

Employer Engagement Vision

For review by: Governors/SLT

Approved by: Governors/SLT

Date of last review: July 2019

Date of next review: July 2021

Vision

IKB Academy is unique in its delivery of STEM subjects, offering triple science to all students who attend the academy. Providing a mix of academic and vocational qualifications within the STEM field at both KS4 and KS5, within a modern environment and superb facilities.

IKB Academy is unique in size, its 14-18 year range provides a maturity and supportive nature within the academy, students and staff build solid relationships that result in aspirational students that achieve fantastic results.

IKB Academy is unique in its engagement with employers; partnerships are formed with local and national organisation in the STEM employment sector, offering valuable work experiences, links with the STEM curriculum, and encounters with professional STEM employees, supporting lessons, assemblies and events. Providing professional independent advice and support that addresses the needs and aspirations of the students.

1) Work placements - To arrange work-placements with local employers, matching student interests, ideally within the STEM employment sector but more importantly meeting the needs of the student. Work-placements are to be engaging and project based where possible, exposing students to real life work. Employers can advertise opportunities and interview students for experiences when required. Employers are to work with students to develop key skills of Communication, Thinking skills and Emotional intelligence. Employers should act as a mentor to the student, provide support in completing the student booklet, and provide a reference and feedback at the end of the placement. Employers are to be supported and involved in the safeguarding of students and the planning of the work-experience content.

2) Links with the curriculum - A developed understanding throughout the STEM subjects the importance of employer links. Phase 1 to ensure lessons and content taught are relatable to the world of work with supported evidence and questioning within lessons to promote discussion and understanding. Phase 2 to encourage and support teachers to enrich students experiences by developing partnerships with employers who can support their subjects inside and outside of lessons. Phase 3 to support employers with the potential of delivering subject content through work experience opportunities or lecture sessions delivered by employers.

3) Assemblies and Events - Employers are supported and encouraged to get involved with the academy, providing real life aspirations in to the STEM employment sector. Organisations

release staff to deliver assemblies, mock interviews, careers fairs, STEM ambassadors, mentoring, promoting women in to STEM, activity workshops etc...

4) Personal Career Guidance - All students at IKB receive personal career guidance, the opportunity for students discuss their aspirations, whether this be into destinations such as further education, higher education, higher apprenticeships and degree apprenticeships etc... Guidance is provided based on the local and national context; students are encouraged to understand the contribution of the STEM sector locally and nationally to the economy.

5) Supporting further and higher education - Students are encouraged to develop their academic progress within the STEM employment sector, students will visit colleges, universities to establish courses that will enable them to fulfil their dreams. Education establishments will be encouraged to work within the school and with students, supporting skills such as personal statement writing, university interview techniques, providing IKB students with the skills and attributes to compete for places at the most competitive education establishments.

IKB Academy will track and monitor their employer engagement activities and career opportunities against the Gatsby benchmarks. Enriching students throughout their IKB career with opportunities that will allow them to stand out from the crowd.

Gatsby benchmarks, measures used to determine impact

- Benchmark 1 - A stable career programme
- Benchmark 2 - Learning from career and labour market information
- Benchmark 3 - Addressing the needs of each student
- Benchmark 4 - Linking curriculum learning to careers
- Benchmark 5 - Encounters with employers and employees
- Benchmark 6 - Experience of workplaces
- Benchmark 7 - Encounters with further and higher education
- Benchmark 8 - Personal Guidance

Next Steps

Date	Action	Measure	Who
26 th September 2019	Formation of working group, to include DWL, CBR, RDV + 2 Governors	AGC Meeting	DWL
11 th October 2019 Friday 2.00pm to 3.30pm	Working Group Meeting 1 <ul style="list-style-type: none"> Review of Gatsby Benchmarks and current self-evaluation Training LEP EDF and future employer developments Work experience Yr10 and 12 tracking, monitoring and evaluation Agree date of next meeting CIAG Provision Calendar of events review 	Compass tool self-evaluation. Training Matrix Work Experience – student and employer records Review of working group agenda's	CBR DWL CBR/RDV DWL/CBR
Term 2	Working Group Meeting 2 <ul style="list-style-type: none"> Work Experience progress for year 12 Work Experience progress for year 10 Development of employer links, strategic. Employers to aid student recruitment Employer Events Supporting year 13 UCAS applications and personal statements 	Database of employers and commitments Employer events	CBR CBR
Term 3	Working Group Meeting 3 <ul style="list-style-type: none"> Employer links with the curriculum, opportunities Employer master classes, sixth form Review of year 10 Work experience Term 2, assessment tools for measuring skills progress Supporting year 11 with STEM Higher education provision opportunities Apprenticeship opportunities for year 11 and 13 	Matrix of employer links with curriculum Review Booklets and assessment of skills for year 10 & 12 Parents info evening	CBR/RDV DWL/CBR
Term 4	Working Group Meeting 4 <ul style="list-style-type: none"> Work Experience progress for year 12 Work Experience progress for year 10 Development of employer links, strategic. 	Database of employers and commitments	CBR
Term 5	Working Group Meeting 5 <ul style="list-style-type: none"> Review of Gatsby Benchmarks and current self-evaluation Employer Events Use of Gain time for year 10 and 12 Careers Fair for year 10 & 12 (Term 6) after exams 	Links with SoL for employer curriculum delivery	CBR/RDV
Term 6	Away Day presentation and evaluation	Presentation of developments and impact of improved employer engagement	DWL