcome & Introductions	Patrick Cantellow, Session Chair
12:10 - 12:20	Setting the scene	Keith
12:20 - 12:30	Addressing the challenge head on	Davie
12:30 - 12. 40	Youth Voice : Speaking from lived experience	Amran & Nicole
12:40 - 12:50	St Giles Trust	Elroy
12:50 - 13:15	Breakout Session	All
13:15 - 13:30	Summary and Close	Patrick

Today's Panel

#GYESymposium

Supporting Young People with Experience of the Justice System into Work

Session
Chair



Keith Fraser
Youth Justice Board



David Parkes
The Skill Mill



Elroy Palmer MBE
St Giles Trust



Amran
Youth Employment UK
Youth Ambassador



Nicole
Youth Employment UK
Youth Ambassador



Patrick Cantellow

Keith Fraser: Chair of Youth Justice Board

In April 2020 Keith Fraser was appointed as Chair of the Youth Justice Board (YJB). Prior to that he was a YJB board member. Keith is also the Non-Executive Director/Trustee at The Work Force Development Trust Limited, Advisor for the National Police Chiefs Council Digital Engagement Project for Young People, and Chair of Employability UK. Prior to this, Keith was a Superintendent and Chief Inspector in the West Midlands Police, having joined as a Constable, during which time he produced the 2016-19 Preventing Gang Involvement and Youth Violence Strategy.

Keith also produced the business plan for City of Wolverhampton council where he was the Chair of the authority's statutory Youth Offending Management Board. He led an innovative preventative project, targeting over 7,000 children and young adults, working with Sport England and was the Strategic Police Lead for the Princes Trust across the West Midlands.



Davie Parkes: Managing Director



Davie has a background in juvenile offender management most recently as a Team Manager at Newcastle Youth Offending Team for 12 years where he managed a range of multi-disciplinary services for young people at risk. Prior to this David worked as a Prevention Manager at North Tyneside Youth Offending Team for 11 years.

Davie is the founder and Managing Director of The Skill Mill, a Gateshead based Social Enterprise currently employing 41 people across the North East of England and another 5 locations in England. Established in 2013 it has employed 158 young ex-offenders to date and achieved award winning outcomes for the young people employed with just a 9.5% re-conviction rate. Since Covid 19, David has re-directed the business to producing and supplying socially and environmentally responsible face masks and hand sanitiser supplying to a global market. He is the father of 3 boys and still plays fairly competitive football.



THE SKILL MILL



THE SKILL MILL PRESENTATION – DAVID PARKS (FOUNDER)
YOUTH EMPLOYMENT UK SYMPOSIUM

25TH NOVEMBER 2020



The Skill Mill is scaling its evidence-based programme, creating impact for young people across England



The skill mill supports cohorts of four young people into employment after 6 months of training and experience

LONG-TERM HOLISTIC VISION



A note from a parent on the impact of The Skill Mill

- *“My son was born three months early and as a result was always small for his age and had global learning delay. We did not realise at the time but he was subsequently bullied throughout of his secondary school life. He started to become aggressive and disruptive at home and school.*
- *His friends at home were not the boys you would have chosen but I seemed to have no influence in my son’s dangerous life style. Worried that he would not make his 18th Birthday at all or be in prison for a heinous crime, we were sent a life line. My son was given a Youth Offending Order which eventually led to the amazing opportunity of Skill Mill.*
- *Now he has prospects, we can see the dark side less often and for the first time I can actually see a bright future for my son. He still has moments but I strongly believe Skill Mill has given my son a chance to achieve his full potential, become a decent citizen and live!”*

The skill mill was founded in 2013 and the sib became operational in August of 2020

