

# employability project



together we are  
nugent

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# about us

Founded in 1881, we have over 140 years of experience operating care, education, community and social work services. As a leading voice in the care sector, we look to improve health, life chances, quality of life, and levels of achievement, whilst reducing poverty and increasing safety for all.

## Services we operate include:



Care homes for children and young people who are vulnerable and disadvantaged.



A secure home for children in the UK who are of highest risk due to criminal and sexual exploitation.



A school for young people with a range of complex social, emotional and mental health (SEMH) needs.



Care homes for adults living with dementia, acquired brain injuries and neurological disorders.



Family services including an adoption service.



A multitude of community-based support services.



Outreach initiatives focusing on enhancing employability, housing, poverty alleviation, and life experiences.



Other initiatives not funded by local authorities.

# employability

Nugent's Employability project is a transformative initiative dedicated to empowering individuals from disadvantaged backgrounds by providing invaluable mentorship and hands-on work experience.

Here at Nugent, we're bridging the gap with a strong focus on nurturing talent and unlocking potential, whilst adapting every experience to suit the people in our care.

The Nugent Employability project caters to both young people and adults under our care, encompassing individuals from our adult and children's homes as well as our community and education services.

## The aims of our mentorship programme are as follows:

- To foster personal and professional growth by providing guidance and support from mentors with relevant experience.
- Cultivate a positive and nurturing environment that nurtures confidence, self-esteem and resilience.
- Empower mentees with essential skills and knowledge, enabling them to navigate challenges and achieve their full potential in their chosen paths.

## The aims of our work experience will:

- Bridge the opportunity gap by providing hands-on exposure to various industries and partners of Nugent.
- Equip individuals with the practical skills, knowledge and confidence needed to pursue their career aspirations.
- Develop empowerment and self-belief

to overcome societal barriers.

- Promote inclusivity, diversity and equity in the workforce by empowering talent from all backgrounds.

## Why should you get involved?

Getting involved in the Employability project is rewarding and impactful for both individuals and the businesses.

There are many ways which you can help influence people in our care, helping them navigate challenges whilst unlocking their full potential. Your life experiences, time and skills are all valuable assets which can help shape their perspective and lead to better outcomes.

It also provides an opportunity for self-reflection and personal growth, as you learn from your mentees experiences and develop empathy, patience and communication skills. Being a mentor or offering work experience enables you to contribute actively to your community, making a tangible difference to the lives of those who may be vulnerable or at-risk.

By empowering individuals from disadvantaged backgrounds, you are contributing to a more inclusive society, driving change and making a lasting impact.



## Ways in which you can support:

There are many ways which you can support the Nugent Employability project, such as:

- Volunteer as a mentor – offering your time and expertise to become a mentor for young individuals, providing guidance and support in their personal and professional development.
- Work experience placement – you could consider offering a placement for individuals from disadvantaged backgrounds to introduce and show them the world of work.
- Taster days – you may be able to spare some time offering a taster day of a particular area or across different departments.
- Training workshops – you could share your expertise conducting workshops or training sessions on relevant skills.
- Share success stories – help us raise awareness of Nugent's initiatives.
- Donation – Financial contributions can also provide valuable resources, materials and events for those participating.

## How does partnering with Nugent Employability contribute to your business' environmental, social and governance goals?

Not only will you be making a lasting impact, but engaging in Nugent's Employability project can also play a crucial role in achieving Environmental, Social and Governance (ESG) goals in several ways:

- Social impact – By providing opportunities such as mentorship or work experience you are helping to address social inequalities, promote diversity and empower individuals from disadvantaged backgrounds.
- Talent development and retention – By offering opportunities you can attract and retain talented young individuals, foster positive cultures in your business and enhance long term sustainability.
- Skill development – The Employability project will enable individuals to acquire essential skills and knowledge, aligning with the social welfare and employee development.
- Equity, diversity and inclusion – Supporting people from diverse backgrounds enhances inclusivity within organisations.
- Community engagement – It can help strengthen communities whilst demonstrating a commitment to social responsibility.
- Partnerships and collaboration – By working with Nugent you can help create measurable outcomes for monitoring and evaluating the impact of Nugent's Employability project for ESG reporting.

# case study - ezra

Ezra's journey at Clumber Lodge has been incredibly transformative.

Ezra initially struggled with social anxiety and depression due to the size of his high school classrooms. To address this, a personalised timetable and one-on-one tutoring were arranged, inspiring him to pursue his education and take GCSE exams.

Music played a significant role in Ezra's life, and with the home's support, he successfully achieved his GCSE in Music, thanks to a drum kit and weekly private lessons.

Since joining Clumber, Ezra has had amazing experiences attending concerts, exploring London, and taking driving lessons. During a motivating trip to London, he had the opportunity to attend an online gaming event and meet the stars of the league. He expressed an interest in travelling abroad, and soon, he will embark on a trip to Salou with fellow Clumber residents and staff.

Ezra's mental health has seen vast improvements, including no longer needing medication.

He actively works on his well-being and has quit smoking, participating in a Smoking Cessation program.

