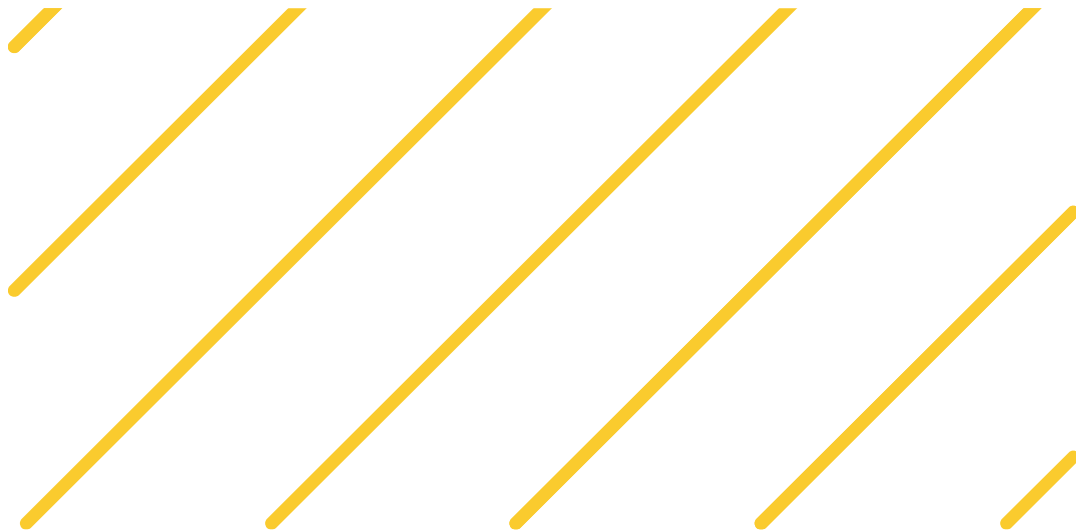


# Core Offer for Employers

22/23



THE  
CHESHIRE AND  
WARRINGTON  
**PLEDGE**





## Employer Partner

### Core Offer NHS (for the Health & Care Sector)

The Pledge aims to put employers at the heart of inspiring the next generation of young people in Cheshire and Warrington. Some of our employer partners were impressed enough to fully fund a Pledge team member to promote and excite young people to join a specific sector, in this case the Health & Care sector.

The general consensus amongst both the Adult Social Care providers and the NHS in the local area is poor in relation to current recruitment and retention trends. Waiting lists for homecare are becoming common. Such delays are causing delayed hospital discharges and increasing the risk of hospital admissions/readmissions – putting pressure on an already overstretched NHS. Some areas have seen homecare agencies handing back commissioned packages of care due to the lack of staff. There is an increased concern at the reliability and quality of homecare alongside this.

Furthermore, some of the demographic statistics for the field are shocking - indicating that the average age of an employee within Adult Social Care is 44 and less than 5% of the employees in the NHS are under 25. This starkly demonstrates that the need to partner with an organisation with a real impact on young people is crucial.

Whether you are an organisation affiliated with the NHS or work with them to achieve their shared goal within the Cheshire & Mersey Health & Care Partnership, we need your support.

All involvement is completely free, and you can do as much or as little as you want. We are keen to be able to present a truly diverse and inclusive employer offer to all students. Specifically, within the Health & Care sector, we are seeking representation from all employers large and small, from the Acute NHS trust, Primary Care, Community Care, Supported living, Social Care and Domiciliary Care etc.

#### **We work with all types of businesses to support objectives such as:**

- Developing a talent pipeline
- Recruiting young people
- Inspiring young people about careers in your sector
- Supporting education to understand the needs and skills employers need
- Supporting corporate Social Responsibility goals
- Raising the profile of your business
- Helping young people to become more employment ready and successful





## Pledge Networks

We are split into 9 Pledge areas to ensure that young people can capitalise on opportunities from employers on their doorstep. However, there are opportunities to work both within your local pledge area or across the region.

By being part of the Pledge, you will join an established and supportive network of over 500 partners, including:

- Over 400 employers.
- All state funded mainstream secondary schools and colleges.
- Most special schools and alternative provisions in the sub region.
- All Local Authorities.
- Youth and community groups across the region.

## Working With You

An induction 1:1 meeting with the NHS funded Pledge Facilitator to discuss your business objectives, level of involvement including assigning Pledge area(s):

- Attend local pledge operational meetings once per quarter to build your local business and education networks and share best practice.
- Take part in career activities to connect with young people – see Pledge Activity.

## Wider Opportunities with the Pledge

- Learn from and share best practice through our employer networks.
- Share vacancies and news across Pledge networks via newsletters and social media.
- Be an Enterprise Adviser for a school helping support and shape careers provision.
- Join the Cheshire and Warrington Pledge Undergraduate Internship Programme.
- Access Local Labour Market Intelligence (LMI) informed by the Cheshire and Warrington Local Enterprise Partnership's steering group.
- Enrol staff in their early careers through the Pledge Young Professional Network.
- Utilise and contribute to the Pledge website.
- Attend our Annual Conference to network, learn and sign up for careers events.



