



## What are Careers Leaders saying?

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THE LEARNING PARTNERSHIP



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## Foreword:

Effective placement and recruitment into work-based learning opportunities, internships, apprenticeships and undergraduate roles within local small and medium sized employers in the UK is not working effectively for Careers Advisers and their students in 2019.

Employers tell us that finding quality matched candidates for the opportunities they are trying to fill is a major challenge and consumes resources. They have no system to distribute these opportunities into schools and to communicate seamlessly with careers advisers and their students.

Dendrite Connect has a large network of secondary schools in the UK and a clear mission to make the relationship between a school's desire to develop 21<sup>st</sup> century skills and employers desire to engage with this talent, simple and effective.

The Schools Connect employer & careers adviser network on Dendrite seeks to support both partners to achieve this outcome.

1. Since launching the employer network "Schools Connect" on Dendrite in 2019, 350 organisations have become early adopters to work with us and advise on development and introduce it into their recruitment and school's engagement strategy in the UK.
2. The tools are helping employers connect direct to careers advisers and students in the 2000 local schools across the UK already networked into Dendrite.
3. This Schools Connect solution is enhanced by partnerships with the British Science Association, The CREST awards, British Education Suppliers Association, The Design and Technology Association and Eventbrite.
4. In Q1 2020 an integration with My Careers Options will see Dendrite Schools Connect sponsor every secondary school in the UK with 100 Cambridge University developed Career Matching Psychometric assessments to enable 300,000 5th and 6th form students to be matched to the new Schools Connect recruitment tools being developed to support Schools Connect members.

Simplicity of communications and direct connectivity between career advisers and local business community seems to us to be the key. [www.schoolsconnect.me](http://www.schoolsconnect.me) for more information.

This year we asked school Careers Leaders to share their thoughts and feelings on their experience when connecting with their local employers to create high quality and informative placements for their students in industries tailored to student's needs, wants and ambitions.

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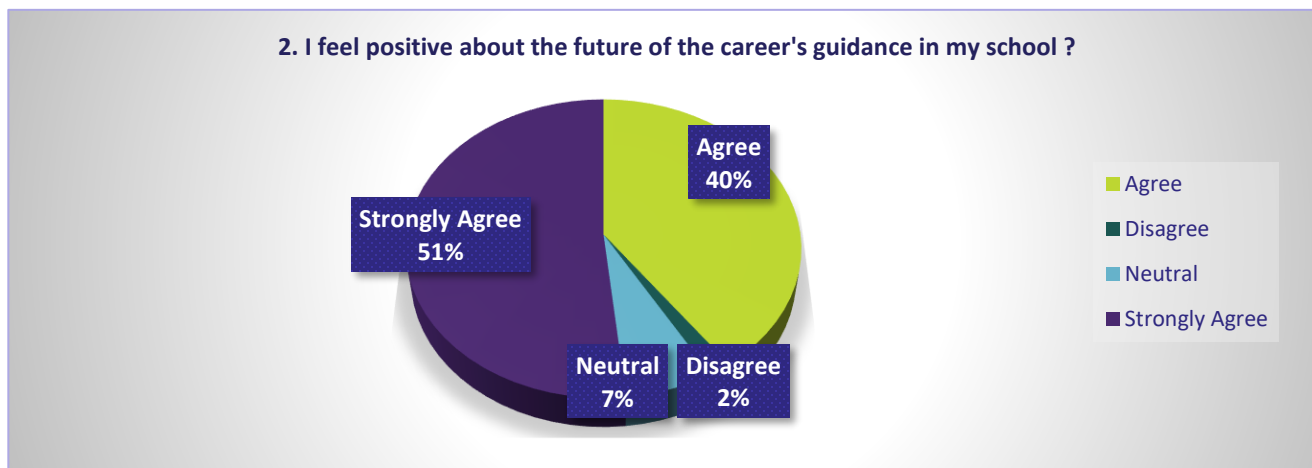
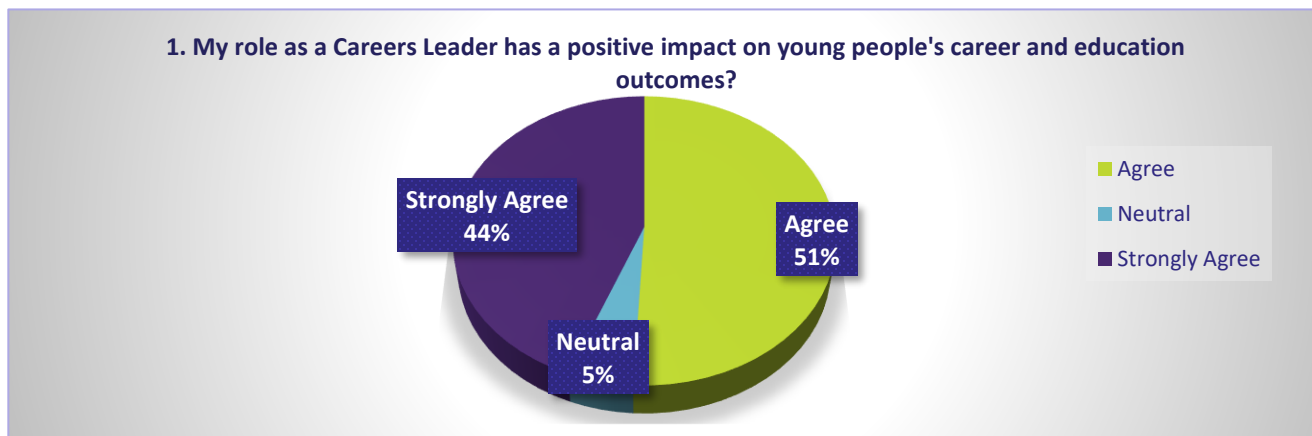


