



Delivering employability skills across your school

Speaker notes

 **BARCLAYS** | LifeSkills



Delivering employability skills across your school

Speaker notes

Slide 1: Cover



LifeSkills is a free employability programme that supports people throughout the UK to develop the confidence, skills and knowledge they need to succeed in the workplace.

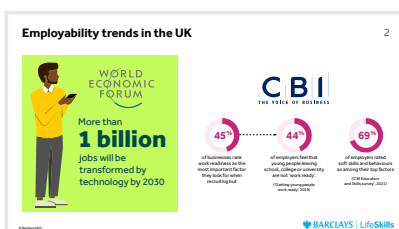
To help you and your school embed employability skills across the curriculum LifeSkills has created an interactive CPD session which can be delivered to peers.

This session maps out how to adopt a whole-school approach.

You could use the CPD session in a range of contexts, suggestions include:

- In a workshop on an INSET day
- With staff who are careers champions or ambassadors across the school
- With Heads of subjects/departments/faculties to support their work embedding careers across the curriculum
- In different subject department meetings to support staff to embed careers and skills into their planning

Slide 2: Employability trends in the UK



[Talk through the stats below which showcase the need for employability skills. You could also look up some local employment trends to share with the group.]

The need to support young people and adults with their employability has been evident for a long time and has been made even more critical by the pandemic.

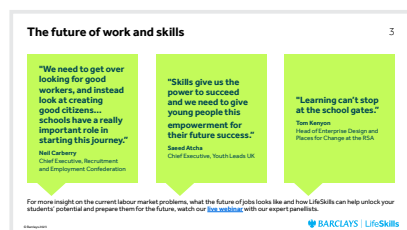
- 45% of businesses rank work readiness as the most important factor they look for when recruiting, but 44% of employers feel that young people leaving school, college or university are not 'work ready'¹
- A 2021 survey by CBI Education and Skills found that 69% of employers rated soft skills and behaviours as among their top factors
- LifeSkills was set up in 2013 to focus on supporting young people but now it sees its role as supporting the whole UK workforce

¹ [Getting young people 'work ready' | CBI](#)

Delivering employability skills across your school

Speaker notes

Slide 3: The future of work and skills



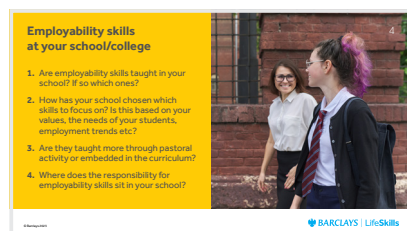
As the world around us changes and advances, the ways we teach those entering the workforce also needs to adapt to the changing environment.

Neil Carberry, Chief Executive of the Recruitment and Employment Confederation, formerly at the CBI where he **led the CBI's work on the labour market, skills, energy and infrastructure**, believes we need to create "good citizens" rather than good workers, and the journey to becoming a good citizen starts in school.

Much like Neil, Saeed Atcha, the founder and Chief Executive of Youth Leads UK, an award-winning charity that **supports young people by running skills development programmes**, believes giving young people the skills to succeed is what empowers them to achieve success in their futures.

"Learning can't stop at the school gates" says Tom Kenyon, an innovation strategist specialising in education and youth engagement at the RSA who has led programmes at NESTA and Big Change. Much like Neil, Tom advocates for helping young people develop a full range of skills to help them succeed in the world.

Slide 4: Employability skills at your school/college



Self-reflection is a good way to start with LifeSkills.

Are employability skills already taught in your school? We know skills are developed throughout lessons but are these explicitly covered and explored in relation to work and how they can be transferred to different settings?

If you answered yes, think about which skills your school focuses on and why. Does everyone in your school know why those skills are the focus?

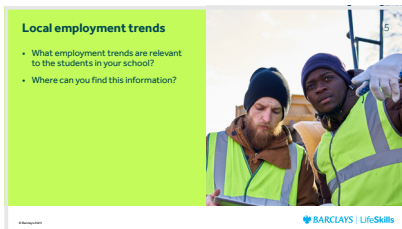
How did you choose which skills to focus on? Some schools might base the decision on their school values, specific needs of the student population or local employability trends.

Consider how they are taught, whether it's through the curriculum or specific pastoral activity. Who is responsible for overseeing the teaching of employability skills?

Delivering employability skills across your school

Speaker notes

Slide 5: Local employability trends



What else could you take into account when deciding what skills to focus on?

Have a think about local trends where you are, for example:

- Who are the largest employers?
- Where is the largest demand or vacancies?
- What is the proportion of people who move away for work?
- What are the perceptions of local jobs?

In groups or pairs depending on how many devices you have access to, look at trends in your own area using the ONS website for vacancy and workforce trends by sector or your local LEP site/Skills Development Scotland/SHRED/Careers Wales/Department for the Economy.

Share some key stats with your peers for this exercise.

