

# Gatsby Benchmark 5 – Encounters with employers and employees

## Desired Outcomes

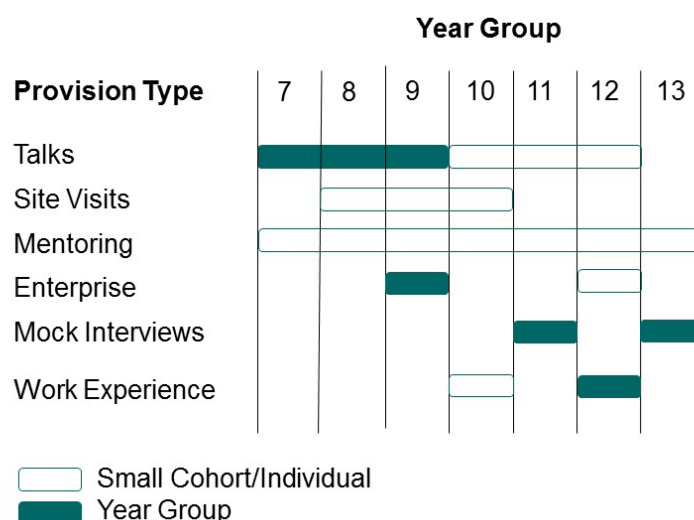
- Every student should have multiple opportunities to learn from employers about work, employment and the skills that are relevant and valued in the workplace.
- Students should participate in at least one meaningful encounter with an employer every year between years 7-13.
- Work with SEMLEP to make sure you are aligning to the [strategic economic plan](#) of the region and local plans such as the [Luton Investment Framework](#).

## In Practice

Gatsby define a **meaningful encounter** as ‘one in which a student has an opportunity to learn about what work is like or what it takes to be successful in the workplace.’

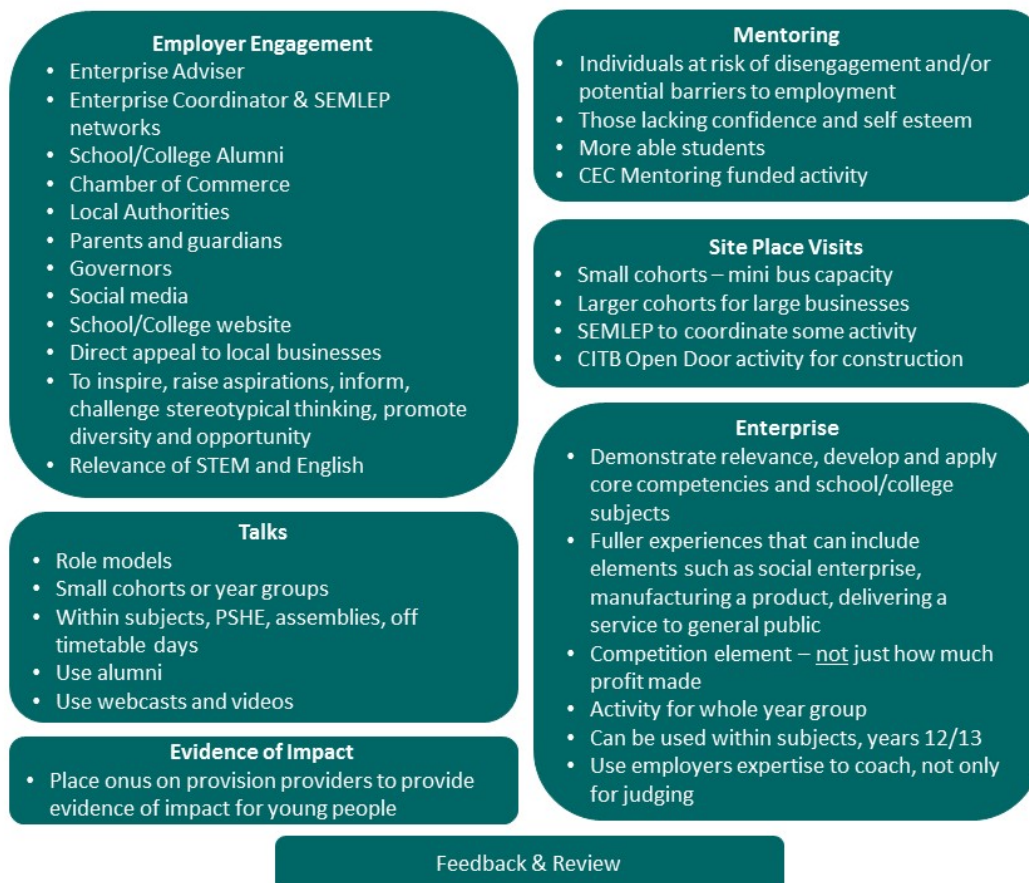
- Employers and schools work together to ensure students build a picture of the world of work and are well prepared to take up workplace opportunities.
- Build sustainable relationships with large and small employers
- Deliver through focused provision with high impact: talks, site visits, mentoring, mock interviews and enterprise competitions.
- Students should participate in at least one meaningful encounter with an employer every year between years 7-13.
- Schools develop strong and lasting links with local businesses, supported by the Enterprise Adviser, Enterprise Coordinator, networks and SEMLEP.
- Schools and employers draw on evidence of what works, focusing on:
  - the impact for various kinds of provision
  - the sequencing of these activities to ensure they are age appropriate and progressive
  - the importance of effective implementation including proper briefing and debriefing

