Young people and meeting the skills needs in the labour market

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GATSBY BENCHMARKS
WHAT ARE THEY?

1. A STABLE CAREERS PROGRAMME
2. LEARNING FROM CAREER AND LABOUR MARKET INFORMATION
3. ADDRESSING THE NEEDS OF EACH PUPIL
4. LINKING CURRICULUM LEARNING TO CAREERS
5. ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES
6. EXPERIENCES OF WORKPLACES
7. ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION
8. PERSONAL GUIDANCE
Pipeline to Employment

- Work tasters
- Simulated work environment
- Social Action
- Employer projects

- External employer placements
- Internal placements
- Volunteering

- Level 3 substantial external placement lasts 45-60 days

- Pathways to work, include L4 Higher and Degree Apprenticeships

Gatsby Benchmarks 6 & 5

Work Experience
Work Placements
T-Level Industry Placements
Apprenticeships
The more employer encounters a young person has, the greater the benefits

- 90% of teenagers agreed that work experience helped them understand why it is important to do well ‘in education’
- In the UK, a wage premium of 5% was linked to each additional employer experience

_Closing the gap - the level of employer engagement in England’s schools and colleges, The Careers & Enterprise Company, July 2018_

- Experiences of work give young people a competitive advantage – 80% of employers think work experience is essential and two-thirds are more likely to hire a young person with work experience over someone with none

https://www.careersandenterprise.co.uk/sites/default/files/gatsby_benchmark_6.pdf

- A young person with 4 or more employer encounters is 86% less likely to be NEET (not in education, employment or training)

https://methods.co.uk/blog/methods-supports-opera/
...an amazing introduction into the industry!

substantial industry placements are an ideal opportunity for budding students in any field to find out what the real work place is like

...my confidence builds every day...

...go on an apprenticeship in engineering

Forensic Taster Day
Industry knowledge and currency

Teachers with industry knowledge / experience
- Recruitment and reward
- Retraining
- Industry relationships
- Flexible contracts

Culture of learning and teaching
- Changing pedagogy
- Work based assessment models
- Curriculum design
- Employer involvement in curriculum planning and delivery

Upskilling current staff
- Industry updating and staff placements
- Personal / professional development
- Mentors / coaches
- Time off curriculum delivery
Challenges

- Engaging employers in curriculum design and delivery
- Sourcing extended industry placements
- Industrial currency for teachers and advisers
- Preparing students and preparing employers