

Careers Local

A grant scheme to help
young people who are at
risk of becoming NEET



delivered by



**Nottinghamshire
County Council**

funded by



European Union
European
Social Fund



**Education & Skills
Funding Agency**

Careers Local

A grant scheme to help young people who are at risk of becoming NEET

Careers Local Grant Scheme offers help to young people who are at risk of becoming NEET through it's partner providers. In this brochure each of our partners outline how they can offer that help so you are able to choose a suitable scheme for your organisation.

Our partner providers:



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Babington Group

Helping to **change the lives** of young people



Babington Group are an award winning national independent training provider, offering a personal, localised service across the country. We provide high quality training in our specialist market sectors, focusing on providing high value programmes, aligned to the needs our learners and partners.

Professional and Corporate Services programmes are at the heart of our offer, with leadership and management programmes also encompassing all aspects of our delivery.

Careers Local Enterprise Grant **Employability Skills**

The programme will support young people's education, employability and personal skills, enabling them to remain and progress successfully in learning and work to fulfil their career aspirations.

Babington's Employability Tutors will be a key resource for each young person, helping them to develop and agree a personal Careers Action Plan (CAP), nurturing and guiding them through each stage of the programme, offering timely, flexible tailored support to help them overcome barriers within their learning and building the personal skills needed for employment. This will be achieved through a range of interventions and experiences, designed to motivate, raise aspirations, develop pro-social activities and interests and build on young people's strengths. The Employability Tutor will work closely with Educational Institutions and other local support organisations to access wrap around services to provide additional support when needed.

Our Employability Tutors will promote progression to further learning and the world of work, broadening career aspirations and highlighting the Local Enterprise Partnership growth sectors e.g. Professional and Corporate Services, Advanced Manufacturing & Engineering, ICT & Digital, Property Services, Public Services, Accountancy, Financial Services and opportunities that are available across other industries.

The programme will be tailored to each young person's interests and may include work tasters and tours of companies to get a "feel for the working environment". The programme will be co-designed and delivered as intensively as required to meet the developmental needs of young people and the Educational Institution's curriculum. We can also take students out of the school environment with a unique, non-simulated experience in partnership with a range of well-known employers.



Employability Skills covers:

- Personal development course and activities
- Using local labour market intelligence
- Job search CV and interview techniques
- Personalised support and careers advice
- CV Passport to the future
- Mock Interviews and Assessments
- Resilience and Confidence
- Problem Solving

Careers Local Enterprise Grant Employability Interactions

The programme will support young people's education, employability and personal skills, enabling them to remain and progress successfully in learning and work to fulfil their career aspirations.

The programme will be tailored to each young person's interests and may include work tasters and tours of companies to get a "feel for the working environment". The programme will be co-designed and delivered as intensively as required to meet the developmental needs of young people and the Educational Institution's curriculum.

Employability Interactions includes:

- Experience of the workplace
- Conversations with employers and working people
- Volunteering and other work experience

We work closely with over 2000 partnered employers, varying from SMEs to larger organisations. We also ensure young people thrive via our proven methods within work experience, quality learning and skills development. This gives the young people "a real flavour of the world of work". It will also help them to develop the confidence and attributes required by employers as well as helping them to realise what they can achieve, building



essential social capital. It also gives employers experience of what young people are capable of, and the programme helps challenge preconceived perceptions of young people in the wider business community. We also offer our young people mock interviews in a realistic employer environment so that they benefit from a valuable real life experience.

The Employability Tutor provides ongoing support, advice and guidance to the young people, and their parents/carers where appropriate as well as their employers. Whilst in the placement, the Employability Tutor maintains close contact on an agile basis, undertaking regular visits to carry out mentoring sessions and reviews with both the young people and the employer/placement provider.

Babington's Employability Tutor will play an integral role in helping to match young people to employment opportunities, secured through our Employer Engagement Team who placed over 3000 young people into employment in 2015/16. We also have a Learner Engagement Support Service that will provide a continuum of support for young people into Traineeships, Apprenticeships and employment and wider pastoral support.

The programme will be co-designed and delivered as intensively as required to meet the developmental needs of young people and the Educational Institution's curriculum.



For more information please contact:



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babington.co.uk



Derbyshire Education Business Partnership

Personalised
support
and careers
advice



We - **DEBP** - are a Social Enterprise specialising in supporting the aspirational decision making of young people to help shape their future. We do this by introducing them to people and experiences which are aspirational, inspirational, challenging and fun.

