

Gatsby Benchmark 5 Encounters with Employers & Employees Gatsby Benchmark 6 Work Experience

15th June 2022

Steve Trotter Careers Hub
Operations Lead

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Gatsby Benchmark 5 & 6 workshop

| | | |
|---|---|-------------------|
| Introduction & Welcome | Steve Trotter | 2pm |
| Introduce concept of Gatsby Benchmarks 5 & 6 and hints & tips on how to hit them | Steve Trotter Careers Hub Operations Lead | 2.10- 2.20pm |
| Hear from Employers/Providers | Sam Sullivan Tesco Norma Odain-Hines/Helen Clements Morgan Sindall Paul Diamond & Tom Lethaby People on Work David Hoskins Services for Young People | 2.20- 3.10pm |
| GB5 & 6 Hear from Careers Leaders | Input from Careers Leaders sharing best practice on GB5 & 6 Colleen Osborn Rivers ESC Gill Blair-Park Leventhorpe with EA Sarah Gladstone Other examples | 3.10pm- 3.30pm |



Aims of this session:

- CAREERS LEADERS AND EAs WILL GAIN A BETTER UNDERSTANDING OF GATSBY BENCHMARKS 5&6
- CAREERS LEADERS AND EAs WILL HEAR FROM EMPLOYERS ON HOW THEY ENGAGE WITH SCHOOLS & COLLEGES FOR EMPLOYER ENCOUNTERS & WORK EXPERIENCE
- CAREERS LEADERS AND EAs WILL HEAR BEST PRACTICE FROM CAREERS LEADERS TO HELP INFORM THEIR PRACTICE

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Hertfordshire Careers Hub

- To inspire and support young people in the transition to the fast-changing world of work
- Strengthen the links between education and employment
- Raise the profile and quality of Careers Education in schools and colleges by backing the 8 Gatsby Benchmarks
- Raise aspirations among young people and help every young person in Hertfordshire find their best next step

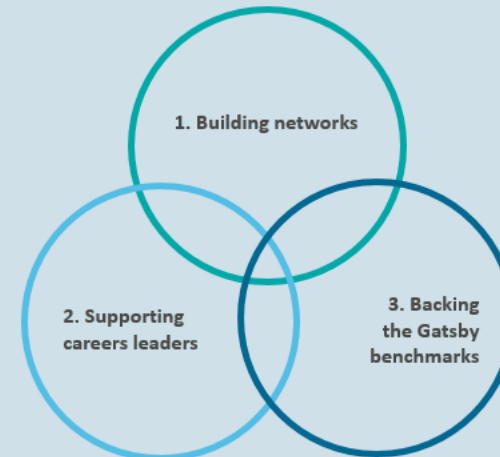


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Careers Hubs

“A Careers Hub is a group of schools, colleges, employers and providers within a local area working together to improve practice.”

Our role



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www.hopinto.co.uk

The eight Gatsby Benchmarks

The Gatsby Benchmarks define what is considered world-class in careers guidance.



Gatsby Benchmark 1

A stable careers programme



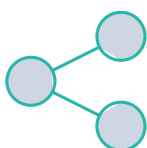
Gatsby Benchmark 2

Learning from career and labour market information



Gatsby Benchmark 3

Addressing the needs of each pupil



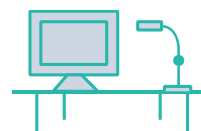
Gatsby Benchmark 4

Linking curriculum learning to careers



Gatsby Benchmark 5

Encounters with employers and employees



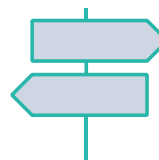
Gatsby Benchmark 6

Experiences of workplaces



Gatsby Benchmark 7

Encounters with further and higher education



Gatsby Benchmark 8

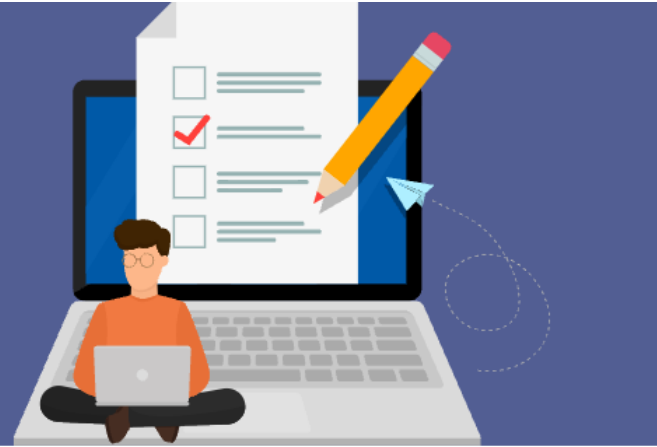
Personal Careers Guidance



Gatsby Benchmark 5

Encounters with employers and employees

Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.



What good looks like

Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes, and should include students' own part time employment where it exists

- Every year, from the age of 11, pupils should participate in at least one meaningful encounter* with an employer.
- Every year, alongside their study programme, students in colleges should participate in at least two meaningful encounters with an employer. At least one encounter should be delivered through their curriculum area.
- Colleges should record and take account of students' own part time employment and the influence this has had on their development.

*A 'meaningful encounter' is one in which the student has the opportunity to learn about what work is like or what it takes to be successful in the workplace.

Why this matters

"Links have been demonstrated between young people's engagement with the world of work through career talks and their GCSE attainment." [Motivated to achieve: How encounters with the world of work can change attitudes and improve academic achievement – Education and Employers](#)

"a young person who has four or more meaningful encounters with an employer is 86% less likely to be unemployed or not in education or training and can earn up to 22% more during their career" [Motivated to achieve: How encounters with the world of work can change attitudes and improve academic achievement – Education and Employers](#)

Gatsby Benchmark 5 benchmark analysis

Benchmark 5 – Employer encounters

These questions are about the Gatsby Benchmark recommending 'Encounters with employers and employees'.

Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through activities including visiting speakers, mentoring and enterprise schemes.

5.1 Please select the years during which 76-100% of students have at least one encounter with an employer or employee.

Below year 6
Year 6
Year 7
Year 8
Year 9
Year 10
Year 11
Year 12
Year 13
Above Year 13

5.2 What proportion of your students have at least one encounter with an employer every year they are at school?

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

5.3 On average, how many encounters with an employer will your students have had by the time they leave school?

Choose an average number from 0 to '10 or more'

5.4 How many businesses will you involve in careers activity in the current academic year?

Choose a number from 0 to '10 or more'

- Looking for activities with employers in each year group
- Need overwhelming majority or All for students having at least one encounter with an employer every year they are at school
- 5-7 encounters depending on year groups up to year 11 or year 13
- 7-10 businesses or 10+ businesses involved across activities
- This is happening in 77% of mainstream schools in Herts
- Happening in 83% of Herts SEND schools

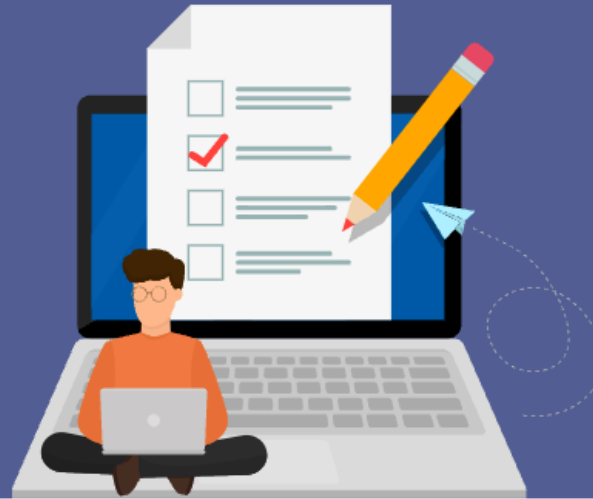


Home » Gatsby Benchmarks

Gatsby Benchmark 6

Experiences of workplaces

Every pupil should have first-hand experiences* of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.



