

THE EDUCATION LANDSCAPE



Context: Business & Skills

78% of small businesses struggled to recruit in past 12 months

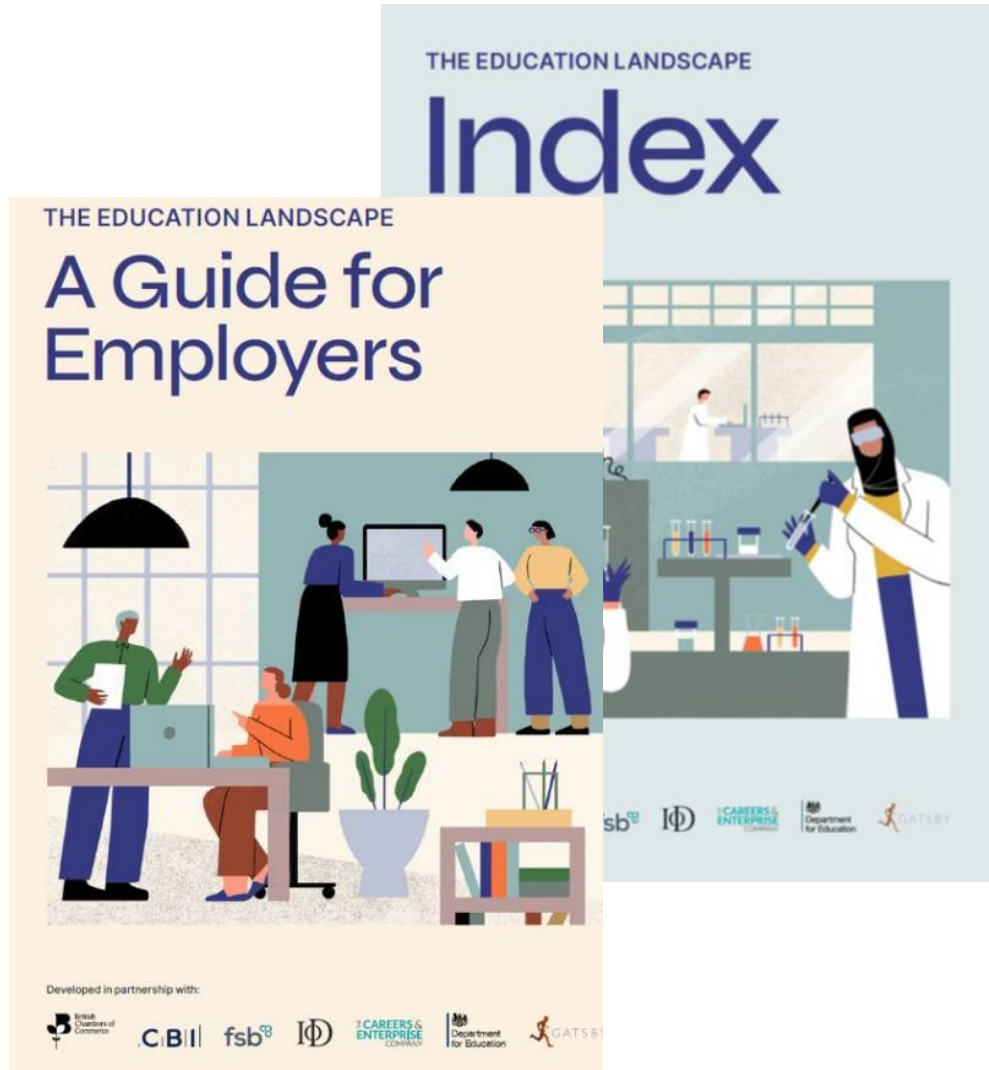
82% say it is due to a lack of relevant qualifications, skills & experience

£6.1 billion/year business spend on recruitment, retention & upskilling

The Guide & Index

Developed over three years with businesses and business representatives

Summarises opportunities for business to engage with education and skills partners



The Education system at a glance



PHASE OF EDUCATION

WHERE

DESCRIPTION

Age
18+

Further Education
for Adults (19+)
Higher Education (18+)

- Colleges
- Universities
- Institutes of Technology
- Training companies
- Employers

Higher education (HE) is education and training at a standard beyond A Levels and T Levels. HE programmes are offered by universities or colleges, and vary in size and type. HE can include: Higher Technical Qualifications, foundation degrees, undergraduate degrees, apprenticeships and postgraduate courses. Many adults also continue to improve their skills by studying Further Education (FE) courses – from basic skills to technical courses.

Age
16-18
Key Stage
Five

Further
Education (16+)

- Colleges
- School sixth-forms
- Training companies
- Employers
- Charities

At this stage young people may undertake a full-time course at college or school sixth-form, such as A Levels or a T Level, or start an apprenticeship or traineeship. They can also combine work or volunteering with part-time study or training. Education or training is compulsory until the age of 18 in England.

Age
11-14
Key Stage
Three

Age
14-16
Key Stage
Four

Secondary
Education

- Secondary schools

Secondary education starts at age 11 and continues until age 16. Students are usually studying GCSE courses, and/or other courses as appropriate (eg. a technical qualification). Some regions have middle schools for 11 to 14 year olds, and a small number of students attend specialist secondary school settings.

