

Career-Related Learning: The Importance of Work Readiness Programs

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Welcome



In this session we will

- Understand the significance of work readiness for students.
- Explore practical methods for incorporating career-related learning.
- Collaborate with colleagues to design a career-readiness project.



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Who I am?



Take turns to pick up a card and describe the job/person

- Can't mention the job title (or any form of it!)
- DON'T use any of the 3 taboo words on the card.

Q: What words did you use? 



What is Career- Readiness?

The on-going process of preparing for the workplace. Developing the **knowledge, skills and attitude** to be successful in the workplace.

Job options, LMI,
progression routes,
how to...



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Employability Skills

Life skills

Work-readiness skills

Transferrable skills

Soft skills



The receiving, retaining and processing of information or ideas



The oral transmission of information or ideas



The ability to find a solution to a situation or challenge



The use of imagination and the generation of new ideas



The ability to use tactics and strategies to overcome setbacks and achieve goals



The ability to set clear tangible goals and devise a robust route to achieving them



Supporting, encouraging and developing others to achieve a shared goal



Working cooperatively with others towards achieving a shared goal

Essential skills which are highly transferrable.

They support us to do any job, anywhere.



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How do you currently support children and young people to become career-ready?

- Knowledge
- Skills
- Attitude

Work-related Learning: activities and experiences that are directly linked to the world of work and aimed at preparing individuals for future employment.

Why career-readiness is important (in primary schools too...)



- X Making them grow up too early
- ✓ Exploring possibilities
- ✓ Finding out about self and others
- ✓ Raising aspiration and broadening horizons
- ? Children are planning from 5 and abandoning ambition by 9

“You can’t be what you can’t see”

Benefits of being 'career-ready'



For Young people:

- More motivated – higher attainment, improved behaviour, increased attendance
- More likely to find a rewarding and fulfilling role
- Less likely to become NEET
- Better equipped for the workplace
- Less likely to leave employment
- Earn more – upto 12% more

For Employers:

- Close the skills gap
- Get access to and can help develop the future talent pipeline
- Better prepared workforce – efficiency and competitive gains



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Approaches to delivering in the curriculum



- **Foundation Approach** – subject areas highlight the relevance of their subject to future careers and opportunities
- **Developing Approach** - Curriculum staff contextualise elements of the curriculum to help students see the application of learning and how this is connected to careers
- **Expert Approach** - embedding curriculum teaching points in the context of the world of work (working with employers, bigger projects)

Integrating career-related learning

Teacher encounter

Team building day

Subject specific

Employer encounter

Jobs and responsibilities in school

Challenge Bias

Work experience

Job shadowing

Knowledge?
Skill?
Attitude?

Bring your parent to school day

Projects and challenges

Careers Fair

STEM

Aspirational

Visit a skills show

Standalone or integrated?

Meaningful



Career-related learning in subjects



- **Maths:** Analyse social media data to decide if a 2nd series of a TV programme should be commissioned. [AET and Pinewood Year 7 resource | CEC Resource Directory](#)
- **PE:** Taking on the role of a PE Coach, develop a training programme for a group of inactive teenagers. [Causeway and STAR Academies - Year 7 Curriculum Resources | CEC Resource Directory](#)
- **Art:** Create a brand identity for a mental health charity that supports young people [Causeway and STAR Academies - Year 9 Curriculum Resources | CEC Resource Directory](#)
- **Financial education:** Money Hero resources – ‘Let’s Play Shops’, ‘World of Work’, ‘Super Stories for Climate’
- **Science:** At the start of each unit of study, identify how it is used in the world of work e.g. how ‘Forces’ is used in the design of an aircraft

DISCOVER!
creative careers



The CV lesson!



You've been given the task to help Yr 11 write their CV.

How do you do it?



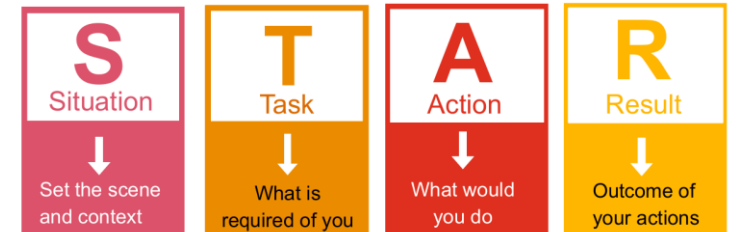
"I see from your resume you spent fore years at bizness skool."

The CV lesson – my suggestion



- Start early... YR? Yr7
- Provide opportunities
 - Where can they develop their skills?
 - Leadership in PE, creativity in Geography, organising a trip
 - Where can they demonstrate their skills?
- Consider how to support them to record their successes
- Train staff
- CV structure: Employer?

“Provide an example of a time when you planned and organised an activity, project or event.”



Career-Ready Resources: **Supporting your delivery** **‘off the shelf’**



Skills Builder Hub

High-quality resources for learners aged 4-18

Using the Skills Builder as a guiding tool, allows us to:



Give CYP the opportunity to:

Build
Practice
Demonstrate

Access hundreds of 15-minute, interactive lessons to start the day or bolster the curriculum

Boost careers education with resources linking skills and the world of work

Save time with ready-made projects and challenges for project-based learning

Find downloadable resources to link skills and the wider curriculum

Gives them examples of how they can demonstrate knowledge, skills and attitudes.