5



45%
*said they had drink
and/or drug
problems*



71%
*had been excluded
from school*



67%
*had no experience
of living with both
their parents while
growing up*



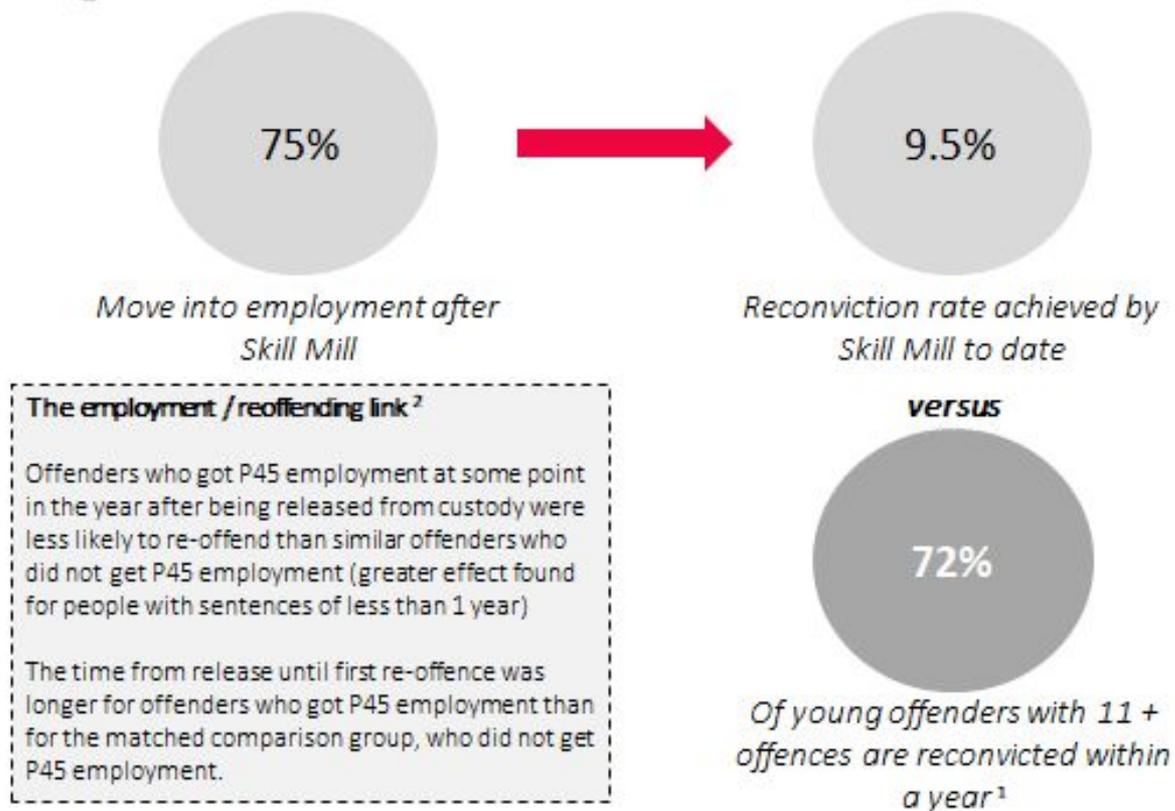
16%
*said they had
experienced mental
health problems*



75%
*said they did not
know that a criminal
record would hinder
their employment
prospects*

The programme has led to significant reductions in re-offending relative to its counterfactual

6









Youth Voice: Amran



“I’m Amran a final year university student. I am Interested in this particular youth panel because I have seen some of the people I am close to or grew up with struggle with the many barriers of juvenile offending so I advocate highly for this.”



Youth Voice: Nicole



I am passionate about change and being a voice for young people who might not be able to voice their opinions. I believe, when inspired, young offenders can see they have other options to them.

I believe being in Employment, Education or Training can have a positive influence on someone's life as it gives young people life skills. Inspiring young people to see their potential and worth is why I want to join this panel



Youth Voice: Nicole



Elroy Palmer MBE : SOS Team Leader



Elroy first joined St Giles Trust in 2009 as a Caseworker on our SOS Project, helping young people involved in the criminal justice system. He then progressed to become Team Leader and project Manager when SOS established services in East and west London. In addition to working with clients, Elroy's role involved brokering good working relationships with a range of statutory partners to act as a voice for the young clients he supports who are often reluctant to engage with these services. He has spoken at the H.O.C and H.O.L all Party Penal Reform Group, he advises Police Constabulary's throughout the UK on all forms of exploitation, County lines and Child Criminal Exploitation. He also sits on the Islington JYB, MPS Firearms and Taser Advisory Group. Elroy is also a Trustee of a small charity Solidarity Sports for unaccompanied refugee children.



As SGT Community Services Manager Elroy oversees;

All projects delivered in the community nationally.

In October 2015, Elroy shared a platform with Justice Secretary Michael Gove at the Conservative Party Conference to highlight the barriers he faced looking for work with a criminal record.