Age
5-7
Key Stage
One

Age
7-11
Key Stage
Two

Primary
Education

- Primary schools

Primary schools generally have students aged 4 to 11 years, with infant and junior classes. Government has set out a national curriculum for all subjects across Key stages One to Four, and there are national tests and teacher assessments for students at the end of both Key stage One and Two.

Age
0-5

Early
Years

- Nurseries
- Primary schools

Government sets standards for learning, development and care of young children to age 5 in the Early Years Foundation Stage framework. This can take place in state nursery schools, nursery classes and reception classes within primary schools, but also in voluntary pre-schools, privately run nurseries and with childminders.



DISCOVER NEW TALENT

Being involved with schools, colleges and universities is an opportunity to identify potential employees who are a good fit with your organisation. In the medium-term this can reduce expensive and time-consuming recruitment activity and support your planning for the future.



FRESH PERSPECTIVES

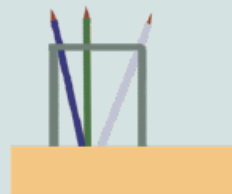
Students on an industry placement will quickly acquire new knowledge and skills and make a real contribution to your team as they do so. They can also bring awareness of emerging trends and new ideas to your business.



DEVELOP YOUR CURRENT TEAM

Getting your employees involved in education engagement activities can be rewarding and inspiring. It contributes to your team's professional development, helping to build communication, leadership and management skills, and can strengthen their loyalty to your company. Linking up with your local college or university can also open the door for technical training to upskill your existing staff.

The Education Landscape: Benefits for Business



BUILD NEW PARTNERSHIPS

Connecting with schools, colleges and universities offers a strong value exchange. The institutions gain broader insight into your industry needs, and you can get involved in shaping the skills being taught in your local area, whilst benefitting from building your existing knowledge and expertise, for example, in developments in technology. This collaboration also demonstrates the wide contribution your business makes to the community.



CONNECT LOCALLY

Working with your local education institutions can contribute to your organisation's social responsibility and reputation. Your real-world input brings the curriculum to life and gives learning a concrete focus. It's also a great opportunity to inspire, inform and help young people – which is good for them, the community, and you.



SUPPORTING STUDENTS

Much of your future workforce is currently in education. Sharing your knowledge, experience and advice will inspire and inform their career choices – helping them to develop the confidence to move into a role that is right for them – and to be the right employee for you. Opportunities include giving a class careers talk or providing one-to-one mentoring for a student on a longer-term basis.



PROVIDING WORKPLACE EXPERIENCES

Nothing beats hands-on experience for gaining an insight into working life, and your business can also benefit in a number of ways. Opening your doors to young people is an opportunity to raise awareness and understanding of your organisation and industry, and help students transition into the workplace. And in the longer-term you could have a future employee. Activities include hosting short workplace visits or longer industry placement opportunities for older students.



SUPPORTING HIGH-QUALITY TEACHING

Your input into classes will ensure that teachers can share up to date knowledge, and gives you the opportunity to shape the skills being taught around your business needs. You could help design a course or support a student project, give teachers the opportunity to find out about current industry practice by hosting a site visit, teach a masterclass yourself, or even donate some equipment or workshop time for students.

Ways that businesses can get involved



WORK-BASED LEARNING

Helping an individual learn whilst they work in your business is a great way to develop a motivated, skilled, and qualified employee. For example, apprenticeships offer real job experience whilst a person studies for a formal qualification. You can adapt these training programmes to meet the needs of your organisation and fill gaps within your workforce skillset. Managing students also offers professional development for existing employees.



PROVIDING EXPERT GUIDANCE

Nobody knows your business like you do. Sharing your knowledge and expertise with government, and with the education institutions around you, will help to influence what is taught so that it is relevant to your business. You could work with a college to design a course relevant to your business or be a school or college governor. Or you might contribute to the expert employer panels that shape technical education nationally or locally.



Our partners

- 90 organisations supporting across England
- 11 E&M trade/sector associations joining with the list growing
- 20 plus trade/sector organisations expressed interest to join
- 4 have already tailored and re-branded resources
- Focus now on 5 sectors – E&M, Construction, Health, Digital and Agriculture



Enginuity



Re-branded resources



What partners are saying...

"Enginuity will be making this document available to all the employers we work with and also through our partners in the supply chain. The Gatsby Foundation and SDN have worked in partnership with us to tailor relevant parts of the document such as the case studies to make them more engineering and manufacturing specific so that we can provide case studies and role models to other SMEs."

- Ann Watson, CEO Enginuity

What our partners say...

"Our new education landscape guide for employers is a fantastic resource, providing fresh ideas for companies on the sorts of activity they might want to get involved with. We have received very positive feedback. We will continue to promote this valuable resource in the weeks and months ahead."

- Andrew Croydon, Director Education and Examination Policy & Partnerships Association of British Pharmaceutical Industries



Thank you

www.educationlandscape.org.uk

