Careers Curriculum and the Virtual World

Live CareerChat@Lockdown 2021
22nd September 2021
Welcome: Today’s webinar😊

- Consider new trends in supporting young people through careers curriculum developments and the virtual world

- Focus on a curriculum-based approach where the school’s curriculum is aligned to a local Employability Skills Framework and discuss key lessons learned

- Review the introduction and implementation of a virtual work experience programme designed to mimic the “standard” week long placement in a business

- Reflect on the implications for policy, research and practice

**Host**
**Dr Deirdre Hughes** (Director, dmh associates and CareerChat (UK))

**Presenters**
**David Roberts** (Assistant Headteacher, Baysgarth School, Barton-Upon-Humber, North Lincolnshire)
**Megan Hunter** (Deputy Director, Tower Hamlets, Education Business Partnership, London)
Careers Curriculum and the Virtual World: ‘3 Ps’

• Personal Preferences

• Problems (and/or Opportunities)

• Practical solutions
David Roberts

Baysgarth School
School Overview

- An 11-16 school with 930 students, this has grown from 650 over the past 5 years.
- Small market town in North Lincolnshire, England with a catchment of around 15 Primary schools.
- OFSTED Inspection rating of ‘Good’
- Last Progress 8 score was +0.44
Challenges we faced

Social Mobility - our results have consistently been in the top five schools in the Humber region. However, if we are to truly shape children’s lives, we must ensure they are fully prepared for the world of work. This means equipping them with the skills to obtain suitable employment in the first place and then to excel in that employment.

This led us to review our curriculum and the employability opportunities that we provide for the students.
Edge Foundation Support

Our vision was clear but in a relatively small secondary school with limited funds we struggled to allocate the resources needed to make this vision reality

1. Resourceful and innovative in order to achieve our aims.

2. The Edge Foundation’s Post-Covid 19 Revival Fund – the mechanism to put our plans into action. The aims, scope and ambition fitted perfectly for our vision for our Baysgarth learners.

Critically, the funding allowed us to appoint an Employability Mentor to act as a catalyst for change, overseeing some of the key initiatives we introduced.
Our Key Priorities

1. Skill development
2. Cultural Impact
3. Staff development
Skill development – Our aims

Students from Y7 to Y11 (age 11 - 16 years olds) develop their employability skills through a series of planned curriculum initiatives that take place in and out of school.

They develop communication skills, team working skills, problem solving skills and take responsibility for their own learning and employability profiles. This increased confidence and skill level will have a quantitative impact upon the number of students that successfully obtain apprenticeship and college places post-16.

These skills accredited by local employers and colleges so students have a permanent record of the impact of this project.

Working in partnerships with local employers and post 16 education providers we have created our own Employability Framework.
## Employability Framework

<table>
<thead>
<tr>
<th>Resilient Learner</th>
<th>Behaviour</th>
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<tr>
<td>Effort Grade</td>
<td>House Points</td>
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<tr>
<td>Enrichment / Extracurricular</td>
<td>Ability to Learn and Adapt</td>
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<tr>
<td>Problem-Solving Skills</td>
<td>Working as Part of a Team</td>
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<td>I.T., Communication &amp; Interpersonal Skills</td>
<td>Valuing diversity and difference</td>
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<td>Using your initiative and being self motivated</td>
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<table>
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<th>Responsible Citizen</th>
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<td>Attendance &amp; Punctuality</td>
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<td>Flipped Learning</td>
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<td>Working Under Pressure to Meet Deadlines</td>
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<td>Self Management</td>
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<td>Numeracy</td>
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<tr>
<td>Business &amp; Customer Awareness &amp; Negotiation Skills</td>
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Gateway Curriculum

Our vision had always been to introduce an employability curriculum that would allow students to develop key skills.

We opted for a Gateway Curriculum, students still chose their options at the end of year 8, but instead of starting on their GCSE courses in year 9 we put a Gateway Curriculum in place until Easter. The Curriculum is based around Employability Skills and Careers in those subjects.

Students are not measured against GCSE grades but against the Employability Framework.
Inspire time

Inspire Time aims to do exactly as the title suggests: **Inspire**

Its primary aim is to recognise that students best **develop crucial skills outside traditional subject areas** as they are exposed to experiences which only Baysgarth will provide.

