



Teacher Encounters – Making it meaningful

A meaningful teacher encounter with employers/employees is one in which Teachers, Leaders and relevant support 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, contextualise the world of work and to drive positive student outcomes.

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 related to careers education and linked to relevant leadership and teacher development frameworks
- The encounter should highlight relevant routes available to all students at key transitions
- The encounter involves comprehensive two-way interaction between teachers and employers/employees
- The encounter should provide time for reflection, action planning or resource development
- Participating Teachers, Leaders and relevant support staff produce a scalable and shareable output
- Have a relevant level of pre and post communication, support and impact evaluation post encounter

Vision – Teacher Encounters

- Curriculum learning embeds up to date and knowledgeable links to the world of work and careers, providing relevance and enabling the application of learning
- A sustainable approach to employer engagement is developed across the school, special school or college, enabling ALL young people to access multiple experiences with a variety of employers
- Teachers understand, can articulate and advocate for all progression routes without bias, and have an awareness of labour market trends to inform alignment of aspiration to opportunity
- All teachers recognise their role and responsibility in influencing students and parents by having access to opportunities which develop their own CPD, enabling them to inspire, motivate and support positive life choices of their students
- School, special school, college leaders and governors recognise the value of a strategic, stable and embedded careers programme and the potential impact across a range of school functions including staff retention, the quality of teaching and learning, community and employer engagement and developing an ethos of ambition and opportunity
- Employers have opportunity to engage effectively with teachers and participate in quality professional development in order to support strong outcomes and destinations for young people



Teacher outcomes

Increase teacher understanding of:

- The relevance of their subject to future careers, pathways and opportunities
- All available pathways (including technical and vocational)
- The importance of young people developing essential and employability skills within the curriculum to support progression in their subject and into the workplace
- Application, assessment and interview processes for different pathways
- The relevance of business practices to teaching and learning

Increase teacher confidence in:

- Advocating for young people and connecting them to further learning about aspirational career paths
- Engaging with and maintaining relationships with employers to create impactful encounters and experiences for young people
- Delivering careers related learning in the classroom
- Communicating to students and parents/carers about future career and education pathways



Impact



Curriculum design

- Demonstrate up to date subject and curriculum knowledge in order to provide relevance to future careers and opportunities
- Plan and teach well structured lessons, incorporating opportunities for career related learning, pathways information and skills development within lesson planning
- Embed careers in the departmental/curriculum planning and design, through distributed leadership of careers, ensuring encounters and experiences for students are relevant and meaningful.
- [Embed curriculum learning in the context of the world of work](#)

Teaching practice

- Demonstrate good subject and curriculum knowledge to enable students to recognise and develop the skills employers value
- Broaden subject experience, depth and range of knowledge in order to make learning engaging and relevant to young people and the world of work
- Challenge stereotypes with examples of positive and diverse role models
- Reflect the changing labour market, growth sectors and opportunities through teaching
- Adapt teaching to respond to the strengths and needs of All pupils considering barriers to learning in the context of what career success looks like for each individual

Engagement with employers

- Develop sustained and embedded employer relationships in order to be well positioned to respond to the strengths and needs of ALL students
- Increase the number, quality and variety of employer engagement opportunities for young people
- Engaging with employers, within the curriculum to ensure meaningful encounters and experiences of the workplace become embedded.



Employer outcomes

Increase employer understanding of:

- Curriculum design and delivery and how to demonstrate relevance to their industry
- The importance of engaging with the wider education workforce in schools and colleges and the ways this can increase both the breadth and reach of messaging
- The variety of opportunities in Schools, Special Schools and Colleges to engage more widely to ensure work readiness of ALL young people
- Young peoples' needs and the opportunities to overcome any potential barriers to employment

Increase employer confidence in:

- Informing changes to curriculum/ lesson plans to help meet future skills needs
- Engaging in a variety of ways and across a variety of year groups to ensure young people have access to ongoing meaningful encounters and experiences.
- Engaging with the wider education workforce to ensure sustained impact from employers across the curriculum
- Working with young people from a range of backgrounds and needs



Impact



Talent pipeline and future skills needs

- Inform sustained changes to curriculum/ lesson plans to meet future skills needs
- Raised profile and visibility of the company and sector as a potential employment destination for students
- Advocate to other employers the benefits of engaging with teachers and education
- Improved recognition of the potential of untapped talent pools and development of inclusive recruitment practices
- Increasing applications from better prepared and more diverse groups of young people

Effective and sustainable engagement

- Develop strategic, lasting relationships with local schools, special schools and colleges
- Increase the variety and breadth of delivery, its quality, impact and ROI of employer's outreach, enhancing employee engagement with a range of education audiences including young people
- Outreach programmes are sensitive to the challenges within schools, special schools and colleges