



The Growth Company in **Liverpool City Region**

Enable **growth**

Create **jobs**

Improve **lives**



The
Growth
Company

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“I would highly recommend the Growth Company to anyone who is in need of work - they are brilliant and do everything in their power to find you work.”

Yvonne,
Positive Directions participant



Welcome to the Growth Company in **Liverpool City Region**

The Growth Company is an award-winning social enterprise with a mission to enable growth, create jobs and improve lives. With over 30 years' experience, we have honed our expertise to deliver employment, skills, investment and enterprise services that support thriving businesses and creating well-paid jobs for talented individuals across the entirety of the Liverpool City Region.

We're proud of the positive difference we make to the 100,000 individuals and 30,000 businesses we work with day-in, day-out. As an accredited training provider, rated Ofsted Good and ISO 9001 certified, you can be confident in the quality of the training and support provision delivered by our dedicated and passionate team of professionals. It is their ability and expertise at working responsively with a wide range of partners and commissioners, including DWP, that ensures you're always in safe hands with us! It's also worth noting that we are also Investors in People and a disability confident employer.

Careers, Advice and Guidance

At the Growth Company Employment, we help to make a lasting difference to the lives of people across the Liverpool City Region. We support individuals from all communities and life experiences to gain meaningful employment; a foundation on which to improve their quality of life, that of their families and their communities.

National Careers Service

The National Careers Service is available for everyone in England aged 13+, offering free, impartial advice and guidance to help individuals make career decisions, achieve their goals and to develop the skills they need to find a job.

To make decisions about the future, it's important for customers to know what's out there and what's right for them. Our personalised service helps individuals at every stage of their career to understand what their skills are and what skills they might need to adapt to new jobs, circumstances and opportunities.

We'll help customers to:

- explore different careers
- review skills and develop new goals
- feel motivated to plan and succeed
- feel supported through the process

National Careers Service advisers are located in all Jobcentre Plus offices and in a number of community centres and libraries. Appointments can be made directly by customers by phone on **0800 100 900**. Advice and guidance is also available digitally by webchat and email via our website: nationalcareers.service.gov.uk

Information, Advice and Guidance in Custody

The service covers prisons across Merseyside, providing professional information, advice and guidance in HMP Liverpool to all people on reception, during and pre-release from prison.

HMP Liverpool is a national pilot for HMPPS "Employment Hubs" which will be focused centres of onward work and training support delivered collectively by key partners inclusive of GC. Last year, we supported over 1550 individuals on reception and a similar number pre-release and through the gate.

We deliver a wide variety of one-to-one and group interventions as part of this offer which include:



CV writing
& workshops



Occupational
training groups



Motivating
support mentors

The service also offers employers support with their recruitment and understanding of people who may have convictions. We can create bespoke pre-recruitment training, provide advice or LMI information to businesses and sectors. Our experience shows there are many myths and misunderstanding about this talented, experienced and diverse labour pool, we can allay these and provide positive solutions .

Supporting people into Employment

At the Growth Company Employment, we don't just help people job search and call it a day. We help them to find meaningful employment that works for them, so that they find a job that fits them for the long term and provides them with a sense of workplace wellbeing.

Positive Directions

Positive Directions is a voluntary programme, our ultimate objective is to support participants into sustained employment.

Our key workers cover defined geographic areas using their local knowledge and 1-2-1 approach to help participants overcome a range of barriers. Our support includes but is not limited to:

- Employability support
- A detailed and

comprehensive suite of assessments

- Assistance in accessing mental health support services
- Interventions designed to stimulate interests and build social connections
- Help in tackling fuel poverty
- Signposting for effective housing advice and support
- Promoting self-help and peer to peer support networks
- Access to the hidden jobs market via our own dedicated

employer engagement consultants

Our 26 week in work support package is tailored to the needs of our participants. Funding and face to face appointments are available prior to work and also accessible once in work if need be – each case will be reviewed on individual basis

To get in touch please contact:
Positivedirectionsenquiries@growthco.uk

As well as access to a Key Worker, Positive Directions can support individuals with:



Focusing on health and wellbeing



Boosting confidence and motivation



Accessing employer contacts across Liverpool

“I really enjoy the role, and I feel like my mental health has massively improved as a result of Positive Directions’ support.”
– Adam, client with Positive Directions



CV building and employability skills



Further support even after employment

After moving into employment, Positive Directions will continue to offer support and maintain contact with the individual according to their needs.

“Without you believing in me, I wouldn't have been able to do what I am doing now, so thank you.”

- IPES Participant



Intensive Personalised Employment Support (IPES)

The Intensive Personalised Employment Support (IPES) programme is a voluntary service designed to support individuals with a disability and other complex barriers; to support them to move into employment. We have specialist Key Workers located across the Liverpool City Region, providing a holistic approach to supporting each customer to improve their lifestyle and help to overcome those issues preventing them from moving into employment. This is not a one-size-fits-all programme, and our Key Workers provide a highly personalised and tailored approach, with a detailed

action plan showing specific interventions and progression during the time on IPES.

