

22/23

Core Offer for Employers



THE
CHESHIRE AND
WARRINGTON
PLEDGE

The work of the Cheshire and Warrington Pledge is unique to the region and is fully funded for 2022/23 thanks to the delivery team and funding partners. All involvement is completely free, and you can do as much or as little as you want. We are particularly keen to support SMEs.

The core offer puts employers at the heart of inspiring the next generation of young people in Cheshire and Warrington. 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 professionals 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 your local area 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.



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	Summary
September - December	
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 talent 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, giving an employer's perspective to CVs, interviews and what employers are looking for through our supported co-delivery sessions.

January – April

Mock Assessment Centre – Y13	Talent spot and recruit an A-Level (or Level 3) learner by being part of a panel of employers helping assess and give feedback to students who are actively seeking an apprenticeship, helping students to be more confident and successful.
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Apprenticeship and Jobs Fair Y11 / Y13	Host a stand at our sub regional apprenticeship and jobs fair to help recruit young staff.
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Spring into Careers – Virtual Live – Y7 - 9	Submit a three minute video to be part of an online event to help build awareness of your business and/or sector to younger students.
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May – July

Apprenticeship Vacancy Virtual Event – Y11 / Y13	Be part of an employer's panel to talk about your business and your apprenticeship vacancy to young people who are actively seeking opportunities.
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Employability Half Day – ALL	Be part of a team of employers to deliver employability tasks to groups of students. This will build visibility for your business and help students be more confident in front of employers.
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Virtual Work Experience – Y10 / Y12	Take part in our minimal resource work experience, delivered virtually or as a hybrid with 3 employer touch points throughout the week. This will help to build visibility and a talent pipeline. Perfect for SMEs.
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Sector Specific Work Experience – Y10 / Y12	Host 15 students who are interested in your sector at your premises for a half/full day. This is a great chance to support work experience with low level commitment.
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Any time

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.
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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.
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Bespoke Activities Per School or Employer	We also help schools to fulfil their own activity with a school to help connect employers. This can also help pilot employers' initiatives within schools.
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THE CAREERS &
ENTERPRISE
COMPANY