Example of provision delivery plan



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## SEMLEP suggests – Encounters with employers and employees



## Employer engagement

We need to ensure that employers find the experience of working with young people in schools and colleges valuable, so they continue to support the careers provision and that the relationships are sustainable for the future.

- First impressions are important so provide clear details of where and when, where to park, facilities, etc.
- Welcome the employers, ideally with a member of SLT
- Offer refreshments
- Thank them afterwards and provide feedback on the impact of the provision and their contribution
- If they are escorted all the time by a member of staff, they do not require a DBS check

# Gatsby Benchmark 5 – Encounters with employers and employees

Talks, Videos and Site Visits	
<a href="#">Speakers for Schools</a>	A charity helping provide young people with inspiration through free talks
<a href="#">Founders4Schools</a>	Provider of employer engagement through various activities including talks and site visits
<a href="#">Future First</a>	Service that helps schools develop sustainable alumni communities
<a href="#">Inspiring the Future</a>	Provider that gives young people the opportunity to meet role models
<a href="#">STEM Ambassadors</a>	Volunteers who offer their time to demonstrate the value of STEM in life and careers
<a href="#">Women in Science and Engineering</a>	Aims to increase the participation and success of women in STEM
<a href="#">icould</a>	Career videos from role models
<a href="#">Careers Box</a>	Inspirational careers videos
<a href="#">Careers Lab</a>	Provides 'Business Ambassadors', volunteers from business or in employment who bring their knowledge and experience of the work to the classroom to help inspire and motivate students to start thinking about their own careers.
<a href="#">Go Construct Open Doors</a>	Provides chances and experiences to see behind the scenes at major 'live' construction sites
<a href="#">Careers Workout</a>	Run by Worktree, introduces students to a carousel of guests from different work backgrounds, to find out what it's like to do different jobs, in a one-hour speed-interview session
<a href="#">Big Bang Fair</a>	Inspirational STEM based fairs
<a href="#">National Apprenticeship Show</a>	A show with employers and providers highlighting pathways and benefits of apprenticeships
Mentoring	
<a href="#">Careers and Enterprise Company Mentoring Fund</a>	Directory of provision provider recipients for the CEC Mentoring Fund
<a href="#">What Works – Employer Mentoring</a>	Research report on effective employer mentoring
Enterprise	
<a href="#">Tenner Challenge</a>	Young people are pledged £10 and use this start-up capital to get their enterprise off the ground. Participants have one month to make as much impact and profit as they can. Profits can be used to fund other enterprise activity.
<a href="#">Enabling Enterprise</a>	Range of enterprise programmes including trips to businesses
<a href="#">National Enterprise Challenge</a>	Full day enterprise programme split into two categories for KS3 and KS4. Working in teams the students work on real life business challenges.

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<a href="#">Tycoon In Schools</a>	National enterprise competition by Peter Jones CBE, which gives young people the chance to run their own business.
<a href="#">Young Enterprise Company Programme</a>	Enables participants to experience what it's like to set up and run a student company. Can be run within Business.
<a href="#">Engineering in Motion</a>	Formula 1 in Schools and Land Rover 4x4 in Schools
<b>Focus on Luton</b>	
<a href="#">Luton Skills and Opportunities 16x16 Programme</a>	There are a range of activities for employers to get involved in at Luton Schools, supporting students to complete the programme in; Mock interviews, CV building, enterprise or inspirational event, work experience and many more.
<a href="#">Business Education and Skills Partnership (Luton)</a>	Speed networking session at a range of Luton Schools- employer guests have a series of 6 minutes meetings with a small group of students who will ask questions that relate to the guest's industry and career

### How can an Enterprise Adviser Network Help?

Your Enterprise Coordinator from SEMLEP will help and support you in ideas for addressing Benchmark 5 including employer engagement.

The Enterprise Adviser can assist and add value through:

- Helping with the planning of the employer engagement element of provision delivery
- Driving employer engagement to the school/college using their own contacts both within their work and networks

### Contacts

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