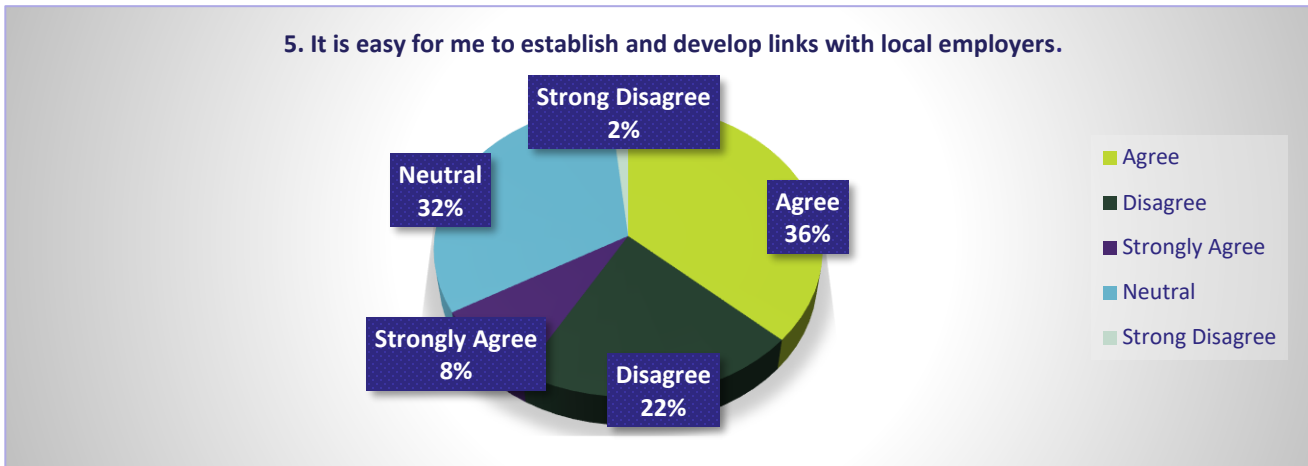
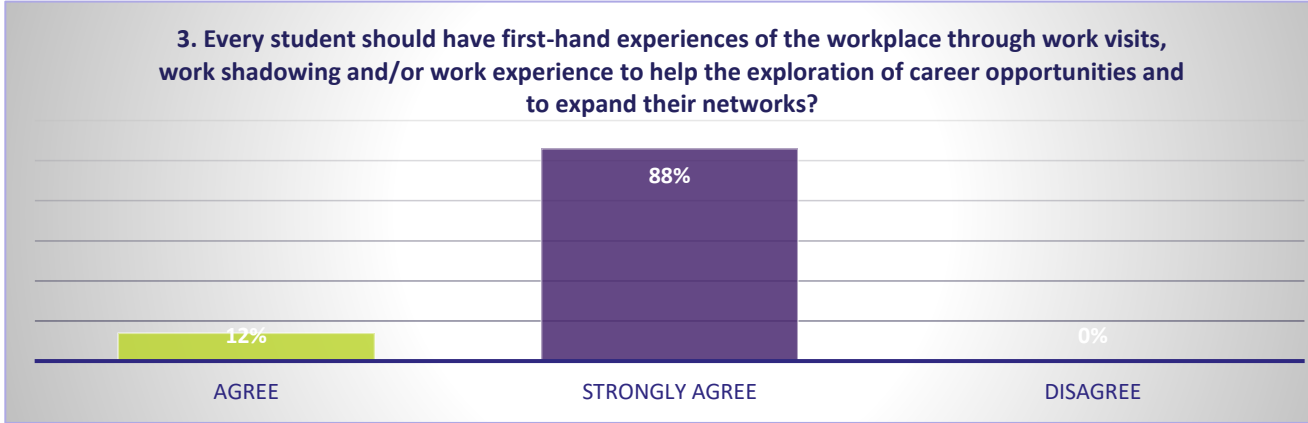
Founder and CEO The Learning Partnership

