

Preparation for Adulthood in Hammersmith and Fulham

Health and Adult Social Care Policy and Accountability Committee

April 2025

Children, young people and their families influencing services

Themes from children, young people and their families:

Children, young people and their families need support as they transition to adult services

Pathways for accessing different support need to be clear – who does what and when

More promotion of the current employment opportunities

Improved planning as young people grow up to ensure they are sufficiently prepared for adulthood

Development of young adults offer across Adult Social Care including day opportunities, peer groups and semi-independent living

The feedback from children, young people and their families resulted in the following priority workstream being agreed:

1. **Workforce** - A skilled workforce that can respond and support young people and their families through transition in a timely and consistent way.
2. **Pathways** - Clearly defined roles and responsibilities through a holistic protocol that ensures young people, and their families know what to expect and can be well-prepared for adulthood.
3. **Provision** - Right support, right place, right time

Co-designing and developing services

Workforce

Growth for a **new Transitions Team** to support young people and their families as they reach adulthood was agreed.

The service launched in 2023 and is now **fully recruited to**. Parents and carers have been part of the interview panel for new staff. The Team have supported 38 young people in the last year in ASC.

Focused workforce development with the wider 'virtual transitions team' building knowledge, skills and capacity.



Pathways

Coproduced with key stakeholders a **Preparation for Adulthood Pathways and Protocol guide**.

Implemented **new governance and oversight arrangements** for case tracking to ensure young people are supported early



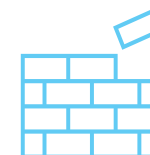
Provision

Strategic Commissioner onboarded within Adult Social Care and **placement sufficiency review** getting underway to inform future strategic commissioning requirements.

Increased **supported internships, apprenticeships and employment offers**.

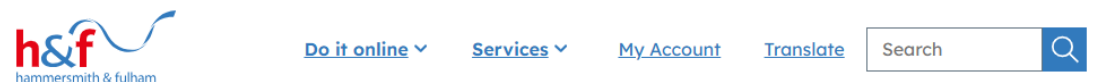
Refreshed **Inclusive Employment Forum**

Upstream London



Protocol and Pathways

Coproduced our Preparation for Adulthood Protocol and Pathways toolkits which are now available on the Local Offer.

