

MAYOR OF LONDON

**The London Enterprise Adviser Network:
Embedding Employability in your School
and Local Labour Market Information**

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Network Lead, GLA



#EANetwork @TeamLdn @CareerEnt



Workshop Aims

Why we need to embed employability
in school curriculum

How to embed employability in schools

Accessing and using LMI

Engaging The London Enterprise Adviser
Network (LEAN) for support



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We know some of the problems

There are 750,000
vacancies, one quarter
skill-shortage related...

... youth
unemployment 3x
higher than total
unemployment

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We also know what works

1. **Encounters** with employers, with workplaces, with further and higher education
2. **Information** about local jobs, how the curriculum connects to work
3. **A plan** tailored to an individual's needs and supported by guidance

- Sir John Holman



“...young adults surveyed who recalled greater levels of contact with employers whilst at school were **significantly less likely to be NEET** and earned, on average, **18% more** than peers who recalled no such activities.”

Latest research finds **86%** reduction in chance of being a NEET following **4 or more encounters**

The logo for Education AND Employers, with "Education" in a large blue font, "AND" in a smaller blue font, and "Employers" in a large blue font below it.

The logo for The Careers & Enterprise Company, with "THE" in a small font, "CAREERS & ENTERPRISE" in a large blue font, and "COMPANY" in a smaller font below it.

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But it's not consistently implemented

Only in **40% of schools** do young people have one encounter each year

- **66% businesses** believe work experience is critical for recruitment
- yet only **38%** offer work experience in England



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Key Skills Challenges for Londoners

- Unemployment rates above the national average
- Young people, disabled adults, BAME groups and women under-represented in the labour market, especially in higher-skilled, better-paid jobs.
- Continued and persistent gender, race and disability pay gaps.
- Substantial variation in employment rates and incomes across London, meaning the capital is the most unequal region in England.
- Low levels of qualifications and skills holding many Londoners back.



Backing the Gatsby Benchmarks – what does good look like?

- Professor **Sir John Holman** (former Headteacher)
- **Six International Visits** – Netherlands, Germany, Hong Kong, Finland, Canada, Republic of Ireland.
- **8 benchmarks of 'Good Careers Guidance'** identified.
- Schools starting points in relation to the benchmarks tested via a survey of 10% of schools in England. Findings combined with the international research.
- National Pilot commissioned in 2015 to test how schools and colleges can move from their starting points to a position of achieving the benchmarks.



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Gatsby Benchmarks: Eight benchmarks for providing good career guidance

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

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London LMI

**THE CAREERS &
ENTERPRISE**
COMPANY

BLANKETY

Bob loved spending time by himself. He dismayed to read that in the next 20 years there would be _____ more people in London.