Slide 6: Employability skills at your school/college



Ask the group to consider the following questions:

- What has the growth of the economy been like for your area over the last 10 years?
- How many economically active people are there in your area compared to inactive?
- What have been the growth sectors and what qualifications do they require?
- What do you expect the job market to look like in your area in 10 years' time?
- What will be the set of core skills (outside of technical) that employers will need?

Delivering employability skills across your school

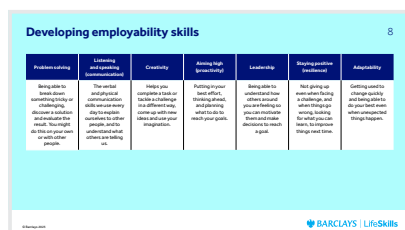
Speaker notes

Slide 7: Challenges and discussion

Following on from your discussion around the local area, have a think about the types of challenges that people in your area might be facing. Some questions to consider include:

- Is the population in your area ageing quicker than other regions?
- Are house prices particularly high making them unaffordable for young adults?
- What are the levels of deprivation in your area and what kind of challenges might that bring?
- What is the level of education in your area? Does this differ widely between city and surrounding areas?

Slide 8: Developing employability skills



Problem Solving	Listening and Speaking	Creativity	Aiming High	Leadership	Staying Positive	Adaptability
Being able to break down something into its parts and find a solution to a problem.	The verbal and written communication skills used to share information and ideas.	Being able to think outside the box and come up with new ideas.	Setting clear goals and having a plan to achieve them.	Being able to lead a group of people and motivate them to achieve a common goal.	Not giving up and staying positive when things get difficult.	Being able to adjust to new situations and changes.

As LifeSkills is a national programme it can't focus on every local trend, instead it is based on research about what UK employers want and need and the changing employment landscape.

It focuses throughout the content on the core transferable skills needed to prepare for employment such as problem solving, adaptability and leadership as well as interview skills and CV writing and how to succeed in the constantly evolving workplace.

The eight skills shown here are the ones featured throughout LifeSkills resources and aligned to the [Skills Builder framework](#).

We use the following definitions for each of the core transferable skills:

- 1. Problem solving** – The ability to find a solution to a complex situation or challenge
- 2. Listening and speaking (communication)** – the receiving, retaining and processing of information or ideas
- 3. Creativity** – The use of imagination and the generation of new ideas
- 4. Aiming high (proactivity)** – The ability to set clear tangible goals and devise a robust route to achieving them
- 5. Leadership** – Supporting, encouraging and motivating others to achieve a shared goal
- 6. Staying positive (resilience)** – The ability to use tactics and strategies to overcome setbacks and achieve goals
- 7. Adaptability** – The ability to adjust to new or changed conditions quickly, without experiencing stress or negative emotions

Delivering employability skills across your school

Speaker notes

Slide 9: Supporting careers education across the UK

Click on your nation on this slide to read more about how LifeSkills is supporting careers education in schools, including how it can be mapped to the national curriculum.

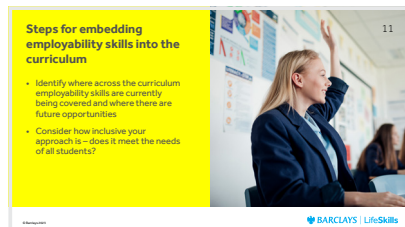
Slide 10: Embedding employability skills into the curriculum



[Find an existing scheme of work to analyse with the group in the next few slides. If you do not have an existing scheme of work to use, print out slide 12 and use this as an example.]

In the next few slides we're going to be reviewing *[insert name of scheme/LifeSkills' example of a]* scheme of work to think about how we can embed employability skills into the curriculum.

Slide 11: Steps for embedding employability skills into the curriculum



When reviewing the scheme of work, here are some key questions to reflect on.

Where in the curriculum are employability skills currently being covered? Are there any future opportunities to include them?

Consider how inclusive your existing approach is. Does it meet the needs of all students?

Slide 12: Year 9 scheme of work example

On the right hand side, we've started off a mapping exercise to demonstrate how core transferable skills such as communication and problem solving can be mapped against some potential industries of interest for these maths topics.

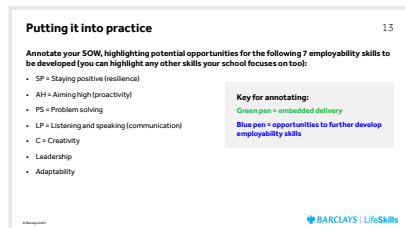
This can be replicated across any subject and is a great way to make the connection between curriculum learning and real-world skills and opportunities.

For more information on these industries, you may find it useful to look at the [Your guide to jobs of the future](#) which contains details and case studies on different roles within these industries.

