



spark!
KICK
STARTING
CAREERS

Youth Employability Partnership

Brent and Ealing



JOHN LYON'S CHARITY



Who we are



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, (including GSK, Dell, Lego, Paramount, Cisco, Accenture, and many others), enhancing 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.

A summary of the Youth Employability Partnership



With support from the [Charites Aid Foundation](#) and [John Lyons Trust](#), and in partnership with the London Boroughs of Ealing and Brent, we will work in partnership with up to **30 secondary schools and colleges**, alongside our large **network of local employers**, and a range of local community partners.

Our aim is to build a community of organisations, creating a collective and locally embedded approach, to **support 900 Brent and Ealing young people** (aged 14 to 18) over 2 years, who have been **identified as at risk of becoming 'Not in Employment, Education or Training'**.

We will work with our school partners to broker long-term relationships with local employers, and to mobilise these relationships to implement multiple and meaningful engagements with employers and work-places, to **support target students to transition into employment**.

BENEFITS TO YOUNG PEOPLE AND SCHOOLS

1. Participating young people will:
 - Increase **confidence, motivation, and career aspirations**
 - Improve essential **employability skills**
 - Improve knowledge of and **access to employment pathways**
2. Participating young people will **transition into sustained employment** or further/higher education.
3. Participating schools/colleges will **establish long-term partnerships with local employers**, supporting an embedded and school-wide careers and employability curriculum.

BENEFITS TO EMPLOYERS

1. Build long-term, sustainable **partnerships with schools** and the local community.
2. Support **Corporate Social Responsibility** and community investment activities.
3. Increase **awareness of industry careers**, build **local talent pipelines** and **diversify** the future workforce.
4. Provide **rewarding volunteering opportunities** for employees.

School/college commitment

While there is **no cost to the schools/colleges**, we require a full-commitment to the programme, relationships, and the activities that we support you to develop and deliver. We estimate that it will require approximately a day a month of the school staff time, for the following.

- 1. Kick-off and needs analysis meeting** - There will be a meeting during the summer term, which will require your Careers Lead and a member of SLT to be present, alongside any other relevant staff.
- 2. Identify your target students** - During the summer term you will need to identify up to 30 target students, and carry out a baseline survey, to assess their needs, employability skills, careers aspirations and confidence. (Spark! will provide the assessment tool).
- 3. Attend a planning meeting** - We will have a second meeting with you to plan key objectives and employability activities, which may also include staff CPD opportunities. Spark! will subsequently create a delivery framework objective and a timeline for you to review and feedback.
- 4. Meet with new employer partners** - Spark! will begin enrolment of target employer partners to engage in the project, and we will match employers with your school. You will need to meet with new employer partners, to discuss how you will work together, identify partnership opportunities, and to answer any questions.
- 5. Support and co-ordinate activities** - It is expected that the Careers Lead and/or colleagues will be present to support and co-ordinate employer engagement activities. Where required Spark! staff will also be on hand to co-facilitate.
- 6. Share good practice** - Periodically, we will bring together all participating Brent and Ealing schools to share good practice and to discuss and resolve challenges.
- 7. Complete an end-of-year assessment** - Students, volunteers, and school staff, will be required to complete an end-of-year assessment, as well as supporting the collection of case studies.



Employer partner commitments

1. Champion young people

For young people to be ready, equipped, motivated, and able to enter the world of work they will need your support to reach their potential.

2. Take part in a kick-off and needs assessment meeting

As part of our place-based and collective approach, Spark! needs to understand what challenges you face when engaging and recruiting young people. We will also need to know what opportunities your organisation is able to offer schools and young people.

3. Meet with school partners

We will match employers with local schools, after which you will need to meet with your new partners, to discuss how you will work together, and to identify and plan partnership activities.

4. Attend and participate in agreed Youth Employability Partnership activities

You and/or colleagues will need to commit to the activities that are planned and scheduled with your school partners and the YEP.

5. Share knowledge and good practice

Periodically, we will bring together YEP! partners, including employers and schools, to network, share good practice and to resolve common challenges.

6. Complete end-of-year feedback

For the partnership to flourish and be sustainable there needs to be mutual benefit. We will ask for your feedback to help us ensure the YEP! is working for all.



Example employer engagement activities

Each community's **delivery plan and activities will vary depending on the identified needs of the students and current service gaps, and the offers available from employer partners.**

Below is a summary of a variety of possible activities available, which can be modified as appropriate. (This is not an exhaustive list).

Activity type	Overview	Gatsby
Work experience placements	Students are placed in either generic or sector specific placements, undertaking a range of tasks and duties, with an emphasis on the learning aspect of the experience and the development needs of the individual.	2, 3, 5, 6
Employability skills workshops	One-off workshops, typically 90 minutes to 2 hours, focussed on meeting specific identified needs for targeted students, and engaging a range of employer volunteers from your employer partners.	2, 3, 5
Work readiness support	A comprehensive series of workshops focussed on building key employability skills, supported by employer volunteers from your employer partners.	2, 5
Careers mentoring	Matched 1-to-1 mentoring with a trained employee mentor, from the schools' employer partners. Ideal for students with low confidence, limited career aspirations, or a particular interest in a specific career option.	3, 5, 8
Careers fairs / speed networking	An opportunity for students to meet and network face-to-face with local employers, and to hear a range of inspiring presentations. Supported by your schools' employer partners, bringing their expertise and networks.	2, 4, 5, 7
Industry insight visits	An opportunity for students to visit your employer partners' places of work, meet employees across a range of departments, and hear about the variety of pathways into work.	5, 6
Employers in the curriculum	Local employees from employer partners contribute to the delivery of your curriculum, and help make links between current learning and the world of work. This may include any number of professionals supporting in class teaching.	2, 4, 5
Business challenge / social enterprise activities	Supported by a local employer, in small groups students are challenged to create their own social enterprise or resolve a business challenge, addressing common issue affecting daily life, their family, and community.	2, 3, 4, 5, 8
Group careers advice	Enhance your Careers Education, Information, Advice and Guidance by engaging with local employer partners, and including local Labour Market Information and tangible into work transition options.	2, 3, 4, 5, 8

