

The image features two construction workers, a woman on the left and a man on the right, both wearing red hard hats and high-visibility orange safety vests over blue shirts. They are looking at a set of blueprints held by the woman. The background is a blurred construction site with yellow and white structural elements. The image is overlaid with a dark blue diagonal shape on the left and a red diagonal shape on the right.

spark!
KICK
STARTING
CAREERS

**School/College
Membership
Consultation**

About Spark!



Spark! is a charity working across west London, improving young people's employment prospects since 2010.

Our vision is of a society in which all young people are ready, equipped, motivated, and able to enter the world of work.

Our mission is to ensure all young people, particularly those who will most benefit, have access to meaningful employer engagement, work readiness skills development, and employment opportunities, enabling them to transition into sustained work and rewarding careers.

We work in partnership with schools and colleges, and alongside a large and diverse range of employers and funders, to enhance young people's employability skills, knowledge, and experience, so that they are better prepared for and able to effectively transition into the workplace, finding and keeping a job.

We do this by enabling and supporting long-term relationships between local businesses and education:

- delivering a range of **employer engagement and employability skills development** opportunities
- creating **high quality work experience** placements and internships
- brokering and empowering inspiring **career mentoring relationships**
- providing access to an **online employability and careers portal**
- supporting **transitions into work**

You can read more about Spark! and our work at www.sparkcharity.org.uk.

Benefits of a membership model

Spark! previously had a membership model, (when it was an Education Business Partnership), and for the past 2 years have been delivering the GLA funded Career Cluster, with 15 schools and colleges, alongside the local council and dozens of employers.

We have learnt that working long-term with communities of schools and employers enables us to:

1. Better plan and schedule career and employability activities in schools and colleges for the year ahead.
2. Better understand the school/college and community's service gaps and needs.
3. Adapt and respond rapidly and appropriately to the identified needs of the community.
4. Direct resources where they are most needed within schools/colleges and communities.
5. Build and sustain relevant networks and relationships with local employers and their staff.
6. Engage local employers, and networks, brokering long-term relationships with schools/colleges.
7. Match employers with the most appropriate schools or colleges in the community.
8. Centralise and pool resources and tools, including region specific resources, e.g. Labour Market Information.
9. Partner other local stakeholders, e.g. councils, industry networks, charities, and training providers.
10. Share knowledge, experiences and tools, with and between local schools and colleges.
11. Facilitate local communal events, e.g. careers fairs, training, industry insight days.

What we're proposing

An annual membership model, whereby schools and colleges can join Spark!, and gain access to a variety of services, resources and support, including significant discounts and first refusal on a range of fully funded opportunities.

What membership would include	Level 1* (e.g. £2500 p.a.)	Level 2* (e.g. £3000p.a.)	Level 3* (e.g. £3500 p.a.)
An annual needs analysis meeting and report			
Support with career guidance strategy and activity planning for the year ahead			
Credit to spend on Spark! employer engagement activities, for a targeted cohort of high-risk students, e.g. on-site events, work experience, and career mentoring. <i>See indicative costs on next page</i>	 e.g. £2650 credit to spend	 e.g. £3250 credit to spend	 e.g. £3850 credit to spend
Brokered relationships with local employers, and their employees, within target sectors, to support diverse and ongoing employer engagement activities.	 1 employer partner	 2 employer partners	 3 employer partners
First refusal for fully-funded Spark! led opportunities, including career mentoring, industry insight visits, work experience, and employability workshops.	-	-	
A <u>membership welcome pack</u> , including a careers poster pack and resources	-		
Licences for our online career and <u>employability skills platform</u>	 1 licence	 5 licences	 10 licences
An end of year activity and Gatsby Benchmark report	-		
Additional cost for use of Spark!'s platform for managing career activities events, Work Experience placements, and volunteers in schools and colleges.	A further £500 per annum		

*Where possible funding will be sought to subsidise membership fees.

Member credit allocation costs

Members would be allocated a generous credit to spend on Spark! Services, which would vary depending on the membership level, and would be more than the overall membership fee.

The below costs are indicative and will be dependent upon the exact requirements of the school/college, and the needs of the students.