What good looks like

Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.

- By the age of 16, every pupil should have had at least one experience of a workplace, additional to any part-time jobs they may have.
- By the age of 18, or before the end of their study programme, every student should have had at least one experience of a workplace, additional to any part-time jobs they may have

Why this matters

- Experiences of the workplace can create social capital for young people with more limited networks
- Experiences of the workplace give students the opportunity to develop essential skills
- 8.2 per cent of people aged 16-64 in the UK today (3.4 million people in total) have never had a paid job (besides casual and holiday work). *Never ever report 2020, Resolution Foundation*

Gatsby Benchmark 6 benchmark analysis

Benchmark 6 – Workplace experiences

These questions are about the Gatsby Benchmark recommending 'Experiences of workplaces'.

Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.

IF 0 entered for Year 7-11 pupil numbers: skip 6.1

6.1 Approximately what proportion of students have had an experience of a workplace by the end of Year 11?

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

IF 0 entered for Year 12-13 pupil numbers: skip 6.2

6.2 During Years 12 and 13 specifically, what proportion of students have an experience of a workplace?

- None
- A few (1-25%)
- Some (26-50%)
- Most (51-75%)
- Overwhelming majority (76-99%)
- All
- Don't know

For those eligible for the questions the school/college needs to be at overwhelming majority or all

For GB 5 & 6 How are you tracking this? Compass Plus/Unifrog/Excel? Examples of photos/case studies/visits

Benchmark 6: (87 mainstream)

Experience before end of Year 11:

Yes 74%

In progress 23%

No 3%

Experience of workplace in Years 12 and 13 (75 eligible)

Yes 81%

In progress 17%

No 2%



Types of activities for Gatsby Benchmark 5 & 6:



- Work experience/shadowing
- Block placements
- Move towards hybrid model
- Employer visits/tours
- Careers talks
- Careers fairs
- Virtual programme-
Virtual WEX/Vtalks/Vfairs/Vmock interviews/Vassessment centres
- Enterprise competitions
- Inspiration/alumni activities
- Mock interviews
- Mock assessment centres
- Careers speed dating/networking
- LinkedIn profile work, employability, application hints and tips
employer perspective, WEX prep with an employer



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The Apprenticeship Application Process: 6 Step Guide For Success

careermap

If you've just finished school or college, you're likely to be thinking about your next steps. If you're considering an apprenticeship then first things first, you'll need to gain an understand of the application process. We've put together a guide of the typical process and what you should expect.

| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--|---|---|---|--|--|
| | | | | | |
| The Application Form Most employers will ask you to fill out an application form as part of your apprenticeship application. This can vary depending on the employer but you will typically be asked the following personal details including name, contact number and email address, your education and previous work experience (if you have any). <small>You might also need to answer questions about why you would like to work for this particular employer, what your strengths and weaknesses are as well as further information.</small> | CV The CV is a great way for you to showcase your skills, work experience and qualifications. It helps the employer to get to know you a little better. <small>Although you may not have had a job previously, you could have completed a work experience programme. However, remember that it's not essential for an apprenticeship but will certainly help you to stand out from the crowd and employers love it! <small>Find out more about perfecting your CV.</small></small> | Cover Letter Your cover letter accompanies your CV when you're applying for an apprenticeship and needs to do three important things. Firstly, it needs to act as your introduction to the recruiter or employer. Secondly, it needs to help you begin building rapport with them. Finally, it needs to encourage them to read on and open your CV. <small>Find out more about Apprenticeship Cover Letters.</small> | Psychometric Tests Psychometric tests help the employer to see if you're the right fit for the job. They help you to identify your skills, knowledge and personality. | Interview You've made it to the interview stage, well done! Now it's time to shine in your interview. This could take place online, over the phone or in person. <small>Explore interview support guides.</small> | Assessment Day An assessment day is a combination of tasks and different activities that will test how suitable you are to the job. You will be joined by other candidates too so employers can compare your qualities, abilities and performance. |

Good luck with your application!

Search and apply for apprenticeship

Aims of a stable (and progressive) careers programme with focus on GB 5 & 6

| Learning about careers and the world of work* | Developing yourself through careers, employability and enterprise education* | Developing career management and employability skills* |
|---|--|--|
| Sense check of career interests/ideas | Increasing student confidence | Understanding workplace behaviours/expectations |
| Raising opportunity awareness | Raising aspiration | Developing competencies within recruitment processes |
| Exploration of career opportunities | Supporting socialisation | CV development |
| Understanding pathways at 16 and 18 | Engaging the disengaged | Developing a student's network |
| Understanding LMI (Labour Market Information) | Increasing student maturity | Understanding enterprise and self-employment |
| Supporting positive destination data/reduce NEET (Not in Education, Employment or Training) | Developing specific practical skills | Getting 'real-life' experience of work via projects, etc |
| Understanding specific sectors/roles | Essential skills development i.e. Developing teamwork | Securing part-time work |
| Challenge stereotypes | | Essential skills development i.e. Developing teamwork |



AIMS & PURPOSE

Raise Aspirations

Increase motivation



Planning for Impact:

Meeting a range of people from the workplace

- Immersive virtual or physical tour of an organisation; meeting staff and understanding their individual careers journeys
- Planned input from HR/recruitment teams within experiences of the workplace
- 'Careers journey' speed dating with a range of employees, either virtually or physically
- Planned Q&A with a range of employees within an organisation who have taken varied pathways
- Role stereotype interactive challenge with a focus on pathways
- 'Pathways at 16' project supported by virtual and physical workplace and FE visits, plus Q&As

To include an activity under Benchmark 6, it must meet the following minimum requirements:



- Learning outcomes are defined, based on the age and needs of students.



- Student meets a range of people from the workplace.



- There is extensive two-way interaction between the student and employees.



- Student must perform a task or produce a piece of work relevant to that workplace and receive feedback on it from the employer.

Make it meaningful

Pre-event prep

Reflect

Evaluate



Measuring Impact

- Evaluation forms from students and employers
- References from employers
- Feedback from students, employers, staff and parents/carers
- Qualifications/Accreditation
- Students sharing a task with employers for feedback
- Students producing a piece of work for feedback
- Presentations to employers
- Log books/journals/diaries
- Skills Builder Benchmark

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• Learning outcomes are defined, based on the age and needs of students.



• Student meets a range of people from the workplace.













• There is extensive two-way interaction between the student and employees.