We reflect the national and local educational and economic priorities in all of our activities in schools and Learning Communities. We do this by working closely with Local Enterprise Partnerships, Chambers of Commerce, Local Authorities, STEM Institutes and Societies, the Career & Enterprise Company and local employers. This gives us an incredible reach into the employer population with a potential audience of over 10,000 companies.

All the delivery is designed in collaboration with the educational establishment and is bespoke to meeting the needs of the school and the learners; ensuring that the work compliments other initiatives designed to help young people progress positively and not become NEET. The fundamental element of the work undertaken by DEBP is to ensure that all learners, irrespective of need, achieve and are able to recognise and be recognised by others for this. All work must enable, and does provide, an equality of access to what is being delivered.

Employability

'Future Forward' works with individual schools to support whole year groups of up to 220 learners to experience the application and interview process. A dedicated team work with identified school staff to design a plan that meets the needs of the educational establishment and their learners.

This is an initiative delivered over four months that offers 25 days of support. With every participant benefitting from:

- Overviews from all key employment sectors (using LMI)
- Employer presentations
- Job/opportunity identification

- Application process
- Preparation for interview
- Undertaking an interview with a matched sector representative
- Feedback
- An opportunity to secure a work placement (and even employment for post 16)

This assists the students to comprehend the competitive field for employment, therefore motivating them to achieve. It also works to contextualise learning for students and staff so that decisions regarding progressions at the end of key transition stages are well informed and based on reality - ensuring that progression pathways are appropriate and sustainable.

Tailored Programme

Our targeted approach working to support identified learners offers a personal development programme to support reluctant learners to re-engage with education.

This 10 week initiative works with groups of up to eight learners per school and provides 15 days of support from DEBP using a variety of strategies, environments and individuals.

This helps students develop their interests and therefore inspires them to accept other forms of internal support and progress positively onto their next stage of employment, education or training.

It also provides a personalised approach designed to meet the needs of the participants and is developed in partnership with the participating school.

Employer Interactions

The 'Business Mentoring' model involves matching young people individually with a mentor from the world of work, who is trained and supported by DEBP to focus students on their individual goals and aspirations and assist them to progress into positive outcomes.

The model provides:

- Intensive input with 40 hours of support for each individual
- 12 month long programme of intervention for each mentee

Support includes:

- One to one mentoring sessions
- Work visits for the mentee to the mentors place of work

- Extended work experience opportunities
- Facilitating of meetings with other role models for each mentee via the mentor
- Work shadowing at meetings, conferences and networking sessions

Outcomes / purpose include:

- Improving engagement with education
- Increasing attitude towards learning
- Positive impact on attainment
- Sustainable post-16 progressions
- Comprehension of the taught curriculum
- Contextualising learning to their future career aspirations
- Providing an impartial 'sounding board' for exploring these aspirations in a more tangible way

This is a robust and intensive model that delivers support for learners who are at risk of disengaging. However, these are not always young people who are failing academically; it can include those who are unclear on what the purpose of their education is, or what their post-16 pathway options could be.




'Group mentoring' has been developed by DEBP for **Special Educational Needs and Disability** learners. The approach supports a group of up to 10 learners to progress through a 4 month bespoke programme where the group are matched with a local employer to enhance the students' understanding of the world of work and employability skills.

A total of 40 hours of support is provided to each young person, through half/full day activities, delivered by dedicated staff at DEBP in partnership with the school. It is also designed to increase employer engagement which Special Educational Needs schools.

For more information please contact:

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 debp.org



Derbyshire Youthinc

Derbyshire County Council provides services to over 500 schools and academies across Derbyshire. Our county-wide reach and extensive customer base means we can support your school in all areas; Derbyshire YouthInc Careers is one of those services. With a proven track record of working with disaffected young people, we have tailored packages and bespoke offers that will support your careers education curriculum, contributing to your pupils' effective planning. All services are delivered by highly qualified and quality assured Careers Advisers who have access to appropriate continuous professional development.

Employability:

Facilitating the skills, attitudes and behaviours that allow young people to find, keep and progress within the world of work. Our menu of activities has been designed to meet the 10 opportunities that the D2N2 Employability Framework suggests young people should have access to, and also conforms to the recommended benchmarks within the Gatsby Report.

