

Liverpool City Region Talent Match Overview

Introduction:

Talent Match is a Big Lottery funded initiative aimed at young people aged 18-24 , who have been out of employment , education or training for over 12 months and are furthest away from the labour market. This includes those who have been on the work programme for over 18 months, those on lone parent, incapacity or ESA benefits and those outside the benefits system.

Liverpool City Region Talent Match is an exciting, creative programme, driven by young people for young people, which will develop real skills for real jobs and meet the demands of both young people and employers.

It will be accessible and flexible programme, easy to navigate for young people, partners and providers by implementing a cross sectoral approach.

We will put young people at the centre of design, delivery, marketing, research and development and management.

We will develop learning and skills complementing existing provision, built on Talent Match aims.

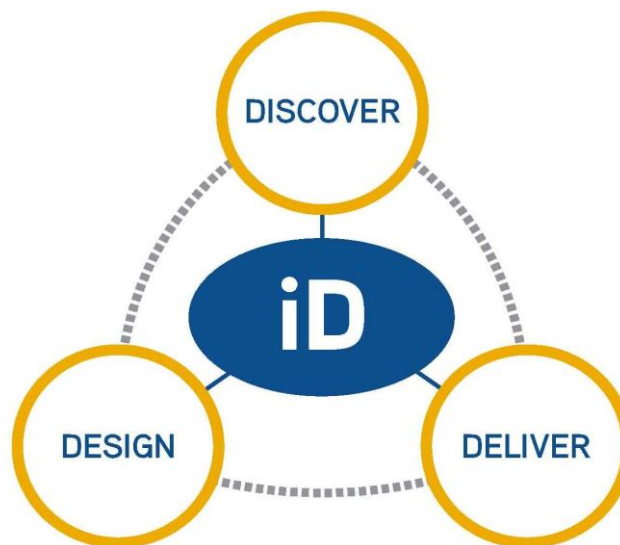
Recruitment: We will have a central recruitment strategy and partner agencies will be able to recruit eligible young people onto the programme. We want a “No Wrong Door” approach to recruitment and referrals onto the programme. We will work in close partnership with a range of organisations and our providers to recruit young people onto the programme. Young people will lead the marketing and communications strategy utilising a range of methods including social media, media, fliers and face to face engagement.

Mentoring: All young people will be assigned an Intensive mentor, who will undertake initial assessments and will develop a personalised pathway for each young person. Pathways will be designed to meet the needs of young people living in different geographical locations and with individual support needs.

Pathways: The pathway will improve confidence, optimism and support by:

- Intensive mentoring and key work
- Initial assessment
- Personalised Pathway development – mentors will refer young people into appropriate activities to meet their needs. This will include supported signposting into existing provision and referrals into activities commissioned by Talent Match

- Personal and Social Development tools – we have commissioned Windmills to develop a bespoke toolkit to support young people to develop their vision for the future, their “iD”.
- Talent Match iD is an integrated ‘asset based’ personal and social development process will form the heart of Talent Match. Young people will be equipped with the lifelong and life-wide attitudes, behaviours and skills to discover, create and realise their true potential. Our goal is to empower individuals to take a greater sense of control over their lives and discover, design and deliver their own personal iD throughout the whole of their lives – their working, learning, playing and giving;



Equipped with a range of innovative tools, techniques, community experiences, peer coaching and mentoring, young people will:

- Discover -** Their unique portfolio of skills, talents, passions, values, motivations and roles in life
- Design -** An inspiring vision for their future which excites them engages them and connects them with what really matters.
- Deliver -** Begin their journey of realising their hopes and dreams through small, bite-sized steps, customised training, ongoing mentoring and peer support

This three dimensional approach of discover, design, deliver will form a continual golden thread throughout the process and will be revisited, reviewed and recreated on an ongoing basis.

Personalised Pathway of Opportunity.

Having discovered their unique skills, passions and motivations, and designed an inspiring vision for the future, young people will embark on a personalised journey. They will develop a creative blend of working (W) learning (L) playing (P) and giving (G) pathways to turn their ideas into action.



We have commissioned a number of partner agencies to provide a range of support including:

- **Therapeutic interventions** – YPAS will provide holistic support including counselling, CBT, 1-1 and group work, anger management , self injury support, eating disorder support etc

Employability and practical skills - Connexions, St Helen’s Chamber and Sefton Education Business Partnership have been commissioned to support young people to develop skills and practical experience which prepare young people for real jobs and reflect the current labour market needs and emerging employment sectors. This may include employer expectations, local labour market awareness, employer visits and work experience placements.

Business and social enterprise start up support- Merseyside Expanding Horizons and South Sefton Development Trust have been commissioned to provide flexible business and social enterprise start up support for young people to be delivered on a 1:1 basis or in groups where appropriate.

This will include:

- a preparation programme (aimed at those interested in learning about the possibilities of becoming self employed)

- a Business start up programme (aimed at those who want to develop a business idea and start up their own business).

Progressions: We will also enhance employability through opportunities including:

- volunteering,
- work placements

We will improve access to employment, training and FE via the delivery and via employer engagement, encouraging the provision of more meaningful employment opportunities.

Our Employer Engagement Coordinator will develop an Employer Engagement Strategy and mentors will work with young people and the employers to match opportunities, recognising both sets of needs. This will be underpinned by the core partnership, supporting the mentors to build relationships within the labour and skills market.

We will take a staged approach, by getting employers involved in offering work placements, mock interviews etc to break down initial barriers. Via the communications strategy and celebration events we will reward best practice and demonstrate the benefits to other employers.

Post Employment Support-Our Intensive Mentors will provide continued support once a young person in work, to ensure smooth transitions and early intervention on issues. The aim is to support sustained employment for young people.

Other programme features:

Our **Breaking Down Barriers Fund** will enable young people to submit a business case for key items to start a business or employment.

Our **Innovation Fund** will provide smaller commissioning opportunities for organisations to pilot new ideas on a small scale. Opportunities will then be given to scale up the most effective activities and include them in the full commissioning programme.

Young People's Champions – We have commissioned Kenyon Fraser to train young people to lead on our Communication, marketing and events management. We have also commissioned Liverpool JMU to train young people to undertake ongoing research and development including utilising Social Return on Investment methods.

We will develop shared data collection and outcomes measurements across the programme to enable effective benchmarking, monitoring and evaluation.

Our vision includes a clear pathway for young people, which includes access and coordination of existing provision with new provision in the voluntary, public and private sectors. The Core partnership will support this coordination process strategically and operationally. We also aim to influence mainstream provision with learning from our project.