• Student must perform a task or produce a piece of work relevant to that workplace and receive feedback on it from the employer.

Hertfordshire Skills Framework
The skills that Hertfordshire employers value

Hertfordshire
Local Enterprise Partnership

| Personal & people | Hertfordshire understanding | |
|---------------------------------------|---|--|
| Motivation and ambition |  | <ul style="list-style-type: none"> › Actively participate › Show enthusiasm › Knowledge of the sector › Pursue aspirations and goals |
| Confidence |  | <ul style="list-style-type: none"> › Willing to meet new people › Able to hold conversations with peers, managers and customers › Recognise own strengths and able to present these |
| Respect and good manners |  | <ul style="list-style-type: none"> › Listen and learn › Recognise the feelings of others › Be polite › Remain calm |
| Determination and resilience |  | <ul style="list-style-type: none"> › Commitment to get things done › Learn from mistakes and accept criticism › Resist distractions › Adapt to changes |
| Adaptability |  | <ul style="list-style-type: none"> › Flexible to cope with changing demands › Able to apply knowledge to different situations |
| Teamwork |  | <ul style="list-style-type: none"> › Cooperate with others › Recognise skills in others › Value contribution from others |
| Technical & practical skills | Hertfordshire understanding | |
| Numeracy | 123 | <ul style="list-style-type: none"> › Apply simple mathematical concepts › Understand simple arithmetic › Understand costs and expenditure |
| Literacy |  | <ul style="list-style-type: none"> › Able to express yourself in writing › Understanding of business etiquette verbally and in writing › Able to explain yourself verbally |
| Business and customer awareness |  | <ul style="list-style-type: none"> › Understand commercial realities › Able to professionally communicate with customers › Manage your time effectively |
| Analytical and problem-solving skills |  | <ul style="list-style-type: none"> › Investigate systematically › Identify problems › Look for better ways and suggest solutions › Plan and organize tasks |
| Digital technology |  | › Understand the development in technology for business |



Hints and Tips GB5 & 6

- Prepare the students (assemblies/tutor time)
- Give the students a task/project to do e.g. Ask questions at a careers fair-get stamps, work experience log, virtual wex project and presentation, reflect on their skills pre/post activity using Herts Skills framework or Skills Builder
- Meaningful two way interaction with the employer if it is f2f or virtual
- Types of activities-tours, talks, work shadow, work experience, careers fairs, virtual work experience, careers carousel, careers speed dating, mock interviews, virtual assessment centre, block placements, alumni/inspiration talks, mentoring, enterprise competitions (good with years 7-9) theme events e.g. women in business, apprenticeship talks
- Careers in the curriculum (GB4) employer led can count towards GB5 too
- Are you doing anything extra for key groups like FSM/PP/BAME/CLA/G&T for inspiration?
- Evaluation, reflection, impact via case studies (surveys, presentations, celebrations)

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If you are an employer can you offer/support any of these activities?

If you are already how are you offering/supporting them?

How can you make them exceptional and meaningful experiences?

New Employer Careers Standards-bit like Gatsby for Employers

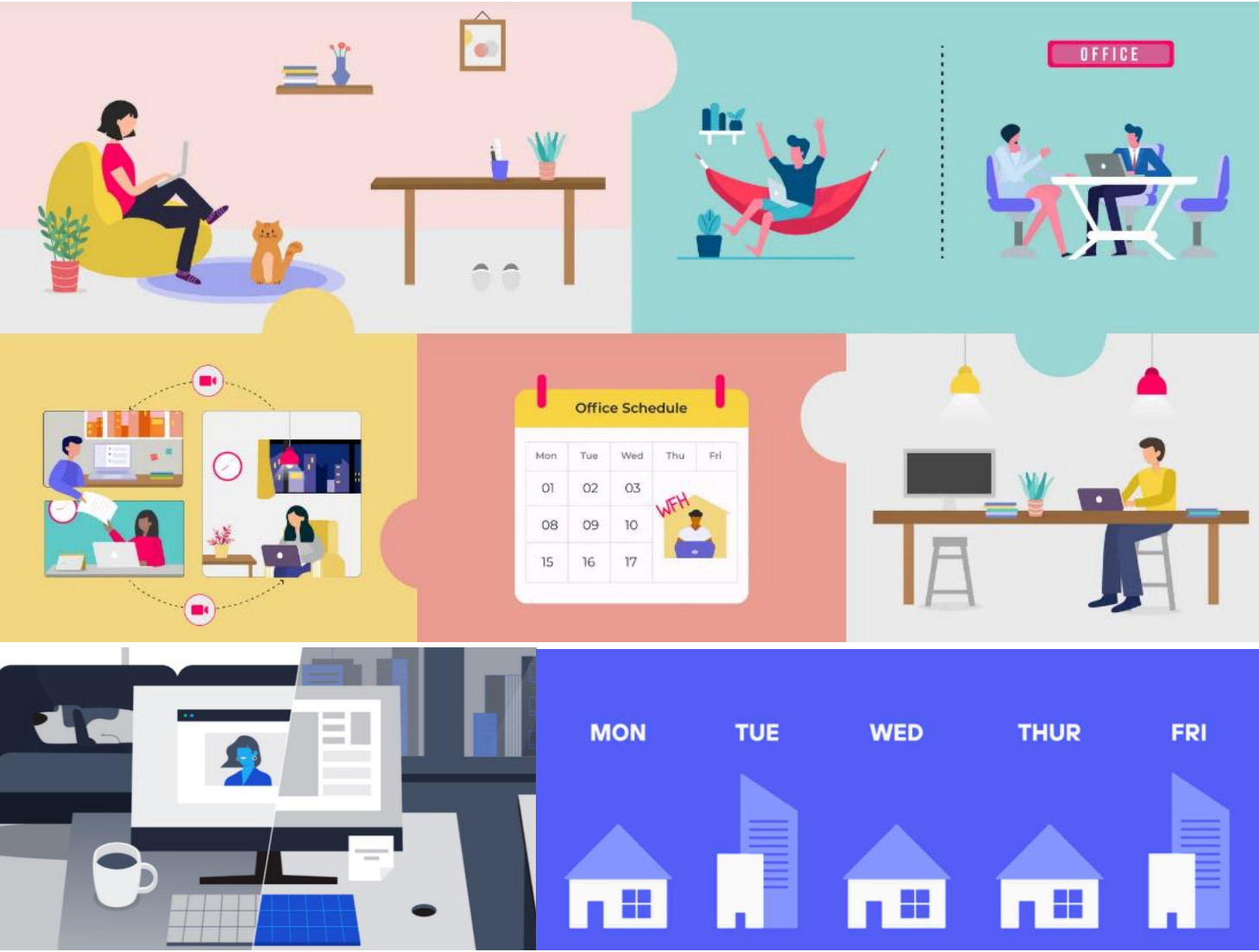
Employer Standards – Pilot version

| Headlines | Standards |
|---|--|
| Inspire young people for their best next step | Provide opportunities |
| | Make it meaningful |
| | Be inclusive |
| | Evaluate and improve |
| Prepare young people to be career ready | Build essential skills and explain their relevance |
| | Prepare young people for applications |
| | Raise awareness of pathways into work |
| Collaborate for success | Engage over the long term |
| | Partner with teachers |
| | Value the engagement |

