



Teacher Encounters – Making it meaningful

A meaningful teacher encounter with employers/employees is one in which teachers/staff can develop their knowledge and understanding of sectors, careers and routes available to students at key transitions.

Teacher encounters aim to build this knowledge and understanding to enhance approaches to embedding careers in the curriculum and to drive positive student outcomes.

A teacher encounter can vary, where an employer is the primary facilitator to where an employer delivers a component of an overall CPD programme.

To ensure that a teacher encounter is meaningful, it must meet the following requirements:

- The encounter is aligned to the 'teacher encounter outcome framework'
- Clearly articulated aims and defined learning outcomes relating to careers education
- The encounter should highlight all available and relevant routes available to students at key transitions
- The encounter involves comprehensive two-way interaction between teachers and employers/employees
- Evidence that the teacher/member of staff actively participated in the encounter
- The encounter should provide time for reflection, action planning or resource development
- Participating teachers/members of staff produce a scalable and shareable output
- Have a relevant level of pre and post communication, support and impact evaluation

Vision – Teacher Encounters



1| Information about careers and industries is weaved into curriculum learning.



2| A sustainable approach to employer engagement is developed across the school, special school or college.



3| Teachers understand, can articulate and advocate for all progression routes without bias.



4| Teacher professional learning includes simple and effective ways to access the world of work, stimulating a culture of teacher support for careers learning.



5| School, special school and college leaders and governors recognise the value of a strong careers programme and the potential impact across a range of school functions including staff retention and community engagement.



6| Employers have simple and effective ways to support high quality teaching by participating in professional development for teachers.

Teacher outcomes

Increase teacher understanding of:

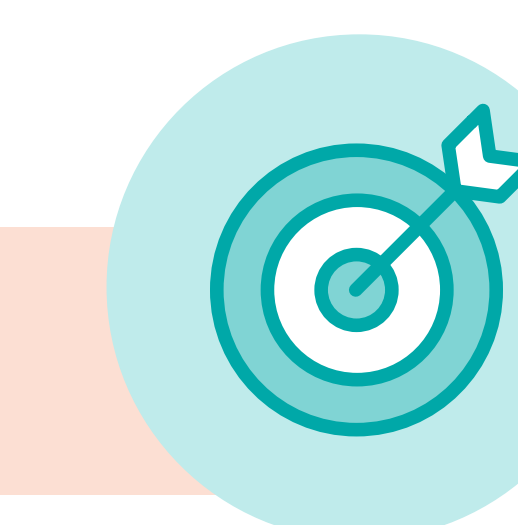
- The relevance of their subject to future careers, pathways and opportunities
- All available pathways (including technical and vocational)
- Application, assessment and interview processes for different pathways
- The relevance of business practices to teaching and learning

Increase teacher confidence in:

- Engaging with and maintaining relationships with employers
- Delivering careers related learning in the classroom
- Communicating to students and parents about future career and education pathways
- Promoting technical and vocational training



Impact



Curriculum design

- Highlight the relevance of subject learning to future careers and opportunities
- Making links from curriculum to careers
- [Embed curriculum learning in the context of the world of work](#)

Teaching practice

- Support students to recognise skills employers value
- Broaden subject experience, depth and range of knowledge
- Relate real life examples to the world of work
- Offer examples of positive and diverse role models
- Reflect both growing and declining sectors through teaching

Engagement with employers

- Increase the number of further engagements with employers
- Develop sustained and embedded employer relationships
- Extend partnership working and the development of new networks
- Increase in the number and quality of meaningful employer encounters
- Plan meaningful employer encounters for students aligned to curriculum learning

Responsibility for careers provision

- Hold effective careers conversations with students and parents
- Impartial guidance offered to learners
- Increase understanding of all available routes including routes for students with additional needs
- Increase availability of up-to-date careers information and support to students
- Careers learning is present in curriculum teaching
- More teachers cascading learning to the wider workforce

Long term impact of actions on teachers, institutions and students:

- Increased visibility and references of technical and vocational training across the school
- Increased awareness and visibility of the school/college/special school within the community
- Increased career readiness of students and wider destination choices
- High quality teaching and continuous professional development



Employer and Enterprise Adviser outcomes

Increase employer understanding of:

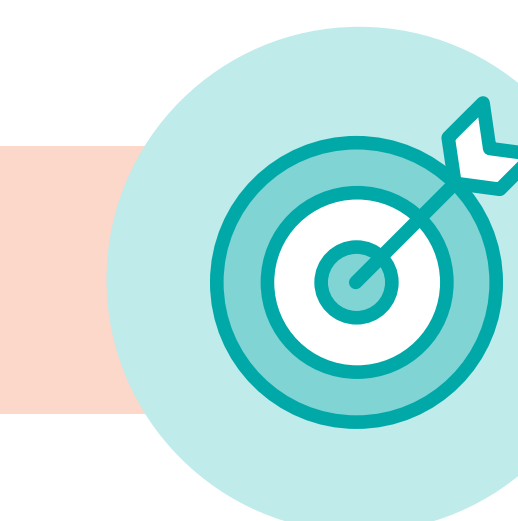
- Curriculum delivery and how to demonstrate relevance to their industry
- The value of engaging with schools, special schools and colleges
- The importance of engaging subject teachers
- Challenges in schools, special schools and colleges
- How to deliver meaningful teachers encounters
- Young peoples' needs and the barriers to employment

Increase employer confidence in:

- Informing changes to curriculum/ lesson plans to help meet future skills needs
- Engaging with schools, special schools and colleges
- Delivering teacher encounters
- Working with young people from a range of backgrounds and needs



Impact



Talent pipeline and future skills needs

- Inform changes to curriculum/ lesson plans to meet future skills needs
- Raised profile and visibility of their company and sector as a potential employment destination for students
- Encourage other employers to offer employer encounters **or engage as EA's**
- Improved recruitment practises to attract young people

Effective and sustainable engagement

- Develop strategic, lasting relationships with local schools, special schools and colleges
 - Increase quality, impact and ROI of employer's outreach
 - Outreach programmes are sensitive to the challenges within schools, special schools and colleges
- If employer is an EA:**
- Increased visibility of EA in school/ college
 - Increased engagement between EAs and wider teaching staff and education leaders

Long term impact of actions on employers or sector:

- Employers have a wider reach in education; **EA's further develop their relationship and role within the school/college**
- Increase in interest/ applications to employer (specifically areas with skills gaps)
- Increased diversity in the workforce
- Better prepared young people/applicants
- Increased demand for technical and vocational training
- Increased awareness and visibility of the employer within the community
- Enhanced employee engagement
- Development of inclusive recruitment practise