

APPG FOR EDUCATION INQUIRY CALL FOR EVIDENCE: DO SCHOOLS PREPARE YOUNG PEOPLE FOR THEIR FUTURE CAREERS?

SUBMISSION FROM MYKINDAFUTURE: JUNE 2016

CONTACT: Marie-Louise Burman marie@mykindafuture.com/07808 065 282

1. What should our schools be focusing on in order to prepare young people for the future?

Young people should leave education with a balance of the necessary skills employers need and want to help them 'get in' and 'go far' in business. However, employers should also be mindful of the fact students will not be the 'finished product' and will require training and mentoring too. Throughout young people's education journey there should be opportunities for them to be inspired about the world of work and the different career routes available to them. They also need to be given the necessary tools to empower themselves to take responsibility for their own employability so they can make good decisions about their future to help them live the most enriched lives possible. These tools could include; work experience placements, visits to local businesses and face-to-face meetings with local employers. The task of helping young people to 'explore, discover and engage' with their future cannot be left to chance, it needs to be a critical part of the curriculum just as Maths and English are and employers need to build meaningful connections with schools and colleges to support this. Learning in the classroom which is also focused on personal aspirations, confidence-building, emotional resilience, communication and negotiation skills amongst others will prepare young people more fully for when they leave education and enter the workplace.

2. Should schools play a role in developing skills, or should subject knowledge be prioritised?

Schools have a key role to play in helping students build the softer skills the world of work requires as well as supporting them in achieving academically. By building students' confidence through, for instance, enabling them to access new experiences outside the classroom, or exposing them to problem-solving situations will stand them in good stead for the next chapter of their lives post-education. Presently within schools there can be a predominate focus on academic results which manifests itself in an 'academic destinations mindset' purely focused on students working towards A Levels and Higher Education. We believe schools should be promoting the value of a wider variety of routes, such as further education, school leaver programmes, apprenticeships and traineeships and helping young people develop the skills needed to succeed outside of the education system.

3. Who should be responsible for ensuring that young people develop soft, financial and entrepreneurial skills?

Schools, businesses and careers providers need to work collaboratively to ensure young people acquire the soft skills needed to succeed in work and life. In reality, schools and businesses often have limited time and resource to undertake this, so there needs to be a facilitated approach to ensure careers advice and guidance provision works effectively locally, regionally and nationally. We believe the Careers & Enterprise Company will go some way to addressing and co-ordinating the facilitation need in England.

MyKindaFuture research with young people shows over 89% of 13-18 year olds don't believe they are taught about the skills needed to earn and manage money and over 44% don't feel they are being given guidance on how to using presentations or spreadsheets whilst at school. 50% have not met or spoken to any employers in the local area in the last twelve months

As a social business, MyKindaFuture are focused on ensuring young people, whatever their background, are able to unlock work inspiration and gain employability skills to put them on the path to future success. Since we launched in 2011, we have delivered skills and employability workshops to over 500,000 young people across the UK.

We offer a one-stop shop to employers looking to connect with and recruit students across secondary, further and higher education in the UK, enabling students, teachers and parents to be brought face-to-face with employers.

The programmes we run in partnership with employers help young people develop critical employability aptitudes such as; team working, communication and presentation skills. Our programmes also help young people discover different career paths, sectors and industries, whilst supporting teachers in delivering careers guidance within schools and colleges.

We believe that a facilitated, 'joined-up' approach enables all parties to work together in the most constructive way and deliver the best outcomes for young people.

4. Do education providers have the resources to prepare young people for the workforce?

MyKindaFuture's experience is that education providers, as well as having limited time, are not necessarily connected into business and industry in their locality. So although they may have the desire to help young people become 'work-ready' they do not always know where to start. Historically, education providers have not always been measured on student destinations post-education so have not committed dedicated resource to this.

Additionally, sometimes teachers may have spent their whole lives within education and not had any first-hand experience of a business environment, making it difficult for them to offer relevant, well-informed advice to young people, despite their best intentions. Nearly 70% of young people we surveyed feel they need better careers advice in school and over 35% would like more face-to-face time with teachers to talk about their options.

We also find that specific teaching, guidance and advice focused on career routes and the necessary skills required is often started too late (Year 11) when an academic pathway may already have been decided on without all the necessary intelligence to accompany it. Over 85% young people would like more work experience opportunities to enable them to understand more fully their options for when they leave school.

Taking all of this into account, MyKindaFuture takes the pressure off education providers who already have very large workloads through:

- Helping facilitate connections with employers in their locality, who are actively seeking to recruit young people, with the aim of building sustainable relationships for the future
- Working alongside them to plan employability programmes from Year 9 onwards so work-readiness is a concept that young people can grasp and incorporate into their mind-set earlier in their education journey
- Developing relevant and curriculum-aligned toolkits and resources that teachers and students can use in the classroom
- Creating student-led careers and skills clubs / societies within schools and universities which enables young people to take personal responsibility for their own employability. In essence, we empower young people to become part of the employability solution, not to be just passive 'consumers' of employability training and awareness, where careers advice and guidance is 'done to them'.

5. To help the APPG create a practical set of approaches and recommendations:

- a. What examples are there of schools and colleges preparing young people well for the workforce?**

MyKindaFuture work with many secondary schools and colleges across the UK. One college that has taken a proactive approach to embedding employability skills in student's education journey is Uxbridge College. Over the last three years employers including; Allen & Overy, Transport for London, CapGemini, Coca-Cola Enterprises and Starbucks have delivered workshops in the College and they have visited their HQs for assessment days. They have also taken part in many MyKindaFuture online employability challenges.

b. What examples are there of employer-led initiatives that have had an impact?

Many employers (in particular large businesses) run varied, impactful programmes for young people focused on work-readiness, which at the same time also offer students an insight into that particular sector and associated entry points/career paths.

MyKindaFuture work with businesses such as; IBM, Lloyds Banking Group, Nestle, DHL, Channel 4 and Three amongst many others.

Your Life, an employer-led campaign is working in partnership with MyKindaFuture on their 'Best School Trip Ever!' initiative. This programme aims to open young people's eyes to the eclectic range of careers within STEM (Science, Technology, Engineering and Maths) through inspirational visits to workplaces to see STEM skills in action and meet people working in different careers. By taking young people out of the classroom and bringing them face-to-face with local employers this has really made the difference in showing them the skills required to succeed in the world of work and the associated subjects they should be focusing on at school to get there (e.g. Maths, Physics). Our research has shown that young people and teachers who participated in a trip felt better informed about STEM careers, whilst employers felt it really brought careers in their business to life for young people (*see attached infographic*).

In addition, the APPG for Education would welcome details of any relevant research carried out by your organisation which it would be willing to share with the Inquiry.

About MyKindaFuture

MyKindaFuture work with over **4,500** schools and have careers and skills societies in over **50** University campuses with **38,000** active members. Trusted by students and educators alike, with over **32** years' experience working with young people and their influencers, we have partnerships with over **70** large UK businesses. MyKindaFuture help employers reach the next generation of talent from school leavers to graduates, and recruits them on to work experience, internship, apprenticeship and graduate programmes using a mix of face-to-face workshops, online challenges and rich video content www.mykindafuture.com