

Employer Innovations Project Brief



professionals in
business psychology
and career
management

Business Services

Connexions Lancashire Ltd, Chorley House, Centurion Way, Leyland PR26 6TT

T: 01772 642402 F: 01772 642401 E: business.services@cx-lancs.co.uk

www.businessservices-lancs.info

Business Services is a brand of Connexions Lancashire Ltd, a company under the control of Blackburn with Darwen Borough Council, Blackpool Borough Council and Lancashire County Council within the meaning of Part V of the Local Government and Housing Act 1989

Project Team Mobile Numbers

Janine Blythe 07740 961483

Cheryl Leigh 07791 689980

Chrissy Pilkington 07791 692727

John Hunter 07791 696330

Mandy Slaney 07969 772320

Joanne Carter 07980 718720

Dawn Stead 07969 773546

Kath Flaherty 07980 718729



Funded by the UK Government's Single Regeneration Budget

department for

education and skills

creating opportunity, releasing potential, achieving excellence

connexions

LANCASHIRE



European Social Fund - promoting employment opportunities for all



To request resources or to refer a young person to the project contact the Projects Team, Business Services, Connexions Lancashire Ltd.

professionals in
business psychology
and career
management

Tourism Today

Who is the project aimed at and what does it do?

'Tourism Today' aims to improve job prospects and the development of young people in the Lancashire Tourism Sector. The project raises awareness of job opportunities in the sector and supports young people in finding work. Moreover a holistic package of support is provided to the young person once in work and their line manager.

Young People in schools and colleges, for whom working in the Tourism Sector, is an option.

- The project will provide a resource for schools 'Choices' to use within their Careers Education programmes and for libraries. This resource promotes the industry and details '4 steps to success' for young people wanting to find out more about the industry, how they might fit in, which career path may be right for them and a section offering practical help and advice as well as a detailed list of occupations within the sector.

Unemployed young people (aged 16-24) wanting to gain employment within the industry

- The 'choices' pack can be used on a one-to-one basis with individuals looking at a career in the industry and can be facilitated by a Personal Adviser or Tutor (for E2E)
- If a short course would help employability, for example, a Basic Food Hygiene course, First Aid or Welcome Host, then this can be offered via the project



Young People already working within the industry (aged 16-24)

- Coaching in the workplace delivered by a Project Adviser using the 'Skills for Life' resource
- Sourcing and referral to further learning to improve career prospects and enhance skills relevant to the sector

Tourism sector businesses

- A free vacancy advertising and matching service for 16-19 year olds
- Assistance to identify skills and training needs in the company
- Training, and a specialist employer handbook, for line managers, covering retention, motivation, development and relevant employer legislation.
- Help in developing or improving internal procedures where needed e.g. Performance Management

This project is currently available in Lancashire, but excludes Blackpool and Blackburn with Darwen



Realising Potential (ESF)

Who is the project aimed at and what does it do?

'Realising Potential' aims to convert jobs with no training to jobs with training. It is aimed at young people aged 16-25 years, who are below level 2 (less than 5 gcse's A-C), who are in a job with no training. The project provides a holistic package of support to each young person and their employer. This support is detailed below:

