

INFORMATION FOR EMPLOYERS-James Rennie School

Careers- Link with Employers

If you are an employer, FE/HE or other provider who would like to work with us as part of our careers provision please take a look at our Provider Access Policy and contact Kerry Dunbobbin, Careers Coordinator – kerry@jamesrennie.cumbria.sch.uk 01228 554280

Why volunteer your time?

As an employer, you should never underestimate the positive influence you can have on young people. Sharing your experience and workplace with young people allows them to meet role models and see examples of jobs they might like to do in the future. However much time you can offer, you can make a real difference.

Sharing your career journey can be powerful. Your insights, unique industry knowledge and experience can make a difference to the options a young person considers for their future career.

You could be the role model who changes a young person's life, just by showing them what is possible.

Benefits to your business

It helps give young people the skills and knowledge that they need while also potentially finding new recruits for your business.

You can make a difference to the future career choices that a young person makes.

When deciding whether to provide young people with work experience/employer engagement activities you should consider all the benefits they not only bring to the student, but also to your business.

- Employee engagement and development: employees can build on their supervisory and leadership skills whilst sharing their knowledge and expertise with young people.
- Insights into your business: understand how young people view your business.
- Access to some of the skills our young people have: tap into the minds of digital natives.
- Build business-relevant skills in young people to support your recruitment strategy and develop your future workforce.
- Gain an insight into the additional needs of our young people and understand the importance that access to workplaces has for our young people
- Give back to your community and build relationships with schools and colleges.
- Raise a positive profile and bust myths about your business and industry.

Your unique industry knowledge and experience can bring the world of work to life and make a difference to the options a young person considers for their careers and future decisions.

Careers events

We run a series of careers events for each year group and are always keen for employers and institutions to attend.

Activity	Description
Employer Talk	Share your career journey. Whether in an assembly, classroom setting or hosted virtually, sharing your career story is a great way to help students understand the realities of the world of work and inspire them about a career path they may never have considered.
World of work/work ready skills	World of Work Days focus on being work ready. These vary from school to school and may include some of the following: • CV Preparation • Interview Skills • Job Research and Application Processes • Personal Finance/Budgeting • Local Labour Market Information • Employability Skills Our World of Work day also works well for our pupils with more complex needs allowing them to meet new people, explore, in a sensory way, different resources from your business, encounter work related people.
Year 9-14 Post 19 provider fair	These events are aimed at helping young people decide their best next step – which might be, qualifications/courses at college, starting a supported internship, gaining employment/supported work placement or accessing day service provisions.
Career speed networking	Career speed networking events involve a range of volunteers coming together to chat to groups of young people about their jobs. The aim is to introduce young people to a wide range of jobs that are available to them, broadening their horizons and encouraging them to aim high.
Mock interviews	Schools and colleges often provide opportunities for their students to practise their interview skills and they are always looking for employers to support them. A mock interview is a shorter version of an actual job interview. It gives young people an opportunity to practise what to say and do during an interview and get feedback. Whether it's face-to-face or virtual, a mock interview is useful in helping students review their answers to common

	interview questions and assessing other factors such as mannerisms and body language.
Work experience	Work experience for young people comes in many different forms from one day to a full week spent working in an organisation, or even as part of a small group accessing activities with school staff. Work experience is time spent in a workplace learning about a job role, a company or a career sector.
Company visits	Company visits offer an inspiring and informative opportunity for a group of students to visit your workplace, learn more about your business and experience aspects of the different future career opportunities available to them. Visits could include tours, workshops or events and usually last a half or full day. If you offer educational visits already, consider building in career talks from younger employees, trainees or interns as part of that visit.
Enterprise projects and competitions	Developing enterprising skills and behaviours in our young people is really important for Cumbria's future economy. We need more people to start and grow their own businesses to respond to new market opportunities and create future jobs. Running enterprise projects and competitions encourages our young people to build their careers in Cumbria. Many of the Cumbria Careers Hub partners offer opportunities for employers to work with them to deliver enterprise projects and competitions in school.

Useful links

[Employers & Volunteers – Cumbria Careers Hub \(careershubcumbria.co.uk\)](https://careershubcumbria.co.uk)

[Work experience, jobs & employment in Cumbria for young people | Cumbria LEP \(CLEP\) \(thecumbrialep.co.uk\)](https://thecumbrialep.co.uk)