



Employer Guide

Discover talent | Value difference | Invest in the future



Who we are

LTSB is a dedicated social mobility employment charity working with young people who face disadvantage to provide access to careers. We do this through:



Recruitment

Our specialist recruitment process finds able and ambitious candidates from disadvantaged backgrounds, assessing this using measures such as Free School Meal eligibility and the Index of Multiple Deprivation.



Preparation

We run unique pre-employment programmes, with each curriculum tailored to careers in a specific sector. Our material covers:

- **Employability:** we upskill young people for a long-term career with workplace skills, commercial awareness and critical thinking sessions.
- **Experience:** we introduce young people to employers and provide exposure to a range of corporate settings..



Support

On completion of our programme we place our young people in roles with employer partners and our Career Development Managers provide pastoral care for a period of 12 months. Our employment team also support the business to ensure the best chance of retention and success.



Our Impact

We're proud to have worked with hundreds of employers to provide high-quality, life-changing opportunities for young people facing disadvantage across the UK.

Since 2012,
we've worked
with over

1300
young people



75%
of whom were

Free School
Meal Eligible
and/or from
Areas of
Deprivation



95%
Complete
Bootcamp

99%
Recommend

71%
Employed

89%
Complete Year
in Industry

We only work with Living Wage employers. Visit www.livingwage.org.uk to find out more.



Get involved



By hiring our candidates we can help you:

- **Discover** talent that is often overlooked.
- **Value** difference and diversify your workforce.
- **Invest** in the future by strengthening & developing your team via apprenticeships or entry level roles.

How it works:

- ✔ We send you carefully selected CVs of prepared and eligible candidates for your available roles, **or** young people can apply through your standard process.
- ✔ You select who to interview and select the best person for the role.
- ✔ We can give information and guidance on **utilising the apprenticeship levy**.
- ✔ We provide **pastoral care** for all our candidates during the first year in the job, and your team leaders and line managers will have access to **support and guidance** from the Employment Team during onboarding and beyond.
- ✔ You can benefit from our Working Together line manager training (see below).

Become a Lead Employer

Why not become an invested partner and create your own programme? We work with organisations to design a programme that perfectly fits your needs, centred around your company values and procedures while equipping our candidates with the skills they need for your workforce.

You can be involved with our candidates from start to finish:

- ✔ Ring fence roles within your organisation for LTSB talent
- ✔ Get to know the candidates in advance and take part in insight days
- ✔ Talent spot at mock interviews
- ✔ Hire candidates who are already primed to work for your company
- ✔ Hit CSR goals with staff volunteering opportunities



Working Together Training

Our informative and interactive training package will give you and your colleagues an insight into how structural inequality and poverty affects those from disadvantaged backgrounds, and makes it harder for the best from all backgrounds to access roles equal to their ambition and ability.

We will lead on discussions around policies and practices that can increase the chances of successful integration for young people, leading to a workplace that isn't just diverse but inclusive - and how you can make the difference.

Other ways to support us



There are many points throughout the year when we are looking for **volunteers** and **support** from companies. Maybe you have an office space for us to **host a masterclass**, or a specialist who could share their expertise as a **guest speaker**. We give you and your staff meaningful opportunities to work with young people from local communities and make a difference.



As a charity we also look for financial support. We have many incredible business supporters who have fundraised, chosen us for **charity of the year**, given **donations** or **gifts-in-kind**. If you would be keen to speak to us about this, then we would love to work with you and your company to see how we could create a brilliant partnership.

Costs



We ask for a placement fee of £2500 (£2000 outside London) so we can sustain our work getting young people from disadvantaged backgrounds into meaningful careers. For Lead Employers, we will agree the cost during the planning stage.



Our Working Together training is included in the Lead Employer package. If you would like to book this as a stand-alone session it costs £195 per delegate or £1500 for 10 places.

Get in touch!

If your company is committed to the best of all backgrounds, and based in one of our locations, then our Employment Team would love to hear from you. Email directly via careers@ltsb.charity



Locations

Belfast	Liverpool
Birmingham	London
Edinburgh	Manchester
Greenock	Southend

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