



Overview

Be Involved is a Swindon and Wiltshire initiative that enables employers to support the employability of our young people and the future workforce. The aim is to create a directory of businesses and other organisations who pledge to work together around the following key areas across Swindon and Wiltshire: supporting local schools, supporting those with significant barriers to work, offering apprenticeships, traineeships and supported internships.

Programmes

Support for Schools

- Careers and Skills Fairs – Representatives from businesses offer information about their companies and interact with pupils at an organised careers event
- Careers talks – An employee delivers an informational or inspirational talk related to their career to a group of pupils
- CV workshops – An employee delivers lessons in the classroom related to writing CVs to prepare pupils for the job application process
- Mock interviews – An employee delivers a one-to-one mock interview to a pupil to prepare them for the job application process
- Mentoring – An employee delivers one-to-one or small group guidance and support to a pupil/s in person
- Employability workshops – An employee delivers lessons in the classroom related to employability skills such as self-awareness, timekeeping and communication skills
- Enterprise Activities – Short-term enterprise activities delivered in schools that can involve simulation of business challenges
- Employer delivered classroom learning – Curriculum learning (incl. STEM & MFL) co-delivered by teachers and employers, employees linking curriculum to their own experiences
- Work place visits – Pupils are taken as a group to a workplace and are introduced to its operation
- Work Experience – A pupil enters the workplace to develop insight into the day-to-day role of an employee in an organisation

Become an Enterprise Adviser - Volunteer Enterprise Advisers are drawn from businesses across Swindon & Wiltshire and are working with local schools/colleges senior leadership and careers teams to help create or enhance employer engagement strategies for careers & enterprise and to help raise the aspirations of our young people. Becoming an Enterprise Adviser is a unique opportunity to support a school or college in improving opportunities for young people. Clusters of schools, colleges and Enterprise Advisers are supported by a full time Enterprise Coordinator who brings together the schools and employers in the area. Being an Enterprise Adviser is part of the Swindon and Wiltshire Enterprise Adviser Network which aims to create strong and lasting connections between local employers and the schools/colleges in the Swindon & Wiltshire Local Enterprise Partnership area to help further develop and support careers and enterprise activities. Coordinated nationally by the Careers and Enterprise Company, this programme aims to:

- Support increased business engagement in education and future employability of young people.
- Create a national network of brokerage between employers and schools, giving greater consistency and coverage.
- Complement and enhance existing activities, building upon strong provider partnerships and developing a new and innovative approach.
- Ensure even coverage of impartial, high quality Careers, Education, Information, Advice & Guidance (CEIAG) exists for all young people to access across the LEP area.

Supporting those with significant challenges moving towards the world of work - Offering work experience for as little as one hour per week, with the potential to offer further progression opportunities through employment or voluntary work for those people facing significant challenges and barriers to move into work. This is part of the Building Bridges programme delivered across Swindon and Wiltshire; the programme supports people across Swindon and Wiltshire who are facing significant challenges in being able to develop their skills, access education or move towards the world of work. It is aimed at those who are unemployed, economically inactive and those facing multiple, complex challenges and barriers that could affect employability. Relevant partners work with people on a one-to-one basis to help them address these challenges and develop a personalised plan to help achieve goals at a pace they are comfortable with. Taking part in the programme is entirely voluntary and all advice and support is offered free of charge.

Apprenticeships - Apprenticeships are government funded work-based training programmes to help give your team the sustainable skills they need to succeed in your business. They are real jobs with training, available in more than 170 industries and 1500 job roles. Through their apprenticeship, apprentices gain the technical knowledge, practical experience and wider skills they need for their immediate job and future career.

Traineeships - A traineeship is an education and training programme with work experience that unlocks the great potential of young people and prepares them for their future careers by helping them to become 'work ready'.

Offer supported internships - Supported internships are structured study programmes based primarily at an employer. They are intended to enable young people with learning difficulties and/or disabilities to achieve sustainable, paid employment by equipping them with the skills they need for work through learning in the workplace. The Internship must meet a real business need and provide the potential of a paid job at the end of the Study Programme, should the intern meet the required standard.

Free & Impartial Business Support to Upskill Your Workforce - The Higher Futures programme is delivered across Swindon and Wiltshire offering businesses free and impartial advice to overcome skills gaps and recruitment issues with locally delivered, bespoke higher-level training solutions created in partnership with nationally based university level providers.

Benefits

Benefits for businesses	Benefits for Schools
<ul style="list-style-type: none"> • Deepen connections with local communities and further develop the business' reputation • Benefit from peer support from other volunteers and networking events • Address skills gaps in the local and national job market • Inspire young people and improve their chances of getting job • Free promotion • Get Involved logo to show they are supporting the future workforce • Support to deliver Apprenticeships, traineeships, internships and upskilling staff • Free Impress HR support 	<ul style="list-style-type: none"> • Source business support easier • Known central point which can support schools with CEIAG events • Support to deliver Apprenticeships, traineeships, internships and upskilling staff • Free Impress HR support