Young People

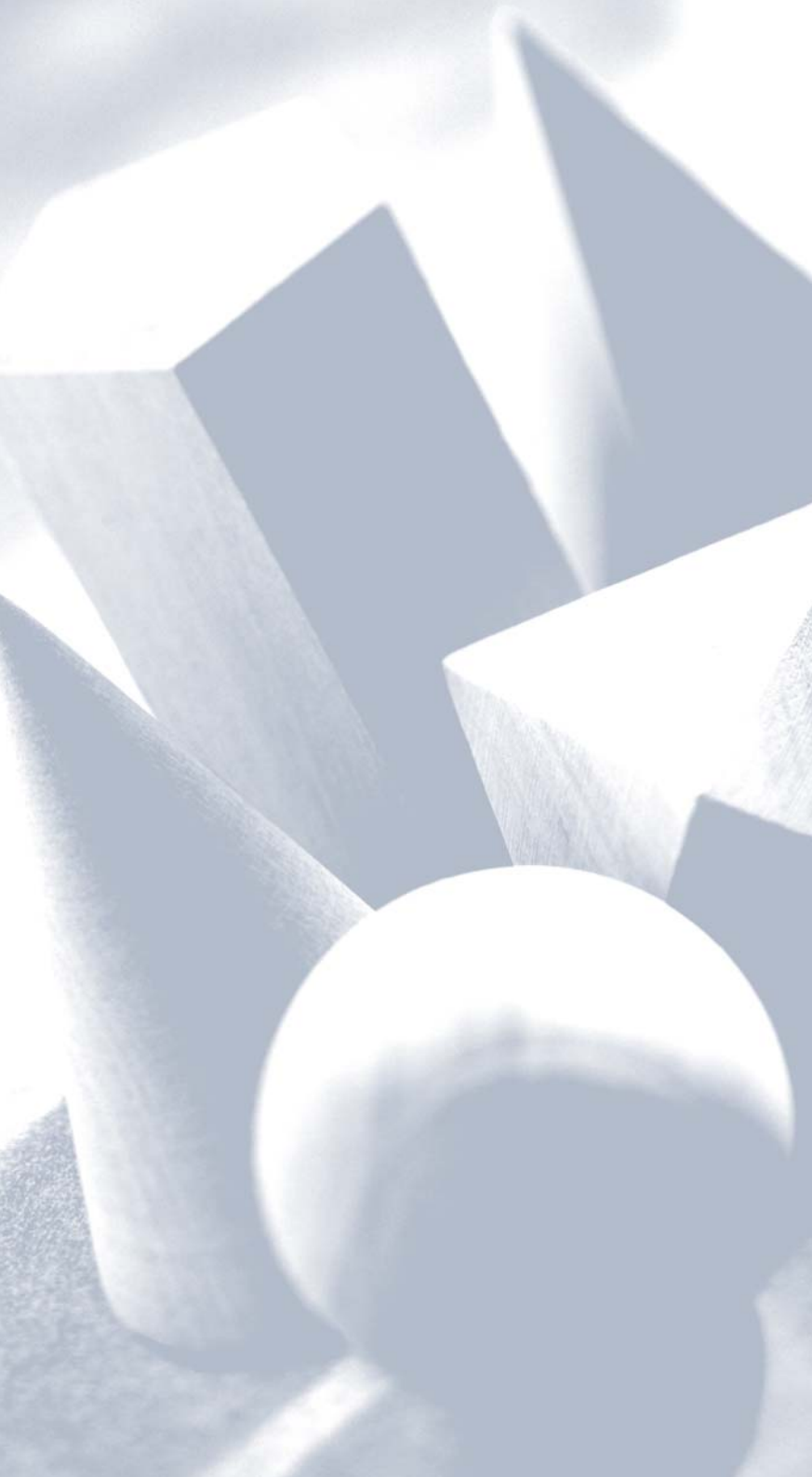
- Coaching in the workplace delivered by a Project Adviser using the 'Skills for Life' resource
- Training Needs Analysis and Individual Learning Plan
- Basic Skills Diagnostic in the workplace
- Referral to Learning Provider for an Apprenticeship where appropriate
- Sourcing and funding of other forms of learning based on the Learning Plan

Businesses

- Assistance to identify skills and training needs in the company
- Training, and a specialist employer handbook, for line managers, covering retention, motivation, development and relevant employer legislation.
- Help in developing or improving internal procedures where needed e.g. Performance Management

To request resources or to refer a young person to the project contact the Projects Team, Business Services, Connexions Lancashire Ltd.





professionals in
business psychology
and career
management

LCDL Supported Apprenticeships Project

Who is the project aimed at and what does it do?

'Supported Apprenticeships' aims to raise the achievement of young people by engaging them in work-based learning. This will normally be an Apprenticeship but if this is not possible, a NVQ2 achieved by the age of 25 will be aspired to. The young people will be drawn from the NEET (Not in Employment, Education or Training) group or from those in a job without training (JWOT). It also aims to increase the engagement of employers in workforce development in Lancashire. The support is detailed below:

Young People

- Deliver coaching support to and assessment of individuals prior to accepting them on to the project
- Coaching in the workplace delivered by a Project Adviser using the 'Skills for Life' resources
- Referral to Learning Provider for an Apprenticeship where appropriate or sourcing of appropriate job specific training where necessary.

Businesses

- A structured assessment process to assess their preparedness to employ and support young people will be made.



- Training, and a specialist employer handbook, for line managers, covering retention, motivation, development and relevant employer legislation.
- An individually tailored support package dependent on need.
- Free marketing of their “vacancy” within the project which successful referees can apply to.
- Receive a wage subsidy for two years (subject to the individual being referred to the Employee by the project or accepted retrospectively)
- Receive ongoing support from the Project Adviser and the Learning Provider where needed.
- Have access to more in depth training dependent on need.

Engagement

- The project aims specifically to engage the hardest to reach young people in order to give them the opportunity to improve their futures. This includes BME (Black or minority Ethnic Groups), Teenage Mothers , as well as those young people with or at risk of offending behaviour, those excluded from school or those not reaching their full potential