Next steps

In the first instance please e-mail Megan Wright, meganwright@sparkcharity.org.uk, to express your interest in joining this partnership.

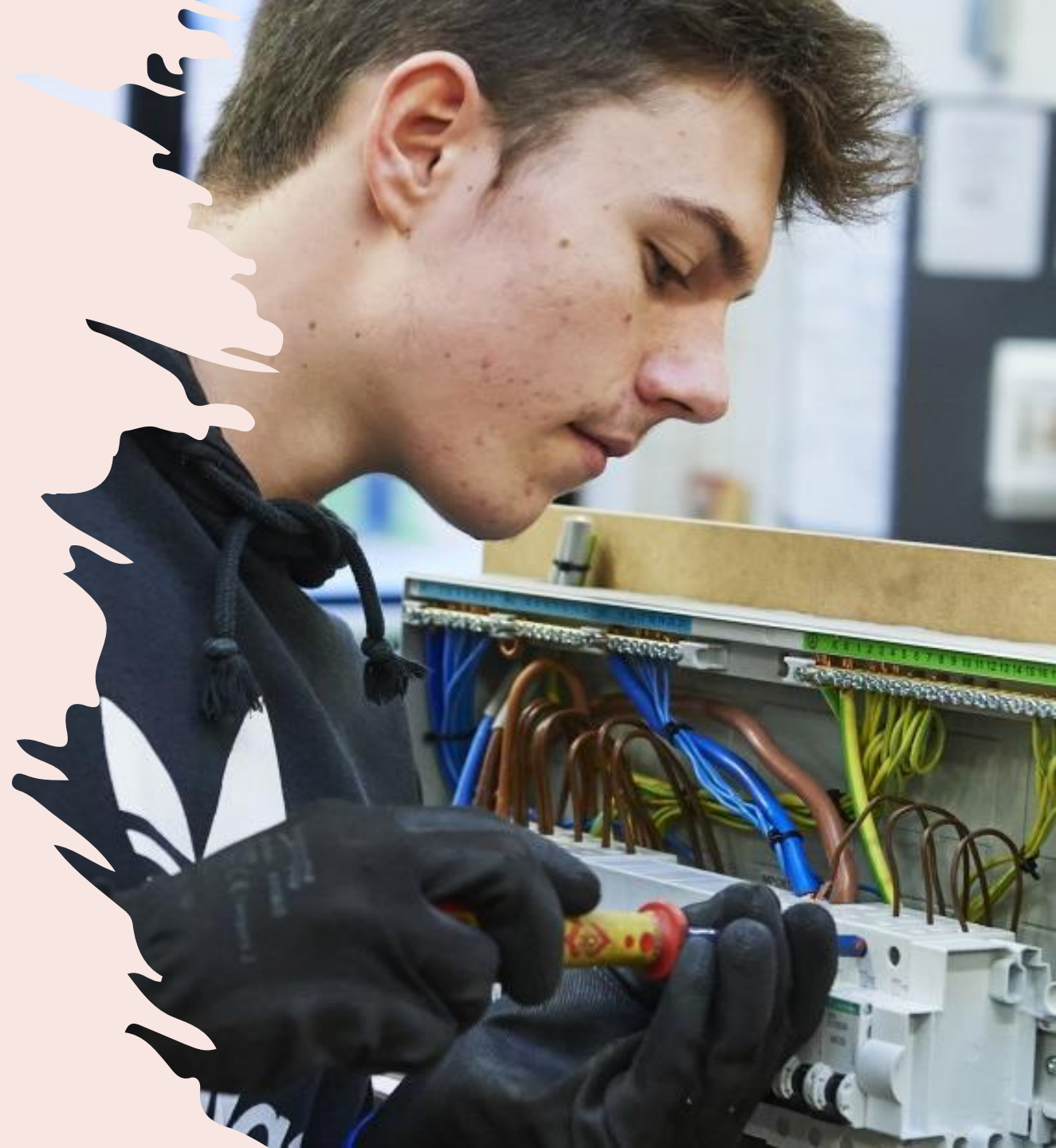
We will then arrange a time to meet to discuss the opportunity in more detail, and to answer all your questions.

Assuming we all agree to go-ahead, we will schedule a needs analysis meeting and subsequently send you a Service Level and Data Sharing Agreement for your input.

Thank you.



<https://www.linkedin.com/showcase/youthemployabilitypartnership>





spark!
KICK
STARTING
CAREERS

YEP!
YOUTH EMPLOYABILITY
PARTNERSHIP