



LEICESTERSHIRE CARES EMPLOYABILITY PROGRAM HANDBOOK 2026/27



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Our students had an excellent day and you could feel the buzz in the room. Students went in incredibly nervous but came out with huge smiles on their faces and the confidence boost alone will be invaluable.

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Leicestershire Cares made it really easy for us to tick the boxes for career requirements

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I just wanted to reach out and say a huge thank you to the team, and the volunteers for today's mock interviews. The students really enjoyed the process and you could see how much of a positive impact it's had on their confidence since- they have been talking all afternoon about their experience!

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For over two decades, **Leicestershire Cares** has successfully connected schools, young people, and employers through high-quality, volunteer-led employability activities, building strong relationships with local businesses and delivering meaningful experiences that prepare students for the world of work. As careers education continues to evolve nationally, we are now strengthening and modernising our offer by aligning our programmes with the Equalex framework for **Modern Work Experience**, developing a progressive approach that moves beyond one-off encounters to provide structured, meaningful employer engagement throughout a student's educational journey.

Our new strategy is designed to help schools deliver impactful, low-burden careers provision that reflects current best practice. Through a carefully planned programme of employer encounters, workplace experiences, project-based learning, and employability activities, students will develop career awareness, confidence, and key transferable skills over time. By combining our long-standing expertise in volunteer-led employability events with the principles of modern work experience, we are creating a flexible, scalable programme that supports schools in preparing young people for future pathways while strengthening links between education and local industry.

Leicestershire Cares is uniquely positioned to make this easy, impactful, and beneficial for everyone involved.

We partner with schools to design a whole-school careers experience programme that:

- **Meets Gatsby Benchmark requirements.**
- **Distributes work experience meaningfully from Year 7 to Year 11.**
- **Engages a wide range of sectors so students explore diverse career options.**
- **Reduces the administrative burden on school staff.**

Strong Local Network: We work with dozens of local employers across sectors.

Proven Delivery: Experienced facilitators and robust safeguarding processes. Over **20 year experience** developing and delivering employability events across Leicester, Leicestershire and Rutland.

Reduced Workload: We handle logistics, communications, and feedback collection. We have a menu of ready-to-go sessions to choose from.

Measurable Impact: We provide data to evidence careers guidance compliance, **Gatsby Benchmarks** and to support **Compass+**.

GATSBY BENCHMARKS



When developing our Education work, we always keep the Gatsby Benchmarks in mind to ensure we can best meet the needs of the school and to have as many opportunities as possible to get our business volunteers involved in the employment events. Below are details of how we meet them with our project delivery.

Gatsby Benchmark 1: A Stable Careers Programme

We provide bookable slots throughout the academic year which enables you to incorporate our events into your academic year plan. Our events have clear learning outcomes

Gatsby Benchmark 2: Careers and Labour Market Information

Our partnerships with business volunteers, coupled with fun and interactive sessions such as 'Speedy Speakers', helps students gain insight into real life jobs and employers, including the skills and training routes needed to succeed in a career.

Gatsby Benchmark 3: Addressing the Needs of Each Student

We have ensured that we provide a wide range of employability events and activities that are suited to each year group. We also provide adjustments to students with SEND or language barriers and can work with you in supporting students with additional needs.

Gatsby Benchmark 4: Linking Curriculum Learning to Careers

We can bring in our business volunteers to support with career learning within the curriculum, bringing them into the classroom to co-deliver lessons alongside the teacher and offer insights into their careers and the roles available in their sector.

Gatsby Benchmark 5: Encounters with Employers and Employees

We partner with hundreds of business volunteers across the city and county, from a wide and varied sector - with that comes a vast wealth of experience and knowledge. We try to make each encounter meet the new 'meaningful' criteria from the Gatsby Benchmark update.



When you become a School Member of Leicestershire Cares, you will be able to book in any of the sessions below, across the academic year, to fit in with your year plan. There are more sessions available, and if you already have sessions planned, we can recruit the volunteers you need. We are extremely flexible in our delivery and these events can be either virtual or face-to-face to suit the needs of the school and the students.

Introduce & Inspire

Guess my Job

Ignites curiosity into careers, facilitates asking employability related questions. Taps into student's own frame of reference or work skills and duties. Understanding of businesses across the city and county.

"A Day in My Life" Employer Talks

Short, engaging talks (in person or virtual) from employees at different levels. Awareness of jobs and sectors, challenging stereotypes, understanding that careers are diverse and flexible.

Investigate & Explore

Speedy Speakers

Students begin to think about their own career paths. Learning about different routes into careers. Encourage inquiries about careers. Understanding about business in Leicester, Leicestershire and Rutland.

