

Proud to be part of

Talent
MATCH
Leicestershire



Prince's Trust

The Prince's Trust

Wednesday 14th December 2016

Rutland Partnership Board

Thousands learn the hard way



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History

- Started in 1976 by HRH The Prince of Wales
- Saw a need to help young people struggling to find direction in life
- Leading National Youth charity that is keen to pilot new ways of working for those who are most vulnerable.
- Undertaken much evaluation and research to enable us to Lobby government on youth unemployment issues.
- When Talent Match was secured in Leicester and Leicestershire it went to a whole new level. We're hear to tell you how....



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The scale of need – Leicestershire

More social research and greater understanding of the children, young people and young adults we support.

Youth unemployment is a large blanket statement.

What can be addressed through future LCC policies and service reform.

Our Talent match Partnership is here to help us learn more. You will hear about this later.



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Young Britain Today

What Happened when Talent Match joined forces with the Trust in Leicestershire?

We have reached 642 more young people in Leicester and Leicestershire.

43% of these young people are not known to DWP so do not appear on any youth unemployment statistics.

299 lives that we all thought were ok.

Young people with **disabilities, difficulties and conditions will struggle more than most in getting a job.** A job that recognises their potential is near enough impossible!



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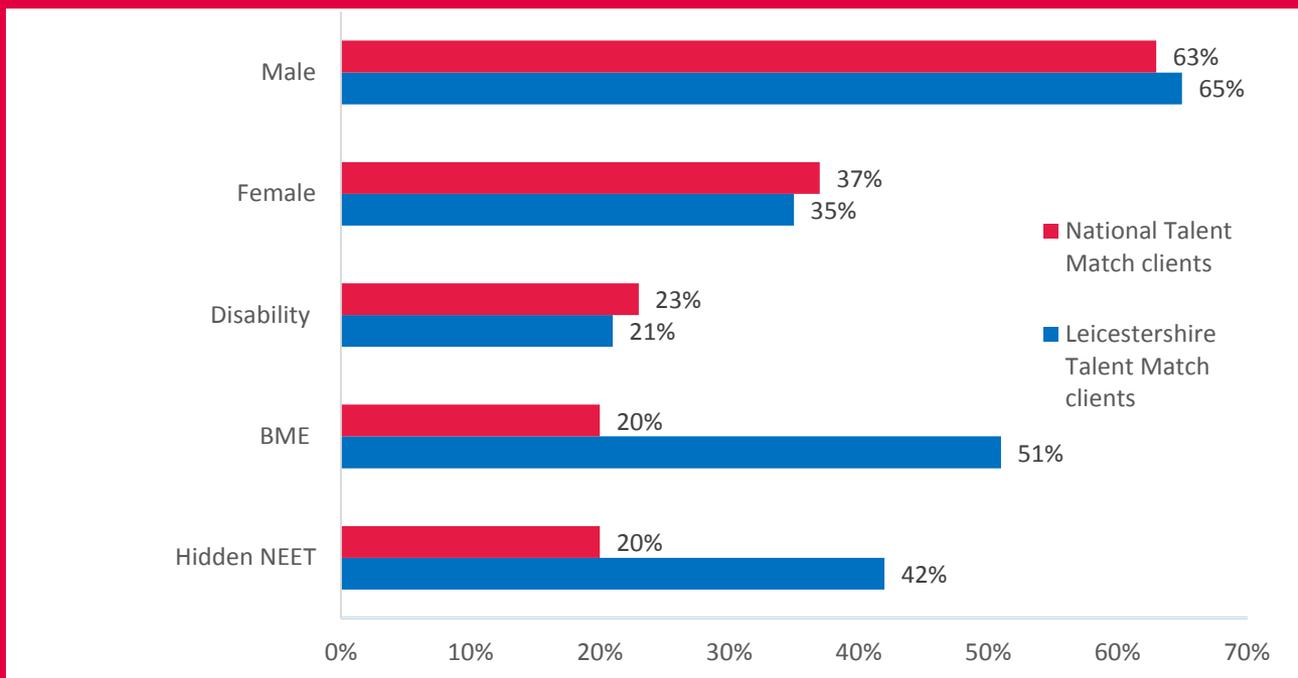
SO WHAT IS TALENT MATCH?

- An £108 million investment by Big Lottery to tackle youth unemployment. 21 areas of England. Social research is at the heart of it.
- A panel of local young people and partners from across the voluntary, public and private sectors were awarded £2.5 million for Leicester and Leicestershire in 2014. 5 Year projects.
- The key aim is to bring together young people, employers, public sector **led by a local charity** to deliver more *local employer-led solutions for the long-term unemployed* aged 18 to 25.
- We are rated as one of the top 5 performing in the country based on several indicators. (Sustained job outcomes, YP Engagement, Innovation, and Young people being involved in programme design and evaluation.)
- Will anyone take any notice of our learning? What will our legacy be?



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What are the characteristics of the 642 young people we're engaging?



Average age is 22.

Average length of unemployment is 2 years.

80% have issues with their mental health.

52% are from BME communities.

(30% more than National programme)



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HIDDEN TALENT PROJECT?

“Reach the unemployed with disabilities.”

Bit of a blanket approach!

The Hidden Talent Project was set up by young people to focus on ‘Hidden conditions and disabilities’.

Our aims and objectives:

1. Raise awareness with employers regarding hidden disabilities and the potential barriers created through recruitment processes.
2. Helping employers become more familiar with the various conditions that we consider to be invisible.
3. To work with employers to create best practice from recruitment to ongoing in work support.



What we can all do to help from today

➤ CONDITION DISCLOSURE TIPS

1. Tell the Employer as Soon as Possible
2. Make it Part of an Ongoing Conversation
3. Know the Basics of Your Condition
4. Disclose with Humour
5. Sell Your Condition's Positives
6. Do NOT Focus on the Negatives
7. Don't Be Scared of Your Employer's Reaction



Behind all the numbers every young person has their own story to tell.....



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