Q

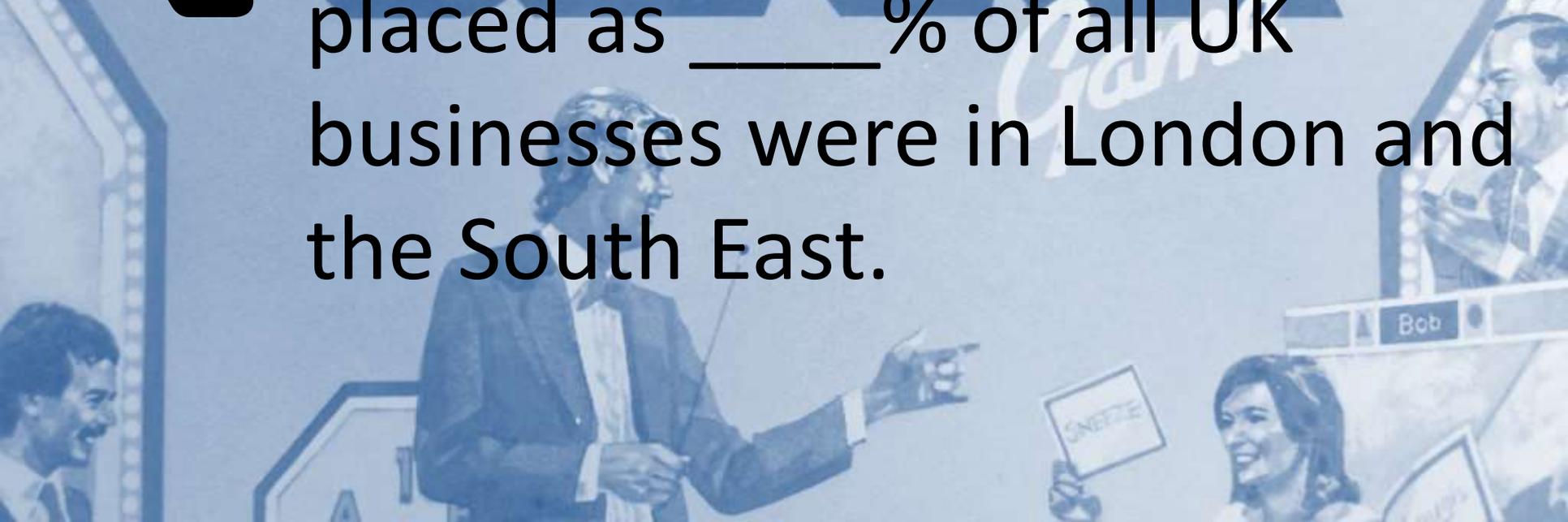


BLANKETY

Moira was always ready to get straight down to business.

Q

Based in Barking, she was well placed as _____% of all UK businesses were in London and the South East.