Our professionally qualified careers staff can deliver a feedback evaluation from students, teaching staff and employers facilitating a continuous improvement cycle.

The menu is not prescriptive and we are happy to meet and discuss topics and learning outcomes with learning providers and employers.

Enterprise Activities:

Enterprise is a skill and is the willingness of an individual to take risks, show initiative and take on new challenges and ventures. Our menu of activities is designed to offer students at Key Stage 4 and 5 opportunities to understand how enterprise and entrepreneurial skills can be valuable in life and at work.

We offer students the opportunity to participate in a range of enterprise activities, designed and delivered with the support of local employers. The activities aim to help students understand how to develop enterprise skills such as creativity and idea generation, and encourage them to build enterprise skills whilst in education both in their community and in working life.

We also explore what an entrepreneur is and the skills and attitudes they possess to successfully run a business. In an ever changing world of work more young people are likely to become freelance, self-employed or work on part time or temporary contracts. Having knowledge of different employment routes including setting up their own business can offer a better understanding of future options they can consider in working life.

Each activity has a feedback evaluation from students, teaching staff and employers facilitating a continuous improvement cycle.

The menu is not prescriptive and we are happy to meet and discuss topics and learning outcomes with learning providers and employers.

Employer Activities:

Derbyshire County Council has extensive links with businesses through work experience programmes, Derbyshire Skills Festivals and other career activities. We engage with employers who can help prepare young people for life and work in the future by offering high quality and up to date careers information and advice.

Derbyshire County Council offers a range of employer activities including:

- Careers exploration talks
- Inspirational employer activities
- Application and interview skills days
- Industry visits
- Careers fairs
- Support for work experience activities

Employers will be involved in design and delivery of sessions and research shows that there are clear benefits to students meeting and working with employers. Meeting employers can support the student's understanding of the workplace and the demand for key employability skills and soft skills. Employers can demonstrate links with academic subjects and the world of work and can also offer careers advice and information on relevant qualifications required for their industry. The world of learning and work is changing rapidly and this has implications in career planning. Greater flexibility, self-reliance and career management skills will be required as young people may well need to move from one job to another. Employers are ideally placed to advise students on the local and national job market, where to look for opportunities, how to apply, make the right impression and explain what is expected of them at interview. We therefore offer sessions fully supported by employers on applying for jobs, mock interviews and CV writing.

Our aim is to work creatively with our local employers to inspire young people and to teach them the required skills and competencies for today's workplace.

Educational Institutional Staff Development:

Derbyshire County Council aims to support educational staff and governing bodies by helping them work towards clear outcomes for employability and enterprise within a framework for Careers Education, Information and Guidance. We recognise that educational leaders, teachers and governing bodies have a key role in preparing students for progression into sustained employment, education or training.

We can offer a range of services and activities to support work with education staff, including supporting relevant careers leaders, careers co-ordinators, PSHE staff, tutors and leaders in building a coherent approach to employability and enterprise activities across the school curriculum.

We can also inform teaching staff and governors of the national agenda for employability and enterprise, the key employability and entrepreneurial skills, and how they translate from curriculum subjects into the world of work.

Changes in technology and the job market mean that an increasing number of jobs require specific education and training and there is a need to understand the wider range of options available to young people including apprenticeships and vocational pathways. The decision to go to university is becoming more difficult for students and we can inform educational staff and governors of the costs and also the trends in the graduate job market, and the impact of the introduction of higher and degree apprenticeships.

Teachers can also take steps into industry and experience 'first hand' a vocational sector related to their subject; informing them of current skills in demand, what employers are looking for, relevant qualifications and experiences required.

Information sessions can also be offered on a wider range of topics such as apprenticeships (including higher and degree apprenticeships), information on the local labour market, informing staff of current trends, skills shortages and the requirements of employers in the process of applying for positions in today's job market.

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The menu is not prescriptive and we are happy to meet and discuss topics and learning outcomes with all learning providers.

For more information please contact:



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derbyshireyouthinc.com

Enterprise for Education

470+
volunteers
representing
various
employers



Enterprise for Education (E4E) is a not-for-profit partnership, providing tailored careers and employability activities to pupils, in line with the D2N2 Employability Framework. Our activities have been tested, developed and proven to work with thousands of young people every year. They are high quality and delivered by local employer volunteers from our pool of 470+ volunteers representing various employers such as Rolls-Royce, Toyota, Bombardier, East Midlands Airport, construction, IT, sports, fashion, retail, HE, FE, apprenticeship providers and a range of SMEs - all supported by our expert project delivery staff.