Work readiness and employer engagement activities			
Young people	Up to 2 hrs	Half-day	Full-day
Up to 20 yp	£350-500	£650	£950
21-30 yp	£550-700	£850	£1,200
31-60 yp	£750-900	£1,000	£1,500
61-90 yp	£950-1100	£1,300	£1,900

Careers fairs and networking events		
Young people	General	Sector specific
Up to 30 yp	£700	£900
Up to 60 yp	£900	£1,100
Up to 120 yp	£1,350	£1,650
Up to 240 yp	£1,800	£2,300

High quality work experience placements			
Placement	Low risk (i.e. no site visit required)	Mid risk (i.e. remote assessment)	High risk (i.e. site visit required)
Student own find	£35 pp	£60 pp	£90 pp
General placement	£75 pp	£95 pp	£115 pp
Sector specific	£100 pp	£120 pp	£140 pp
SEND placement	£110 pp	£130 pp	£150 pp

Other employer engagement services	
Career mentoring	£330 per student (min 10)
Mock interviews	£25 per student (min 20)
Industry insight visits	£40 per student (min 10)
Employers in the curriculum	£55 per volunteer (min 5)
3-day career kickstart programme	£100 per student (email us)

Member credits can be topped up to secure further support and services. Services would also remain available to non-members.

Example membership pack

INTERESTED IN FINANCE
These sectors require a keen intellect, attention to detail, and the ability to analyze information, be good with numbers, and solve complex problems. People skills are also vital.

INTERESTED IN SALES, MARKETING & COMMUNICATIONS
Commercial flair, an interest in selling, and the ability to communicate are key in this fast-paced industry. Job roles range from advertising to writing press releases, and public relations.

INTERESTED IN PERFORMANCE
Performing on stage, playing an instrument, or working in the media through visual media, such as TV, film, and advertising, is a competitive, and you will need dedication and hard work.

INTERESTED IN CONSTRUCTION
A huge sector with global opportunities, the construction industry needs skilled staff to keep up with growing demand for infrastructure. If you enjoy being hands-on, there is a wide range of roles for you.

WHICH CAREER?

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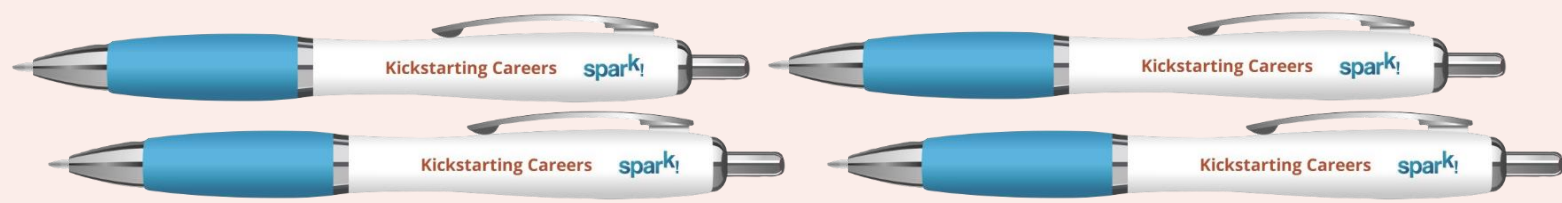
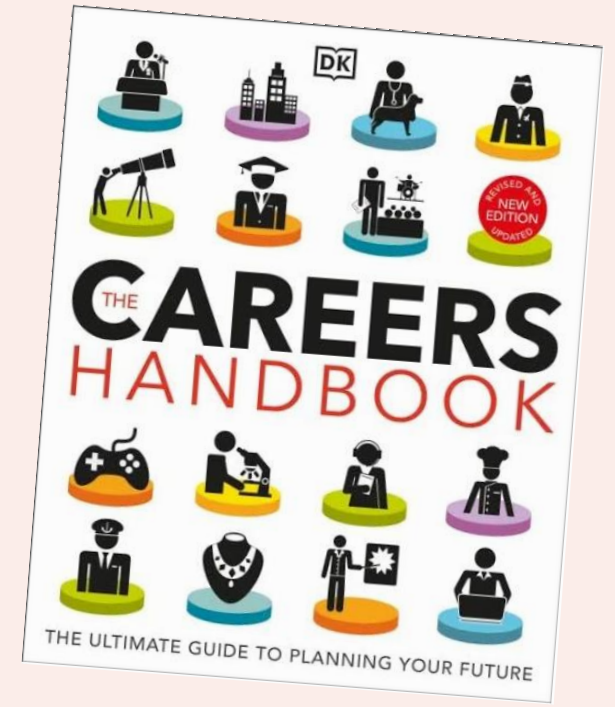
INTERESTED IN SOCIAL CARE AND EDUCATION
Careers in this sector focus on improving the lives of individuals, families, groups, and wider society, by caring for, developing and supporting people. Ideal if you enjoy working with others and have good interpersonal skills.