[Explore resources >](#)



PwC – Social Mobility Schools Programme

School series

Virtual school series: Dragon's Den

Virtual school series: Essential skills

Work experience

Employability Skills Toolkit

Primary schools engagement

Supporting students with SEND

Mentoring

One Firm One Day

Work with partner organisations

Curriculums

Free lesson plans and resources to download



Technology and Digital Skills
(aged 13-18)



Financial Literacy
(aged 13-18)



Employability Skills
(aged 13-18)



Wellbeing
(aged 13-18)



Business Case Study Challenges
(aged 13-18)



'Careers in the Curriculum' Case Studies
(aged 13-18)



'Tech We Can'
(aged 10-13)



Employability Hub
(aged 13-18)



A Postcard from PwC:
Arts

How studying Arts has helped me at PwC

Lesson 8: Recruitment Guidance

This session provides guidance on how to apply for jobs and what students should consider when making applications. This lesson includes advice on writing CVs, cover letters as well as effective interview techniques.

- [Lesson PowerPoint](#)
- [Facilitator Guide](#)

Young Enterprise Programmes



LaunchPad



Learn to Earn



Start Up Programme

Check your eligibility for funding



Team Programme



YE Learning Zone



10X Challenge



Company Programme



Employability Masterclass

Primary, secondary and SEND focussed



Fiver Challenge



Grid For Good



Inspiring Futures

Career Ready

Our programme structure:



Programme Launch

Students launch event while in Y12 or S5 (or FE College equivalent) and meet their mentor.



Mentoring

12x monthly (1-hour) mentor meetings at mentor's workplace or school/college.



Paid Internships

A 4 week paid summer internship between June – August.



Masterclasses

6 masterclasses delivered by volunteers at key points in the programme.



Workplace Visits

A behind the scenes look at the world of work.



Alumni Network

Sustained support for our young people through our alumni network.

+ Adaptability

+ Communication and networking

+ Creativity

+ Managing my career

+ Managing myself

+ Problem-solving

+ Team work

A programme for 15-18 year olds mapped to specific learning outcomes, enabling young people to develop the skills, confidence, and experience needed to kickstart their future.

Careers and Enterprise Company & Careers Hubs

- 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

Future Skills Questionnaire:

[Provider Directory - Results](#)



**Start Small;
Dream Big**
Primary careers
pilot programme



Explore the labour market

Explore **key industries** across the region, the opportunities available and the qualifications you will need.

Gatsby Benchmark	Latest Evaluation	Total achievement
1-A stable careers programme	58%	58%
2-Learning from career and labour market information	80%	80%
3-Addressing the needs of each pupil	90%	90%
4-Linking curriculum learning to careers	75%	75%
5-Encounters with employers and employees	75%	75%
6-Experiences of workplaces	50%	
7-Encounters with further and higher education		
8-Personal guidance		

	Y7	Y9	KS4	KS5
Q1	Using your own ideas, in schoolwork and things you do outside of school.	Developing ideas by writing things down or asking yourself questions	Being creative by coming up with new or different ways of doing things	Supporting others to be creative by coming up with new ways of doing things
Q2	Solving problems, by thinking about the positives and negatives of different options	Planning a complex task by considering the range of options	Testing different ideas to solve complex tasks	Creating detailed plans to solve a challenge
Q3	Taking part in group discussions to reach shared decisions	Recognising strengths and areas for development in yourself and others	Supporting others through mentoring or coaching	Describing the type of leader you are
Q4	Working well with others by respecting different opinions	Taking part in group decision making	Helping to resolve disagreements in a team	Suggesting improvements to a team to change the way they do things
Q5	Listening actively, for example by taking notes or asking questions if you don't understand	Showing you're listening through your body language or how you respond	Being aware of how a speaker is influencing by the way they speak	Listening critically to different points of view and being aware of bias
Q6	Speaking clearly by making points in a sensible order and using appropriate language	Speaking engagingly through tone, expression and gesture	Adapting what you say depending on the response of listeners	Changing what you say to persuade people
Q7	Keeping trying when something goes wrong	Looking for opportunities in difficult situations	Identifying the positives and negatives in an opportunity	Supporting others to stay positive
Q8	Having a positive approach to new challenges	Planning tasks in order of importance to achieve goals	Creating plans with clear targets	Developing long-term strategies, taking into account strengths, weaknesses, opportunities and threats

And...

primary
futures

DREAM
BIG
DAY



STEM
LEARNING



National
Careers
Service



BITESIZE

LOUD!: Job skills, influences and goals

Lessons on 'job skills' and 'influences and goals' to support careers education.



Doing it well



- Purpose Knowledge? Exploration? Aspiration? Skills? Attitude? Confidence?
- Learning Outcome
 - Use LMI
 - **Real-life context**
- Assessment
- What does success look like?
 - Young person
 - School/College

PLAN

RESOURCE

VALUE

Design your own career-readiness project



1. How can you adapt your delivery to include more work-related learning activities?

or

2. 'Design new aircraft for easyJet'.

Physics? Art and Design? Food Tech? Textiles? Maths? English? Geography?

Consider:

Objectives

Activities

Partnerships

Assessment methods

Designing your own Career-readiness project



Share your ideas

Recap



- Career readiness – what it is and the benefits
- Practical methods for incorporating career-related learning.
 - Approaches
 - Examples of resources to support delivery
- Designed a career-readiness project.

What one thing will you take away today?