

Family Business Model

By [Suffolk Council](#)

The Family Business, developed by Suffolk County Council, is an **employment model designed to support care leavers in building successful and fulfilling futures.**

Recognising the challenges faced by young people transitioning out of care, the programme focuses on creating meaningful employment opportunities and providing the tools and support needed for long-term success.

The Family Business operates on three core pillars, each aimed at empowering care leavers:

Ring-Fenced Apprenticeships:

Dedicated apprenticeships within the local authority offer hands-on experience in the public sector, providing care leavers with a strong foundation for future employment.

Employment Opportunities with Local Businesses:

Partnering with businesses across Suffolk, the programme creates job opportunities tailored to care leavers, ensuring a supportive and inclusive workplace environment.

Bespoke Training and Support

Programme: An 8-week Skills Academy equips participants with essential skills and prepares them to enter the workforce with confidence.

The Family Business is underpinned by the belief in the power of community. As a corporate parent, Suffolk County Council leverages its extensive network to provide care leavers with opportunities and connections. Beyond this, the programme aspires to create a network of 'community parents'—local champions committed to supporting care leavers by offering meaningful work-based opportunities and mentorship.

By fostering this collaborative approach, The Family Business seeks to empower care leavers to thrive in their careers and achieve their goals.

A cornerstone of The Family Business model is its 8-week Skills Academy, a comprehensive training programme with accredited learning outcomes.

Participants receive tailored support in:

- **English and maths skills:** Building confidence in fundamental academic areas.
- **Health and safety awareness:** Preparing for safe and responsible work environments.
- **Wellbeing and resilience:** Promoting mental health and emotional well-being.

Teamwork and communication:

Strengthening interpersonal skills for the workplace.

Problem-solving and money

management: Equipping participants with essential life and employment skills.

The Skills Academy also provides valuable networking opportunities, allowing care leavers to meet local employers, career advisors, and industry professionals to gain insights into their potential career paths.

The programme features a dedicated Family Business Coordinator to provide continuous guidance and support to both care leavers and their employers.

The coordinator plays a crucial role in ensuring success by:

- Conducting weekly check-ins at the start of employment to address any challenges and offer support.
- Acting as an advocate for care leavers, attending meetings and addressing concerns.
- Connecting participants to additional services or resources when needed.

To further support employers, The Family Business provides a detailed manager's guide outlining available resources and strategies for creating a nurturing and productive work environment.

See more: [The Family Business](#)