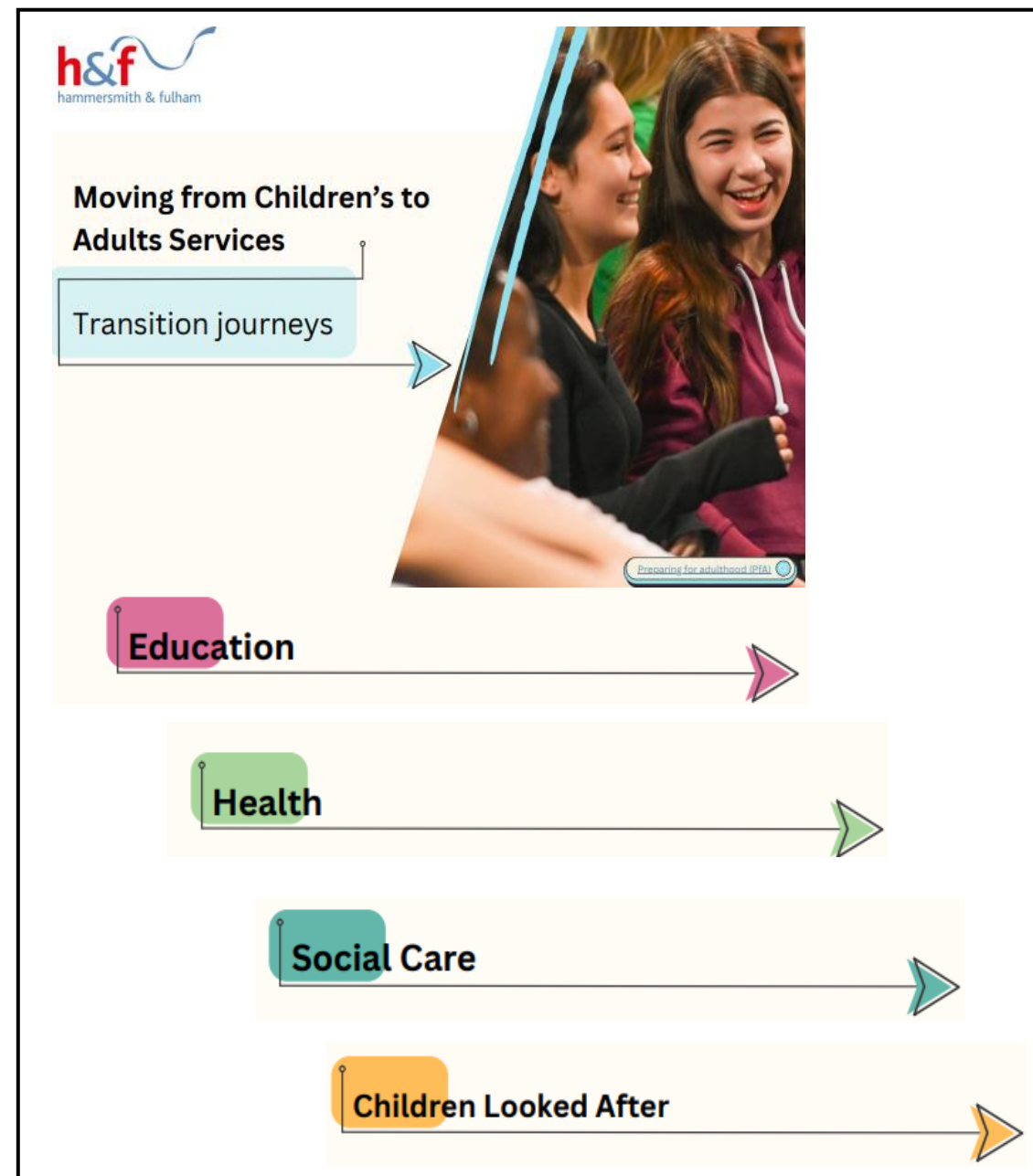


[Home](#) » [Children and young people](#) » [The Family Hub](#) » [Local Offer for SEND](#)

Preparing for adulthood (PfA)

In this guide

- Overview
- [PfA and EHC plans](#)
- [Independent living](#)
- [What is preparing for adulthood?](#)
- [Support from social care services](#)
- [Being part of the community](#)
- [Principles of a good transition](#)
- [Support from health services](#)
- [Resources and legislation](#)
- [PfA - what happens and when](#)
- [Pathways to employment](#)



Continuing to evolve

- Ongoing **permanent recruitment** drive
- **Placement sufficiency review across Adult Social Care** with engagement from key stakeholders and partners.
- **Employment Pathways Toolkits.**
- **Expand our consultation with young adults** to mirror the strong relationships and partnership we have with parent/carers in Children's.
- Implementing expansion of our **travel training** offer.



Transitions in practice

Moving Home



The team supported a young person's transition to an adult's supported living placement.

The young person had a 'moving out party' where all professionals attended including their Transitions Social Worker, their advocate, current provider, new provider and other residents.

The hard work from the team and other parties allowed the young person to have a planned successful transition from children to adult services.

They are now enjoying their new accommodation and getting to know their new staff team.

New college placement



The team worked closely with the young person, their family, the SEND Service, and Integrated Care Board to support them to attend college.

The young person's family sent thanks to all involved for making their placement possible. A special thanks for pushing things on and always being so supportive about the young person's and family's needs.

The team undertook a placement follow up review where the young person was happy and settled.

Hammersmith and Fulham Supported Internship Experience

by
Monique Adorno

Introduction

Hi my name is Monique and I am part of the **Hammersmith and Fulham Supported Internship programme**. I started this internship in September 2024.

The internships are designed for young people aged between 16 and 25 who have an EHCP (education, health and care) plan.

This programme will require 4 days on work placement and one day of learning. In the classroom day, we have English and Maths for half of the day and study on OCN units for the rest of the day.

I have enjoyed the work placement I've done so far, I also enjoy the classwork.

There are 3 rotations in the whole year

First Rotation - Hammersmith Library

I started my first rotation as a library assistant in Hammersmith Library at the end of September.





My experience at Hammersmith library was an amazing and calm experience. My role involves organising books and putting them in different sections of the library. I have enjoyed my work placement very much . I learned many new skills. In this photo I am sorting out books and put them in different places .I also participated in the under 5 session and school visits session by reading books, poems and engaging with children .

My 2nd Rotation - Retail-Scope



I started my second rotation in January .I am working in charity shop called Scope. This is a good opportunity to gain more skills in retail. I am practising organisational skills, communication skills and time management skills. My aim in this rotation is to improve my teamwork skills. I am still working around books and organising items around the shop. I am supported by the job coaches, teacher and staff at the workplace.

My 3rd Rotation - Waterstones



I will start my third rotation after Easter half term . I hope I can get the opportunity to work in Waterstones bookshop because I love books and I like working with customers.

This is a good opportunity to gain more skills in retail .It will also enhance my skills and qualities and I can also use my customer service skills that I acquired in the library and scope.

Qualification & Certificate



The Supported Internship programme offers level 1 Award in Progression and level 2 Award in Employability based on your previous education level.

I am currently working toward my L1 Award in Progression, which will support me in my career progression . I am also working towards my RARPA Maths qualification .

Enrichment & Job fairs

During the SI we also go on educational trips to Job fairs and participate in events.



Talking to employers



CV workshop



Raising awareness CB sale



My Goals and aspiration

My goal after I finish this program is to be in paid employment as a library assistant or shop assistant . I am working hard doing something I enjoy(being around books) and I am having fun as I do it. I have learnt so much during this program it has pushed me out of my comfort zone i started my first placement in Hammersmith library and then i went onto Fulham library which was a big step for me but i did it with help and support from my job coaches and teacher and now i am confident travelling around hammersmith and fulham.