Careers include

- Care Assistant
- Careers Advisor
- Care Home Manager
- Charity Manager
- Community Coordinator
- Counsellor
- Family Support Worker
- Housing Officer
- Learning Mentor
- Librarian
- Life Coach
- Mental Health Worker
- School Administrator
- Social Worker
- Substance Misuse Worker
- Nursery Worker
- Psychologist
- Teacher / Lecturer
- Teaching Assistant
- Therapeutic Support Officer
- Youth Worker

Quantity Surveyor
Utilities Fitter

sparkcharity.org.uk



Online Careers Platform

Our platform is a powerful, interactive and intuitive career tool. It is designed to support individuals in effectively transitioning their career, covering all aspects of job search and other career paths, such as self-employment and contracting, as well as personal branding.

Covering a multitude of areas, including helping individuals build their career and supporting them to better understand their strengths, development areas and career preferences, as well as boosting confidence, knowledge and skills, and enabling individuals to make the right decisions about their careers and next move.

Key features



24/7 access



CV tools, interview practice tools, videos and podcasts.



Over 500 e-learning courses and webinars



Job market information and access



Mobile application



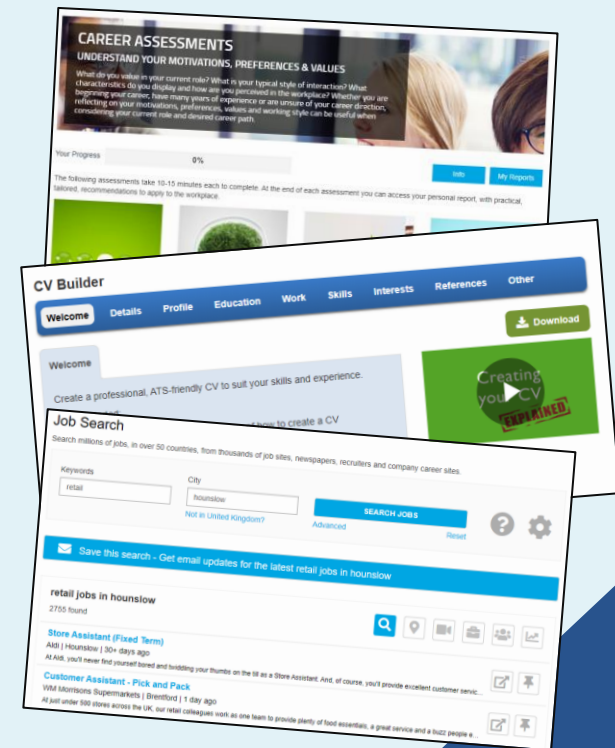
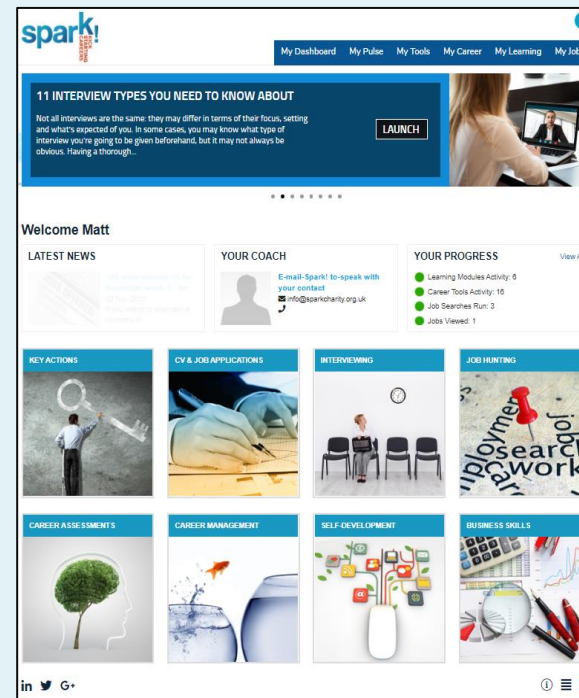
Large database to support job search and interview preparation



Up to date labour market information



Industry and employer research



Thoughts, questions, reflections

Spark! are grateful for any input and feedback you can offer on the proposed membership model.

Please complete [this short feedback form](#), and feel free to e-mail mattlent@sparkcharity.org.uk, with any further thoughts or questions.



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Thank you