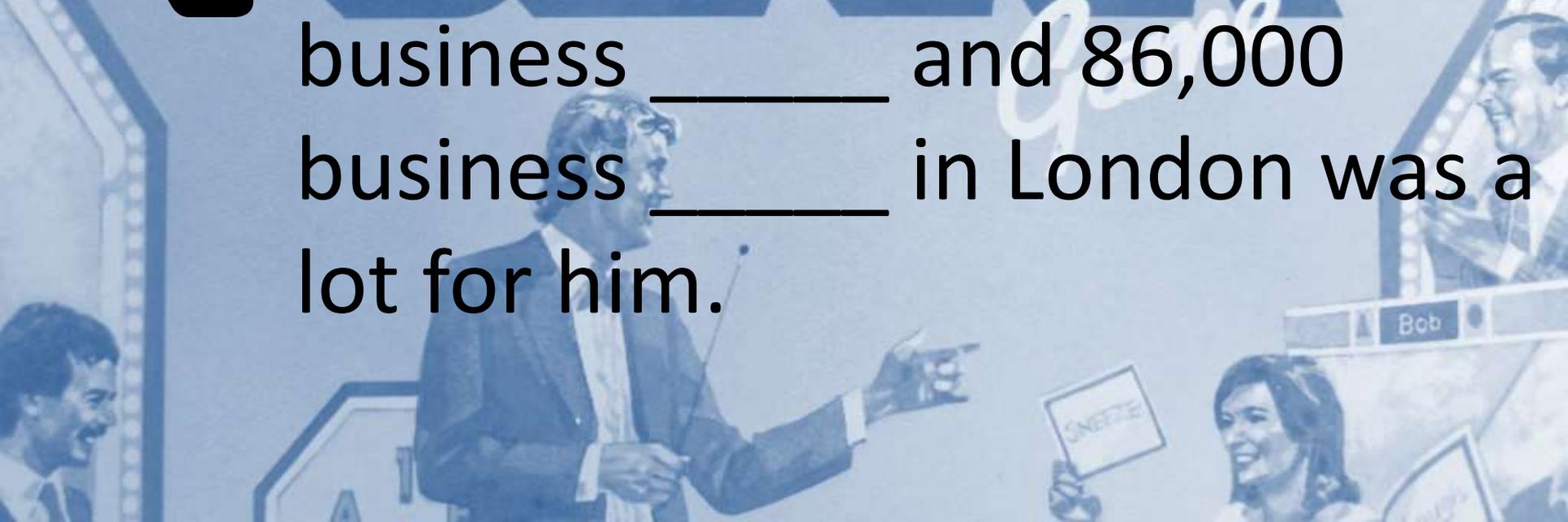


BLANKETY

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Q

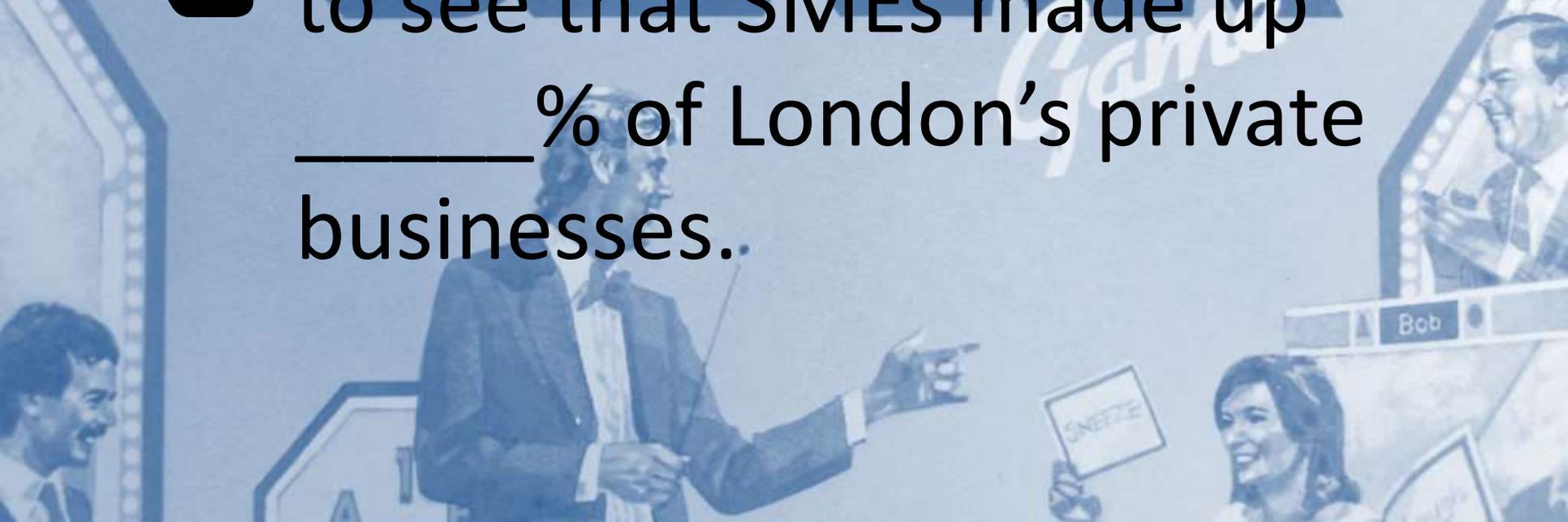
As a midwife, Amir had seen a lot in his time. But even 92,000 business _____ and 86,000 business _____ in London was a lot for him.



BLANKETY

Q

Kenneth was a big believer that great things come in small packages. Still, he was shocked to see that SMEs made up _____% of London's private businesses..



BLANKETY

Q Henrietta had finished buying her fancy dress for freshers' week. She felt so lucky to join one of ___ universities in London.