It is through **personalised experiences** that students will build confidence; be challenged to leave their comfort zones; develop crucial skills in communication and leadership and be inspired to recognise their own self-worth in a school which believes in creating responsible, respectful and resilient young people.
Inspire activities

- Sports leaders
- Rock Challenge
- GreenPower Car
- Community support groups
- Primary school support groups
- Horticulture
- Medical school
- Life skills (financial)
- Handyperson skills
- Wildlife groups
- Environmental groups
Employability Mentor: JD

- To assist in planning, sourcing, implementing and evaluating agreed work experience programmes, working alongside school staff and external partners.
- Develop a range of partnerships located in communities that support employability delivery and beyond.
- Develop recording systems for students to evidence their learning and progress during work placements.
- Develop effective educational links with the world of work, local employers and college.
- Deliver opportunities for students to develop their understanding of work-related learning making informed choices about work placements. This includes acting as a mediator between the work placement, the employer and school resolving conflict wherever appropriate.
- Supports individual pupils or groups of pupils through the planning and delivery of learning activities and work-related learning programmes located both in school and offsite (e.g. local business).
Staff development

- Staff trained on Google Classroom and all resources placed on there, we have over 98% of parents attached to their child’s classroom so they can monitor their progress
- Staff awareness of labour market intelligence/information (LMI), staff are regularly briefed on LMI to keep their knowledge of careers in their sector up to date and relevant

WHERE NEXT?.... This is only the start!
Thank You😊

David Roberts, Assistant Headteacher, Baysgarth School, North Lincolnshire

Email: david.roberts@baysgarthschool.co.uk
Adapting to Virtual Work Experience during Covid 19

Megan Hunter, Deputy Director
Tower Hamlets Education Business Partnership
Our programme pre-Covid

A "standard" work experience scheme:
- Finding over 2,500 placements a year
- All placements take place in a physical workplace
- All placements are 1 or 2 weeks in length
- All Health and Safety checked = lots of admin
- Huge variety of placements from investments banks to local corner stores = little standardisation
Why are we so desperate to carry on during Covid?

Careers Development Institute: employers look for work experience first and foremost over grades.

High youth unemployment, large sector in low paid insecure work.

Students' loss of learning during lockdowns and social distancing measures in schools, particularly related to social and cultural capital.
## How we adapted

<table>
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<th>Former in-person model</th>
<th>Current virtual model</th>
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<tbody>
<tr>
<td>Business premises, within 45 minutes geographical location</td>
<td>Google Classroom platform, with business volunteers from anywhere..!</td>
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<tr>
<td>One week</td>
<td>One day, with a student choosing from one of 5 specific sector days</td>
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<tr>
<td>Little control over the activities each student does</td>
<td>Developed bespoke industry activities with our businesses = consistency</td>
</tr>
<tr>
<td>Little control over who a student interacts with</td>
<td>Q&amp;A panel made of business volunteers with diverse backgrounds</td>
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**Bringing business and schools together to help young people succeed**
How did we get on?

600+ placements from February – July 2021, repeat bookings 2021-22

Can work for students at home and based at school premises

Key Learnings:

Tech at schools, Google Classrooms and employers
Actively recruiting a diverse panel of business volunteers
Age range of students
Adding medicine and healthcare sector to our sector selection

What does the future look like for work experience?
Thank you and Questions

For more information about any of our programmes, please contact:

Megan.Hunter@thebp.co.uk

Tel: 020 7655 0300

Email: info@thebp.co.uk
Website: www.thebp.org.uk
WHAT CAN VIDEO GAMES TEACH US ABOUT THE PRACTICE OF LEADERSHIP?

1. HAVE A COMMON GOAL – ACTION GOAL AND PURPOSE
2. BREAK DOWN INTO LEVELS – SMALL STEPS
3. LEARN FROM FAILURES – PERMISSION TO FAIL 😊
4. CELEBRATE SMALL WINS
5. REST AND RECOVER

HUMANS AND TECHNOLOGY CAN WORK WELL TOGETHER 1:1, SMALL GROUPS, BIG GROUPS, COMMUNITIES OF INTEREST
What is Primary Futures?

• Free searchable database of tens of thousands of diverse volunteers from apprentices to CEOs and architects to zoologists
• Connecting primary schools with inspirational role models from the world of work virtually or in-person
• Founded in partnership with National Association of Headteachers as primary counterpart to Inspiring the Future
• Based on the evidence of the importance of starting early to tackle stereotypes around jobs and aspirations
• Suite of pre-recorded video resources – curated volunteer talks with cross-curricular learning activities

Sign up for free at [www.primaryfutures.org](http://www.primaryfutures.org)
Get support for curriculum linking at [enquiries@inspiringthefuture.org](mailto:enquiries@inspiringthefuture.org)
Resources to get started

➢ Access our recent **CPD webinar recordings** for Careers Leaders and school staff, including:
  o A demo of the **using the portal**
  o Creating **meaningful virtual encounters**
  o Meeting **Gatsby Benchmarks virtually**
  o Delivering **virtual experiences of the workplace**

➢ **Pre-recorded Career Chats** allow schools to **flexibly embed** employer engagement within their timetable, including:
  o **NHS career chats** featuring a panel of NHS employers
  o ‘**Inspiring Women’** career chats launching as part of National Careers Week and International Women’s Day

Sign up for free at [www.inspiringthefuture.org](http://www.inspiringthefuture.org) or book a planning call at lara.bracey@educationandemployers.org
Virtual Work Experience:
Source: Donna Montague – Careers Leaders UK Facebook

01
Speakers for Schools
Giving young people eye-opening virtual work experience and inspiring remote insight days. Speakers for schools also offer Employer career talks and a schedule of these can be found in your Careers Google classroom. Register your interest for virtual work experience by clicking on the picture.