Employer engagement is key to excellent careers education for young people, but it is not one sided. Engaging with careers education leads to numerous benefits for employers, such as:

- Discovering new talent
- Gaining fresh perspectives
- Developing your current team
- Building new partnerships
- Connecting locally and giving back to your community

More Modern Hybrid Approach



- Flexible with both f2f and virtual encounters, 1-3 day work insights, visits in/out of school, virtual wex and f2f

Employer Standards – Pilot version

| Headlines | Standards |
|---|--|
| Inspire young people for their best next step | Provide opportunities |
| | Make it meaningful |
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| Prepare young people to be career ready | Evaluate and improve |
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| | Engage over the long term |
| | Partner with teachers |
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Examples of providers to help with Gatsby Benchmark 5 & 6

- Hertfordshire County Council Services for Young People (HCC SfYP)
 - <https://www.servicesforyoungpeople.org/buy-our-services/services-for-schools-and-colleges/>
- Inspiring the Future
 - <https://www.inspiringthefuture.org/>
- Speakers for school
 - <https://www.speakersforschools.org/experience-2/vwex/>
- Springpod
 - <https://partners.springpod.co.uk/schools/free-programmes>
- People on Work Free 3 minute Alumni videos:
 - https://www.youtube.com/channel/UCdPNXATHGUWUv_FQWdBrckA
- The Bright Network Internships, virtual wex and employability CPD certificates
 - <https://www.brightnetwork.co.uk/>
- Young Enterprise
 - <https://www.young-enterprise.org.uk/what-we-do/>

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Services for
Young People



Education
and Employers

inspiring
the
future



Springpod®

PEOPLE ON WORK
...because it's hard to be what you can't see

BRIGHT
NETWORK



Tesco careers update.

Sam Sullivan
Pre-employability and Work
Placement Manager
Tesco



Tesco and Barnwell School Stevenage GB5 & 6

Head of faculty meeting

How Tesco can support their subject areas

Lesson delivery

Food Technology
Computer science
Maths
Business

Embedding skills

Highlight skills and careers available within each subject area

Employability Skills

Year 9
1-day event October 2022

Effective Transition

On the 27th June we will welcome students from Onslow St Audrey's to our campus.

Students will experience the following:

- Site tour
- Interactive session with our development chefs to create a healthy meal on a budget.
- Students will develop their communication, teamwork, problem solving and presentation skills
- Meet colleagues from Tesco
- Lunch



Supporting SEND Schools

Knightsfield School WGC

- Careers day
- Visit to the school with our F&F teams

Outcomes:

- Whole school visit to WGC campus
- Interactive F&F workshop

Lakeside School WGC

- Visit to the school with our produce development chefs

Outcomes:

- 12 students to visit our WGC campus 11th July to work with our chefs to create their own pizza
- Potential for store work experience for 2 students at our Hatfield store



What's coming up

GB4- Linking the curriculum to careers

Science, DT and Food Technology
Sept 2022 launch

Virtual work experience

June-July
Finance
Technology
Marketing
Interview skills

F2F work experience

3–5-day store work experience available April - July

Careers events

F2F employability skills workshops- available once a month to deliver to schools
Careers Fairs support
Careers talks

Barnwell- work experience week

Exploring the idea of a work experience week for year 10

2-3 day in person work experience

Students to secure 2 day work experience placement

Career talks

Selection of career talks virtual and F2F

Employability skills workshops

Workshop to develop employability skills

Tesco Virtual Events



Tesco Virtual Work Experience for Year 10 within Technology Department

Application deadline: 13/06/2022 **Dates:** 27/06/2022 – 01/07/2022

https://www.speakersforschools.org/youth_opportunities/tesco-virtual-work-experience-for-year-10-within-technology-department/

Tesco Virtual Insight Day – Customer and Marketing team – Year 10 to 13 Students

Application deadline: 17/06/2022 **Dates:** 27/06/2022 – 27/06/2022

https://www.speakersforschools.org/youth_opportunities/tesco-virtual-insight-day-customer-and-marketing-team/

Tesco Virtual Work Experience CV Tips and Interview Impact – 1.5 hour session – Year 10 to 13 Students

Application deadline: 21/06/2022 **Dates:** 29/06/2022 – 29/06/2022

https://www.speakersforschools.org/youth_opportunities/tesco-virtual-work-experience-cv-tips-and-interview-impact-1-5-hour-session/

Tesco Virtual Work Experience for Year 10-13 within the Finance Department. 10am – 4pm

Application deadline: 21/06/2022 **Dates:** 30/06/2022 – 30/06/2022

https://www.speakersforschools.org/youth_opportunities/tesco-virtual-work-experience-for-year-10-13-within-the-finance-department-10am-4pm/

Tesco Virtual Insight Day – Online Business – Year 10 to 13 Students

Application deadline: 01/07/2022 **Dates:** 07/07/2022 – 07/07/2022

https://www.speakersforschools.org/youth_opportunities/tesco-virtual-insight-day-online-business/

CV Tips and Interview Impact – Virtual workshop 4:00pm – 5:30pm – Year 10 to 13 Students

Application deadline: 01/07/2022 **Dates:** 11/07/2022 – 11/07/2022

https://www.speakersforschools.org/youth_opportunities/cv-tips-and-interview-impact-virtual-workshop-400pm-530pm/

School engagement, virtual work experience and work experience benefits ...

**MORGAN
SINDALL**
CONSTRUCTION

Helen Clements & Norma Odain-Hines
Morgan Sindall
June 2022

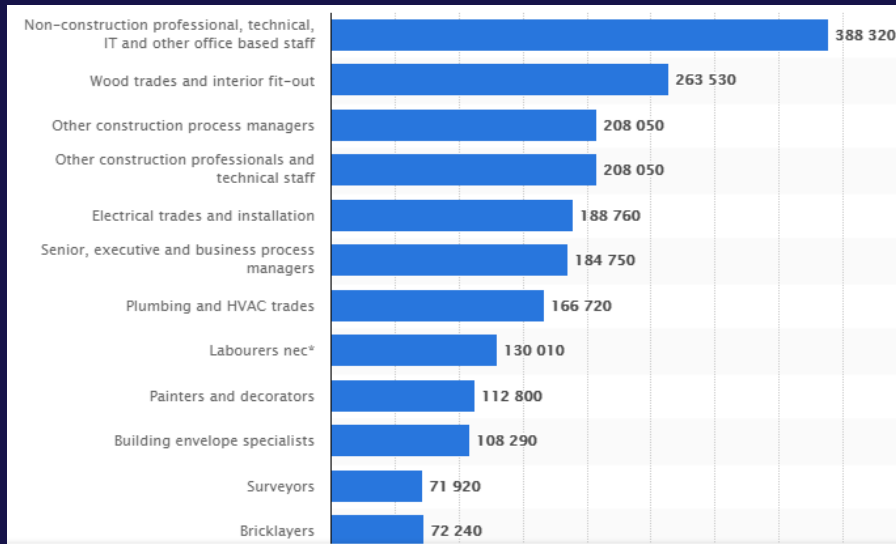




Our industry challenges

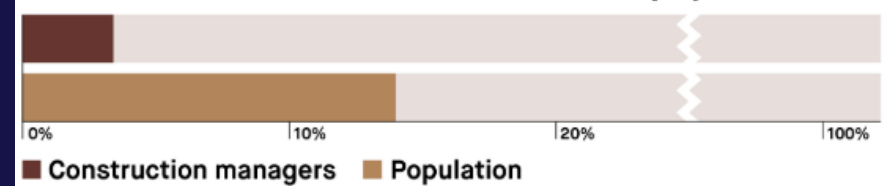
Having a gender imbalance with women only 14% of the sector workforce is bad for business as well as a waste of opportunity