Our methodology is to find out about your school, pupils, challenges you face and the outcomes and impact you want. You will receive a dedicated project manager, who will take you through every step of the way – from activity design, delivery, set-up and evaluation.

Our team is passionate about supporting pupils at-risk-of-becoming-NEET and includes two ex-school teachers. We are very experienced at working with the target pupils and with educational staff to arrange relevant activities with minimum fuss for the school and maximum impact for pupils.

We offer a range of activities which are adaptable to small and large groups, either as stand-alone interventions or bundled together as a packaged programme tailored to your school and at-risk-of-becoming- NEET students. See our range of options below.

Our packaged programme “Jobs Smart” is built for groups of between 20-25 students. It is a bespoke programme that can be flexibly spread over a period of up to 10 weeks or condensed into an intensive one week programme. Our Jobs Smart package can include mock job assessment centres, mock interviews, CV writing workshops, Labour Market Information, key sector information, careers talks, communications skills and team building events.

Brief overview of some options:

Employability Activities

Mock Interviews: Our most popular activity – our employer volunteers provide on-site 1-to-1 mock interviews. These exciting half-day workshops help demystify the interview process for young people whilst encouraging students to self-analyse their aspirations and employability. The session leaves students full of confidence with a ‘can do’ attitude.

CV Workshops: These practical and interactive half-day workshops run by our employer volunteers help students better understand and appreciate CVs as well as assist them in compiling their own CV. Gaining an understanding of the value of a good CV has a tangible impact on raising student aspirations.

Employer-led Mentoring: We offer a well-established and well-formed mentor programme. Mentors from the world of employment provide a series of empathetic 1-to-1 mentor sessions which provides long term and personalised support.

IAG sessions: Personalised careers advice through six half hour 1-to-1 IAG sessions by a level 4 trained IAG professional.

World of Work Insights: Within these flexible 2 hour workshops, our employer volunteers offer students an insight into local labour market intelligence. The sessions discuss 'ordinary jobs' and the realities and experiences faced by people from similar backgrounds or who have experienced similar challenges.

Aspiring Minds: Four half-day interactive workshops to develop the attitudes and personal success needed in the modern world - delivered alongside Olympic athletes and employment ambassadors (delivered in partnership with The Dame Kelly Holmes Trust).

Enterprise Activities

Our range of Enterprise activities help to build motivation and confidence, as well as enabling young people to be innovative, creative and to manage risks. Skills developed - working in a team, presentation skills, finance and marketing skills.

Business Builders: Our staff and employer volunteers will support pupils through a series of staged exercises to set up their own business.

Enterprise Skills day: Working with an employer within workshops, students will put into context how they use the skills they are learning within their daily work.

Enterprise Challenge: Four half-days to provide students with a range of employer workplace visits and participate in an enterprise problem solving challenge.

Careers fair: Full or half day in-school careers fairs and events involving interactive careers workshops, careers cafés and tailored IAG.

Employer Encounters

Whilst all of our activities involve employer encounters, the following specifically enable students to experience and explore the world of work our volunteers come from.

World of Work Visits: Students visit local employers across the D2N2 key sectors. These visits provide direct interaction in a range of real work settings, introducing young people to the people, roles, processes, required skills and expectations within the world of work.



Careers talks: Our employer volunteers share their understanding of various careers, career paths, skill sets, barriers and challenges by sharing their inspirational moments, their career journeys and/or engage on the realities of the changing world of work.

Careers conversations: Employer volunteers from similar backgrounds to the target group, in some cases role models who themselves have been through the system, share and discuss their experiences. Our diverse set of volunteers have stories with real impact, leaving students with a more positive view of the world of work.

Staff Development

Expert Exchange: Through this innovative and informative programme, staff at educational establishments access a range of opportunities to gain further understanding on a range of topics that can be tailored to their needs.


Through typically 2 hour workshops - our team and industry experts, enthusiasts and employer representatives engage with teachers and senior school staff to raise their awareness about industry and careers issues. School staff are informed and inspired through employer engagement on key careers topics e.g. apprenticeships, traineeships, entry requirements onto various pathways and at various institutions (educational, vocational or work).

