

Teacher encounters - examples of delivery models

Teacher encounters enable educators to fully understand current industry practice and share up to date knowledge and skills with their students. They help educators maintain a breadth of knowledge and the latest technical and professional developments relevant to the subjects they teach, including present and future career opportunities, and the knowledge, skills and behaviours required for different roles.

Teachers can use these insights to inspire their students and keep their teaching and curriculum up to date. There are a number of pathways and routes into employment particularly apprenticeships, technical and vocational learning, and this knowledge can empower educators to effectively support students to take their best next step.

Examples of teacher encounters and benefits that you could facilitate:

- Site visits, tours of facilities, demonstrations of tasks and processes to understand the range of skills required and be able to provide first-hand knowledge to students about key sectors
- First-hand experience of recruitment processes and the challenges students will face on entering the workforce (I.e. interview processes, assessment centres)
- Hold talks with graduates, apprentices and management to understand career progression opportunities and pathways
- Work shadowing of personnel to understand the variety of roles, tasks and skills required in the workplace
- Discussions with HR about recruitment process, routes into industry and the expectations employers have of young people (I.e. skills, attitudes and behaviours)
- Mini projects that demonstrate typical work activities for teachers to consider how they could bring the curriculum to life
- Film/photograph activities or use real work resources or tools to enhance lessons



School inset day to increase responsibilities across the school to embed employer engagement

Level of engagement

Low

Length of encounter

2 hours

Delivery model

Face to face

Employer engagement

2 Enterprise Advisers to a large group of teachers

Location

School

Encounter activity

The Enterprise Adviser, in partnership with the Careers Leader at Bedford Academy, delivered training to all teachers on a school inset day. Teachers were provided with LMI, updates on the skills required by employers and the variety of ways employers could enhance curriculum learning. In small groups teachers identified key areas of the curriculum where employer engagement could enhance the delivery.

Outcomes

Teachers were more knowledgeable in how they could access employers to enhance their curriculum and develop long term sustainable relationships. Responsibility for employer engagement in the curriculum was shared across the school. Outputs were an increase in BM4.

The employer strengthened their reach across the whole school, raising awareness of their industry and employer and strengthening the strategic nature of the Enterprise Adviser role in the school. The individual formed a better understanding of the needs of teachers and the challenges in engaging with employers within the curriculum.

Tailored encounters with local employer

Level of engagement

Low

Length of encounter

2 days

Delivery model

Face to face

Employer engagement

1 employer, 1 teacher

Location

Employer premises

Encounter activity

The teacher wanted to see how the employer's company functioned so that she could arrange physical or virtual visits for her students to ensure further engagements could be tailored to specific needs.

Outcomes

Science lessons were adapted to relate to the world of work as the teacher had real life examples to share with her students. Further engagements with the employers were more impactful as tailored to specific needs of students.

Teachers opportunity to become an apprentice for the day

Level of engagement

Medium

Length of encounter

1 day

Delivery model

Face to face

Employer engagement

1 employer per teacher or small groups of teachers

Location

Employer premises

Encounter activity

Subject teachers and Careers Leaders in Bournemouth spent a day with an employer undertaking practical and interactive activity to fully understand the apprenticeship pathway, the depth of the training and the expectations on young people as they enter the workforce.

Outcomes

Teachers were more confident and knowledgeable in their discussions with young people about the different pathways available, teachers could relate their teaching to the skills employers value and provide reference and examples to the local labour market. Outputs included the expectation that subject teachers will be able to contextualise the importance of employability skills and be able to describe the different pathways without bias.

Employers were able to extend the reach of their input by increasing teachers knowledge of their industry, pathways and recruitment processes in order that the messages would filter through the school and curriculum to both parents and students.

Groups of educators interacting with growing industries to fully understand the future opportunities for their students

Level of engagement

Medium

Length of encounter

1 full day, 4 x 1 hr

Delivery model

Blended model - some virtual and some face to face, 1 full day, 4x1 hr

Employer engagement

Multiple employers, small group of subject teachers from a range of schools

Location

Employer premises and virtual delivery

Encounter activity

STEM teachers from a range of schools in Oxfordshire were engaged in a programme of activities across a range of employers in key sectors to provide a depth of knowledge into the local labour market, skills gaps and future needs of employers.

Outcomes

Increase in teachers confidence about Oxfordshire growth industry sectors. Increase in confidence in engaging local employers to support activities and learning. Teachers were better equipped to help students understand a subject's career relevance and GCSE subject choices which encouraged motivation and academic progress in class. A key impact was the support from employers for project ideas and development within the curriculum.

Employers welcomed the opportunity to update teachers and inform curriculum changes to ensure they were relevant to the needs in their industries.

Increasing opportunities to develop a diverse workforce

Level of engagement

Medium

Length of encounter

Half day

Delivery model

Face to face

Employer engagement

1 employer, 2 teachers

Location

Employer premises

Encounter activity

Support staff from a SEND school spent time with McDonald's to directly understand the various job roles and level of skills required to undertake them successfully. They were able to relate this learning to specific and individual students in order to establish successful long term work experience placements, and relate activities in school to the employability skills the students needed to develop to prepare them for their next steps.