Forecasted number of people employed in the construction industry in the United Kingdom (UK) in 2019, by type of occupation

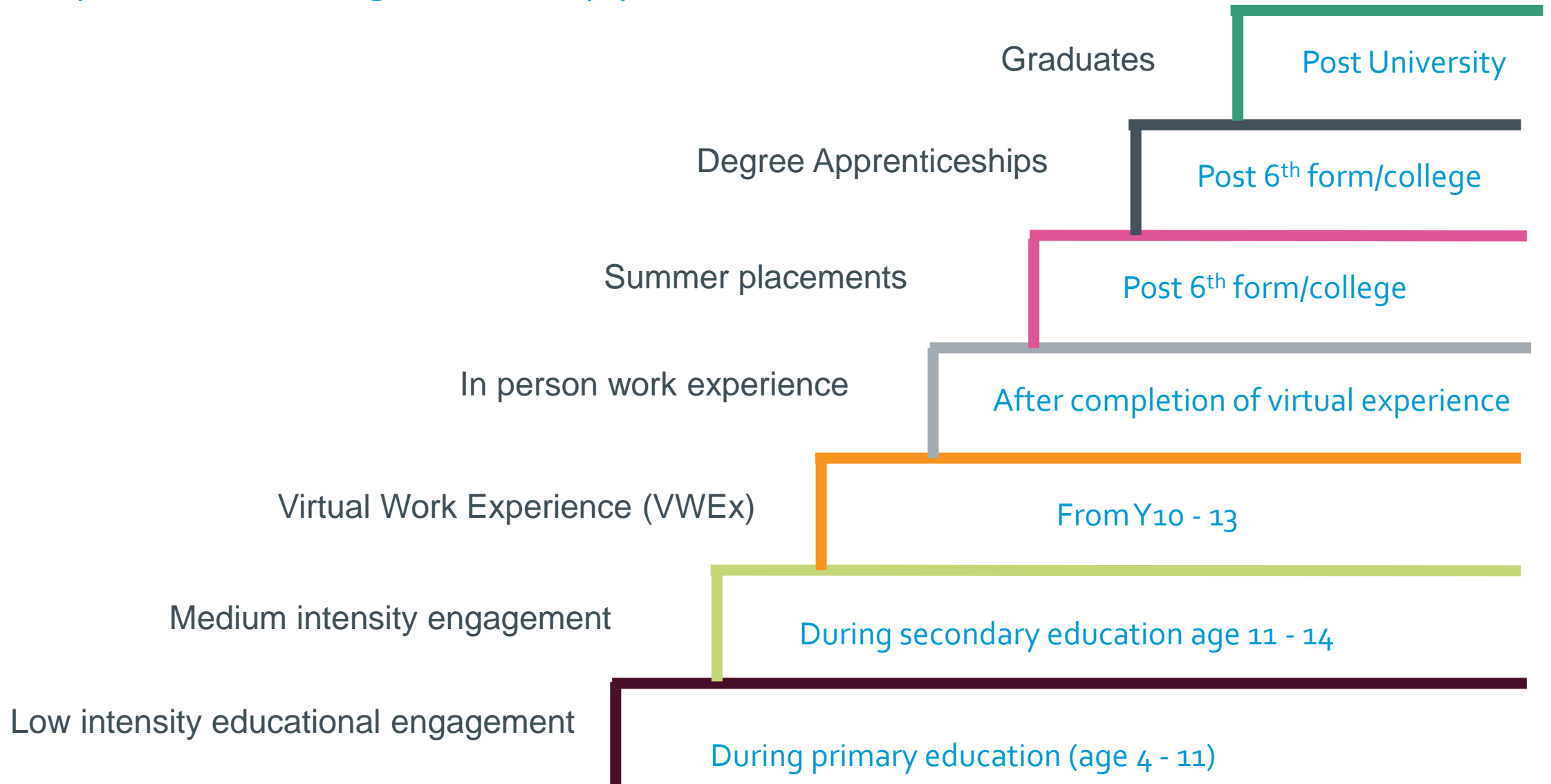


35% of careers advisors believed construction to be an unattractive career opportunity

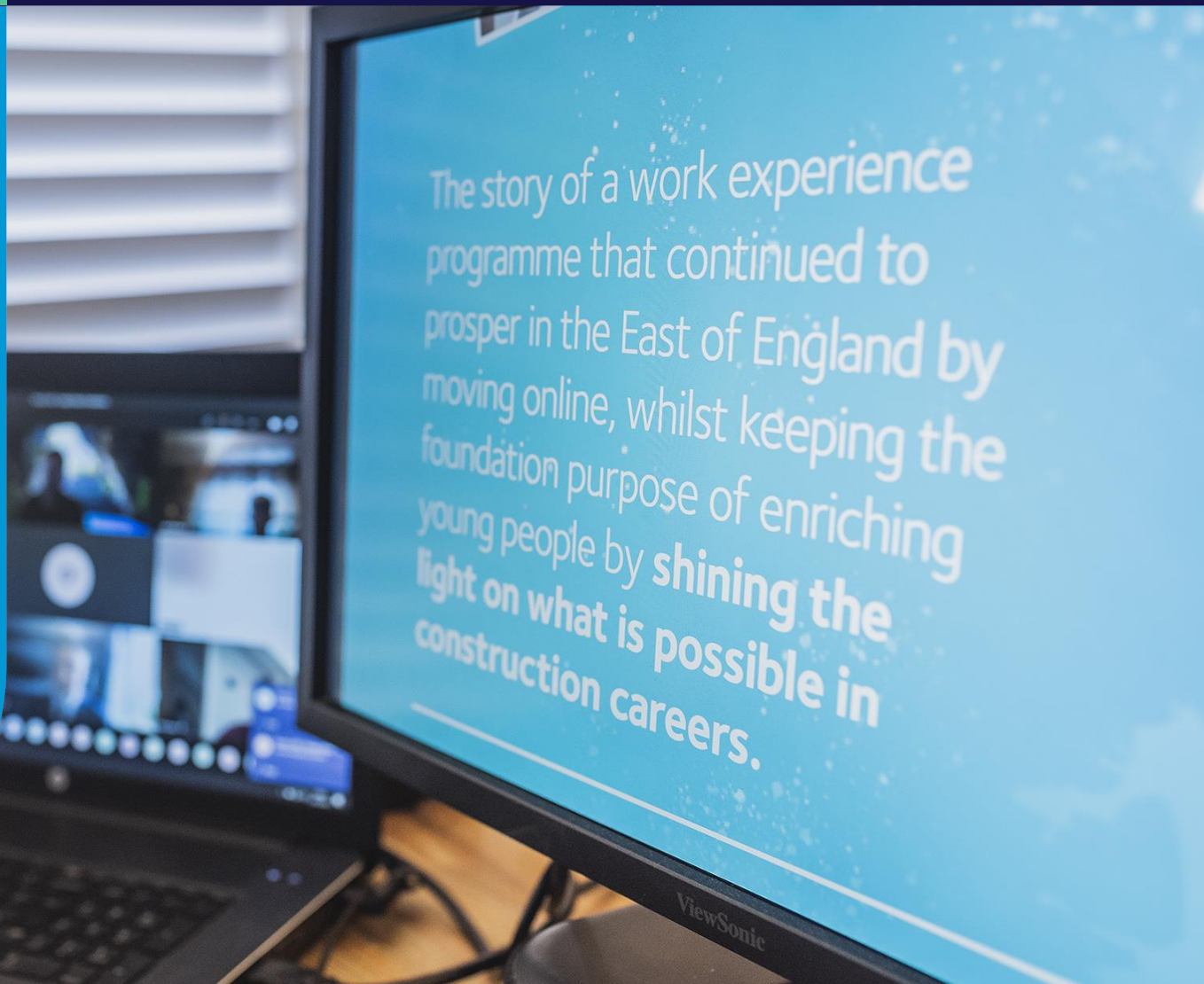
Ethnic minorities in construction vs UK population