For more information please contact:

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 **enterprise4education.com**

 **01332 641600**



Forum Talent Potential

A purposeful
a **meaningful**
Learning
Experience



Careers Local – Staff Development

Unlocking Talent & Potential (UTP) is a flexible, six-step process that:

'... incorporates employer input into existing study modules. It helps teachers bring traditional curriculum subjects alive and makes learning more relevant to what's needed in today's and tomorrow's world'

Phil Crompton, Executive Principal, Trent Academies Group (SecEd, May 2016)

- Step 1.** Auditing Provision & Setting Priorities
- Step 2.** Bringing Subject Lessons 'To Life'
- Step 3.** Purposeful Projects & Challenges
- Step 4.** Employer Engagement & Partnerships
- Step 5.** Student Self-Assessment & Development
- Step 6.** Celebrating Success & Sharing Good Practice



This CPD programme addresses Gatsby benchmarks 4 & 5 and enables schools to respond to government guidance issued in December 2016:

'... excellent careers education and guidance is about offering an age-appropriate variety of activities, embedded in the curriculum and delivered in collaboration with employers and other partners.'

The Careers Local grant covers the cost of consultancy support to implement curriculum projects ('*Meaningful Learning Experiences*'), ideally across a group of schools and probably including:

1. Whole School/MAT Impact (Senior Leaders):
 - Strategic evaluation and priority-setting
 - Skills frameworks (D2N2 implementation/mapping)
 - Self-assessment and self-reflection processes.
2. Staff Inset day or twilight CPD sessions (Teaching Staff)
 - Context, rationale and professional motivation
 - UTP process, toolkit resources and case studies
 - Invitation/recruitment for exemplar projects.

3. Development of exemplar projects (Teaching Staff)

- Routine email and phone support and guidance
- Periodic site visits, including to employer partners
- Support with classroom resources, assessment, etc.

4. Showcase CPD event (Teaching Staff & Senior Leaders)

- Explaining context and rationale for projects
- Sharing case studies, by participating teachers
- Discussion about wider implementation, with SLTs.

Further information:

Schools Week, October 2016. 'Work experience can benefit employers, as well as school'

<http://schoolsweek.co.uk/work-experience-can-benefit-employers-as-well-as-schools/>

Sec-Ed, January 2017. 'Win-win employer engagement'

<http://www.sec-ed.co.uk/best-practice/creating-long-term-sustainable-employer-partnerships/>



**For more information
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07973 837 342

we are
**Ofsted
rated
Outstanding**



Futures Advice, Skills & Employment (Futures) is an Ofsted rated 'Outstanding' provider of careers advice and guidance, training and skills education.

We are a not-for-profit company with more than 20 years' experience of successfully supporting young people and adults to achieve their learning and employment aspirations and goals.

We are one of the few providers approved to deliver all four of the Careers Local 'lots' across the entire D2N2 region.

If you decide to work with us, you will benefit from the support of a dedicated Enterprise Coordinator who will help you manage every aspect of your Careers Local delivery, including your Enterprise Action Plan and employer engagement activity.

Employability

Our outstanding track record of successfully engaging young people who are NEET, or at risk of NEET, is based on an holistic support structure. We recognise the strong correlation between personal development, support, careers guidance and opportunity awareness – particularly relating to employability skills.

In order for young people to positively engage with employability and enterprise activities, and benefit from employer interactions, there is a need for personalised support that encourages receptiveness to both careers guidance and a full range of lasting, powerful employer-led experiences aimed at building their chances of succeeding in life and work.

Careers advice and guidance, delivered by our experienced practitioners qualified to Level 6, is underpinned by current, high quality labour market information (LMI) sourced from across the East Midlands. We use Labour/Insight, a real-time LMI tool to track sector and occupational trends as well as to monitor skills demand and identify which employers are actively recruiting – including apprenticeships.

