

Theme: Work Experience

1. Background

Businesses across the country are reporting that they have vacancies and skills gaps that they are unable to fill.

2. Context

2.1 I am the Careers and Enterprise Coordinator for Rotherham. I am one of four Enterprise Coordinators (EC) funded by the Careers and Enterprise Company and the Sheffield City Region's (SCR) Local Enterprise Partnership (LEP).

The Careers and Enterprise Company (CEC) has been funded by the government to transform careers education and improve links between employers and schools across the country to prepare young people for the changing world of work and help them compete for jobs.

2.2 The Careers and Enterprise Company have carried out research and created reports showing:

- **A young person who has 4 or more encounters with an employer is 86% less likely to be unemployed and can earn up to 18% more during their career.**
- **Only 40% of schools are providing young people with encounters with employers.**
- **To be able to compete for jobs and help fill the skills gaps young people need:**
 - **Encounters** with employers.
 - **Experience** of workplaces and with further and higher education.
 - **Information** about local jobs and how the school curriculum connects to work.
- **A Career plan** tailored to their individual needs and supported by impartial careers guidance.
- **What works in volunteering and work experience.**

2.3 As the Careers and Enterprise Coordinator for Rotherham, my role is to coordinate the Enterprise Adviser Network programme and match volunteer business leaders (Enterprise Advisers) to our local schools to provide young people with encounters with employers and the workplace to help prepare young people for the changing world of work.

The aim of the Enterprise Adviser Network programme is to work with head teachers and leadership teams within schools to develop their careers programmes by working towards the 8 Gatsby Benchmarks for gold standard careers guidance.

2.4 **The 8 Gatsby Benchmarks for 'Gold Standard Careers Guidance** (Appendix 1)

3. What's working well in Rotherham

- 20 schools and 2 colleges have committed to be part of the Enterprise Adviser Network programme.
- 20+ leaders from local business have committed to work with schools to increase encounters with employers and experience of work places for local young people.
- Schools are working towards increasing the numbers of employer encounters to 1 per year per student between Y8-13.
- Schools are working towards the 8 Gatsby Benchmarks.

4. Recommendations

Objective	Action
Young people influence and contribute to the careers and work experience programmes in Schools and Colleges.	(Gatsby Benchmark 1) Young people share their wishes and feelings through: <ul style="list-style-type: none">• Rotherham Youth Cabinet.• Voice and Influence groups in Schools/College.• Careers and Enterprise Adviser Network Meeting.
Young people understand how curriculum subjects link to jobs and careers.	(Gatsby Benchmark 4) Head teachers, senior and business leaders, Enterprise Adviser Network work together to: <ul style="list-style-type: none">• Ensure that each student has the opportunity to engage with at least one guest speaker (Industry Champions) per year in Y8-13.
Young people develop the skills and experience they need to compete for jobs.	(Gatsby Benchmark 5) Schools work with the Enterprise Adviser Network to: <ul style="list-style-type: none">• Provide students with access to a range of guest speakers, CEC funded career, mentoring and enterprise activities.
Young people develop their knowledge of job and career opportunities and their networks with employers. Local jobs and skills gaps are filled.	(Gatsby Benchmark 6) All partners (Schools, Business leaders, Local Authority, Enterprise Adviser Network, parents and young people) work together to identify local volunteering and work experience opportunities.

5. Further Information

The National Careers Strategy – Making the most of everyone's skills and talents
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf

Careers and Enterprise Company <https://www.careersandenterprise.co.uk/>

Work Experience – What works
<https://www.careersandenterprise.co.uk/sites/default/files/uploaded/careers-enterprise-what-works-report-work-experience.pdf>

Involving young people in volunteering – What works
https://www.careersandenterprise.co.uk/sites/default/files/uploaded/careers_enterprise_what_works_report_young_people_volunteering.pdf

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Appendix 1

The 8 Gatsby Benchmarks for Good Careers Education and Guidance

- 1) **A stable careers programme** – Embedded programme of careers education and guidance that is known and understood by pupils, parents, teachers, governors and employers.
- 2) **Labour market and career information (LMI)** – Every pupil and their parents have access to quality information about future learning options and job market opportunities, with support from an informed adviser to make best use of available information.
- 3) **Addressing the needs of each pupil** – Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A schools careers programme should embed equality and diversity throughout.
- 4) **Linking curriculum learning to careers** – All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
- 5) **Encounters with employers and employees** – Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.
- 6) **Experience of workplaces** – Every pupil should have first-hand experiences of workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.
- 7) **Encounters with further and higher education** – All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.
- 8) **Personal guidance** – Every pupil should have opportunities for guidance interviews with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available wherever significant study or career choices are being made. They should be expected for all pupils but should be time to meet individual needs.

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<http://www.gatsby.org.uk/uploads/education/reports/pdf/gatsby-sir-john-holman-good-career-guidance-2014.pdf>