

‘Preparing for the future workplace: implications for young people, educators and employers’

5 October 2022

employers@careersandenterprise.co.uk



Who are we?

We are the national body for careers education in England, delivering support to schools and colleges to deliver modern, 21st century careers education.

Our mission:

**To help every young
person find their best
next step**

Session overview

'...a session exploring the future workplace, focussing on the implications for young people's experiences of the workplace. You'll hear the latest insights from the CIPD as well as getting perspectives from a Careers Leader, an employer and most importantly young people...'

- Context – The Future Workplace
- Implications for young people's experiences of the workplace
- The voice of young people
- Panel Q&A

The future of work after COVID-19

Claire McCartney, CIPD
@CMcCartneyCIPD



Workplace trends

Cost of living crisis

Rising business costs

Skills shortages

Technology and AI in recruitment

Hybrid and flexible working

Employee wellbeing



Technology and AI in recruitment



- 80% report their use of technology in the recruitment process has increased as a consequence of the pandemic.
- The use of technology for interviewing candidates remains most common with nearly half using video interviews. Around a fifth use online induction processes, online tests/assessments and applicant tracking systems.
- Organisations are reporting increasing benefits from their use of technology, the most common being increased accessibility for candidates.
- Almost a quarter of larger organisations and just 6% of SME's use AI or machine learning technologies in their recruitment processes.





Hybrid and flexible working



- Two-fifths of employer's plan to invest in more home & hybrid working in next 6 - 12 months
- There are benefits and challenges of hybrid working
- Three-fifths (63%) of employees say they haven't been asked how they would like to work moving forward
- Almost half (48%) of employers are concerned about hybrid/home working inclusion risks
- Employer are placing less of a focus on other forms of flexible working and there is an unmet demand for certain patterns



Lack of flexibility prompting job /career changes

- 4% of employees say they have left a job in the last year specifically due to a lack of flexible working
- 9% have changed their careers/profession due to a lack of flexible working options within the sector.





Employee wellbeing



COVID-19 continues to impact employee wellbeing

- 66% say they are concerned about the impact of the pandemic on employees' mental health.
- 46% of organisations have employees who have experienced long COVID in the last year.
- 24% of respondents' state COVID-related anxiety is among the top three causes of workplace stress.

#WellbeingAtWork 



CIPD

In partnership with



Employers need to keep employee wellbeing at the top of their agenda

70% of respondents agree that employee wellbeing is on senior leaders' agendas, down from 75% last year.

#WellbeingAtWork 



Implications?

For young people

- Do your research – look for employers who offer flexibility and support wellbeing
- Prepare for virtual or hybrid recruitment
- Get the most from your induction
- Don't be afraid to ask for support with hybrid or flexible working
- Set healthy working practices
- Make use of employer's wellbeing offerings

Employers

- Ensure any recruitment tech meets the needs of your org & gives a fair & inclusive candidate experience
- Develop policies that allow employees to request flexible working from day 1
- Raise awareness of different forms of FW & explore how they can be effective in roles traditionally seen as non-flexible.
- Prioritise employees' physical and mental wellbeing & communicate what resources & support you have



Implications for young people's experiences of the workplace

Eppie Silverman Leggatt
Careers Lead
Shoreham Academy

Alison Burstow
People Manager
Shoreham Port

INNOVATING FOR IMPACT

Fast Forward - Experience The Workplace

The Fast>>Forward programme provides an innovative take on Work Experience. The project based focus sees top Industry Mentors set real workplace briefs for students to complete. The result is; outcome focused students who can confidently identify the skills they are developing. The rigorous matching process provides students with real life recruitment insight and ensures they are paired with Industry Mentors who can best harness their skills and ambition. Employers have unanimously reflected that they found this more rewarding than a 'traditional' work experience format...

“Congratulations on your efforts with the Fast Forward programme, it is a great initiative and most importantly provides young people with real world experience in a safe environment.

Our Students were polite, friendly, inquisitive, personable, and well prepared for the experience. It was a pleasure dealing with them.

Westridge Construction

FAST FORWARD

MEET OUR MENTORS

Architecture #1 Dr David Knight DK-CM H	Media/Tech #2 Caz Houghton Brightec V	Hospitality/Events #3 Anli Hiron The Grand Hotel W
Heritage/Archival #4 Suzanne Rose University of Sussex Mass Observation Archive W	Business #5 Ken Scott Strata Partnership V	Photography #6 Ariana Fleischman MPB Photographic V
Project Management #7 Charlotte Holley Me Learning H	Learning Design #8 Sue Caverly Me Learning H	Sports/Web Design #9 Tony Kybett Southwick Football Club V
Fitness/Tech #10 Will Frappell EvolveYou H	Engineering #11 Brian Rousell Shoreham Port W	Communications #12 Kate Tyrer Shoreham Port W
Marketing #13 Mardi Roberts Ridgeview Wine Estate H	Science/Medicine #14 Grace Beglan Bayer Pharmaceutical V	Recruitment #15 Tracey Robertson Rewards Hair Academy H
Digital Marketing #16 Wendy Stewart Vertex Joinery LTD H	Sports Media #17 Max Jones Arsenal Football Club V	Wellbeing/Tech #18 Katie Gibson Focus Group H
Armed Forces #19 David Illingworth HM Forces V	Animation #20 Lydia Jolley Fruit Media H	Mechanical Engineering #21 Marco Holt Pyroban H
Youth Wellbeing #22 Elinor Adie YMCA Advice Centre H	Marketing #23 Kally O'Haire Seaside Creative H	Research/Media #24 Chris Rose HR Training V
Healthcare #25 Abigail Pickles IQS Healthcare Services W	Construction #26 Devin Greenwood Westridge Construction H	Economics #27 Jo Lucas Jo Thornton V
Construction #28 Jason Wickenden Cheesmur H	Estate Agency #29 Danny Ross Property Professional V	Crop Science #30 Aileen Parlani Bayer Pharmaceutical V
Film/Editing #31 Josie Walter Fruit Media H	Counselling #32 Debbie Retfalvy Broadway Counseling V	Tech/Research #33 Bola Rotibi CCS Insight H

Thank you for the opportunity to work with my Industry Mentor. I feel that I have improved upon my presentation skills and my confidence in my work. I have also just generally enjoyed the week and the brief I was set.

