

## **Careers Education: Information for Employers**

If you are an employer, FE/HE or other provider who would like to work with us as part of our careers provision please take a look at our Provider Access Policy and contact Sally Ingham, Careers Coordinator – email [ingham@settlebeck.org](mailto:ingham@settlebeck.org) or phone 015396 20383

### **Why volunteer your time?**

As an employer, you should never underestimate the positive influence you can have on young people. Sharing your experience and workplace with young people allows them to meet role models and see examples of jobs they might like to do in the future. However much time you can offer, you can make a real difference.

Sharing your career journey can be powerful. Your insights, unique industry knowledge and experience can make a difference to the options a young person considers for their future career.

You could be the role model who changes a young person's life, just by showing them what is possible.

### **Benefits to your business**

It helps give young people the skills and knowledge that they need while also potentially finding new recruits for your business.

You can make a difference to the future career choices that a young person makes.

**When deciding whether to provide young people with work experience/employer engagement activities you should consider all the benefits they not only bring to the student, but also to your business.**

- Employee engagement and development: employees can build on their supervisory and leadership skills whilst sharing their knowledge and expertise with young people.
- Insights into your business: understand how young people view your business.
- Access to skills: tap into the minds of digital natives.
- Build business-relevant skills in young people to support your recruitment strategy and develop your future workforce.
- Give back to your community and build relationships with schools and colleges.
- Raise a positive profile and challenge myths about your business and industry.
- Embrace online delivery to enable more young people to gain valuable insights into careers and industry opportunities.

Your unique industry knowledge and experience can bring the world of work to life and make a difference to the options a young person considers for their careers.

### **Careers events**

We aim to run a series of careers events for each year group and are always keen for employers and institutions to provide help and offer their expertise.

Activity	Description
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<b>Employer Talks</b>	Share your career journey. Whether in an assembly, classroom setting or hosted virtually. Sharing your career story is a great way to help students understand the realities of the world of work and inspire them about a career path they may never have considered.
<b>World of work/ work ready skills</b>	<p>World of Work sessions focus on being work ready and may include:</p> <ul style="list-style-type: none"> <li>• giving advice about CVs and applying for jobs</li> <li>• being an interviewer at our Mock Interview Day</li> <li>• providing local and/or national Labour Market Information</li> <li>• helping students understand and develop employability skills</li> </ul>
<b>Presentations on post-16 options = A levels and vocational and technical qualifications and apprenticeships</b>	It's vitally important all young people are aware of all the options available to them post 16. These presentations, usually in morning tutorials 8.50-9.15am, are aimed at helping young people decide their best next step – which might be A levels, vocational and technical qualifications at college, starting an apprenticeship or selecting the right degree or apprenticeship degree course. As an employer, if you offer apprenticeships, or degree apprenticeships opportunities for young people to join your organisation, this is an ideal event to showcase your training programme and what you have to offer. A great way of them understanding more about their options when it comes to apprenticeships is to hear from current or recently graduated apprentices. Directly hearing about the experiences of apprentices will help to ensure equal careers guidance for both academic and vocational pathways, and challenge views about the suitability of different apprenticeships across genders.
<b>Career speed networking</b>	Career speed networking events involve a range of volunteers coming together to chat to groups of young people about their jobs. The aim is to introduce young people to a wide range of jobs that are available to them, broadening their horizons and encouraging them to aim high.
<b>Mock interviews</b>	In year 10 we provide opportunities for students to practice their interview skills and we are always looking for employers to help at this event. A mock interview is a shorter version of an actual job interview. It gives young people an opportunity to practice what to say and do during an interview and get feedback. A face-to-face mock interview is useful in helping students review their answers to common interview questions and assessing other factors such as mannerisms and body language. If you cannot be involved in face-to-face interviews but could offer virtual ones, do let us know.
<b>Work experience</b>	We organise work experience for year 10s towards the end of the summer term when we aim for all students to experience a full week working in an organisation. Work experience is time spent in a workplace learning about a job role, a company or a career sector. Work experience is unpaid.
<b>Careers Fair</b>	Careers Fairs are networking events for employers to showcase their industry/sector to prospective future employees.

<b>Company visits</b>	Company visits offer an inspiring and informative opportunity for a group of students to visit your workplace, learn more about your business and experience aspects of the different future career opportunities available to them. Visits could include tours, workshops or events and usually last a half or full day. If you offer educational visits already, consider building in career talks from younger employees, trainees or interns as part of that visit.
<b>Mentoring</b>	Employers could provide 1-1 mentoring for particular students within school to help them gain a better understanding of certain professions or employment areas whilst discussing their individual careers aspirations. This support can really help to boost a student's confidence, self-esteem and develop their employability skills. Usually we hope 1 hour per month can be offered per student.
<b>Curriculum Offer</b>	Do you recall sitting in some lessons at school and wondering what the point of that particular subject was and whether you were ever going to need that knowledge again? A few years later and many of us are now using what we learned at school in our jobs. You can bring subjects to life by assisting departments in school to link subject matter to your business sector, and build meaningful career links and employability skills into their curriculum.
<b>Enterprise projects and competitions</b>	Developing enterprising skills and behaviours in our young people is really important for Cumbria's future economy. We need more people to start and grow their own businesses to respond to new market opportunities and create future jobs. Running enterprise projects and competitions encourages our young people to build their careers in Cumbria. Many of the Cumbria Careers Hub partners offer opportunities for employers to work with them to deliver enterprise projects and competitions in school.

#### Useful links

[Employers & Volunteers – Cumbria Careers Hub \(careershubcumbria.co.uk\)](https://careershubcumbria.co.uk)

[Work experience, jobs & employment in Cumbria for young people | Cumbria LEP \(CLEP\) \(thecumbrialep.co.uk\)](https://thecumbrialep.co.uk)