We deliver both one-to-one and small group sessions, with intervention(s) being part of a bespoke programme. **Examples include:**

- Career planning – including an agreed school specific action plan
- Opportunity awareness – further education, traineeships, apprenticeships, employment
- Compiling a CV, covering letter and personal statement
- Creating an impactful application form
- Registering and effectively using the 'Find an Apprenticeship' service
- Self-awareness, self-motivation and confidence building
- Understanding and achieving qualifications that are valued by employers
- Growth mind-set – improving self-empowerment
- Intensive focused mentoring support

Enterprise Activities

Our enterprise activities are fun, practical and stimulating. We deliver these to more than 6000 young people every year. We help young people build confidence, particularly those who face barriers to engagement and who are at risk of NEET. We nurture their capacity to generate ideas and formulate tangible outcomes. An element of risk is also embedded within many of these activities which helps to develop a young person's ability to make decisions by calculating and managing risk appropriately.

Activity can be delivered as part of a bespoke programme or as individual interventions but focuses on:

- entrepreneurship
- employability skills
- the importance and understanding of team work
- effective communication
- individual accountability and responsibility
- use of competition - in a controlled environment
- raising aspiration
- improving motivation
- leadership skills.

Drawing on our extensive partnerships with employers, training providers, universities and apprenticeship champions, we ensure that all enterprise activity raises the aspirations of learners. We also recruit alumni and motivational speakers to provide real life examples of career progression to enthuse, inspire and broaden the horizons of students.



Employer Interactions

As a leading provider of employability skills advice and guidance across the East Midlands, we have extensive experience in engaging a wide range of employers in all aspects of our delivery.

Annually we work with more than 3200 employers to deliver our employability and enterprise interventions to education providers. Through the Nottingham Jobs Hub and our Futures Apprenticeship Agency, we support more than 2000 employers with growth and recruitment.

We have strong relationships with employers through the D2N2 LEP, local Skills and Employment Boards, East Midlands Chamber of Commerce, East Midlands Property Alliance and Health Education East Midlands.

Drawing on this extensive experience and employer network, we can help:

- create an enterprise action plan (EAP), using the D2N2 Employability Framework, with strategic employer involvement
- arrange workplace visits
- facilitate work experience and volunteering
- recruit employers to help embed employability in the curriculum

- facilitate employer interactions with young people through structured employability activities.

We are highly adept at inducting, training and supporting employers to work effectively with young people, providing full briefings on 'Safeguarding', the Prevent Strategy and the promotion of British Values. Employers are also fully supervised and briefed on any special needs or barriers to engagement that learners may have.

We ensure that employers fully understand the D2N2 Employability Framework as well as the educational and local economic landscape and priorities (including Ofsted objectives, Gatsby Benchmarks, NEET reduction and local skills shortages). Through our Careers Inspiration, Aspire and Careers & Enterprise Company contracts, we have successfully audited more than 60 schools, resulting in the creation of EAPs supported by employers.

As industry experts, with an in-depth knowledge of the employability landscape across the D2N2 region, we are highly effective at ensuring that the impact and quality of employer support is maintained at all levels.

Educational Institutions Staff Development

In promoting sustainability for educational institutions, our professional development services include a range of accredited and non-accredited courses, many of which can be tailor-made to fit the requirements of your staff. Choosing to develop your team will ensure that you enhance your institution's in-house expertise to design, deliver and continually improve your careers development work.

Non-Accredited Courses:

Our bespoke CPD courses, that could be delivered as part of an inset programme, are entirely flexible and are suitable for groups of up to 10 people.

Topics could include:

- interviewing skills
- action-planning
- group work, planning and delivery
- managing information
- Specific career sectors – STEM, Armed Forces, etc.

- opportunity awareness
- qualifications in the world of work
- lesson planning and resource packs

Futures Professional Development Centre can offer a 3 day 'Leadership in Careers and Enterprise' programme to support schools with the CEIAG programme which has level 6 equivalency, for those who would be interested in receiving accreditation at level 6 an additional payment of £150 would be required and this would need to be financed from an alternative budget.

Futures Professional Development Centre can offer 15 credits of the Level 3 Certificate in Advice and Guidance, for those who would be interested in receiving accreditation at level 3 a further 6 credits costing £415 would be required which would need to be funded from an alternative budget.

For further details about the programme, costs and start dates please contact professionaldevelopment@futuresadvice.co.uk




Course participant Alison Bingham, Director of Bulwell Academy, says: *"I really thought it was excellent. For me, it was very helpful in providing foundation to the work we already did whilst giving useful pointers towards areas that needed developing. It was well delivered by an expert with superb confidence building support from my assessor. Thank you."*

For more information please contact:

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 **futuresadvice.co.uk**

Ideas4Careers



We work with
1000s of
students every
year



Employability and Career Guidance Support

Ideas4Careers is a successful provider of high quality career guidance and employability skills training to schools and colleges. We work with thousands of students every year delivering interactive workshops to inspire young people to think positively about their futures and individual career guidance to help them to make informed choices about the world of work.

