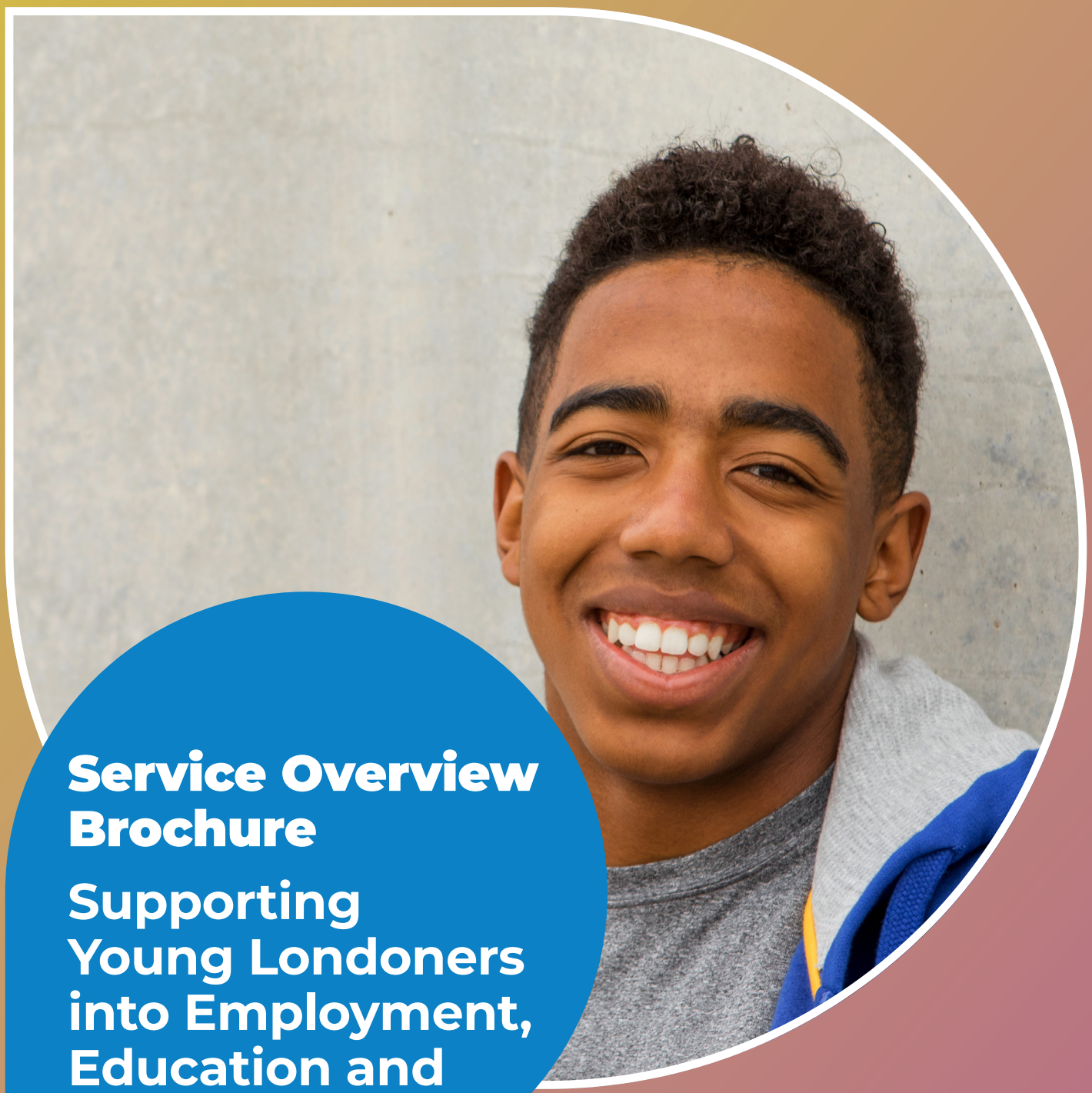
YOUTH EMPLOYMENT SKILLS



Service Overview Brochure

Supporting Young Londoners into Employment, Education and Training

Genius WITHIN

SUPPORTED BY MAYOR OF LONDON

European Union
European Social Fund

Overview

YES – Youth Employment Skills is a Greater London Authority initiative that provides young people aged 18-24 with expert support to enter employment, education or training.

Young people using the service receive support from a Caseworker who provides information, advice and guidance including:

- Confidence-building activities
- Life skills support
- Employability skills training
- Access to meaningful work experience, volunteering and links to local employment and training opportunities

The service is provided through a mix of one-to-one and group support.

Genius Within is providing the service across London. It is co-funded by the Greater London Authority and European Social Fund.

Eligibility

The service provides personal support for Londoners aged 18 to 24 with Special Educational Needs or a Disability (SEND), who are Not in Employment Education or Training (NEET) and have social, emotional and mental health (SEMH) needs. These young people will require intensive assistance to achieve sustained education, training or employment.

This includes young people with a learning difficulty or disability which requires a special educational provision to be made for him or her. SEMH needs include anxiety or depression, self-harming, substance misuse, eating disorders or physical symptoms that are medically unexplained, attention deficit disorder, attention deficit hyperactive disorder or attachment disorder.