KS5 Student

Architecture FAST FORWARD #1



Dr David Knight
DK-CM

H

My Project Brief:

Identify some potential sites, then propose designs for new housing and/or community facilities in Shoreham & Southwick. Choose an existing public space, public building or street in Shoreham & Southwick and develop proposals for how to make it better.

Suggested approach:

We would like you to demonstrate your concern for the environment and your design skills.

2022 FAST FORWARD INDUSTRY MENTOR GUIDE

Shoreham Academy
The last is always first

Fitness/Tech FAST FORWARD #10



Will Frappell
EvolveYou

H

My Project Brief:

Research and design a fitness app that offers a structured training program and nutrition advice for young adults. This should be supported by a social media content strategy to drive community engagement by educating, encouraging and inspiring its members with trend based content.

Suggested Approach:

Your design should be informed by your research into exercise and fitness trends and the needs of your target user group. Simplicity of design is key.

Photography FAST FORWARD #6



Ariana Fleischman
MPB Photographic

V

My Project Brief:

Generate photographic content for our website to promote our new education campaign 'for students, by students'. Your shoot should showcase your excellent photographic skills and engage a student client base.

Suggested approach:

Your photographic and written content should highlight the benefits of buying used photo and video equipment, rather than new both for your wallet and for the planet.



Over 100 opportunities across 35 sectors!

Supporting employer engagement

It has been a pleasure to work with our team of students this week. They asked intelligent questions and put a lot of work into their presentation to us.

Their suggestions on how to support employees with mental health problems were well thought out, backed up by sensible research and were practical for a business our size to put into practice. Fast Forward was a very enjoyable experience on our side.

Focus Group

INNOVATING FOR IMPACT

Workplace Live!

Workplace live reimagines the traditional careers fair. The event brings real life sector based challenges directly to KS3 students, supporting employers to create memorable workplace insights. Whether coding a robot, extracting DNA from a strawberry or developing a patient care plan; this live event makes workplace encounters more meaningful for both students and employers.



the best careers event we have ever been involved with. It was an inspired idea for employees to think outside the box to engage students and this paid off, leading to lots of wonderful careers questions. A real credit for being so forward thinking!

Business Mentor

The day was really good, I felt like I learned about jobs I didn't know before and had fun too.

KS3 Student

Why change work experience?

Schools!

- Meet your benchmarks meaningfully
- Improvement in independent skills
- Tangible outcomes for personal statements.
- Huge reduction in admin

Employers!

- Empowering for employees. Sharing their individual expertise. Impact on CPD + wellbeing.
- Lower time commitment!
- Flexible around your working set-up.

Why change the careers fair?

Schools!

- Supporting the options process
- Showcasing skills first hand
- Active learning, memorable workplace insights.
- Supports larger cohorts

Employers!

- Don't wait until 16+ to engage your talent pipeline.
- Ridiculous amounts of fun.
- Encouraging outreach/leadership skills.
- Raise your profile within the community

With Alison Burstow,
People Manager at Shoreham Port



- *Motivation*
- *Impact*
- *Importance*

SCALEABILITY



Select a small, specific cohort

Run a pilot with one trusted employer, working with different departments to showcase a range of skills

Invite Curriculum Teams to attend



Target an entire cohort

Run an event with a small group of employers within a specific sector i.e STEM or Creative Arts

Choose a curriculum area who are already engaged, utilise their networks and ensure their presence



Target an entire cohort, building in differentiated elements for key groups

Include a wide range of sectors. Adding in pre-learning about the sectors participating and how to identify which to engage with

Involve all curriculum teams in the planning and procurement of participants. Build in links to curriculum learning in accompanying resources.

The voice of young people

Jake Richings
Gen Z Careers Engagement Adviser
Member of CEC Youth Advisory Group

Gbenga Omotayo
Business Admin Apprentice
The Careers & Enterprise Company

- My experience in school
- How does this relate to the new world of work?
- How would I help my younger self to prepare for today's workplace?



- My experience of learning soft/power skills at work
 - How companies are integrating soft/power-skills education
- Win-Win-Win scenarios for Schools, Students and Companies



Jake Richings

IMPLICATIONS

- Consider opportunities for project-based learning
- Harness the power of the partnership approach between employers and educators

KEY MESSAGES

- Reimagine experiences of the future workplace for young people
- Highlight the importance of students understanding the value of soft/power skills

PANEL Q&A



CIPD Resources

[Resourcing and Talent Planning Report](#)

[Line manager guide in supporting hybrid working](#)

[Employer](#) and [Employee](#) guides to requesting flexible working

[Cross-sector insights in enabling flexible working](#)

[Supporting mental health at work](#)

[Health and wellbeing at work](#)



CEC Resources

Careers Leaders and educators

[BM6 How to meet Gatsby Benchmark 6 more meaningfully and deliver positive student outcomes | CEC Resource Directory \(careersandenterprise.co.uk\)](#)

Employers

<https://resources.careersandenterprise.co.uk/resources/experiences-workplace-bm6-step-step-guide-employers>

Thankyou for attending.

employers@careersandenterprise.co.uk