Led by an innovative team of professional career advisers (level 6) and local business ambassadors we work collaboratively with education to help students raise aspirations and motivate them to fulfil their potential.

Activities include a personal development programme delivered over 3 x half days **combined** with additional individual careers guidance and transitional support.

Employability skills cover:

- Career Journey
- Post 16/18 Options
- Skills + Prove It!
- Alternatives to HE
- Applications (college or/and apprenticeships)
- CV Building
- Interview Skills
- Mini job club (including various training providers)
- Intensive career guidance/transitional support

Advisers work closely with parent/carers and school keyworkers and students have a minimum of 3 interventions. **This programme helps NEET risk students to:**

- Feel excited and inspired about exploring the world of work
- Have insights into potential career opportunities and local LMI
- Be better prepared for work with a greater knowledge and understanding of employer expectations
- Have greater confidence in presenting themselves effectively to an employer eg CVs, Applications and Interview Skills including a mini job club
- Recognise their own personal attributes and skills to make better informed choices

- Have opportunities to engage with local business ambassadors and discuss their plans with professional careers advisers.

“We have used Ideas4Careers for the last three years and their Support4Progression programme aimed at students with specific needs. Their enthusiasm, care, persistence and professionalism have all contributed to our students receiving first class effective careers and transitional support...” **The Meden School.**

Employer Interactions...

Delivered by a team of experienced staff in partnership with business ambassadors who can successfully engage with students enabling them to gain an insight into the fantastic work opportunities available. By working with key business partners in the community we can ensure that students have a greater understanding of the wide range of jobs available and entry routes into them, allowing them to develop the skills needed by potential employers.

These events can be delivered over 3 x half days or to suit the needs of the school. **They include:**

1. **‘What’s My Line?’** Speed networking activity with business ambassadors and real apprentices. Combined with have-a-go sessions. This broadens student’s horizons by giving them a feel for a typical day in the life of different working people. Develops communication skills as they interview business ambassadors.
2. **‘The Apprentice’** Project. Students learn how to work together in small groups to plan, design and create an item from various materials. They then ‘pitch’ their design to ‘Lord Sugar’. Prizes are awarded for the best design and most effective team. One business ambassadors to each group of 6 students.
3. **‘Know Your Potential Employer’** and **‘How to get on at Work’**. These activities look at the generic employability skills needed by most employers and is focused on work values and attitudes to enable learners to secure and sustain meaningful employment. Interactive session with business ambassadors and those involved in HR and recruitment

This programme helps students develop the following skills: team work, communication skills, time-management, problem-solving, decision-making, resilience and confidence building.

“The afternoon networking session with business ambassadors was fantastic. There was a real buzz in the room as students were given the opportunity to quiz industry representatives and gain an insight into the day-to-day role of each job.” The Manor Academy.

Educational Institution Staff Development

In addition to our career guidance and employability services we provide consultancy support to schools and colleges on how to improve their CEIAG provision. We hold an annual careers and employability mini conference for teachers and careers support staff which has been highly regarded. Ideas4Careers can provide support to help education institutions develop national or local standards which link to the D2N2 Employability Framework ie Quality Awards in CEIAG which assists development and accreditation of good practice on a national level. Consultancy is also available for those undergoing reaccreditation.

We have experience of running school INSET days for individual schools and Academy Trusts and there are opportunities for staff INSET days on:

- Strategies to support young people at risk of NEET
- Integrating LMI and Careers Learning within the Curriculum
- National perspectives on CEIAG/how this impacts on schools and Ofsted inspections
- How to engage with/utilise employers in schools/colleges
- Education’s role in equipping students with 21st century skills

The list is not exhaustive. We also offer specialist consultancy for those wishing to set up or renew their careers information systems for students delivered by Helen Janota, our lead specialist on careers information and LMI.

Additionally, we can mentor/support trainee advisers or those going through CEIAG qualifications.

We are Matrix Accredited and members of Careers England. CEIAG Consultants are on the national register of guidance practitioners with the Career Development Institute and are vastly experienced at working with education providers and local business leaders.

