



Skills for Employment Major Grant

Case Study

Project title : *Employable Me*

Partnership : Avon Valley School, Kokoro Foundation,
Warwickshire College

Aims and objectives

- ▶ To deliver a collaborative programme that supports the employability needs of our Year 11 students with the outcome being a greater student awareness of the skills that will make them more employable.
- ▶ To reduce NEETs for this cohort from 5% to 3%
- ▶ To coach and train the teachers in the skills and knowledge to embed the programme in the curriculum.

Impact

- ▶ While formal tracking of NEET numbers will not be published until January 2017, the school's informal feedback indicates the NEET figure will drop below the target 3%
- ▶ 220 students participated in all of the sessions below
- ▶ Students rated support with CV creativity and interview techniques highly
- ▶ Students reported they had become aware for the first time of skills and personal development they need to become more employable.
- ▶ The Headteacher believes that the programme engendered a more motivated and positive approach to study and to school life and said "It simply helped them to grow up".

Activity Summary

Session 1: Dare to Dream

- ▶ Conference at Benn Hall in Rugby exploring what "Employable Me" means. Students were led in groups of 10 by an employer who facilitated the activities. Students completed a reflection/workbook that considered what future work they might be interested in and the steps needed to get there. Student feedback confirmed that the conference raised aspirations and self-awareness through working on personal skills around mind-set strategies.(see booklet attached).

During the afternoon students returned to school and were given the opportunity to explore future options and employment options at our Careers Fair. Employers from an extensive range of industries and sectors in addition to Further and Higher Education institutions.

Session 2: Skilled Me

- Conference at the Fanzone in Rugby gave students an extensive opportunity to consider the skills and personal development needed to become more employable. Students took part in 7 workshops: Communication Styles; Employment Choices - Taking Responsibility for your choices; Coping with Anxiety/Nerves; Dealing with Employability Hurdles; Interview Preparation - Skills and knowledge; Communicating with confidence; What a Good Job looks like/ getting the job you want.

Session 3: Mock Interviews

- Each student was required to complete an extensive job application form. This was then used by the interviewees when they interviewed students. Students were required to come to school prepared for a formal job interview and the school library was set up in a formal interview setting. The majority of interviewers were from the Kokoro team but also from local business.

Session 4: Confident Me

- 220 x Y11 students visited Warwickshire college for a simulated work experience. Students had a choice of workshops that gave them insight to the particulars of a variety of employment routes

Session 5: School Curriculum

- Kokoro team members visited students in their PSHE lessons twice in the Spring term. Students were provided with stimulus activities that enabled them to further consider employment opportunities both in Rugby and beyond.

Good practice

- It was vital that students were taken off site for the conferences and that they were led by real life employers
- It was also vital that these relationships were built upon and sustained over the months
- It was vital that the project started with mind-set and the consideration of what makes “me employable”.

Lessons learned

- The great importance of young people engaging with recognised businesses and employers and for the young people to recognise their strengths, weaknesses, skills, talents and personal characteristics.