With the support of staff and the Catch-22 Pathway to Independence booklet, Ezra has been building his independent skills. He prepares to leave the home later this year, while also supporting the induction of new staff and sharing his care experience during an open Q&A session at a Nugent children's home.

Recently, Ezra had a successful interview and joined Nugent's Assets and Facilities team as an apprentice, he completed all mandatory training and e-learning prior to starting work and will attend college to obtain qualifications. Supported by his keyworker, Beth, he looks forward to bidding on properties and transitioning to his own flat in the local area after his 18th birthday.



*\* name and face have been changed for safeguarding purposes*

# work experience

The Employability project Work Experience will involve individuals who access Nugent services engaging in meaningful and purposeful work experiences. We'll partner with local employers to create work experience opportunities tailored to individual needs and aspirations.

Individuals who access special educational provision or those who are looked after, are more likely to have a family with a low-income and restricted access to further and higher education as well as work opportunities. By engaging people we support in a work experience programme which focuses on aspirations, interests and career pathways, we can provide greater opportunities and exposure to a wide variety of careers and opportunities available.

## Taster Days

A taster day, also known as a work experience day, is a valuable opportunity for individuals to experience what it's like to work within a specific work setting.

A taster day involves spending a day or a short period of time in an employment setting. The day can include some shadowing of staff, observing and sometimes even allowing for 'a hands-on' experience where the young people can participate in the daily activities.

These experiences offer individuals a glimpse into the real-world workings of various careers, helping them make more informed decisions about their future paths and available options. Taster days allow the people we support to explore different industries, roles, and work environments to make informed decisions about their futures.

The overall experience gives individuals the opportunity to ask questions and learn about the skills, qualifications, and experiences required for success in a specific job, providing clarity on the steps they need to take to achieve their career goals.





# mentorship

## Could you be a mentor?

We are looking for mentors to join the Nugent Employability project and dedicate their time and commitment for a minimum 6 to 12 months or offer one off sessions to support individuals in our care. As a mentor you will receive training provided by the Young Lives Foundation (<https://ylf.org.uk/>).

Alternatively, you could be a support mentor, where you would dedicate your time to support an individual in our care in the form of an additional trusted adult.

## What are the benefits of mentoring?

Individuals in care often lack a consistent role models in their lives. Mentoring a person in care can have numerous positive impacts, providing invaluable support and guidance during a crucial phase of their development. By offering a caring and consistent presence, mentors can make a lasting difference in several key areas.

- Empowerment of self-esteem and self-confidence: Mentors boost self-esteem and confidence, providing emotional support and a safe space for expression.
- Life skills development: Mentors help develop essential life skills like decision-making and problem-solving.
- Broadened horizons: Mentors expand the young person's social network and expose them to new opportunities.

## Main responsibilities of a mentor

- Establish clear, achievable goals with the individual.
- Build a positive and trusting relationship through active listening and empathy.
- Provide guidance, share experiences, and offer advice.
- Foster personal growth by identifying strengths and areas for improvement.
- Encourage self-reflection and goal-setting.
- Offer constructive feedback and encourage exploration and curiosity.
- Promote resilience and problem-solving skills.
- Advocate for the individual and help them connect with opportunities for growth.

## General Requirements

- Maintain regular contact with the mentee.
- Visit the individual weekly to build relationships.
- Attend required training and mentor supervision sessions provided by Nugent.
- Report any concerns to Nugent and maintain accurate records of contact/visits.
- Uphold Nugent's values and policies.

## Training and Support

Training and support is provided to help you in the role of mentor. Nugent have teamed up with the Young Lives Foundation who will provide an online training package. This will cover the following skills:

- Active listening: Learn and practice through examples and exercises.
- Automatic thought: Identify, respond, and adapt to various needs and situations, incorporating feelings, emotions, anxiety, self-esteem, and self-awareness.
- Mindfulness Cognitive Behavioural Therapy (CBT): Acquire skills to be aware of thoughts and feelings, fostering a non-judgmental, present-focused mindset.
- Safeguarding Course: Equip mentors to identify, prevent, and respond to instances of harm, abuse, or neglect.

As every mentoring relationship is unique, your training can be tailored to support any specific needs of the individual you will mentor. All mentors will be given access to The Training Hub, where they can access specific and bespoke training courses that would be beneficial, along with a course dedicated to mental health first aid.



# career talk

## What is a career talk?

A career talk is an event or presentation aimed at providing the people we support with information and guidance about various career paths and opportunities. It is typically conducted by professionals, experts, or representatives from different industries who share their knowledge and experiences related to specific career fields.

During a career talk, speakers may discuss topics such as job prospects, required skills and qualifications, industry trends, potential challenges, and the overall nature of work in a particular field. They may also provide insights into career progression, salary expectations, and the potential for personal and professional growth.

## How would this benefit the individual and the business?

By attending a career talk, individuals can gather insights, ask questions, and gain a deeper understanding of different professions. This knowledge can help them explore their interests, align their skills and passions with potential career paths, and make informed decisions regarding education, training, and career planning.

As mentioned previously, partnering with Nugent's Employability project brings benefits such as increase brand reputation and loyalty, gaining potential future employee, enhanced corporate social responsibility and much more.