Careers in the Classroom

Apply classroom learning to real life with business volunteers in the classroom. Tie this in with GCSE options to help students to make more informed choices

Employer-Led Skills Workshops

(e.g. teamwork, communication, problem-solving) Volunteers support students with identifying and building their transferable skill set.

Apply & Demonstrate

Workplace Skills and Behaviours

This is ideal for work experience preparation. Students begin to learn about the world of work. Introduction to professionalism. Understanding of expectations in work.

CV Workshops

Students begin to self-identify their personal brand and consider their key skills. Understanding of businesses in the city and county and their recruitment and selection process. This is ideal for preparing students for part-time work or apprenticeships.

Interview Technique

Prepare students for their College interviews. Awareness of personal conduct and presentation. Communication - developing dialogue and listening skills. Coney personal brand - how to sell yourself. Taking the fear out of interviews. Receive and act on feedback from business volunteers.

A structured, low-burden Equalex-aligned pathway

- One high-quality event per year-group
- Fully coordinated by Leicestershire Cares
- Clear learning outcomes mapped to Equalex
- Flexible for schools with limited timetable space
- Scalable (can add more experiences later)

What your year with Leicestershire Cares might look like

YEAR 7

Career Carousel

Short, engaging career talks from business volunteers

Introduce & Inspire

Learning objectives:

- Awareness of jobs and sectors
- Challenging stereotypes
- Understanding that careers are diverse and flexible

YEAR 8

“A Day in My Life” Employer Talks

Short, engaging talks (in person or virtual) from employees at different levels

Introduce & Inspire

Learning objectives:

- Awareness of jobs and sectors
- Challenging stereotypes
- Understanding that careers are diverse and flexible

YEAR 9

Employer-Led Skills Workshops

(e.g. teamwork, communication, problem-solving)

Investigate & Explore

Learning objectives:

- Identifying and developing employability skills
- Understanding what employers value
- Applying skills in realistic contexts

YEAR 10

Mock Interview

1:1 interviews with employers
Feedback provided

Apply & Demonstrate

Learning objectives:

- Understanding recruitment processes
- Developing communication and interview skills
- Receiving and acting on feedback
- Building confidence and self-presentation

YEAR 11

Workplace Project Challenge

Employer sets a real-world problem and students work in teams to present back to employer panel

Apply & Demonstrate

Learning objectives:

- Understanding how work tasks relate to real business problems
- Developing teamwork, communication, problem-solving
- Insight into a specific sector/role
- Beginning to recognise their own strengths



Pricing

We offer a variety of pricing structures based on your requirements and will create a bespoke package for you following a consultation.

Package	No. of Sessions	Price
KS3	Three sessions	from £600 +VAT
KS3 & 4	Five sessions	from £1,000 +VAT
Interview Technique <i>(further details on the next page)</i>	Up to three sessions <i>(for one year group)</i>	from £1,250 +VAT
One off session	-	from £250 +VAT



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Our students were visibly more confident
after finishing their interviews, and this
has given them the chance to become
more comfortable.
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Interview Technique

Our Interview Technique sessions are the most popular with our schools and it is easy to see why. 2026 marks our **20th anniversary** of delivering the Mock Interview project in secondary schools across Leicester and Leicestershire. Over those 20 years we have interviewed over 100,000 students with the support of over 10,000 business volunteers.

All students will receive a mock interview with a business volunteer, followed by both verbal and written feedback. In addition, all students will receive a certificate and the chance to be presented with a star certificate for outstanding effort.

Depending on the size of your year group, Leicestershire Cares will adjust the number of sessions we run for you, all included within the one price.

Year Group Size	No. of Sessions	Students per session	Number of Volunteers	Price
Up to 150 students	One session	150 students	Up to 15 volunteers per morning	£1,250 +VAT
Up to 250 students	Two sessions	125 students per morning	Up to 13 volunteers per morning	£2,000 +VAT
Up to 350 students	Three sessions	120 students per morning	Up to 12 volunteers per morning	£2,500 +VAT
Bespoke pricing for Alternative Provisions and smaller schools starting from £400 +VAT				

Leicestershire **Cares**
Together we **Can**



IF YOU WOULD LIKE TO BECOME A SCHOOL MEMBER

Please contact us to personalise your package, or for any further information.



Contact
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Call Bella on 07793 443 973



For more information about us
www.leicestershirecares.co.uk



twitter.com/LeicsCares



[linkedin.com/leicestershire-cares-ltd](https://www.linkedin.com/company/leicestershire-cares-ltd)



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Special thank you to Brookvale Groby for photographs of students