Our response to creating our talent pipeline.....



Is our traditional project focused work experience programme, just delivered virtually.



The story of a work experience programme that continued to prosper in the East of England by moving online, whilst keeping the foundation purpose of enriching young people by **shining the light on what is possible in construction careers.**

Benefits to us and your students

We access more students

East of England 120 people in 18mths compared to 60 if in person placements had happened over the same period

Develop skills we look for

Students further develop their employability skills
3 students have gone on to secure apprenticeships in 2021, 1 directly with us 2 with a competitor

It's a richer experience:

80% students ask questions on day one compared to 25% when we delivered the same programme in person



Leads to applications

7 students that we are aware of have applied for our 2022 apprenticeships/summer placements

In person placements

10 students have moved on to in person placements, 2 of which are 45 day industrial placements supporting their course work

Improved confidence

Has led to the in person placements receiving more positive feedback from our employees, than the traditional version

Our programme is changing our diversity.....

Across our business in the East of England 60% of apprentices have had some form of educational engagement with us prior to joining and 70% of them have completed work experience with us.

| | 2018 | 2019 | 2020 | 2021 |
|-----------------|-----------|-----------|-----------------------|-----------------------|
| Work experience | 17% women | 40% women | 40% women | 50% women 33% BAME |
| Apprentice's | 100% men | 33% women | 33% women 33% BAME | 50% women 33% BAME |



<https://youtu.be/ofolk2x6qYQ>

Green Careers

Virtual Work Experience Y10 - Y13

4th - 8th July 2022
9.30am - 5.00pm

What does the week involve?

The work experience is delivered using Google Classrooms that meets all GDPR and Safeguarding requirements. You will work in virtual offices. There will be several meetings each day. You will work as part of a team and each of you will take a job role to deliver the project.

During the week you will:

- Receive a project brief
- Virtually meet our job role experts
- Take part in a CV & Interview workshop
- Independent project working
- Make carbon pledge
- Become carbon literate
- On the Friday afternoon you will present back your project as a team

Closing date is 20th June 2022

Teachers must approve student by 22nd June

We are looking for individuals who would like to find out about green careers in the construction industry. Working as part of a team, you will deliver a project with the aim of reducing the carbon impact on the environment and creating a net gain for biodiversity.

Key requirements:

- Team worker
- Good communication skills
- Basic knowledge of Microsoft Applications
- Ability to work independently
- Ability to work from home
- Laptop or tablet with working mic

EDUCATORS - Register your school or college using this QR Code:

For group bookings of students contact:
helen.dements@morgansindall.com



STUDENTS - Apply here:



Our Next opportunity....
4th July

Any questions please contact

norma.odain-hines@morgansindall.com

PEOPLE ON WORK

...because it's hard to be what you can't
see

Paul Diamond & Tom Lethak
Herts Careers Hub
GB 5 & 6 Workshop
June 2022





GB5. Encounters with employers & employees

GB6. Experiences of workplaces

The image shows a screenshot of a YouTube channel page for 'PEOPLE ON WORK'. The channel banner features the text 'PEOPLE ON WORK' with gear icons for the 'O' and 'O', and the tagline '...because it's hard to be what you can't see'. Below the banner, there are sections for 'All playlists', 'Created playlists', and 'Featured'. A video player is overlaid at the bottom of the screenshot, displaying the text 'PEOPLE ON WORK ARE MAKING A PLAYLIST FOR YOUR SCHOOL' in a hand-drawn style. The video player includes a progress bar, a play button, a volume icon, and a timestamp of 0:00 / 1:24. A red gear icon is visible in the top left corner of the overall image.

<https://youtu.be/1ZWCOWvGr-Q>



GB5. Encounters with employers & employees

GB6. Experiences of workplaces

- Interviews across industry sectors

- Individualised to schools & region

- Activation of alumni/networks

- Free to schools for life

GB5. Encounters with employers & employees

GB6. Experiences of workplaces

INDUSTRIES

1 unavailable video is hidden

Business, Finance and Law
41 videos • 49 views • Updated 7 days ago

This playlist includes people involved in accountancy, banking, finance, insurance and pensions. Also included are general business people, those that consult to business and people in management roles. We also include those working in the legal sector.

- 1 PEOPLE ON WORK! 3 Golden Question Interview with Imran Aziz, Management Consultant (3:28)
- 2 PEOPLE ON WORK! 3 Golden Question Interview with Harry Abbott, Fund Portfolio Assistant (1:23)
- 3 PEOPLE ON WORK! 3 Golden Question Interview with Sheryl Perry, Solicitor (1:21)
- 4 PEOPLE ON WORK! 3 Golden Question Interview with Leah Burke, Building Insurance Claims (1:16)

Love Your Chelmsford: Green Careers
10 videos • 280 views • Last updated on 7 Jun 2021

Welcome to our playlist of Green Careers Films produced in conjunction with Love Your Chelmsford, the sustainability and recycling arm of Chelmsford City Council.

- 1 PEOPLE ON WORK! 3 Golden Question Interview with Sam Warren, Sustainability & Recycling Officer (6:00)
- 2 PEOPLE ON WORK! 3 Golden Question Interview with Mark Smith, Sustainability & Recycling Team Leader (4:36)
- 3 PEOPLE ON WORK! 3 Golden Question Interview with Janice Lawrence, Zero Waste Retailer (4:08)
- 4 PEOPLE ON WORK! 3 Golden Question Interview with Delyse Jackaman, Natural Burial Ground Manager (4:51)
- PEOPLE ON WORK! 3 Golden Question Interview with Nick Eveleigh, CEO

COMPANIES

INDUSTRIES

Environment and Science
16 videos • 58 views • Last updated on 29 Sept 2021

This playlist includes all those who work with animals and plants, agriculture and the environment, science and pharmaceuticals.