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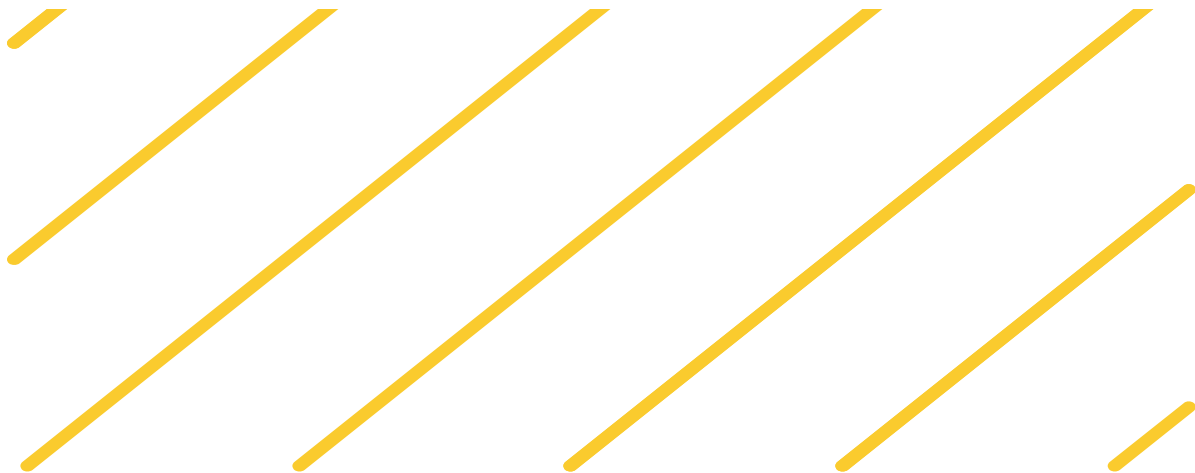
**Opportunities for employers to take part in events. We also offer programmes working directly with young people through our supported co-delivery model, as well as providing a great development opportunity for your younger workforce to be your ambassadors.**

#### Activity

<b>Activity</b>	<b>Summary</b>
<b>September - December</b>	
Multi-school local Pledge Careers and Post 16 Fair – Targeted at Y10 / Y12	Have a stand for your company at a careers fair for multiple schools within your locality. This will help raise your profile and potentially develop a pipeline. Or there will be possibilities to take a young person on for work experience / volunteering opportunities.
Pledge Explore Programme – Y10	Host a short site visit at your company for a targeted group of 15 vulnerable students from a school to help them to explore opportunities and raise aspirations.
Employment Readiness Programme – Y13	Help year 13 students who are actively seeking apprenticeships or jobs to be more employment ready. Specific to the Health & Care sector – emphasising on the Values based recruitment methods, interview preparation and experience, the application process all supported through co-delivery sessions.
<b>January - April</b>	
Apprenticeship and Jobs fair Y11 – Y13	Host a stand at our sub regional apprenticeships and jobs fair to help recruit young staff.
Spring into Careers virtual – live Y7-Y9	Submit a 3 minute video to be part of an online event to help build awareness of your business or the Health & Care sector to younger students.
<b>May - July</b>	
Virtual Work Experience – Y10 / Y12	Take part in our minimal resource work experience, delivery virtually or as a hybrid with 3 employer touch points throughout a week. This will help to build visibility and a talent pipeline.

## Anytime

Early year's introduction to the sector Y7 / Y8	Video produced to be distributed to highlight the diverse number of roles within the NHS and the wider Health & Care sector. Emphasising the routeways into the sector and introducing the Values Based Recruitment method.
Hands on Medical Workshop Y9	Enabling young people to hear from guest speakers, but to also have fun using some of the basic medical equipment used in most settings.
Ambassadors / Mentors	Become an Ambassador to attend events in schools/colleges to talk through your education and employment journey. Further extend this support to become a 121 mentor for year 13 students about to embark on a career within the sector.
Career / Progression Route Video of the Week - ALL	Raise awareness for your business or sector with a large audience across the region by submitting a four minute video about your business.
Long term placements	Support schools and colleges with longer term placements for their students, for example students on vocational courses such as T-Levels or SEND students.
Bespoke Activities per school or employer	We also help schools to fulfil their own activity to connect with employers. This can also help pilot employer's initiatives within schools.



**Are you a Health & Care employer interested in supporting the Pledge to deliver the above activity programme?**

**Or**

**Are you an education establishment interested in organising an event for your school/college?**

**Or**

**Are you a business or group of businesses interested in talking about adopting a similar partnership with the Pledge?**

**Please contact [fiona.exley@cheshireandwarrington.com](mailto:fiona.exley@cheshireandwarrington.com)**