Q



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Benchmark 2: Learning from career and labour market information

Data Sources:

London Datastore

[National Careers Service](#)

[Skills by Sector](#)

<http://www.nomisweb.co.uk/>

Tools for Students:

[iCould](#)

[LMI for All Widget](#)

<https://amazingapprenticeships.com/>

<https://www.gov.uk/courses-qualifications>

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London Enterprise Adviser Network



Gatsby Benchmarks

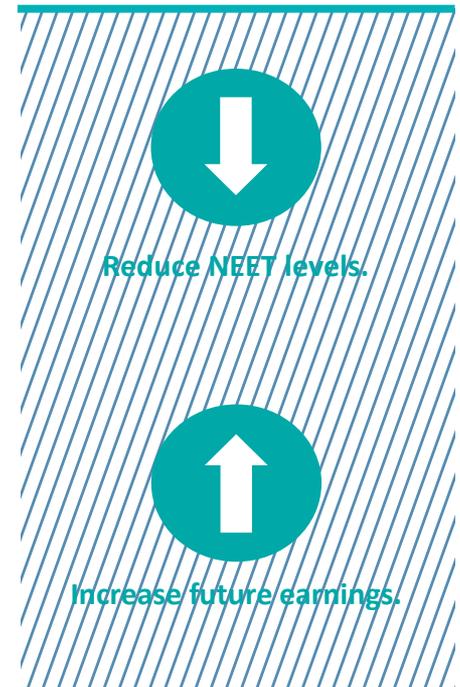


1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
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Enterprise Adviser Network

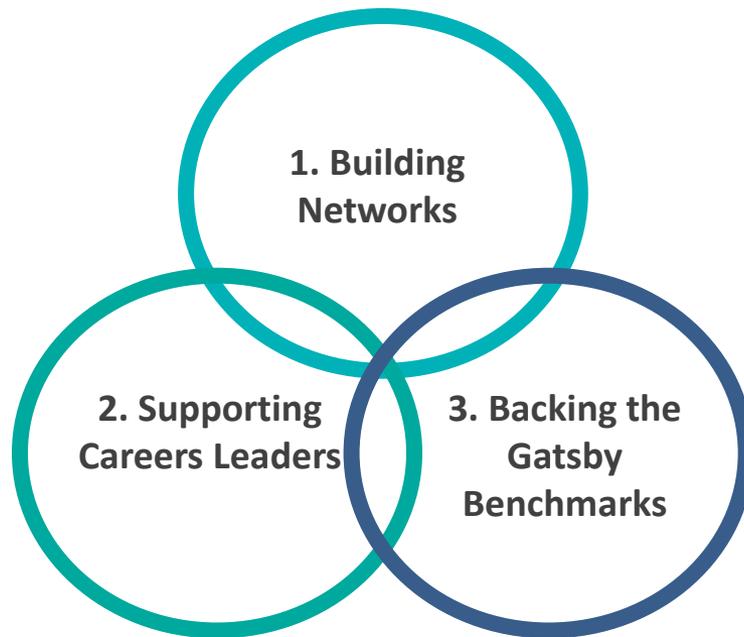
We were established in 2015 to help link schools and colleges to employers **to increase employer engagement** for young people...

...because employer engagement has been proven to:



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Our role



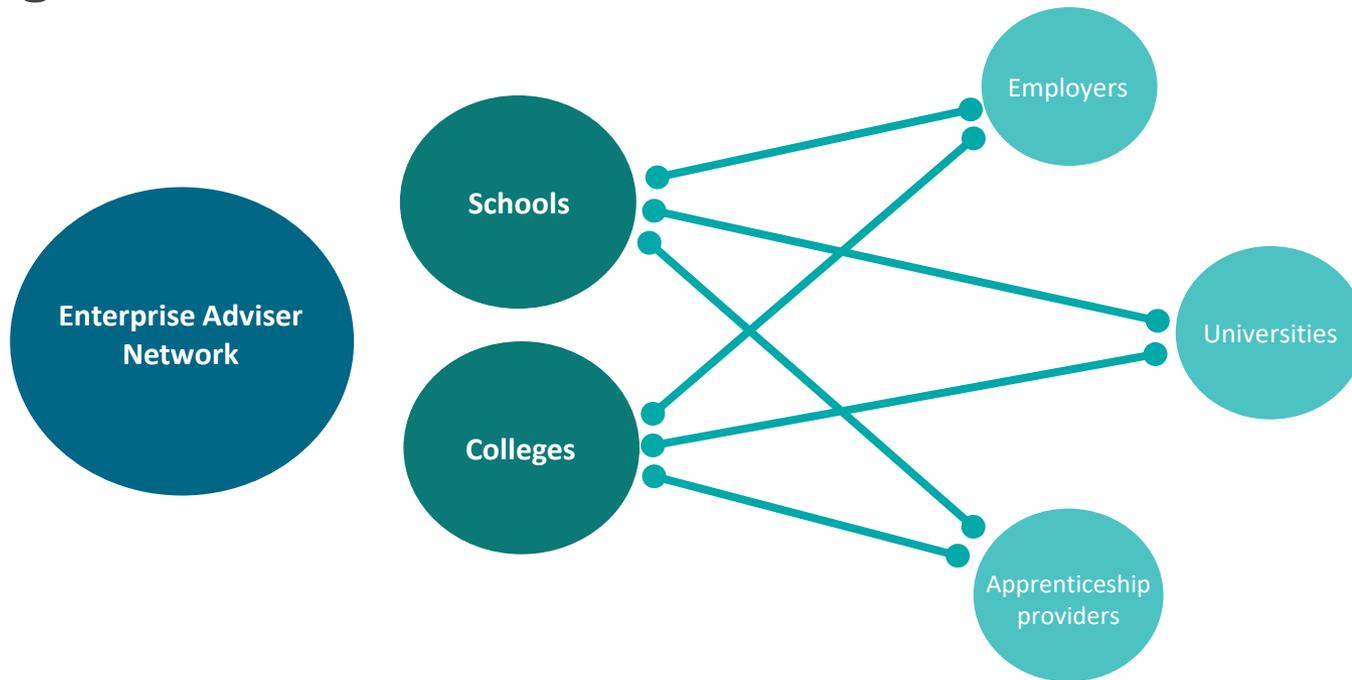
Enterprise Adviser Network

The LEAN matches experienced business volunteers from the world of work with teachers to:

1. Increase business engagement
2. Develop a whole-school careers plan

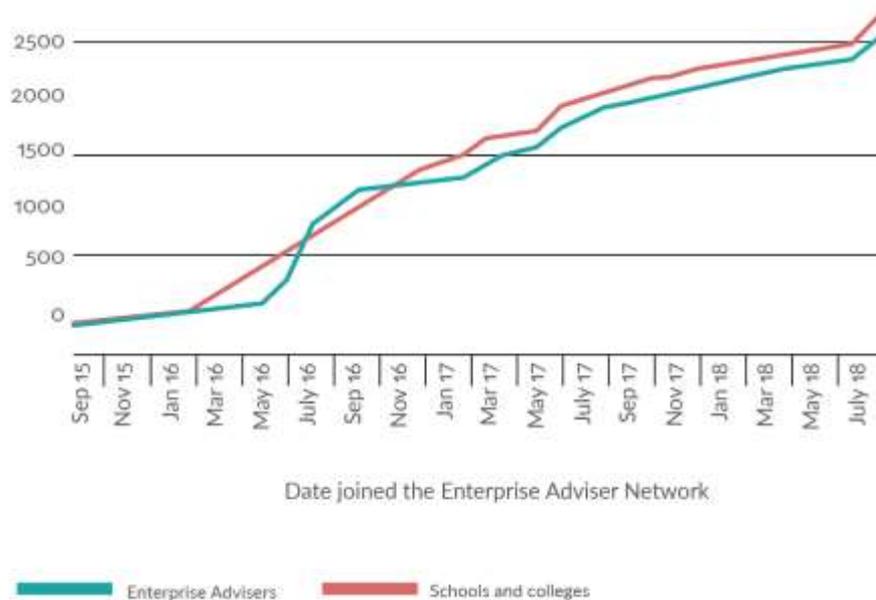


Building networks



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We have built a national network



2,500

schools and colleges in
our Enterprise Adviser
Network.