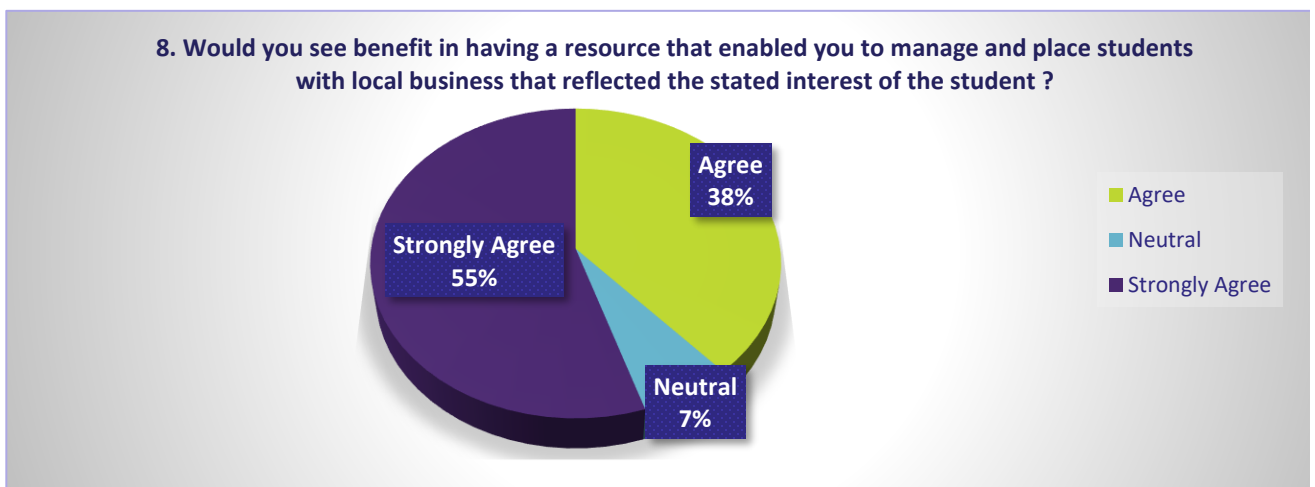
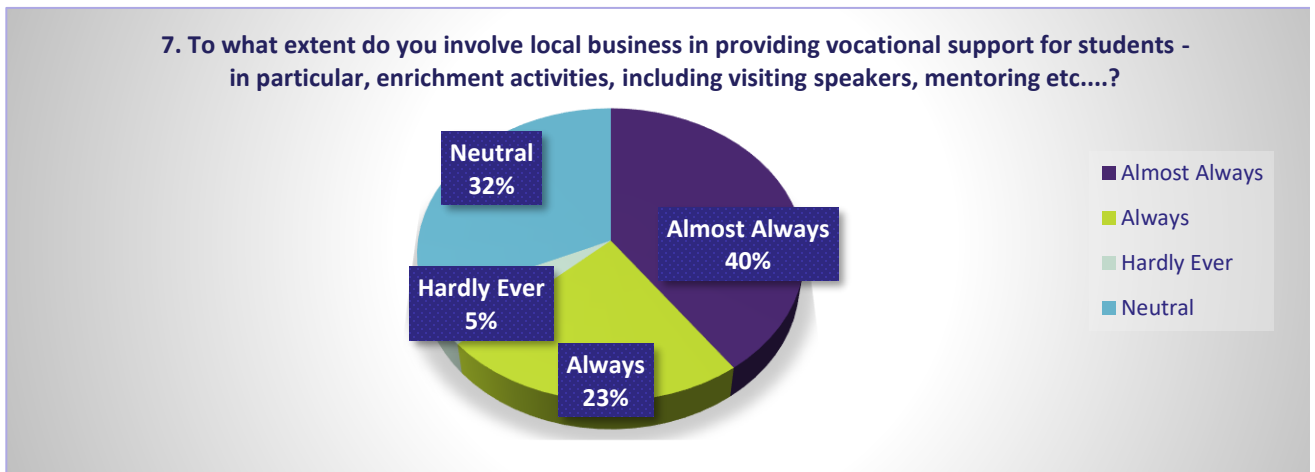
As you may know, work experience placements are a great way of introducing young students to the world of work and helping them explore different career options. Finding and arranging high quality placements for both student and business, however, can be a time-consuming process. The challenge for schools is to efficiently find out which businesses are happy to offer work experience placements.

