

Employer Enriched Curriculum Learning Approach to Benchmark 4

The Employer Enriched Curriculum Learning approach is characterised by best practice identified by :

- Having a progressive careers programme in place where interventions are delivered by subject teachers and careers learning outcomes and curriculum learning outcomes are integrated and learning is applied to the world or work.
- Subject teachers clearly understanding and are mobilised to deliver, with intent, progressive career learning outcomes identified within a strategic careers plan and mapped against curriculum learning outcomes included in schemes of work.
- Learning includes encounters with employers and experiences of the world of work.
- Curriculum learning, and career learning outcomes are delivered through a meaningful employer encounter and/or experience of work which are often project based and aligned to Gatsby Benchmarks 5 and 6.

This approach builds upon the Careers in the Curriculum approach and integrates learning to include encounters with employers and experiences the world of work. Encounters may be project based and delivered over a number of lessons or outside of usual curriculum time. Within any setting elements of the approach may also exist discreetly in pockets within subject areas, with subject teachers working independently with employers to deliver curriculum learning outcomes with reference to the world of work. Where this is happening, this is an opportunity to elevate this practice to influence the wider department to recognise the relevance and value of this approach.

What	Aim	Completed
Identify progressive career learning outcomes that deliver on strategic objectives linked to whole school/college priorities are defined and understood by curriculum teachers and embedded in curriculum and schemes of work	Students make progress that supports outcomes and school/college priorities & vision	<input type="checkbox"/>
Audit where staff are supporting students with employer encounters and/or experience of work (BMs 5&6) through employer enriched learning in the curriculum	Understand how and where staff can effectively work with employers to deliver employer enriched learning (BMs5&6)	<input type="checkbox"/>

What	Aim	Completed
Engage SLT to support staff with planning employer enriched learning (BMs 5&6)	Staff to have sufficient time and resource to plan meaningful employer encounters and/or experiences of work that support attainment and delivery of curriculum learning outcomes	<input type="checkbox"/>
Track and record where students are taking part in employer encounters and/or experiences of work (BM5&6) through employer enriched curriculum learning	To map and identify where students are accessing BM5&6 through employer enriched curriculum learning. This also supports gap analysis to plan activity for vulnerable/priority groups	<input type="checkbox"/>
Evaluation of impact of Employer Enriched Learning approach	Learning outcomes are clearly defined and used to design the evaluation methods assess impact	<input type="checkbox"/>
	Evaluation includes measuring meeting curriculum outcomes	<input type="checkbox"/>
Whole staff CPD to support staff in highlighting the relevance of their subject to careers	Students in all subjects understand relevance of subject to career pathways, make progress against career learning outcomes	<input type="checkbox"/>
	Staff understand the value of careers through the curriculum and impact student outcomes.	<input type="checkbox"/>
	Staff understand career learning outcomes and how they can embed them in their teaching through employer enriched learning	<input type="checkbox"/>
	Staff are confident in building positive working relationships with employers to enhance professional development and to ensure careers is embedded across the curriculum	<input type="checkbox"/>
Engage parents and carers	Employer Enriched Learning approach is promoted to the wider school community	<input type="checkbox"/>
	Parent or carer engagement in Employer enriched Learning has been considered and factored into the planning.	<input type="checkbox"/>
Employer Engagement	Employer understands aims and learning outcomes of any project based work, employer encounter or experience of the workplace	<input type="checkbox"/>
	Employers can apply the 'Making it Meaningful Framework' and can apply this to co-creation of resources for intervention in partnership with curriculum leads or teaching staff	<input type="checkbox"/>