Careers Leader Training

- 1300 Careers Leader Bursaries
- 156 Bursaries in London
- Online Resources
- Universal Careers Leader Training
- Open to anyone



| | | | | |
|--|---|--|---|---|
|  <p>CAREERS LEADER ONLINE COURSE - ...</p> <p>Starts: Nov 7, 2018</p> <p>Learn more</p> |  <p>CAREERS LEADER ONLINE COURSE - ...</p> <p>Starts: Nov 14, 2018</p> <p>Learn more</p> |  <p>CAREERS LEADER ONLINE COURSE - ...</p> <p>Starts: Nov 21, 2018</p> <p>Learn more</p> |  <p>CAREERS LEADER ONLINE COURSE - ...</p> <p>Starts: Nov 28, 2018</p> <p>Learn more</p> |  <p>CAREERS LEADER ONLINE COURSE - MODULE 5</p> <p>Starts: Dec 5, 2018</p> <p>Learn more</p> |
|--|---|--|---|---|

Careers Leader System

- Assess careers provision
- Track activities
- Link to individual pupil data

The logo for COMPASS features the word "COMPASS" in a bold, teal, sans-serif font. The letter "O" is replaced by a stylized compass rose icon with a white needle pointing towards the top-right.

Compass:
For schools/colleges to
evaluate their current careers
provision against the eight
Gatsby Benchmarks

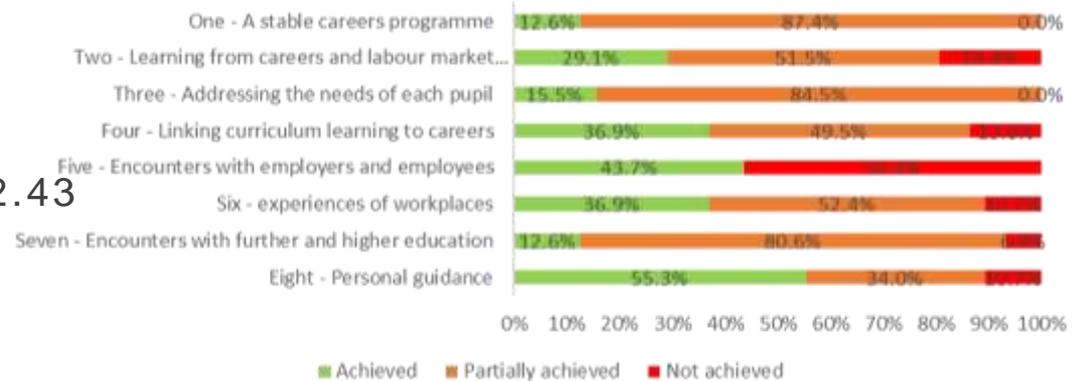
The logo for TRACKER features the word "TRACKER" in a bold, blue, sans-serif font. The letter "O" is replaced by a stylized compass rose icon with a white needle pointing towards the top-right.

Tracker:
An interactive planning tool that
enables a school/college to plan
to improve their provision

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Gatsby Benchmarks

- National Average 2.76, London 2.43
- Making progress



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OFSTED

“One in five schools were effective in ensuring that all students were receiving the level of information they needed.” **Ofsted, 2015**

“Young people who are uncertain or unrealistic about career ambitions are three times more likely to spend significant periods of time not in education, employment or training (NEET).”
Ofsted, 2015

“The current picture is much more encouraging than has been the case in the past. We saw evidence of integrated, coherent and effective careers strategies in more schools.”
Ofsted, 2018

Getting employers engaged:

1. Helps embeds employability in schools
2. Helps students understands the world of work
3. Informs students of up to date LMI
4. Creates a network

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THANK YOU

Any Questions?

To join the network and find out more:

<https://www.london.gov.uk/what-we-do/volunteering/enterprise-adviser-network>

To get in touch email: EnterpriseAdvisers@london.gov.uk