

Support for Business

**A-Z of the Education
Landscape**

Context: Business & Skills

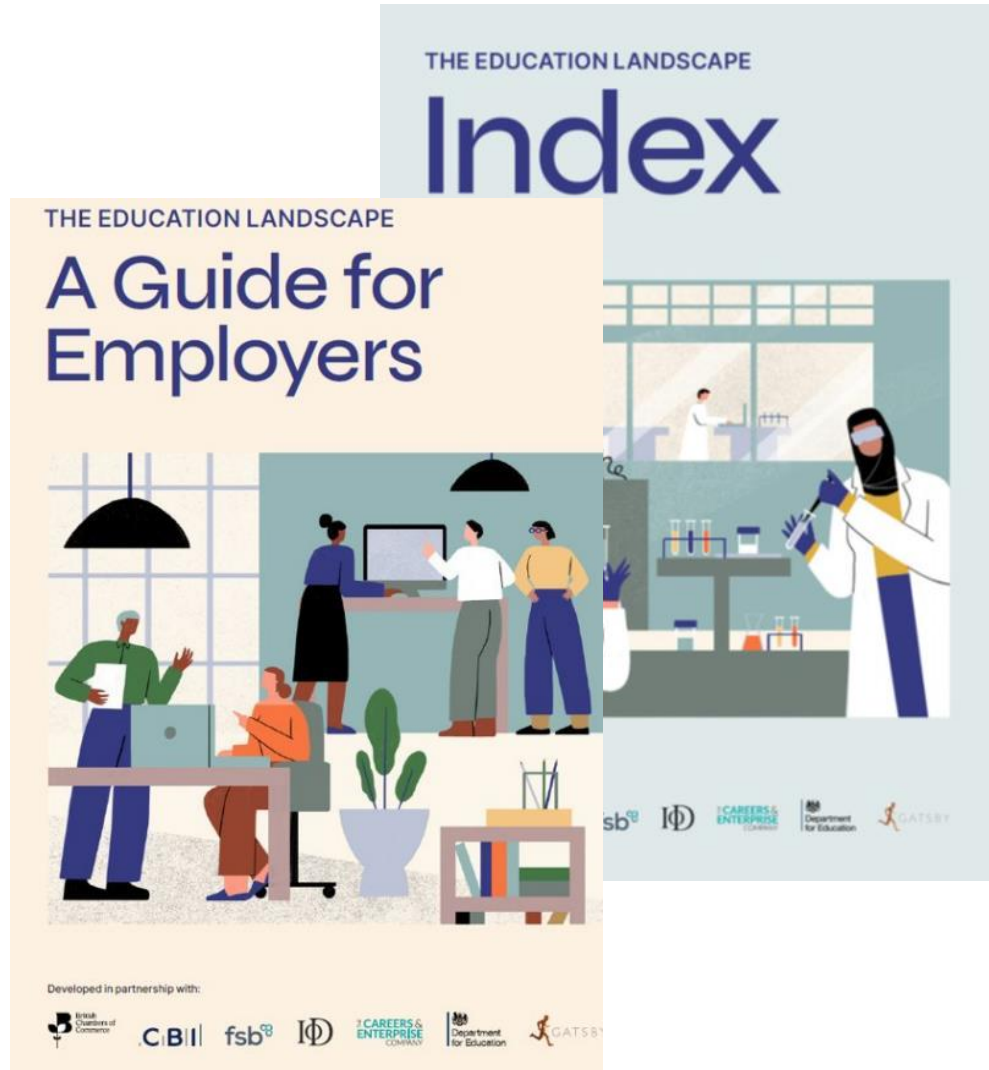
73% of businesses have a skills shortage

80% of small firms difficulty recruiting those with suitable skills

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

The Education System is Confusing!





The Guide & Index

Developed over three years with businesses and business representatives

Summarises opportunities for business to engage with education and skills partners

educationlandscape.org.uk

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.



Case Study Videos

The following two videos, shown during the webinar, showcase how the Education Landscape resource has been utilised by employers:

1. Lou Doyle, Mesma:

<https://player.vimeo.com/video/880182048?h=6ad7d1c198>

2. Craig Duff, Kromek:

<https://player.vimeo.com/video/880180857?h=32eaeeb086>

Download the Resources

www.educationlandscape.org.uk

Z Codes

Z Codes Government Description:

- Learning aim class codes are used to record non-regulated provision in the individualised learner record (ILR)
- Providers should only use non-regulated provision in areas identified and agreed by the ESFA as detailed in the relevant published funding documentation.
- The generic learning aim codes are sequential numeric codes prefixed by the letter 'Z' and so often referred to as Z codes.

Any Questions?

THANK YOU

Ruth Joseph

ruth@strategicdevelopmentnetwork.co.uk

Carly Ward

carly@strategicdevelopmentnetwork.co.uk