

# Teacher encounters

Careers Leaders pack



## Teacher Encounters

# Careers Leader

## Context

To provide the best possible support for all young people, it is important that all staff understand how curriculum subjects relate to different industries and the various pathways to work, including apprenticeships, technical and vocational options. Teacher encounters provide educators the opportunity to learn from and build a relationship with employers, leading to an increased confidence in holding conversations with students about their futures.

When careers education becomes mainstream in schools and colleges, it has the most impact.<sup>1</sup> Like other crosscutting areas, such as safeguarding and literacy, best practice involves:

- Responsibility held within the senior leadership
- Whole-staff training
- Use of curriculum
- Specialist input

To support the effective delivery of Benchmark 4, [teachers benefit from support](#) especially because they do not always have knowledge or experience of all pathways and the local labour market.<sup>2</sup>

**Evidence shows that although teachers were one of the most accessed sources of careers information, advice and guidance for young people, only a small proportion found teachers' advice to be the most useful.<sup>3</sup>**

One way to ensure an understanding of the requirements of the world of work and the ability to provide up to date career support to young people with confidence, is through the provision of specific teacher CPD on careers and enterprise.

## Support pack

This pack will support you to engage both senior leaders and teaching staff to benefit from teacher encounters in your area. The pack includes:

1. A pdf and accompanying slide deck to present to senior leaders
2. Once agreed, a pdf and accompanying slide deck to support take up by teaching staff

These resources, along with support from your Hub or Enterprise Coordinator, will help you to understand and articulate the value of teacher encounters and how to get involved.

You can find Providers to partner with, to help deliver Teacher Encounters, via our [Provider Directory](#). Using the activity filter on the left-hand side, select 'Staff Training' and then you can review which Providers are offering these activities, read their offer and contact them directly. We hope to add more Providers over the course of the academic year. If you cannot find a Provider within your area, please get in touch and we may be able to support you to do so

1 1 Tanner, E. et al (2021). Careers Leadership in Colleges: Supporting learners through a 'whole college' approach. London: The CEC

2 Archer, R., Higton, J., et al (2021). The road not taken: the drivers of course selection: The determinants and consequences of post-16 education choices. Sub-report for the Social Mobility Commission (Pg.48).

3 Stewart, H. (2021), Young people's experiences of careers information, advice and guidance: Evidence from the second Longitudinal Study of Young People in England.

## Teacher Encounters

# Education Leaders

## Empower your school staff to have confident and meaningful conversations with students about their futures through teacher encounters.

The Careers & Enterprise Company would like to offer your staff the chance to be involved in a unique and inspirational CPD opportunity. Teacher encounters are opportunities for the education workforce to spend time with, and learn from, people in industry. Teacher encounters offer professional learning in a different context, sparking and inspiring curiosity that can be brought back to the classroom and be passed on to students.

### We know:

- Teachers have a key role in advising and supporting students with their future decisions and yet they often struggle to stay up to date in such a fast-changing labour market
- Employers are keen to directly support education in order to help young people transition more seamlessly into the workplace
- The best and most impactful careers programmes come via a 'whole school, special school or college' approach and embedding careers learning across the curriculum

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 next best step.

Teacher encounters can take a variety of forms for individual or groups of educators to meet employers, virtually, in school or at an employer's premises with a range and variety of outcomes that could include updating the curriculum or teaching practises, to engaging further with employers or increasing confidence to support transitions.

'The 'staff dream big' initiative enables over 150 of our teaching staff, every year, to apply this experience to their delivery of the curriculum and ensure that learners understood the relevance of their school-based studies. Non-teaching staff can also share their work-based experience with young people thus creating a rich and dynamic careers education that genuinely engages learners and encourages them to consider a wide range of career opportunities through all touchpoints.'

**Jo Higgins,**  
**Chief Executive Officer,**  
**Dudley Academies Trust**

# 88%

of teachers felt their training didn't prepare them to deliver careers information and guidance to students<sup>1</sup>

<sup>1</sup>



# How will your school, special school or college benefit?

## Benefits for your students:

- Increased opportunities to engage impactfully with employers
- Valuable opportunities to recognise and articulate the skills employers value
- Increased progress through the creation of innovative and relevant learning opportunities
- Improved understanding of the relevance of the curriculum to their future employment

## Benefits for your teaching staff:

- Enhanced curriculum delivery and engagement as staff gain confidence to highlight the relevance of their subjects to future careers and make links to careers from the curriculum
- Increased confidence and knowledge to advise or signpost students, and articulate all available pathways (including technical and vocational), with equity and without bias
- Broadened subject experience, depth and range of knowledge to inform quality teaching practice
- A unique opportunity for experiential learning
- A valuable opportunity to develop and sustain meaningful contact with employers to enhance the curriculum