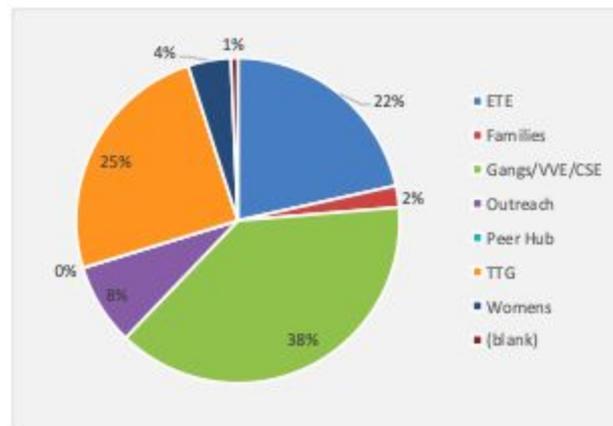
Elroy was awarded an MBE in the Queen's Birthday Honours List in June 2016.

New Clients

2,957

Total number of new clients engaged in both custodial and community

Community – Total no of new clients engaged was 886 or 30% of all those engaged during the period (compared with 21% in 2019/20). In face, compared to the previous quarter, the number of new clients engaged in our youth violence and community TTG has actually increased. The table to the right shows the proportion of Youth Violence client engagement has grown 14% from last year and TTG 7% whilst ETE has fallen 15% as a proportion.



28%

BAME Clients

Total number engaged in our community services = 248 (slightly down on last years proportionate figure of 37%). Mostly engaged on our youth violence and ETE services.

14%

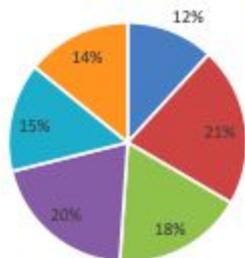
Female Clients

Total number engaged = 417. Most of these have been engaged through our Youth Violence services in London, SE and the Midlands and our female specific Wonder+ service in Norfolk.

Assessing Need and Progress

We have adopted a **new approach** to recording Need this year. Caseworkers and clients will discuss the level of need and record a score between 1 and 5 with 1 being the highest level of need and 5 the lowest. Caseworkers will then follow up and repeat the exercise at various points during the clients journey to help measure progress in addressing this need.

Its fair to say that after 3 months, this is a work in progress as Caseworkers find ways to embed this approach into their caseworking model. Some are carrying out repeat scoring during review meetings whilst others are scoring clients themselves on a monthly basis.



New Starts – Identified Need

The chart to the left shows three main areas of need – ETE, Healthy living and safety. This report highlights what these actually meant for our clients. It also highlights the main areas of focus for Caseworkers working remotely.

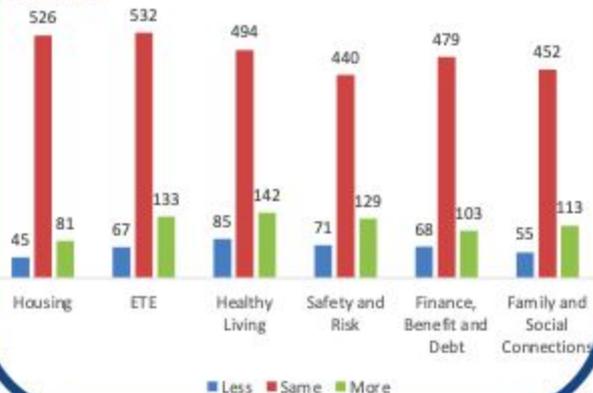
- Housing
- ETE
- Healthy Living
- Safety and Risk
- Finance, Benefit and Debt
- Family and Social Connections

Reviewing levels of Need

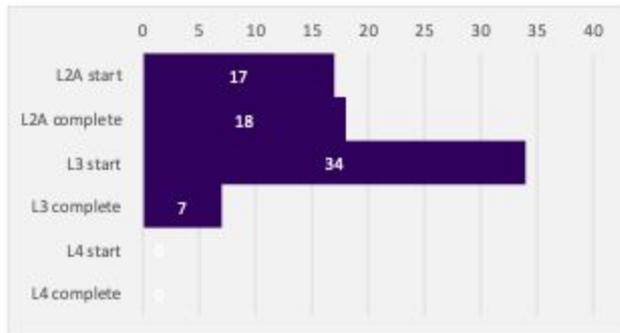
The table below reflects Caseworker assessment of progress against identified need across their caseloads. It is a snapshot picture of progress with our clients during **June only** rather than the whole quarter for the reasons explained on the left.

The columns marked “More” reflect reduced levels of need and the areas where it is higher mark our success in supporting clients into online training, to look after themselves, to stay safe and be with their families.