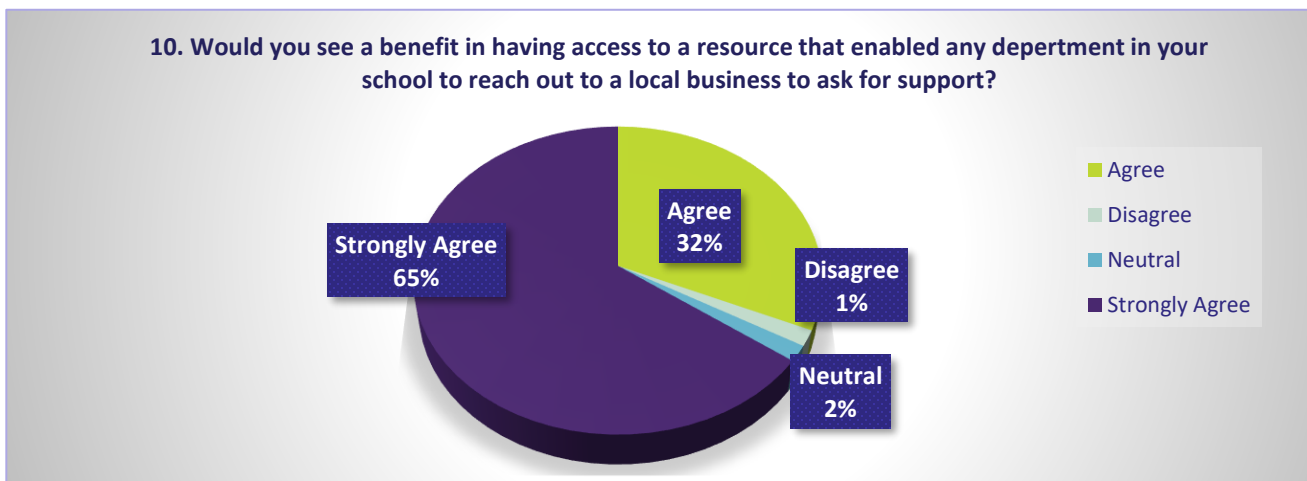
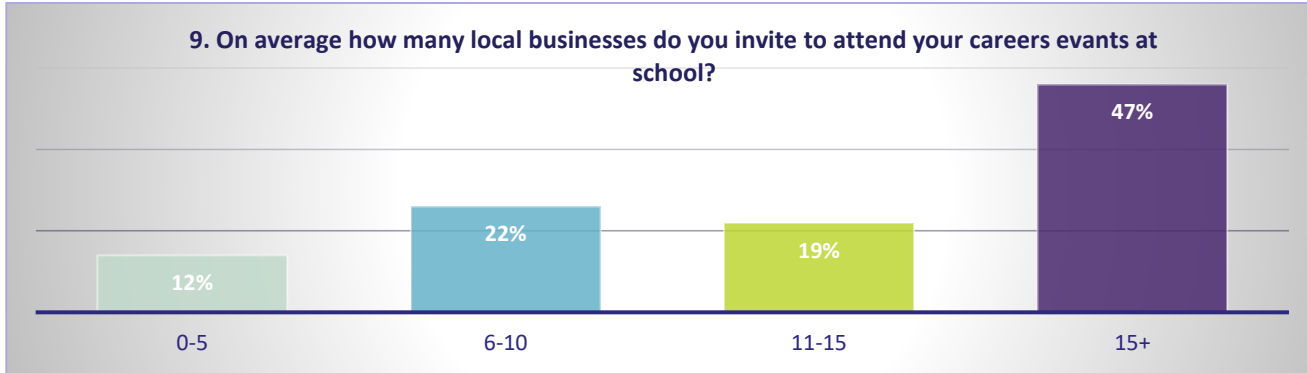


This year we asked Careers Leaders in schools to tell us how much they agreed with the following statements and questions:









### What did we learn?

From the replies we can see that when it comes to career guidance for students:

- **88%** of Careers Leaders strongly agree it is important that every student should have first-hand experience of the workplace.
- **54%** stated that currently it is not easy to establish and develop links with local employers or were undecided if this was easy or uneasy.
- **97%** of Careers Leaders stated that they could see benefit in having a resource that enabled them to manage and place students with a local business that reflected the stated interest of the student.