We are school assessors for national Quality in Careers Awards and offer consultancy to schools wishing to achieve a quality award.

Happy to discuss individual institutions requirements.



For more information please contact:

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Learn by Design



We work with **1000s** of students every year



Learn by Design specialise in creation and delivery of educational and inspirational programmes and activities for young people. We provide bespoke services and have an extensive track record and client list which includes major corporates, universities, government departments, schools and other educational agencies.

Our programmes utilise high quality and experienced staff who can inspire young people regarding employability, STEM, enterprise and resilience. They will;

- Enhance communication skills
- Highlight career options
- Develop presentation techniques
- Develop Enterprise strategies through social action projects

- Offer self-reflection opportunities
- Raise aspirations
- Develop Employability skills
- Offer Support and guidance

Employability

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Our programmes utilise high quality and experienced staff who can inspire young people regarding employability, STEM, enterprise and resilience.

Our offer includes workshops to explore, future aspirations and destination planning, Job search, CV writing and interview techniques alongside 'Aspiring Minds' activities.

Aspiring Minds co-designed with the Dame Kelly Holmes Trust focuses on developing the attitude and personal success needed in the modern world through interactive workshops delivered alongside Olympic athletes and employment ambassadors. The workshops are;

- Attitudes and skills for success –A series of practical tasks exploring different sources of motivation are measuring the effects of psychological boosts on performance. Self-management skills of time keeping, appearance and attitude are embedded within this workshop.
- Teamwork/communication – focuses on the impacts and methods used to transfer information. It uses practical tasks to look at using tone, word choice and body language, demonstrating the effect of everyone's communication style.
- Target setting/personal goals –Uses pieces of innovative sports testing equipment to develop understanding about setting SMART targets.
- Problem solving, risk taking and creative thinking – looks at dealing with problems in everyday life and action plans to assist in resolving problems coherently. It explores creative approaches to resolving issues.

Personalised support and careers advice is given alongside these sessions through 1 to 1 IAG sessions. This mentor will build on the Aspiring Minds sessions to assist the young person in making well informed decisions about their direction of travel post 16. Advice given is always framed within local economic context to ensure that the young person has realistic expectations.

Enterprise

Our enterprise programme can be delivered as a STEM based programme or as a general enterprise programme. It will build motivation and confidence as well as enabling young people to be innovative, creative and to take managed risks. The programme will be bespoke for each school but can include;

- Enterprise days with a key sponsor employer featured within the workshops who provides ambassadors to inspire the participants putting the skills they are learning into context.
- Workshops to support groups to participate in an enterprise problem solving challenge. Challenges will be set by local employers, and be supported by company ambassadors.
- Presentation of project outcomes to employers with debrief sessions to build next steps action plans identifying how the experience can assist with applications, interviews, and work experience in the future.

- Careers fairs/events within school. As the Midlands contract holder for Big Bang near me event we can bring this opportunity into a school as part of a wider careers events. The events can be purely STEM career events or can be general careers events. They will show case local employers and education providers with all stands being interactive, engaging and informative. They will have workshop sessions led by industry specialists/ local employers about career options within a range of industries and will also have large scale 'My Career Journey' inspiration shows led by young people who have recently accessed employment. A careers café will be offered with representatives from local industry to give careers advice on a 1 to 1 basis.



**For more information
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Areas covered

by Providers

Babington Group can provide their activities across all of Derbyshire, Derby City, Nottinghamshire and Nottingham City

Derbyshire Education Business Partnership can provide their activities across all of Derbyshire, Derby City, Nottinghamshire and Nottingham City

Derbyshire YouthInc can provide their activities across all of Derbyshire & Derby City

Enterprise for Education can provide their activities across all of Derbyshire, Derby City, Nottinghamshire and Nottingham City

Forum – Talent – Potential can provide their activities across all of Derbyshire, Derby City, Nottinghamshire and Nottingham City

Learn by Design can provide their activities across all of Derbyshire, Derby City, Nottinghamshire and Nottingham City

Futures Advice, Skills & Employment can provide their activities categories across all of Derbyshire, Derby City, Nottinghamshire and Nottingham City

Ideas4Careers can provide their activities across all of Derbyshire, Derby City, Nottinghamshire and Nottingham City



For more general information about the grant scheme please contact:



Kevin Bartlett
(Nottinghamshire County Council)



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