- 1 PEOPLE ON WORK! 3 Golden Question Interview with Jim Reay, Chemical Engineer (3:27)
- 2 PEOPLE ON WORK! 3 Golden Question Interview with Dr Hephzi Tagoe, Research Scientist (3:56)
- 3 PEOPLE ON WORK! 3 Golden Question Interview with Rowena Watts, Veterinary Nurse (2:33)
- 4 PEOPLE ON WORK! 3 Golden Question Interview with Bob Richardson, Gardener (1:21)
- PEOPLE ON WORK! 3 Golden Question Interview with Jim Chiazzese, Project

New Covent Garden Market
13 videos • 666 views • Last updated on 25 Jan 2022

Welcome to our playlist created in partnership with New Covent Garden Market, London's famous fresh fruit, fresh vegetables, and fresh flower market.

- 1 PEOPLE ON WORK! Interview with Subhani Ahmad, West Green Foods, New Covent Garden Market (2:22)
- 2 PEOPLE ON WORK! Interview with Eddie Martin, Flower Market Trader, New Covent Garden Market (3:21)
- 3 PEOPLE ON WORK! Interview with Tony Glasgow, Fruit & Veg Trader, New Covent Garden Market (5:57)
- 4 PEOPLE ON WORK! Interview with Zurab Peradze, Fruit & Veg Trader, New Covent Garden Market (5:49)
- PEOPLE ON WORK! Interview with Aziz Shaikh, Fruit & Veg Trader, New Covent

COMPANIES



GB5. Encounters with
employers & employees

GB6. Experiences of
workplaces



Keith Underwood
Interim CEO & COO, Guardian Media Group

<https://youtu.be/OgqpxHUNz00>



GB5. Encounters with
employers & employees

GB6. Experiences of
workplaces

Contact People on Work to get
the playlist for your school &
company moving...



peopleonwork.com



films@peopleonwork.com



[@peopleonwork](https://www.instagram.com/peopleonwork)

WEX/WRL and the Gatsby Benchmarks

David Hoskins
Employment and Skills Co-ordinator

June 2022



Gatsby Benchmark 5

This benchmark states that **students should participate in at least one meaningful encounter with an employer every year from the age of 11.**

Gatsby Benchmark 5 - Careers Carousels

Small group of students have 10-minute sessions with each employer outlining the day to day job role, the necessary qualifications, skills and progression opportunities. This is an opportunity for students to ask questions and learn more about their area of work that they previously have not considered.

Gatsby Benchmark 5 – Mock Interviews

Students spend 10-minutes being interviewed by a business professional following a set of questions and then receiving feedback how they got on.

This is an opportunity for students to understand that their first interview is not as daunting as they perceive.

Gatsby Benchmark 6

Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.

Gatsby Benchmark 6 - Work experience/shadowing

Introduces students to the world of work, choosing or finding an employer from a broad range of sectors and giving them the opportunity to spend a week as a member of staff. Gaining the basics of punctually, following instructions and being part of the workforce.

Contact, find and follow



0300 123 7538



sfyp@hertfordshire.gov.uk



HCCSfYP



HCCSfYP



HCCSfYP

Gatsby Benchmark 5 & 6 workshop

| | | |
|---|---|-------------------|
| Introduction & Welcome | Steve Trotter | 2pm |
| Introduce concept of Gatsby Benchmarks 5 & 6 and hints & tips on how to hit them | Steve Trotter Careers Hub Operations Lead | 2.10- 2.20pm |
| Hear from Employers/Providers | Sam Sullivan Tesco Norma Odain-Hines/Helen Clements Morgan Sindall Paul Diamond & Tom Lethaby People on Work David Hoskins Services for Young People | 2.20- 3.10pm |
| GB5 & 6 Hear from Careers Leaders | Input from Careers Leaders sharing best practice on GB5 & 6 Colleen Osborn Rivers ESC Gill Blair-Park Leventhorpe with EA Sarah Gladstone Other examples | 3.10pm- 3.30pm |



Have an impact & gain access to your future Hertfordshire talent

| Headlines | Standards |
|---|--|
| Inspire young people for their best next step | Provide opportunities |
| | Make it meaningful |
| | Be inclusive |
| | Evaluate and improve |
| Prepare young people to be career ready | Build essential skills and explain their relevance |
| | Prepare young people for applications |
| | Raise awareness of pathways into work |
| Collaborate for success | Engage over the long term |
| | Partner with teachers |
| | Value the engagement |

“Sometimes the worlds of education and business talk past each other. But when they come together with co-ordination and purpose, young people benefit in extraordinary ways. They gain vital skills and experiences, and deep insights into what comes next. There are wider benefits too. Schools and colleges get access to new thinking and partners for their careers’ programmes. Employers get a chance to support their future workforce.”

Oli de Botton The Careers & Enterprise Chief Executive



**Hertfordshire
Local Enterprise
Partnership**

HOP Social Media Competition for Sixth Formers

THE CAREERS &
ENTERPRISE
COMPANY

Hertfordshire
Local Enterprise
Partnership

Year 12 Competition

Win £1,500

**For your Sixth Form
and
£100 for yourself**

**Design a TikTok or Instagram Reel that
promotes the use of HOP.**

**Ideal to include on any personal statement or
CV as Work Experience.**

**Competition guidelines will be released at the
beginning of the academic year 2022/2023.**

www.hopinto.co.uk

HOP

- The specific rules for the competition with the branding guidelines and how to enter will come out at the beginning of September.
- The competition will run September until mid November with winners announced first week of December.

HOP Support for you through the 2022/23 academic year

- 15 - Focused workshops for schools on apprenticeships support year 13s
 - Coming soon – Year 12 Competition
 - Updated Lesson plans
 - HOP employer webinars / encounters
 - Updated Herts LMI videos and posters
 - More HOPinto Growth sector videos
 - Generation events
- National Apprenticeship Week and National Careers Week activities and support
 - Sign-up to our weekly e-alert and add it to your parent newsletter

Coming soon....

Workshop – Apprenticeship and Employment Support

15 spaces available.

- 2 hour workshop designed by Careers Specialists and featuring local employers to help support students planning to go into an apprenticeship or employment Post 18.
- Application support, CV and Interview Support, LinkedIn and Social Media Support.
- Ideal for Year 13 students.