Outcomes

Staff increased their understanding of the different skills valued by employers and could relate these to elements of the curriculum. They were able to better understand how they could help students develop the employability skills they needed within the curriculum to give the young people the best chances of success. Employers were able to see and understand the adjustments they could make to provide opportunities for a wider pool of applicants that could bring new skills and attributes to their teams.

Teachers spend time in a specific industry to develop real life projects within their curriculum

Level of engagement

Medium

Length of encounter

3 x 2 hours

Delivery model

Blended model - some virtual and some face to face

Employer engagement

1 employer per small group of teachers

Location

Employer premises and virtual

Encounter activity

In partnership with the Edge Foundation teachers in Doncaster were invited to work with an employer to develop a project that could be delivered as part of the curriculum in school, to provide real and relevant learning.

Outcomes

Teachers were able to confidently embed curriculum learning in the context of the world of work. Employers were able to increase their visibility in the community as an employer of choice and develop sustained relationships with local schools.

A work experience day for every member of school staff

Level of engagement

High

Length of encounter

1 day

Delivery model

Face to face

Employer engagement

1 employer, 1 teacher

Location

Employer premises

Encounter activity

150 teachers and pastoral staff across a multi academy trust attended an individual work experience day in order to broaden their experiences of the world of work and the progression opportunities for young people, which would be reflected in curriculum delivery.

Outcomes

They increased their knowledge of current careers, the local labour market and increased their skills in using new technology. They have forged greater links with industry who can support teachers in the classroom to bring lessons to life. All staff feel more confident in holding careers conversations with students. The MAT is seen as academies of choice by parents for raising learners' aspirations. Employers harnessed the opportunity to build lasting relationships with schools and the wider community.

STEM teachers working together with employers to develop the curriculum and build sustainable relationships

Level of engagement

High

Length of encounter

Up to 5 days

Delivery model

Blended

Employer engagement

Multiple employers, small group of subject specific teachers from a range of schools

Location

Employer premises and virtual round table meetings

Encounter activity

STEM teachers from a range of schools across Berkshire engaged in activities at employer's premises to enable them to identify links between job roles and tasks and their specific subject and curriculum topics. The teachers could identify specific complex sub-subjects/topics (typically within maths and science) that had been challenging to teach and improve ways of demonstrating real relevance to the world of work for their students.

Outcomes

Teachers were more confident in delivering careers related learning in the classroom. The teachers were able to broaden their subject experience, depth and range of knowledge and bring real life examples to their teaching. This led to changes in delivery methods and innovative ways to deliver and embed the world of work within the curriculum.

Employers were able to improve employee engagement by allowing them to share their enthusiasm for their roles and industry. Employers were able to develop a wider understanding of young people as a future talent pool.

Maths teachers inspired to update their ways of teaching employability skills

Level of engagement

High

Length of encounter

5 days

Delivery model

Face to face

Employer engagement

1 employer, 2 teachers

Location

Employer premises

Encounter activity

Two maths teachers from Somerset spent a week in Yeo Valley, observing and undertaking a range of tasks in order to enhance their teaching and embed the world of work within their curriculum.

Outcomes

Teachers were able to adapt the curriculum to relate to the world of work and provide real life projects as part of their teaching. Their teaching ability was enhanced and teachers were more confident in holding careers conversations with parents and students. Teachers were inspired by the multitude of ways they could bring the curriculum to life and the extent to which employability skills were required across all job roles. Employers had the satisfaction of understanding how much of the curriculum could be related to roles within their workforce and the knowledge that this information would impact on numerous young people within their local schools.

STEM teachers understand the wealth of future opportunities for young people and growing sectors

Level of engagement

High

Length of encounter

3 days

Delivery model

Face to face via STEM learning

Employer engagement

2 employers, 2 science teachers

Location

Employer premises

Encounter activity

Two science teachers from Liverpool spent three days immersed in a planned and progressive programme of activities across two leading institutes. This was part of a STEM Learning Enthuse Partnership Placement. The aim was to increase teachers knowledge and confidence in relating their subject to real world examples.

Outcomes

Making links from the curriculum to careers, and broadening subject experience, range and depth of knowledge. Enhancing teaching practice and supporting students to make more informed choices about their futures. Employers shared their passion for their industry in the knowledge that the demand for technical and vocational training would increase and ultimately support their aims of helping to develop a future talent pool.

Teachers of T levels and vocational subjects stay updated with modern technology, processes and techniques

Level of engagement

High

Length of encounter

1 - 5 day placements

Delivery model

Face to face or blended via The Education & Training Foundation

Employer engagement

1 employer, 1 teacher or group industry placements

Location

Employer premises and virtual

Encounter activity

Industry Insights are a component of the T-Level professional development programme delivered by The Education Training Foundation (ETF) which aim to equip teachers of T-Level qualifications with the relevant industry knowledge they need to teach and effectively deliver the T-Level curriculum.

Outcomes

Teachers are able to embed careers into the curriculum, developing and enhancing lessons in relation to industry requirements and providing relevance to their students. Teachers are able to develop their own teaching practices to relate their delivery to real life examples and projects with specific employers.