## **What do schools need?**

Some thoughts and comments from the Careers Leaders community:

*“Securing placements is a huge barrier. Firsthand experience of the workplace is vital & we always work hard to ensure every student in the relevant year groups access it but any support to make this easier would be welcomed”*

*“It would be great to have a centrally organised database with details of businesses, the things they can offer, and dates etc.”*

*“We have maintained a work experience programme for students however this year I am finding it very difficult to place students in businesses that are STEM related!”*

*“We would like more local businesses to offer WEX placements from different sectors.”*

*“Securing placements is a huge barrier. First-hand experience of the workplace is vital & we always work hard to ensure every student in the relevant year groups access it but any support to make this easier would be welcomed.”*

*“It would be helpful to work with employers relating to STEM subjects.”*

*“Any help would be much appreciated, as I value industry/ employer links so highly”*

The Government's careers strategy sets out a long-term plan to build a world class careers system that will help young people and adults choose the career that is right for them. This statutory guidance has been updated to expand on the aim set out in the strategy to make sure that all young people in secondary school get a programme of advice and guidance that is stable, structured and delivered by individuals with the right skills and experience.

From enhancing school careers events, through to arranging site visits, or asking a local tradesman for assistance in demonstrating a particular skill or trade to students, or simply asking to borrow equipment, there are a multitude of ways that direct support for schools and the learning experiences and opportunities for students can be facilitated through a simple interaction with local business.

The strategy sets out that every school and academy providing secondary education should use the Gatsby Charitable Foundation's Benchmarks to develop and improve their careers provision.

***For example:***

- ***Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace.***
- ***From the age of 11, pupils should participate in at least one meaningful encounter with an employer every year. A 'meaningful encounter' is one in which the student has an opportunity to learn about what work is like or what it takes to be successful in the workplace.***
- ***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.***
- ***By age 14, every pupil should have had the opportunity to learn how the different STEM subjects help people to gain entry to, and be more effective workers within, a wide range of careers.***
- ***All students 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.***
- ***Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.***



## **What does this mean for employers?**

*“As a manufacturing company, Thomas Swan recognises the vital importance of long-term skills development through the encouragement of STEM subjects at schools. Sponsorship of the Race To The Line programme is a wonderful way to engage children in science and I was thrilled to see the enthusiasm with which the pupils at Belmont Community School embraced the project. The programme also pulls schools and companies closer together which helps teachers and pupils realise local employment opportunities as part of long-term career planning.” – Harry Swan Managing Director at Thomas Swan & Co Ltd “*

Here at The Learning Partnership we are connecting businesses with schools to enable them to promote their company’s latest innovation, directly offer work experience placements, careers advice, outreach volunteers, industry specific resources and much more.

By helping young people to gain work experience, your business can reap real benefits, such as:

- ***Make connections with the teachers, parents and young people in your local area.***
- ***Raise your company profile.***
- ***Give something back to the community.***
- ***Increase your reputation.***
- ***Present yourself as an employer of choice in the community.***
- ***Recruit motivated, high quality future employees.***
- ***Help tackle the UK STEM skills shortage.***
- ***Build a diverse workforce.***
- ***Give your employees new experiences and development opportunities.***
- ***Involve your employees in life changing work.***
- ***Inspire the next generation.***
- ***Dendrite Schools Connect enables you to work towards CSR Accreditation.***



There is a strong social case too. We know that an extended period of unemployment, if experienced at an early age, can affect future employment prospects and lead to disadvantages, such as ill-health and poverty.

The cost to society of this, both financially and socially, is huge. It is vital that government, business and voluntary and community sector organisations work together to support young people.

We must especially support those struggling to make the transition from school to work, to prepare for, find and sustain employment.

**For further details:**

**[www.schoolsconnect.me](http://www.schoolsconnect.me) | [enquiries@thelearningpartnership.com](mailto:enquiries@thelearningpartnership.com) | 01869 346609**