Support that IPES can offer:

- Employability advice tailored towards each individual's needs
- Specialist support for participants from our designated partners and extensive list of community organisations
- Creative and tailored interventions from specialist Key Workers
- Support with health management and other complex issues e.g. debt, housing, substance misuse

- Access to vacancies through our designated Employer Engagement Team with disability confident employers

Our team of Key Workers are located across the region, and will meet you at locations that are familiar, suitable and accessible for you such as community centres, libraries, charity organisations, even coffee shops! Essentially, anywhere that is most appropriate for a participant.

To get in touch with IPES, please contact:

IPESenquiries@growthco.uk

Recovery Works

Recovery Works is a charity which helps to improve the lives of some of the most vulnerable people in society. We offer personalised support to over 1000 people per year, helping them to recover from addiction, improve their physical and

mental wellbeing as well as secure sustainable employment.

In Liverpool City Region, we have staff based within CGL treatment services in Halton, Knowsley and Wirral working with people with multiple complex barriers such as

addiction, mental health, homelessness. Our staff work in partnership with substance misuse services to help people retrain, study, volunteer or find work as a foundation of their recovery.

Skills development and training

Adult learning is vitally important to meeting employment and skills needs in Liverpool City Region. It increases the likelihood of meeting more diverse job specifications and can make people more competitive within the jobs market. It also helps increase confidence, and many of the skills learned are transferable among a wide range of roles. Some of our courses are also vocational, allowing our learners to then move forward into a new career entirely.

Fully funded adult courses

We have a variety of adult courses available to Liverpool City Region residents aged 19+ across a range of industry sectors to help address skills gaps.

We deliver courses in the following sectors:



Many of our courses can be delivered remotely, which means people can balance, work and life commitments with learning.

We also work closely with many employers across the Liverpool City Region to train people for live vacancies. We help to prepare people for specific

roles within the workplace with targeted training to increase their confidence and get them up to speed.

Young people services

At the Growth Company Employment, we know that the young people of Liverpool City Region are the future - and that investing in them now is vital for workforces and the economy. We can provide support for the young school leaver, unsure what to do next. We can help them into work, or to find the path that's right for them, with Ofsted Good-grade support and 30 years of expertise, and with thousands of employer contacts across the country.

National Citizen Service

NCS (National Citizen Service) is an experience like no other. Designed for 16-17 year olds, NCS is a youth programme designed to give teens in the Liverpool City Region and beyond the opportunity to mix

action projects that will directly benefit their local community. The benefit to the young people is the huge boost to their communication skills, organisational skills, and boosts to confidence. These young

staggering North West total of over 25,000 hours of voluntary work this summer.

Here is some feedback from a recent social action project designed to lessen social isolation during the pandemic:



"It's been heart-warming to see our young people make a lasting impact on these residents.

Activities such as this are pivotal in combatting social isolation – it's important that we're still there for all members of our community during these times."

– **The neighbourhood manager, Sarah Atherton**

with a new crowd, take on new challenges and in the process, build lifelong friendships.

NCS provides a platform to make sure young people are heard and can engage with their community by completing passion projects, raising awareness and providing solutions to the issues they care about. Young people in the Liverpool City Region will be assigned to a delivery partner based in their area who can help them plan social

people are about to decide whether to go into further education or employment, and NCS gives them an opportunity to do something great for their community, and work out who they are a bit more.

Over 300 young people in the Liverpool City Region took part in NCS' redesigned Summer 2020 programme, providing much needed support to their local communities, while teens in the Liverpool City Region contributed towards a

"Residents were over the moon to have received lovely, thoughtful letters from young adults and children from the group at Everton in the Community.

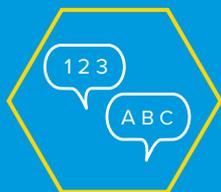
They loved hearing about how they have been getting on throughout lockdown and thoroughly enjoyed the crossword puzzles and word searches. The residents will be responding soon but we all want to say thanks so much for your kindness."

To get in touch with NCS, to get involved and make a difference, you can contact: ncs_partners@growthco.uk

St Helens Training Centre

We understand taking the first steps after school can be challenging. That's why we have unique programmes and support teams in our centres based in local communities, near to where you live.

Our Study Programme is aimed at 16-18-year-olds, and consists of the following qualifications:



**Functional
Maths & English**



Employability



**Health & Social
Care**



**Customer
Service**



Retail



**Work
Experience**

Our tailored programmes are designed around a young persons' needs and when they join us, their programme will likely include:

- A nationally recognised qualification
- English and Maths skills and qualifications
- Work experience
- Employability skills
- Enrichment activities
- Tailored individual learning plan

Guidance and support available

- Smaller class sizes
- One-to-one support from a designated key worker
- Additional learning support
- Bursary of up to £30 per week (subject to certain eligibility criteria)
- Breakfast club for all learners
- Free hot drinks and kitchen facilities for use throughout the day
- Experienced staff who understand and can support additional learning needs
- Our students can talk to us at any time about whatever might be troubling them

We're here to give young people the best experience we can, supporting both their education and any areas of personal development they might need.

If you're interested in what we're able to offer the **Liverpool City Region**, you can **get in touch** with us through phone or email:

Phone: **07912 773622**

Email: **naomi.ilagoswa@gcemployment.uk**