02
Barclays Lifeskills
You’ll get to see the inner workings of Freeformers, a ‘digital transformation’ agency, and actively work with different departments on one exciting project, helping them solve problems and complete real-life tasks. Click on the picture below to register.

03
Rhod Gilbert - Work Experience Series BBC
Nine Series of work experience placements explored by Rhod Gilbert. Over 30 career areas to chose from including fighter pilot, zookeeper, builder, Journalist, Hairdresser, care worker and many more. You can select the episode of interest by clicking on the picture above.

04
BSMS Medical Work Experience
Brighton and Sussex Medical School have created an online work experience platform. You will be taken through six areas of medicine, exploring the roles, skills required, and challenges faced by today’s doctors. Click on the picture below to register.

05
White and Case Law Work Experience
Free 5-6 hour virtual work experience programme allowing you to gain practical skills and experience. A first-hand insight into life as a White and Case lawyer and experience the realities of cross-border law. Click on the picture above to register.
News

Career-related learning in primary NEW REPORT- Our Future Derby: Impact Assessment Year 2 report - partners Education & Employers and Learn By Design

Careers Chatbot: Adult BETA version + Planning Young Person’s version - https://careerchat.uk/

Careers Wales and the Canadian Career Development Foundation (CCDFF) pilot research programme with practitioners ‘Career Guidance and Well-Being’ with Chris Percy and Liane Hambly (Senior Associates)

The Big Careers Conversation with 3,615 young people, 20 headteachers and employers from 14 sectors in England, Launch date: October 2021- sponsor ‘Launch Your Career/Dev Clever PLC’
Of interest?

• OECD Youth Week - [https://www.oecd.org/social/oecdyouthweek.htm](https://www.oecd.org/social/oecdyouthweek.htm). All webinars are free. **Webinar:** *What Generation Z thinks about school, the curriculum and their future* Thursday 23rd at 12h00 (Paris time) Register: [https://meetoecd1.zoom.us/webinar/register/WN_10PY77BjRvCLJ1LLjgTBg](https://meetoecd1.zoom.us/webinar/register/WN_10PY77BjRvCLJ1LLjgTBg)

• **Getting a job: How schools can help students develop recruitment skills** - Thursday 23rd at 12h45 (Paris time). Register [https://meetoecd1.zoom.us/webinar/register/WN_agPL3FrROqjFwiaQwsAJQ](https://meetoecd1.zoom.us/webinar/register/WN_agPL3FrROqjFwiaQwsAJQ)


• Lee Weiss, Senior Vice President, Kaplan University Partnerships & Innovation (US), on an approach to providing [early career exploration opportunities for high school students](https://www.oecd.org/social/oecdyouthweek.htm).

• Let’s learn about artificial intelligence (AI) - [https://www.scienceforstudents.org/article/lets-learn-about-artificial-intelligence](https://www.scienceforstudents.org/article/lets-learn-about-artificial-intelligence)

• Building a Bot to Beat the Bots - [https://careerchat.uk/interview-on-forbes-website/](https://careerchat.uk/interview-on-forbes-website/)

• UK workers on returning to the office: ‘No point if I end up doing video calls’ - [https://www.theguardian.com/business/2021/sep/06/uk-workers-on-returning-to-the-office-no-point-if-i-end-up-doing-video-calls](https://www.theguardian.com/business/2021/sep/06/uk-workers-on-returning-to-the-office-no-point-if-i-end-up-doing-video-calls)

• Australia toward 2031 – insights to world of work [https://dmhassociates.org/australia-towards-2031](https://dmhassociates.org/australia-towards-2031)


• **SDS Virtual 3MT® Winners** – check out the videos

• Virtual Reality in Education - [https://www.futurelearn.com/info/blog/virtual-reality-education-immersive-learning](https://www.futurelearn.com/info/blog/virtual-reality-education-immersive-learning)
Thank you!

NEXT WEBINAR: Don’t Dis-My-Ability® 25th October 2021
Presenters: Shawn Smith, New Brunswick, Canada and Jenny Connick, England

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