**Background**

Talent Match LCR has been developed using MYA’s skills and experience, research with young people and employers and evaluation of the Social Return on Investment model. We believe the programme builds on good practice and what works with this target group. It is funded by a combination of UKSPF Levelling Up Fund and Youth Futures Foundation and is funded until 31st March 2025

**Programme summary**

Talent Match LCR is a co-ordinated programme, responding to the needs of NEET young people aged 16-24 who are disengaged from services within LCR. It will offer bespoke, flexible, person centred support for young people 16-24. We will deliver UK SPF outcomes working with economically inactive, socially excluded NEET young people, including homeless, disabled, young parents and those with multiple disadvantages. The programme will engage participants, build resilience and coping strategies and develop the skills and confidence to use them. Participants will develop sustainable strategies to meet career goals and realistic aspirations. They will gain, work experience and progress into education, training and employment. We will support them to maintain their jobs via post-employment mentoring.

**Programme structure**

The programme is holistic, discovering and developing young people’s sense of S.E.L.F (Skills, Employment, Life, Future). By developing a pathway and learning by doing, participants gain sustainable skills and coping strategies to become active citizens.

The programme will identify disengaged NEET participants who may have low self-esteem and lack confidence or skills to make effective change in their lives. They become demotivated with low aspirations. Some do not claim benefits and instead are involved in the grey economy and illegal activity.

Participants will be assigned an Intensive Mentor to develop a personalised pathway to motivate, inspire and guide them. This is not a linear pathway but a combination of tailored activities, delivered at the right time, in the right way, affecting change.

Many participants will access the programme when they are in crisis, or have limited support networks; at this stage they need their basic needs met, with support to identify their strengths and barriers to progressing into work. They need to develop self-awareness and self-motivation in order to want to progress.

LCR Talent Match will utilise a range of activities (such as intensive mentoring, supported signposting, a SELF PSD toolkit, therapeutic interventions) to address these needs.

When these immediate needs are met and key drivers and barriers identified, young people move on to exploring and learning about themselves building their resilience factors and improving their skills. This includes developing self-confidence and belief, developing life skills, employability skills and readiness for work.

**Programme participants**

Extensive experience of working with participants through Talent Match has developed a further understanding of the needs of those participants especially those who are hardest to reach, and will target young people who present:

* Low levels of confidence, motivation and self-esteem.
* Negative perceptions and attitudes to employment, education and training and alienation from existing services.
* Lack of social and basic skills required to achieve in education, learning and employment
* Complex and often severe social needs including disabilities and health, mental health conditions, substance misuse, housing finance and debt, learning difficulties and challenging behaviours.
* Lack of awareness and understanding of the learning and employment opportunities available in LCR, and how to access them.
* Lack of or no work experience history and limited access to available employment opportunities.
* Lack of vocational and occupational skills and associated qualifications to gain entry to employment in the areas of employment demand.
* Care responsibilities including child and dependent care.
* Offending and re-offending history.

All of the participants that we aim to engage with will come from the Liverpool City Region Combined Authority area.

**Programme Objectives**

The overall objective of the Talent Match programme is to enable young people aged 16-24 who are marginalised and furthest away from employment to compete effectively in the labour market and access and maintain employment, education or training.

In addition, we aim to:

* Deliver a high quality experience for all Young People.
* Provide a stimulating and inspirational environment that supports personal development.
* Work with those most in need.
* Deliver an exciting innovative programme developed for and by young people.
* Work with a range of voluntary, public and private sectors leaders in this field.