The columns marked “less” are where we have either struggled to engage with a client or their situation has worsened



The Peer Advisor Programme



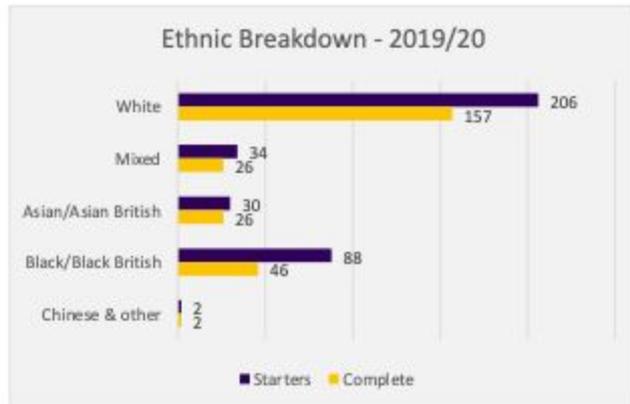
Because of COVID19 our programme was put on a temporary pause with no face-to-face delivery taking place and placements cancelled due to the lockdown. All delivery in prisons has also ceased as trainers were withdrawn from the prisons or were unable to meet with Peer Advisors directly.

Our Quality team and Trainers have been testing out remote learning with some Peers including zoom sessions. The figures above for those undertaking their L2A modules or the L3 itself will have done so through this approach. Much of this activity has been focused in the Midlands, North Wales and our Peer Circles project.

FLASHBACK TO LAST YEAR Ethnicity Breakdown

The table below provides a breakdown by ethnicity of all Peer Advisor learners from last year. As can be seen non-White learners represented 43% of all Peer Advisors on the L3 programme during the year (with 39% completing the qualification).

However whilst learners from most ethnic groups had an achievement rate of 76% or above this was not the case with those identifying as Black/Black British where the achievement rate was lower at 52% (compared with 84% the previous year). We will be exploring the reasons for this through our Quality team over the next few months.



Employability Support

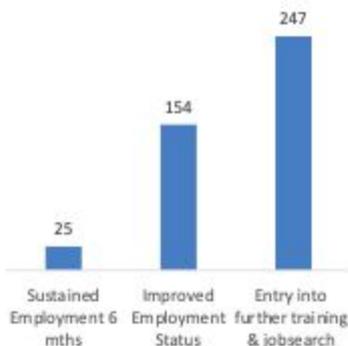
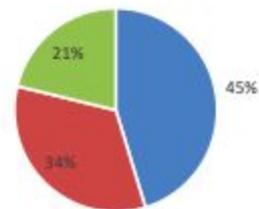


Our ETE services experienced the largest drop in **new referrals** during Q1. Partly due to not being able to meet clients face-to-face but also due to potential clients focusing on their wellbeing and other issues.

Current Caseload

Although new referrals have dropped there are still over 1,500 clients being supported across our ETE services. The table to the right shows the regional spread of clients between

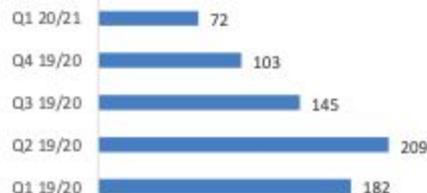
London, West Yorkshire and the East of England.



Keeping busy during lockdown

Most of the ETE progressions and achievements recorded over the last 3 months have been:

- Encouraging clients to enroll on online courses and training
- Make applications to attend College or other training for September
- Provide advice and support for those employed who have been furloughed or faced redundancy
- Take the opportunity to undertake training to improve their current employment.



Entry into Jobs

Examples of successful jobs gained during lockdown include:

- Working in Amazon warehouse
- Support worker in a hostel
- Laboring with a construction firm
- Apprenticeship with an engineering employer
- Working on an Ice Cream van!

Breakout Session

You will shortly be guided to your breakout session.

These breakout sessions are an opportunity to discuss and share best practice, ideas for development & whether or not you are able to pledge taking action on today's topic.

Your breakout will be facilitated by a Youth Employment UK Team Member & once complete we will return to the main session for a summary and close from the Chair



Summary & Wash Up

Key Highlights from Breakout Rooms

Final Reflections



Close

Thank you for joining us

Join our remaining sessions, including the Awards & Impact Event on Friday where we get to celebrate the best youth friendly employers of 2020 and most outstanding Ambassador contributions.

More details and booking information can be found on the Youth Employment UK website

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