## Benefits for your setting:

- Positive impact on staff recruitment, retention and mental health and wellbeing through staff feeling valued and invested in
- Better informed teaching staff
- Careers learning becoming embedded in curriculum teaching
- Increased aspirational and effective transitions for your students
- Simple and effective way to build or improve the quality of crucial connections with local and national employers<sup>1</sup>

## Benefits for your Careers Leader:

- Development of a shared responsibility for enhancing the individual student careers learning journey
- Enhanced and embedded progressive careers programme development
- Increasing the range of staff who can have effective careers conversations with students and parents and the knowledge to signpost to specialist advice

'The skill of problem solving was evident throughout the experience. Employees were constantly solving problems and there were even departments within the company with this sole purpose. Solving 'real life' style problems can be difficult for students at our school as it takes them out of their comfort zone and can combine many skills. This has got me thinking into ways I can change my teaching to give the students more chances to do this and whether I can find strategies to help set them up to be more confident in this style question'.

**Teacher on a placement  
at Yeo Valley**

## Context

High-quality teaching, meaningful learning opportunities and curriculum development is central to school, special school and college improvement and to supporting the progression of all learners to aspirational, sustained destinations.

When careers education becomes embedded within school, special school and college improvement, it has the most impact.<sup>2</sup> Like other crosscutting areas, such as safeguarding and literacy, best practice involves:

- Responsibility held within the senior leadership
- Whole-staff training
- Use of curriculum
- Specialist input

To provide all young people with the best possible support, teaching staff and education leaders need to understand how curriculum subjects relate to different industries and the various pathways to work, including apprenticeships.

This has two main purposes:

1. To inform effective careers conversations with students and parents.
2. To support engagement and progress, by highlighting the relevance of a subject to careers through the curriculum.

The Schools White Paper (March 2022) reinforced commitments to 'improve professional development for teachers and leaders on careers education, including strengthening understanding of apprenticeships and technical routes'.

This is critical. Teachers pass on messages, sometimes implicitly, about career paths through the relationships they build and the curriculum they teach. To do this effectively [they benefit from support](#), especially because they do not always have knowledge or experience of all pathways and the local labour market.<sup>3</sup>

One way to ensure that teachers understand the requirements of the world of work and are able to provide up to date career support to young people with confidence, is through the provision of specific teacher CPD on careers and enterprise. Research on 'what works' in career and enterprise education repeatedly stresses the importance of education-employer links.<sup>5</sup>

"For Sandhurst School, teacher work placement opportunities have resulted in bringing the work of the school and business closer together. Through the establishment of quality partnerships our young people have been inspired through a relevant and wider curriculum, inspiring and securing engagement. The experience has reinforced to teaching staff that significant motivation and advice tends to come from people in the industry themselves, and together this has enabled us to work towards building the workforce we all need for the future."

**Debbie Smith, Headteacher,  
Sandhurst School**

**Evidence shows that although teachers were one of the most accessed sources of careers information, advice and guidance for young people, only a small proportion found teachers' advice to be the most useful.<sup>4</sup>**

## Get involved

For more information on how your school can get involved, contact your local Careers Hub or email [teacherencounters@careersandenterprise.co.uk](mailto:teacherencounters@careersandenterprise.co.uk)

2 1 Tanner, E. et al (2021). Careers Leadership in Colleges: Supporting learners through a 'whole college' approach. London: The CEC

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5 The Careers & Enterprise Company. (2016). What Works in Careers and Enterprise? London: The Careers & Enterprise Company.

## Teacher Encounters

# Teaching staff

## Bring real life workplace examples into your classroom and your curriculum through teacher encounters.

The Careers & Enterprise Company would like to offer you the chance to be involved in a unique CPD opportunity. Teacher encounters are opportunities for the education workforce to spend time with, and learn from, people in industry.

Teacher encounters enable educators to fully understand current industry practise 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 next best step.

Teacher Encounters can take a variety of forms for individual or groups of educators to meet employers, virtually, in school or at an employer's premises with a range and variety of outcomes that could include updating the curriculum or teaching practises, to engaging further with employers or increasing confidence to support transitions.

### We know:

- That teachers have a key role in advising and supporting students with their future decisions and yet they often struggle to stay up to date in such a fast-changing labour market
- Employers are keen to directly support education in order to help young people transition more seamlessly into the workplace
- That the best and most impactful careers programmes come via a 'whole school or college' approach and embedding careers learning across the curriculum

## How will you benefit?

### Benefits for you and your colleagues:

Enhanced curriculum delivery and engagement, as staff gain confidence to highlight the relevance of their subjects to future careers and make links to careers from the curriculum

Increased confidence and knowledge to advise or signpost students and articulate all available pathways (including technical and vocational), with equity and without bias

