

Lancashire County Council

Employment and Support Team

Ex-Service Personnel Mentoring In Schools Programme

Adam Lewis – Employment Officer LCC

Employment & Support Team

(Part of LCC's Skills, Learning and Development Service)

- In-house service providing workforce planning solutions for Lancashire County Council and other organisations
- Achieving our social and economic priority
- Reducing unemployment costs and indirect social costs
- Seamless and efficient delivery
- Achieving our social and economic priority
- Two tier delivery with District Partners
- Develop best practice and share nationally

Our Credentials

- Public Sector's People's Manager's Award 2010
 - Talent Management
 - Finalists for Innovation, HR Efficiency and Business Impact and Outstanding Professional Contribution
- LSC Employer of the Year - Macro Business NW Highly Commended
- LGC Finalists – Workforce Category 2011 – Highly Commended
- NAS North West Macro Employer of the Year 2011
- City and Guilds 'Top 100 Apprenticeship Employer 2011'
- Personnel Today Awards 2011 – Finalist for HR Impact Award
- The HR Distinction Awards 2012 Finalists in Distinction in Adding Value and Winner Distinction in Talent Management Execution
- LGC 2013 – Finalists for Innovation
- Youth Friendly Badge
- Gold Standard from Fair Train for work experience
- LGC 2015 - Finalists
- HR Distinction Awards 2015 - Finalists
- Recruiter Awards 2015 Won for Best Apprentice/school leaver recruitment



Our Current Customers

- Public Sector
 - All LCC Services
 - District Partners
 - Education Sector
- Private Sector
 - Lancashire SME's
 - LCC Supply chain/ Partners
- Regional/National
 - Consultants for National Apprenticeship Service

The Ex Service Mentoring in Schools Programme

Background

- LCC Cabinet agreed the 5 year programme in October 2012
- £3 million Budget
- Recruit minimum of 50 ex service personnel
- Pilot group commenced on programme January 2013
- Salary and training costs paid from budget
- Outcomes for young people in schools
- Outcomes for Ex-Service Personnel
- Incorporated into LCC's AFCC offering from signing in November 2013



Background

- Initial pilot group delivered in two districts (Pendle and Hyndburn) measuring outcomes relating to progression, attendance and inclusion
- From Cohort 1 the offer was extended to all LCC secondary schools and academies (not special schools)
- The programme has no stigma to it in terms of schools performance
- Recognition that positive outcomes can and are being achieved

Timescales

- Cohort 3 commenced September 2015 – currently in training
- Cohort 4 to commence September 2016 until expected programme end in July 2017.
- Employment Contracts are temporary, term time, pro rata (temporary for approx 11 months)
- All Mentors are DBS cleared
- Training starts in parallel to employment for each cohort

Timescales

- Term 1 (Autumn) – Training alongside Induction in schools
- Term 2 (Spring) – Delivering on training, building caseload to agreed targets
- Term 3 (Summer) – Talent Management and exit planning

Recruitment and placement

- 3 Stage process – application, assessment centre and interview
- DBS Checks
- Mentors matched to schools close to own community
- Facilitated Introductions
- Supported by MoU (tripartite agreement)
- Induction Booklet
- Probation and regular supervision meetings

Training

➤ Skill Force – Training Provider

ILM Mentoring Level 3, Award in Education & Training Level 3, First Aid, Conflict Management, Motivational Interviewing, Risk Assessment, Health & Safety, Equality & Diversity

➤ Lancashire County Council Training

Safeguarding, Induction, YOT Awareness Briefings, Communication & Personal Awareness, Policy & Procedures, Talent Management, Information Governance, Child Exploitation*

*Not exhaustive lists

Role of Mentors

- Be a positive role model for young people in schools
- Complement and not replace existing school staff
- Be a seamless member of the school team
- Work within individual Schools' policies
- Plan interventions
- Measure and monitor outcomes
- Record statistics (qualitative/quantitative)
- Feed into other E&ST products

Mentors - Transferable Skills

- Respond rapidly and responsibly to challenging situations
- Communicate effectively across all levels
- Understand the value of respect for others
- Maintain confidentiality
- Provide guidance and be a positive role model
- Highly self motivated and committed

Outcomes so far - Mentors

- 25 Mentors have completed the programme over the first two cohorts
- 9 New Mentors are currently on placement supported by an additional 6 'Peripatetic' (trained) Mentors
- 13 former Mentors have secured employment within schools and 2 with LCC or partners. 6 remain on programme.
- 2 have gone on to Teacher (1 of which was offered placement by school)
- 2 current Mentors will be taken on by their schools in Jan 2016

Outcomes so far - Schools

- 1350 student referrals so far
- Over 9000 mentoring sessions delivered
- Average of approximately 7 sessions per student
- 36 schools hosted mentors so far – with a further 10 already interested in hosting the next cohort
- Increases in attendance
- Reductions in exclusions
- Improvements in student progression



Feedback so far – Schools

- ‘Very positive attitude and effect on the students... A real asset to the team’
- ‘He has been our a rock in a raging torrent, stepping up to whatever we have asked him to do with grace and enthusiasm. He is quite possibly one of the most professional colleagues I have ever had the good fortune to work alongside’
- ‘A great addition to our Pastoral Team’
- ‘He shows initiative and good problem-solving skills. He is able to adapt well to the ever changing environment of college. He is always willing to listen to advice and acts upon it directly’

Lancaster
3 schools

Wyre
5 Schools

Fylde
3 Schools

Preston
2 Schools

South Ribble
5 Schools

West Lancs
3 Schools

Pendle
1 School

Burnley
4 Schools

Hyndburn
4 Schools

Rossendale
3 Schools

Chorley
2 Schools



Any Questions



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