Delivering employability skills across your school

Speaker notes

Slide 13: Putting it into practice



Putting it into practice 13

Annotate your SOW, highlighting potential opportunities for the following 7 employability skills to be developed (you can highlight any other skills your school focuses on too):

- SP = Staying positive (resilience)
- AH = Aiming high (proactivity)
- PS = Problem solving
- LP = Listening and speaking (communication)
- C = Creativity
- Leadership
- Adaptability

Key for annotating:

- Green pen = embedded delivery
- Blue pen = opportunities to further develop employability skills

BARCLAYS | LifeSkills

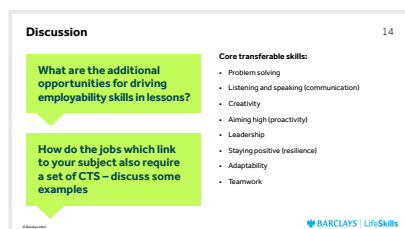
Ask colleagues to annotate the scheme of work, highlighting potential opportunities for the following 7 employability skills to be developed (you can highlight any other skills your school focuses on too).

Use two colours:

1. Green for where employability skills are already explicitly focused on
2. Blue for where there are opportunities to further develop employability skills

Probe into the answers provided and the reasons behind the annotation.

Slide 14: Discussion



Discussion 14

What are the additional opportunities for driving employability skills in lessons?

How do the jobs which link to your subject also require a set of CTS – discuss some examples

Core transferable skills:

- Problem solving
- Listening and speaking (communication)
- Creativity
- Aiming high (proactivity)
- Leadership
- Staying positive (resilience)
- Adaptability
- Teamwork

BARCLAYS | LifeSkills

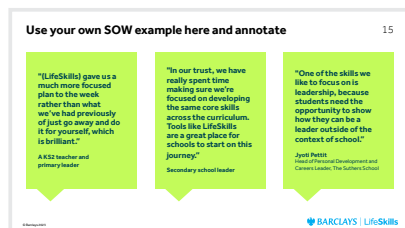
After completing your annotation of opportunities in your school, consider these points for further discussion with the group.

- What are the additional opportunities for driving employability skills in lessons? How might these be put into practice?
- How do the jobs which link to your subject also require a set of core transferable skills? Discuss some examples
- Also good to debate with teachers how they can encourage entrepreneurship, as core transferable skills also drives this

Delivering employability skills across your school

Speaker notes

Slide 15: Use your own SOW example here and annotate



Have a read of the quotes from other educators on this slide, can you think of some examples you can pull out from your own scheme of work? Or examples of what teachers within your network are doing to teach employability skills?

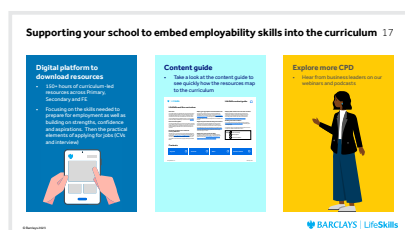
Give the group some time to think about it and write a few down.

Slide 16: Developing employability skills

LifeSkills aims to understand employability trends by drawing upon various sources of research and grounding the programme on credible evidence.

The programme focuses on core transferable skills needed to prepare for employment such as problem solving, adaptability and leadership as well as interview skills and CV writing and how to succeed in the constantly evolving workplace.

Slide 17: Supporting your school to embed employability skills into the curriculum



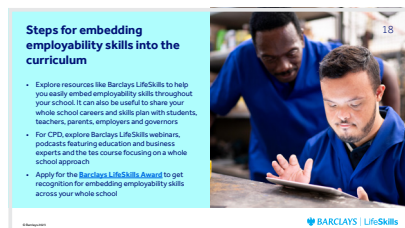
Here are some additional ideas for your staff to explore how they can upskill and further embed careers education into every aspect of their teaching.

There are over 150 hours of curriculum led resources available from LifeSkills focusing on the skills needed to prepare young people for employment. Our [content guide](#) helps you to quickly identify how the resources map to the curriculum. The content for educators to use in the classroom is suitable for use with pupils from the age of 7 right the way through to the end of school.

Delivering employability skills across your school

Speaker notes

Slide 18: Steps for embedding employability skills into the curriculum



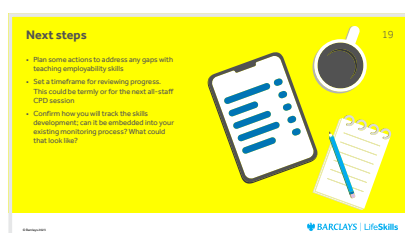
We know there are lots of competing priorities in schools, but we believe bringing together a whole school approach to skills development is really beneficial to everyone in the school community.

Explore resources like Barclays LifeSkills to help you easily embed employability skills throughout your school.

To help educators stay up to date with the changing landscape, LifeSkills has a wide variety of content to explore, including webinars and podcasts featuring education and business experts.

We offer the [LifeSkills Award](#) to schools demonstrating that they focus on employability skills throughout the school across different teachers and year groups. We know having evidence of a stable approach to careers is important, so you'll get a certificate and an online badge you can use to reinforce your commitment to the student and parent community.

Slide 19: Next steps



What actions can you take to address any gaps with teaching employability skills? Think about a timeframe for reviewing your progress and how you will track skills development among students.

Get started with the free LifeSkills resources today to benefit your whole school.

You can join the conversation on Twitter [@LifeSkills_Ed](#) or email the team at barclayslifeskills@barclays.com.