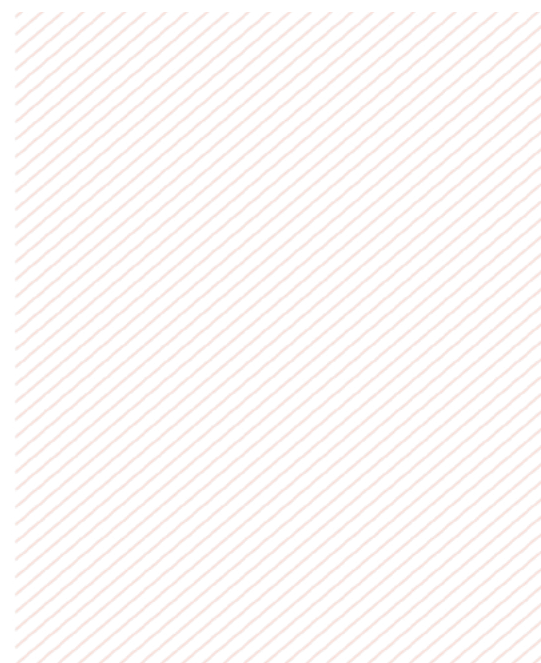
Broadened subject experience, depth and range of knowledge to inform quality teaching practice

A unique opportunity for experiential learning

A valuable opportunity to develop and sustain meaningful contact with employers to enhance the curriculum

### Benefits for your students:

- Increased opportunities to engage impactfully with employers
- Valuable opportunities to recognise and articulate the skills employers value
- Increased progress through the creation of innovative and relevant learning opportunities
- Improved understanding of the relevance of the curriculum to their future employment



## Context

As teachers, we want students to love our subject, to be inspired and engaged, to achieve success and ultimately qualifications. Keeping up to date with the relevance of your subject in the world of work, is one way to help students understand the importance of your curriculum and keep them engaged.

High-quality teaching, meaningful learning opportunities and curriculum development is central to school, special school and college improvement and to supporting the progression of all learners to aspirational, sustained destinations.

To provide the best possible support for all young people, it is important to understand how curriculum subjects relate to different industries and the various pathways to work, including apprenticeships.

This has two main purposes:

1. To inform effective careers conversations with students and parents.
2. To support engagement and progress, by highlighting the relevance of a subject to careers, through the curriculum.

The Schools White Paper (March 2022) reinforced commitments to ‘improve professional development for teachers and leaders on careers education, including strengthening understanding of apprenticeships and technical routes’.

This is critical. We pass on messages, sometimes implicitly, about career paths through the relationships we build and the curriculum we teach. Regular engagement with employers can help teachers develop knowledge or experience of all pathways as well as the local labour market and can even [help shape curriculum delivery](#).

One way to ensure an understanding of the requirements of the world of work and the ability to provide up to date career support to young people with confidence, is through the provision of specific teacher CPD on careers and enterprise. Research on ‘what works’ in career and enterprise education repeatedly stresses the importance of education-employer links.<sup>2</sup>

**Evidence shows that although teachers were one of the most accessed sources of careers information, advice and guidance for young people, only a small proportion found teachers’ advice to be the most useful.<sup>1</sup>**

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# Impact

## Hear from those who have experienced Teacher Encounters

“The biggest takeaway was finding out about the opportunities for students with a range of attainments. Apprenticeships have moved on so much since I left school and I feel well placed to support all my students with a route to their career other than a degree.”

**Dr Lisa Holloway, KS3 Science Teacher and Chemistry Specialist for KS4/5, Sandhurst School**

“The skill of problem solving was evident throughout the experience. Employees were constantly solving problems and there were even departments within the company with this sole purpose. Solving ‘real life’ style problems can be difficult for students at our school as it takes them out of their comfort zone and can combine many skills. This has got me thinking into ways I can change my teaching to give the students more chances to do this and whether I can find strategies to help set them up to be more confident in this style question.”

**Teacher**

“My biggest challenge was wanting to put everything I had learnt and that had inspired me into my curriculum and not knowing where to start “

**Teacher from the Berkshire Career Hub**

“We need to give teachers the information on our industries so they can provide current and clear details to students who may be interested or do not know which organisations to look at for job opportunities and we must support our local communities and schools as this is our future workforce”

**Employer**

“Employers also value the opportunity to meet teachers to better understand how they can support your schools and colleges and smooth the transition for young people between education and employment. “

**Employer**

“The most impactful part was being able to discuss my experiences with the students, they found it really engaging and I can see the impact on my lessons”

**Teacher from the Berkshire Career Hub**

“We are always looking for ways to build on and improve the material we deliver so any feedback we received from the teachers has been applied to ensure we are providing the best experience to staff and their students.”

**Employer**

“My favourite part was hearing the personal stories of each of the graduates. It was highly personal but gave a great insight into the reasons for their success! It really gives the students a boost as to what they can aim for.”

**Teacher from the Berkshire Career Hub**

“It’s a great way to provide teachers with access to areas of business which they might not have had access to in the past. Connecting with the private sector and working with them enables the teachers, and educational institutions as a whole, to bring the best learning and development opportunities to their students”.

**Employer**

## Get involved

If this sounds like an opportunity you would like to benefit from, please speak to your Careers Leader.



