



Netherhall School

# **Employer Engagement Guide**

February 2021

# Providers currently supporting CEIAG at Netherhall School



## Background

*“Young people face an increasingly complex labour market, growing competition for entry level positions and changing demands from employers”.*

**Mann, A. and Huddleston, P. (2017)**

Careers guidance has become increasingly important with such large changes to both local and national labour markets, along with an ever changing economic and political position within the UK and internationally.

There is now an increasing breadth and depth of content at both GCSE and A-Level for students; this paired with the introduction of new qualifications and education routes post-16 means that quality careers guidance is vital to ensure that students choose suitable routes to achieve their aspirations. As a school, we have the responsibility to ensure that students are prepared with both the academic results and the employability skills to help them succeed as they enter the labour market.

Engagement with employers and educational institutions is integral to achieving this.

### CEIAG at Netherhall School

At Netherhall School, careers guidance begins from Year 7 and takes place throughout each of the key stages, until students leave at the end of Key Stage 4 or 5, and particularly through the crucial points of options. We have a statutory duty to provide independent and impartial advice to students, including the opportunities available at other educational establishments. As a school, we make sure that students and parents are aware of the importance of their decisions and how these affect career choices.

Our careers plan is based on the DfE document “Careers Guidance and Inspiration in Schools” dated March 2015. The main outcome of the plan is to achieve the eight recommendations of the Gatsby report “Good Career Guidance” dated 2014, to ensure students at Netherhall enter the labour market in a strong position, prepared for the world of work to enable them to achieve their career goals.

## Why is Employer Engagement so important?

Employer Engagement is essential in preparing students for their working lives and careers ahead. Providing a clear picture of career sectors and what they entail, enabling students to achieve their academic potential, developing employability skills and instilling the correct attitudes and expectations all play a part in this process.



Employers are able to provide first-hand and accurate information about the wealth of career opportunities available to them, the current labour market within their sector(s) and routes into the profession.

These engagements and discussions ensure students are more informed, whilst also:

- Allowing students to make the link between education and the workplace
- Raising the aspirations of students
- Improving employability skills of students to prepare them for the workplace
- Enhancing the curriculum through activities, workshops and specialist support
- Promoting the social impact of employers

## Levels of engagement

<b>Events</b>	<b>Details</b>	<b>Time commitment for partners</b>
<b>Aspirational assemblies</b>	Speaking to a full year group (Year 7-13) about your job role, how you came to do that job, qualifications needed, opportunities locally, nationally, internationally and opportunities for further development and promotion.	<b>15-30 mins</b>
<b>Working Lunches</b>	Q&A session with students particularly interested in your career sector – your role, qualifications and routes of entry, skills needed and how they can develop these.	<b>45 mins</b>
<b>Mentoring</b>	Regular on-site coaching to provide professional guidance to individual students.	<b>1 hour per month over an academic year</b>
<b>Curriculum development</b>	Assisting departments in school that link by subject matter to your business sector to build meaningful career links and employability into their curriculum.	<b>Usually 1-2 hours initially but can involve regular meetings</b>
<b>World of Work Day – Careers Fair</b>	A speed networking session for Year 8 students in small groups to discuss your job role, qualifications needed, working hours and salary. Routes into your role and opportunities for further development and promotion.	<b>2 hours</b>
<b>Post-16 education fair</b>	An opportunity for Y10-12 students to speak with sixth form, apprenticeship providers, colleges and universities to help them decide their next step in education.	<b>2 hours</b>
<b>Mock Interviews</b>	A short-interview for Year 11 and Year 12 students to practise their technique. Students are provided with constructive feedback in order to help them improve ready for real interviews for post-16 and post-18 options.	<b>Multiple 20min interviews, usually 2 hours in total</b>
<b>Workshops</b>	Sessions usually involve a practical element and provide a real-world challenge or activities linked to your career and aspects of roles within your company. This may be for targeted groups of students or a whole year group	<b>½ - full day</b>
<b>Workplace visits</b>	Providing an opportunity for a group of students to visit your workplace and experience aspects of a career in your business. This could be tours, workshops or events and usually last a half or full day.	<b>½ - full day</b>
<b>Work experience</b>	Providing a week of workplace experience relevant to the student's future career plans to help them develop employability skills and knowledge of the career sector.	<b>1 week</b>

## Previous Engagements

### Kaefer



Kaefer have run workshops with groups of Year 11 students to examine the recruitment process and the importance of a good CV and letter of application. CV writing sessions were introduced by school, ready for mock interviews to develop their communication skills.

Our Year 7 students benefitted from a Scaffold the World workshops, which required them to apply knowledge from technology and mathematics, along with other subjects, to fit a design brief whilst minimising costings and ensuring safety.

### Inspira



Inspira have supported the organisation and running of the Year 8 World of Work Day and assisted in gaining the support of employers from a wide range of sectors to speak to students about their careers and provide aspirational career targets to our students.

Inspira have also supported the planning and implementation of mock interviews for year 11 and 12 students to prepare them for the next stages in their post-16 and post-18 applications.

An Inspira careers advisor provides impartial careers advice to all of our year 11 and year 12 students each academic year including discussion of their future aspirations and providing guidance and support as they strive to achieve their ambitions.

Their work with our at risk of NEET students has also helped the school to ensure all students find a suitable career pathway at the end of year 11 and supported the students in their transition to further education.

## React Engineering & React Foundation



REACT Engineering have provided work experience placements for our key stage 4 students which allowed them to experience a range of roles within the company from engineering to quality control.

The REACT Foundation have also provided a group of Year 10 students the opportunity to participate in the I Can Too Programme. This programme has provided the students with visits to local engineering companies to speak to current employees and see their working environment, visits to the BBC to see the new technologies developed by those pursuing careers in mathematics and science. These exciting visits have been alongside regular mentoring to help the students improve their academic attainment, attendance and effort. CV and application writing as well interview technique have also been beneficial to our Year 11 students. Some of our Year 11 and Year 13 students have received bursaries from the React Foundation to assist progression in their studies of mathematics and science.

*These are just some of the amazing employers we collaborate with to prepare students for the world of work!*


### Further information

Please visit the Careers Education Information and Guidance page of the school website for more information and to view our Careers Plan:


<https://www.netherhall.cumbria.sch.uk/c-e-i-a-g>

## Contact Us

If you feel that you or your business could provide support to students and school, or you would like further information, please contact:

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