How it works

1 Referral

Participants are assigned a dedicated Caseworker who support every stage of their YES journey. A welcome call is set up to introduce themselves and arrange an Initial Meeting, at which the Caseworker introduces the service and begins to build a support plan. Parents, guardians and keyworkers are welcome to attend.

2 Making A Plan

Using our specialist assessment tools, we identify participants' skills, strengths, ambitions and circumstances. Since 2015 these tools have accurately assessed over 64,000 people and helped them develop plans for their futures.

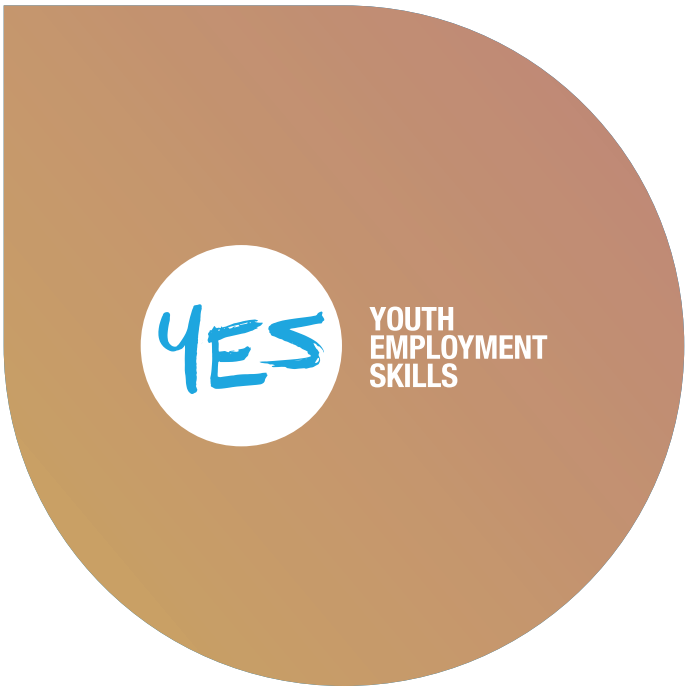
The assessment includes:

- Readiness to work
- Readiness to change
- Basic skills

Using the outcomes of the assessment, the Caseworker, participant and support network develop a Bespoke Training Plan full of short, medium and long-term SMART goals designed to move the young person towards their goal.

3 Accessing Support

Participants have 12 months access to a range of support, all coordinate by their Caseworker. Weekly reviews are set up to maintain motivation, develop confidence and ensure progression.



All support provided is linked to the participant's ambitions, circumstances and needs.

Our range of support includes:

- Mentoring: Trust-based interventions and therapeutic support from Caseworkers inspire open and honest discussions that improve engagement and understanding.
- Coaching: Small group sessions bring together participants to develop life skills, including motivation and confidence, coping mechanisms and peer support.
- Specialist Support: Drawing on local resources and expertise, a range of interventions are available including access to an in-house wellbeing professional. Further specialist support can be signposted to through our comprehensive local Service Directory.

- Financial Support: budget is available to help alleviate financial barriers, such as travel, equipment and interview clothing costs.
- Pre-Employment Preparation: Help with careers advice and guidance, CV writing, application submission and interview practice. Taster sessions are also available in a range of sectors to provide exposure and experience. Young people also receive advice on disclosing and managing mental health issues in the workplace.
- Character Development: A range of one-to-one of small group sessions, with duration based on levels of SEMH needs. Topics covered include our Character Traits course that trains the six characteristics most valued by employers: Self-Confidence, Self-Awareness, Resilience, Proactivity, Team Work and Workplace Ethics.
- Skills Training: Functional skills support, including Literacy, Numeracy and ICT and distance-learning qualifications are available. Sector specific training included CSCS, food hygiene and manual skills can be supported.

4 Entering Employment, Education or Training

Our relationships with a range of London employers, training providers and educational institutions mean participants have a great chance of being matched with the right opportunity for them.

To aid progression into employment we can help participants find work experience and volunteering via our partners and local links.

Our team also develop sector specific routeways and ongoing collaborative working with recruiting employers and other outcome destinations.

5 Sustaining Employment, Education or Training

We work with participants once they start in employment, education or training to ensure ongoing success.

A planning meeting starts the process of identifying barriers and making mitigation plans, for example with travel, budgeting and developing relationships. Support continues as agreed with the participant – usually minimum weekly for the first month and fortnightly afterwards up to six months. These appointments include a continuation of previous activities, including mentoring and coaching, progression and skills support.

Participants at risk of leaving their outcome will be supported through crisis resolution or helped to find an alternative job or course.

About us

Genius Within is providing the YES service together with Reed in Partnership.

How to Refer a Young Person:

Tel: 01273 890502

E: Yes@geniuswithin.co.uk

What can you expect from us?

1 Our expertise

We've helped 100,000 young people to increase awareness of careers and education options

2 Appropriate support

Our service has been designed specifically for young people with social, emotional and mental health needs

3 Great opportunities

Participants benefit from a range of great work, education and training opportunities because of our strong relationships with local organisations

4 Strategic partnerships

We are keen to ensure ongoing engagement with organisations referring to the service to feedback on progress and share success stories

Genius WITHIN

Reed in Partnership