



Derby College Employment and Skills Academies Employer Guide

Building bridges for young people to make a smooth transition from education to employment



DERBY college

Derby College - Employment and Skills Academies

What is an Employment and Skills Academy?

Our Employment and Skills Academies are designed to ensure all Derby College Learners are prepared to make a smooth transition from education to employment. Learners will follow a journey of learning taking part in an extra programme of employer engagement activities.

This unique combination of learning and employer engagement ensures that our learners gain the skills, attributes and knowledge employers need from young people in the work place.

The Employment and Skills Academies enable learners to experience a variety of employer led activities throughout the year which enhances their learning, develops their employability skills and knowledge of the sector.

What learners said in 2014/2015 about their employer work experience:

“I enjoyed this placement because it allowed me to learn new ways of doing things and gave me an insight of what it’s like to work for a charity”

“I enjoyed it because it helped me develop skills in a gym environment and helped me increase in confidence”

“I enjoyed it as it offered me valuable experience of what it is like to work in production and what is needed from people to make the production work”



What do Employment and Skills Academies look like?

Advisory Boards

Evidence consistently shows that employers are concerned about key skills gaps within British industry. Surveys have highlighted a lack of employability skills amongst school leavers and 70% of employers have said the development of employability skills in young people should be the top priority for education.

The advisory boards are made up of a group of employers, industry specialists, Derby College staff and learner representatives. The purpose is to examine the skills, Knowledge, attitudes and attributes required from young people who gain employment in the sector.

The advisory boards meet four times a year and plan a programme of activities to help learners gain the attributes through a variety of practical tasks.

274 employers sat on the advisory boards last year



Business Benefits

- Influence education decisions and strategy
- Take part in networking opportunities with like-minded business leaders
- Raise your organisation's social responsibility profile in the community
- Develop individual teamwork and leadership skills
- Gain an alternative method of recruitment which will reduce costs and enhance your talent pool.

There are many ways in which you can contribute to the Employment and Skills Academies

In 2014/2015 specialist speakers from 102 organisations delivered talks to 2581 learners and 2017 learners visited 111 employers.

Mentoring

Our Mentors help our learners understand the world of work by giving advice and guidance to small groups or occasionally on a one-to-one basis. Whether this is by phone, email or face to face, they can shape a young person's thinking by acting as a sounding board for discussing their course work, career aspirations, workplace conduct and employability skills while increasing their network of contacts. Mentors act as role models to shape the future career of the learners.

Business Benefits

- Build coaching, mentoring and leadership skills within your organisation
- Help develop potential future employees.

Specialist Speakers

Can you talk to learners about the world of work, your own career experience, CV writing, interview techniques or what you need to succeed in employment?

Specialist speakers have the chance to inspire our learners by giving an insight into a particular industry or role. This could be a lecture to a large audience, a small group talk or a round table discussion. Whether it's for 30 minutes or an hour, we need your expertise to help inspire our learners. Talks can be conducted in our classrooms or alternatively you can host a group at your place of work and combine it with a tour.

Business Benefits

- Help learners understand what your business does
- Raise awareness of your industry
- Help your team develop skills in presentation and interacting with young people.

Specialist Industry Visit

Learners benefit from getting behind the scenes in local businesses. It raises their confidence as they learn to interact in a different environment to College. Visits can show our learners how they are expected to conduct themselves in a work environment. Visits to your place of work can also involve more of your workforce as they can conduct the tour, set up simulations for learners to work on or take part in mock interviews.

Business Benefits

- Raise awareness within your organisation of corporate social responsibility
- Give your workforce the opportunity to talk to learners and showcase their skills
- Reduce the demands on your time by hosting visits.

Projects

Learners achieve more when they have a real-life scenario to get their teeth into. We encourage organisations to work with our curriculum staff to set up projects either in College, in a real work environment or out in the community. This can have lasting benefits to your organisation as well as our young people, giving you the chance to see the potential of our learners as future employees or apprentices. Projects can range from half a day to a long-term ongoing tasks. Our tutors will work alongside your team to ensure tasks run smoothly and safely.

Business Benefits

- Gain extra help with research projects to move your business forward
- Give your team the chance to develop leadership skills whilst facilitating a group of learners.

Internships and Work Experience

Work experience gives our learners the chance to gain hands-on experience of the working world and can be invaluable preparation for a chosen career. The College encourages all learners to complete work experience to complement the course that they are undertaking.

Employers can provide an opportunity for learners to get to grips with working life – meeting deadlines and working in a team. Whilst the experience may enhance their knowledge and help them meet their course criteria, it also gives them insights into a specific job or industry.

Work experience or internships for learners depends on the course they are undertaking and can vary between a week and four weeks.

Business Benefits

- Take the chance to look at potential future employees
- Gain an extra pair of hands to help out.

Entrepreneurship

Many young people have hidden talents that we know with the right inspiration and guidance can be enhanced and developed.

We are always looking for business people to develop our budding entrepreneurs in a variety of activities throughout the year. i.e. workshops, specialist talks of strategy, business planning, law, marketing etc.

Roundhouse Recruitment

Roundhouse recruitment has been developed to give our full time learners the opportunity to put their employability skills into practice. We have developed a hospitality and events staffing agency that can fulfill our clients bar and food service needs.

Employer Academies

Derby College has teamed up with a host of local businesses to launch an innovative Employer Academy programme.

Employer Academies will enable our learners to interact with professional persons within specific industries related to their study programme through:

- Specialist Speakers
- Work place visits or industry relevant visits
- One day a week placements
- Projects
- Master classes

Learners will obtain real and transferable employability skills, knowledge and practical experience. They will have the opportunity to gain paid part time work and be guaranteed an interview at the end of their course for a job or apprenticeship.





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To get involved with our exciting Academies and help shape your future workforce, please contact:

Debbie Keegan

Assistant Group Career Placement Manager
Derby College
Roundhouse Road
Pride Park
Derby
DE24 8JE

Tel: 01332 387424

Mobile: 07973 389249

Email: debbie.keegan@derby-college.ac.uk

www.derby-college.ac.uk

 [Facebook.com/derbycollege](https://www.facebook.com/derbycollege)

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