For more info please contact
Claire Scarisbrick
claire.scarisbrick@hertfordshirelep.co.uk



GB 3 – Addressing the needs of each pupil

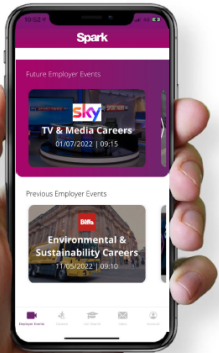
GB 5 – Encounters with Employers and Employees

www.hopinto.co.uk

Spark Careers App- Herts Special Offer until the end of June

Hertfordshire
Local Enterprise
Partnership

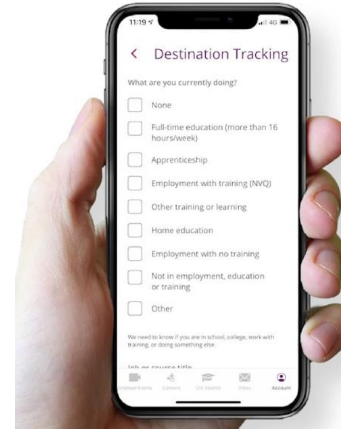
THE CAREERS &
ENTERPRISE
COMPANY



What Spark Does

- Spark is a Careers App which increases student engagement with IAG
- It places students at the hub of all the influences that shape their careers choices
- Dynamically engages students, parents / carers, employers and careers advisors all in one place
- Delivers on the Gatsby Benchmarks and the Baker Clause
- Enhances careers education - personalised to the needs of each student
- Eases teacher workload
- Maps careers with the curriculum by engaging subject leaders

Spark



Destination Tracking

- The Spark App is available to all students even when they leave school
- Spark gives young people a careers app on their phone alongside their other essential apps
- Direct Messaging allows the careers team to keep in touch with alumni
- Destination Tracking form available to easily track destinations and store / download data
- Easily send alerts and reminders

Spark

For more info or to arrange a chat contact
Andrew Stout andrew.stout@sparkcareers.org



Live Employer Engagement Events

Spark



- A programme of unique live events from a wide variety of major employers and careers
- Each event includes a diverse and inclusive live panel representing a range of entry levels and pathways
- A key feature in each event is when the panel members are introduced, in the workplace, via a short film
- There is an opportunity for all students to ask questions both before or during the event
- Hosted on a stage in a school / college with a live audience, live streamed to hundreds of other schools and colleges
- Recordings of all events are available in the App

Hertfordshire Careers Hub Special Offer

Spark

- 50% discount for all Hertfordshire Careers Hub Schools / Colleges
- 12 Months - £294 + VAT June 22 - August 23 (normally £588)
- Offer valid until 30th June 22
- Invoiced in advance
- Email andrew.stout@sparkcareers.org to request a proposal



Video to find out more: <https://www.youtube.com/watch?v=86cCrIQb7QE>

Would you rather be –Careers platform

Would You Rather Be is an Artificial Intelligence (AI) powered careers tool that helps young people find and get into a future-proofed career they'll love.

Our award-winning software is part-funded by DfE and is specifically designed to be used in the classroom on whatever device pupils have available, in however long you have to talk about careers - whether that's a dedicated careers session in an IT lab, or short tutor sessions on smartphones.

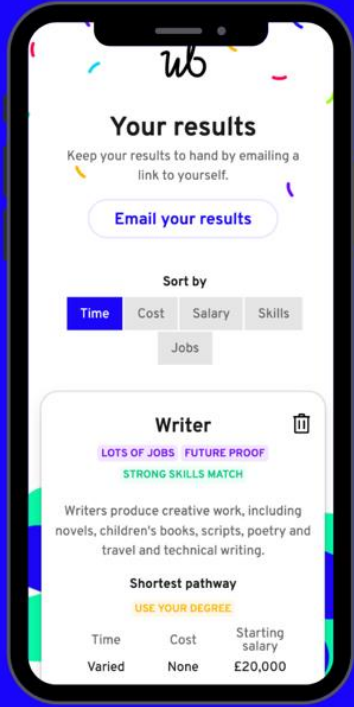
Whatever the case, Would You Rather Be is designed to inspire our next generation and directly help Career Leaders tick Gatsby Benchmarks.

How it works:

Pupils answer 10 minutes of quick-fire 'would you rather be...' questions and our platform calculates the careers they'd be happiest in, based on their interests, skills and qualifications - and takes the future of work and job availability into account

We then generate every step that pupil will personally need to take to get into every career they are interested in, from where they individually are now, along with the time, cost and available funding, enabling pupils to make informed decisions

Phil Hewinson phil@wouldyouratherbe.com



The screenshot shows the 'Your results' screen for a 'Writer' career. It includes a 'Sort by' menu with options: Time, Cost, Salary, Skills, and Jobs. The 'Writer' job is highlighted with 'LOTS OF JOBS' and 'FUTURE PROOF'. Below it, a 'Shortest pathway' section shows 'USE YOUR DEGREE' with a table of metrics: Time (Varied), Cost (None), and Starting salary (£20,000).

Would You Rather Be

The next generation career quiz

- Lightbulb icon: Career suggestions & hyper-personalised pathways with extensive LMI
- Checkmark icon: In-depth transferable skills mapping to all careers, along with day in the life videos
- Plus icon: Improves the efficiency of guidance sessions, delivering time and cost savings
- Play button icon: Teacher dashboard, and receive insights about pupil groups to inform strategy
- Plus icon: Improve Gatsby benchmark outcomes and long-term happiness

To chat about how we can work together, email us at hello@wouldyouratherbe.com

Herts special introductory offer £300+ VAT

New Gatsby Benchmark resources section on HOP



EXPLORE CAREERS ▾ EMPLOYERS ▾ OPPORTUNITIES ▾ SECTORS NEWS EMPLOYER SPOTLIGHT PROVIDER SHOWCASE

GATSBY BENCHMARK RESOURCES

THE GATSBY BENCHMARKS

PLEASE CLICK ON EACH BENCHMARK FOR USEFUL RESOURCES.



GATSBY BENCHMARK 1

Find out more about Gatsby Benchmark 1



GATSBY BENCHMARK 2

Find out more about Gatsby Benchmark 2



GATSBY BENCHMARK 3

Find out more about Gatsby Benchmark 3



GATSBY BENCHMARK 4

Find out more about Gatsby Benchmark 4



GATSBY BENCHMARK 5

Find out more about Gatsby



GATSBY BENCHMARK 6

Find out more about Gatsby



GATSBY BENCHMARK 7

Find out more about Gatsby



GATSBY BENCHMARK 8

Find out more about Gatsby

NEW ENTERPRISE ADVISER INDUCTION

Please find our video and slides for our New Enterprise Adviser Induction for any new EAs to role here in Hertfordshire. Please contact your Enterprise Co-Ordinator for any more support and resources.

[Download the Slides](#)

Watch the induction video



NEW CAREERS LEADER INDUCTION

Welcome New Careers Leaders to our Careers Leader Induction, find out more about The Careers & Enterprise Company, The Careers Leader role, the Gatsby Benchmarks and useful resources to help you in your new Careers Leader role.

[Download the Slides](#)

Watch the induction video



New we now have a Gatsby Benchmark section on HOP

Please send through good examples of GB resources to me steve.trotter@hertfordshirelep.co.uk

For any new Careers Leaders or EAs who have missed an induction we also have Careers Leader and EA Induction videos on HOP too

Plus, New CL induction Wed 6th July 3.30pm on Zoom

New EA induction Wed 7th Sept 9.30am on Zoom
<https://www.hopinto.co.uk/explore-careers/new-gatsby-benchmark-resources/>



Steve Trotter • You
Careers Hub Operations Lead
1h • Edited •



As National Volunteers Week comes to a close I would like to say huge THANK YOU to all the brilliant Enterprise Advisers who give up their time and work so hard with schools and colleges across Hertfordshire to help every young person find their next best step.

[#Volunteersweek](#)



**Hertfordshire
Local Enterprise
Partnership**

