

VISIT

Somerset



Visit Somerset / North Somerset Update

Updates on strategic developments

Agenda Points

Public Transport Incentivization Developments

Bringing Key attractions together to assess forward strategy and evaluate the year with shared attraction KPIs

Digital Connectivity Training Day between Visit Somerset and the Hive in WsM

Recruitment and Employment support

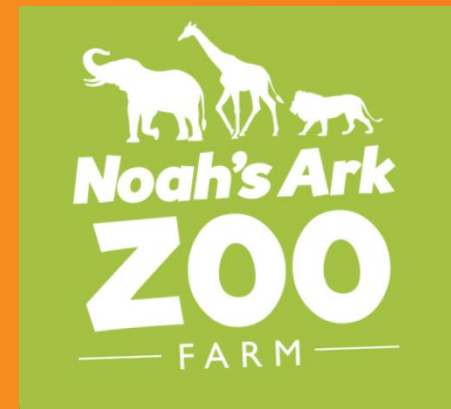


Visit Somerset currently the DMO for County of Somerset



LVEP Status
application is now
being developed





HAYNES
MOTOR MUSEUM





The Power of AI & Smart Tech in your Business

🕒 15th September 2023 📁 All News



On Tuesday 10th October, join us at *the hive* for a fascinating and immersive session on the Power of AI & Smart Tech in your Business.

Paranormal Somerset





Skills Support for Residents



What is a care leaver?

What is a care leaver?

Care leavers are young people who have been looked after by the state, for some or all of their childhood, and have subsequently left the care system or are in the process of doing so. North Somerset Council remains their corporate parent until they are 25 years old.

Why do care leavers need extra support?

Evidence shows that young people who have been in care do not have the same life chances as other young people. It is well known that many care leavers face serious disadvantage growing up and that this can affect their long-term futures.

What are the benefits of employing a care leaver?

Despite the challenges they face, young people who have been in local authority care have huge potential – they often just need some extra support in the early stages of their working lives to help unleash their talents and give them the confidence to build great careers. Because of their experiences, many care leavers also develop a strong sense of resilience and independence, along with good problem-solving skills and maturity beyond that of many of their peers.



Why employ ... a care leaver ?

- It makes good business sense. Providing good support to care leavers will improve your public profile whilst simultaneously helping these recruits to be productive, confident and happy in their jobs.
- Providing a small amount of advice and support can help care leavers become dedicated and confident. They can offer your business new talent, energy and a range of skills helping you to diversify and freshen up your workforce.
- If you have fewer than 50 employees and would like to employ a care leaver as an apprentice, you will receive £1,000 and will not have to contribute towards training costs - the government will pay 100% of their training and assessment fees.
- It can make a huge difference to young people's lives. A good learning or working experience at an early age will help care leavers to overcome the difficulties and challenges they have experienced and help them on their way to a happy, successful and independent life.

Why employ ...

Refugees / asylum seekers



Study amongst adult refugees in the UK: 2/3 had previously been in employment, self-employment or study.

Data from the UK Labour Force Survey: 31% of asylum-seekers in the UK left education after the age of 20 which compares with 23% of those born in the UK

➤ BUSINESS BENEFITS OF HIRING REFUGEES

- ✓ **Recruitment and retention:** Vacancies are at a record high and by adopting principles of refugee-friendly employment your business can access a pipeline of diverse talent for roles at every skill level
- ✓ **Diversity:** Studies show that diversity leads to 57% better collaboration and 19% greater retention rates.
- ✓ **Addressing skills gaps:** Refugees have a range of skills and experience, including proficiency in different languages. According to Nuffield Foundation, 45% of the refugees surveyed held a qualification before coming to the UK
- ✓ **Employee engagement:** Supporting refugees into employment opportunities: these activities can help employees to feel more a positive impact on staff retention. Consumers are looking to b harm' but actively be a force for good in their communities.

Why employ ...



An **older worker**?

e.g. 50 yrs old +

- Can offer valuable skills
- Provide a range of experience
- Offer great knowledge
- Can share all of these to develop other workers
- Their talent can add value and diversity to your business

Someone on a **supported internship** ?

- These are for 16-24 yr olds with learning difficulties who afterwards want to progress into paid work
- Supported by a job coach
- 6 – 12 months
- No cost
- Supports the community and shows a commitment to equality and diversity

Why offer ...

Traineeships?

- 6 weeks and unpaid
- For 16-24 yr olds
- 20% of the course is in a classroom
- Gives young people the skills to move into work or onto an apprenticeship
- Offers you new talent
- Can be a 'working interview', so you can trial someone to see if they are good match for your business

Apprenticeships?

- 12 months + and paid
- For all ages
- 20% of the course is off the job training
- For new starters and to upskill your existing staff
- Funded via the apprenticeship levy
- Specifically develops staff for your business needs
- Helps with succession planning and offers new talent for your business

Further information:

Further information:

SkillsSupport@n-somerset.gov.uk