## Online video - career journey/career talk

If you are unable to make it to one of our services to deliver a talk in person, you could use any recording device to prepare a video to be shown to our young people. The video could outline either:

### Career journey

- Your journey through life to your chosen career path.
- Told as a story including details such as where you came from, what obstacles you had to overcome, what drew you to this career (or how you fell into it)!
- The aim is to be inspirational and show that adversity can be overcome with the right circumstances and support.

### Career talk

- A video explaining some of the exciting things that you might have to do in your chosen career.
- Delivered as a day in the life of style narrative, with interesting or unexpected occurrences of tasks happening throughout the video.
- The aim is to engage while being informative about the work you do. Some people may have no idea that the work you do is an option, so please do not feel that any public aspect of your work is irrelevant.



## How would this work?

- Any video format is acceptable. You can use your smartphone to film the video, but we would recommend using a tripod or a stand for stability. If you don't have a tripod, try searching online or on Amazon; most phone tripods are suitable for all phones, but be sure to check the compatibility.
- The ideal duration for your video is no more than five minutes. You should aim to cover all essential points and try to complete the recording in as few takes as possible to maintain continuity.
- Once you've finished filming, reach out to the Nugent Employability team to determine the best way to share the file, considering your systems.
- Please ensure that the content of the video is suitable for viewers of all ages.

# pathway guidance

Here you can see the individual pathways for the Nugent Employability programmes.

Throughout the programmes, we'll be providing comprehensive support to all parties involved.

This support includes overall service responsibility, offering advice on processes, implementing safer recruitment practices, providing guidance, conducting reviews and evaluations, ensuring safeguarding measures are in place, delivering training, and celebrating outcomes.

We are committed to assisting and guiding everyone involved in the programme to ensure its success and effectiveness.

## Mentorship Pathway



Application form submitted.



Project Team meet to discuss the application.



Initial discussion about motivation to become a Mentor.



Nugent undertake DBS and rereference checks.



Project Team review and approve - notify Mentor.



Online training for Mentor is completed.



Pen picture of mentor shared with individual/service.



3-way meeting with individual, Mentor and support lead.

Risk assesment shared.

Agree plan and mentoring content.



Monitor, review & evaluation.

## Work Experience Pathway

Application form submitted.



Project Team meet to discuss the application.



On site visit to employers for initial discussion.



Careers Connect undertake employer H&S checks.



Project Team review and approve - notify business lead.



Online training for employer is completed.



Application from individual shared with business lead.



3-way meeting with individual, employer and support lead.



Risk assesment shared.

Agree plan and timeframes i.e., day to day needs.

Monitor, review & evaluation.



# measuring impact

## Mentorship

To gauge the effectiveness of a mentoring program for people in care, Nugent's Employability project follows these steps:

- Establish Baseline: Collect initial data on the individual's emotional well-being, academic performance, social connections, and goals.
- Set SMART Goals: Collaborate with the mentor and individual to define specific, measurable, achievable, relevant, and time-bound goals.
- Regular Check-ins: Schedule regular meetings involving the individual, mentor, and Support Lead, depending on participants' availability.
- Track Progress: Monitor advancements in academic performance, emotional well-being, and self-confidence.
- Gather Feedback: Seek input from the individual, mentor, and others involved through surveys, interviews, and conversations.
- Assess Skills: Evaluate skill development if the program focuses on specific abilities.
- Long-Term Follow-up: Monitor progress for months after program completion to ensure lasting positive effects.
- Qualitative Insights: Obtain holistic understanding via open-ended questions and personal stories.
- Adapt and Enhance: Use collected data to improve the program continuously.





## Work Experience

Assessing the impact of work experience on an individual's growth involves these steps:

- Learning Objectives: Define clear learning goals for the experience.
- Pre-Experience Assessment: Evaluate the person's existing skills and industry-related goals.
- Mentor Feedback: Gather consistent input from mentors on performance and growth.
- Self-Assessment: Encourage self-evaluation using a tool covering communication, teamwork, problem-solving, etc.
- Task Completion: Monitor task accomplishment, initiative, and efficiency improvement.
- Skill Development: Gauge acquisition and enhancement of technical, soft, and industry-specific skills.
- Networking: Evaluate the individual's ability to expand their professional connections.
- Confidence Boost: Measure changes in confidence, particularly regarding career goals.
- Project Impact: Assess contributions to projects, considering quality, feedback, and outcomes.
- Post-Experience Review: Conduct a comprehensive evaluation with the individual.
- Career Aspirations: Observe if the experience influences career decisions.

These actions enable Nugent Employability to effectively measure mentoring and work experience impacts, providing insights for growth.

# application forms



# ready to create brighter futures?

If you would like to become a mentor or offer work experience for the people in our care, please scan the QR code or visit the website below and fill in the relevant form.



## We're here to help!

If you have any questions or need help with the application forms, get in touch with the Our Future Now team at [Employability@wearenugent.org](mailto:Employability@wearenugent.org)

You can also visit our <https://wearenugent.org/employability/> where you will be able to find links to the application forms and information about the programme.



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**#OurFutureNow**

**AG**

**THE ALBERT GUBAY**  
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