



**Consilium**  
Academies Careers  
*SHAPE YOUR FUTURE*



# THE EMPLOYER INDEX

CONSILIUM ACADEMIES



North East  
**Ambition**

THE **CAREERS &  
ENTERPRISE**  
COMPANY



GATSBY

**Morrisby**  
Careers<sup>1</sup>



# INTRODUCTION



## WELCOME TO CONSILIUM ACADEMIES

Consilium Academies was approved as a Multi-Academy Trust (MAT) and academy sponsor in January 2015. We have three hubs and eight schools supported by a central team. We do not have a lead school; instead, we operate a partnership approach with a strong governance structure that includes a Members Board, Trust Board, and individual Local Governance.



At Consilium Academies, we believe in the unique value of every individual. Our vision, actions, and purpose are guided by this principle and a dedication to do all we can for the communities we serve.

We never put a ceiling on potential. Instead, we work with our Academies to provide high-quality education that is truly inclusive, giving every student the same opportunities to develop the skills and knowledge they need to thrive in life beyond the classroom.

### Our Vision: Excellence and Equity with Integrity

#### Our Core Principles

- **Excellence** – We strive for the highest standards in everything we do, ensuring that every student has access to outstanding opportunities and experiences.
- **Equity** – We are truly inclusive, believing passionately that every student should be given the skills and support needed to meet their full potential.
- **Integrity** – We act with honesty and transparency, building trust and fostering strong relationships across our communities.

#### Our Approach to Careers Education

Developing the skills of the future workforce is paramount. Our careers programme is embedded into the curriculum and follows statutory guidance and works towards achieving the Gatsby Benchmarks to promote learning and development. The programme raises aspirations, engages, challenges, and motivates students.

We believe that a young person's career reflects the progress they make in learning and work. Through a whole-school approach, we provide planned learning in the curriculum and a programme of activities to help and inspire students to choose pathways that are right for them. This enables them to manage their careers, sustain employment, and achieve personal and economic wellbeing throughout their lives.

#### Working in Partnership with Employers

Collaboration is key to success. As local employers, you play a vital role in shaping the future workforce. This employer index gives you a flavour of the activities you can get involved with and how they support the wider school strategy while connecting you to potential future employees.

This guide for employers describes options for working with our schools and the benefits of doing so for your business. You can also find out how technical education is evolving to better meet the skills needs, including apprenticeships, T Levels, and Higher Technical Qualifications.

# MEET THE TEAM



## CENTRAL TEAM

**Claire Bell** – Careers Education Lead

**Simon Farmer** - Careers Adviser

**Halima Farooq** – Business & Employer Engagement Officer

**Jodie Longstaff** – Career Coordinator



## ACADEMIES



**Armthorpe Academy** – Ms Charlotte Lake - Assistant Principal



**Ellesmere Park High School** – Katie Parkinson - Assistant Principal



**Consilium Evolve** – Toni Eden - Assistant Principal



**Heworth Grange School** – Martyn Searles - Assistant Principal



**Moorside High School** – Kate Atkin Assistant Principal



**Thornhill Academy** – Cherry Crooks - Assistant Principal



**Washington Academy** – Kelly Oakland - Assistant Principal



**Wyvern Academy** – Clare O'Keefe - Assistant Principal



## Careers Talk

Our schools value employers delivering a presentation about careers in their industry and pathways from GCSE'S through to employment. These could be with any year group Year 7- Year 11 and be situated in a classroom with around 30 pupils and a teacher to support the delivery of the employer presentation. Timings vary due to the school day, but a commitment would be 60 minutes.

### Objectives

- ❖ Gatsby Benchmark 1/ 2 / 4 / 5
- ❖ Supporting your local community
- ❖ Local labour Market information to Students
- ❖ Building partnerships
- ❖ Staff development
- ❖ Raising aspirations
- ❖ Raising profile of your company

### Your commitment:

- ❖ 60-minute delivery slot
- ❖ Liaison with Consilium Academies

## Careers Café

The careers café runs every week as part of our enrichment programme. These are small events where we invite in a few local businesspeople to have an informal chat with students over a cup of tea. They are short events, say 30 minutes. The conversation could be about their own career and the pathway they took, or they might want to share what it is they and their business do.

### Objectives

- ❖ As part of your regular careers programme Gatsby benchmark 1
- ❖ To allow them to access information about careers and local labour market information Gatsby benchmark 2.
- ❖ To provide meaningful encounters Gatsby Benchmark 5
- ❖ To help students learn more about the modern world of work and the options and opportunities available to them.
- ❖ To build confidence in your students when networking in the working world Gatsby Benchmark 3 addressing the needs of each pupil.
- ❖ Publicity for your business
- ❖ Talent spotting

### Your commitment:

- ❖ 30-minute delivery slot
- ❖ Presentation Preparation time
- ❖ Liaison with Consilium Academies

## Career Events

Getting involved in a careers event enables you to increase young peoples understanding of your organisation or industry and inspire their future career choices. Careers events are usually aimed at pupils in all year groups and you may be asked to contribute to assemblies, parents evenings, choices events, careers fairs, speed networking, or give a careers talk to a class.

### Objectives

- ❖ As part of your regular careers programme Gatsby benchmark 1.
- ❖ To provide meaningful encounters Gatsby Benchmark 5.
- ❖ Labour market information Gatsby Benchmark 2.
- ❖ Social responsibility and being part of your local community.
- ❖ Building partnerships
- ❖ Staff development



**1** A STABLE CAREERS PROGRAMME



**2** LEARNING FROM CAREER & LABOUR MARKET INFO



**3** ADDRESSING THE NEEDS OF EACH PUPIL



**4** LINKING CURRICULUM LEARNING TO CAREERS



**5** ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES



**6** EXPERIENCES OF WORKPLACES



**7** ENCOUNTERS WITH FURTHER & HIGHER EDUCATION



**8** PERSONAL GUIDANCE



- ❖ Talent spotting

### Your Commitment:

- ❖ 60-minute delivery slot
- ❖ Liaison with education institution
- ❖ Preparation time

## Employer Mentoring

Mentors provide a positive role model for young people. You work one-to-one with a student, typically aged 14 or above, to help build their confidence, develop their resilience, and support their aspirations.

Some mentors also help students to develop subject knowledge and skills. You will build your relationship with a student through regular meetings over an extended period. In some cases, the mentor student work has a specific goal, such as preparing for an apprenticeship or job applications, or for higher level study at college or university.

### Objectives:

- ❖ As part of your regular careers programme Gatsby benchmark 1.
- ❖ Gatsby Benchmark 3 Addressing the individual needs of the pupil.
- ❖ To provide meaningful encounters Gatsby Benchmark 5.
- ❖ Being part of the community
- ❖ Talent spotting
- ❖ Building partnerships

### Your commitment

- ❖ Delivery time – ongoing throughout the academic year
- ❖ Preparation
- ❖ Liaison with education institution

## Work Experience

Short periods of work experience can provide a useful introduction to the workplace. Students typically spend up to two weeks within an organisation undertaking several activities under supervision. The experience will help develop students' general understanding of the workplace, build their confidence, possibly influence their choice.

of career path and support their preparation for the transition from school or college into employment. Alongside this, you can showcase your organisation and industry.<sup>2</sup>

### Objectives:

- ❖ Benchmark 1, 2, 3 and 6
- ❖ Being part of your local community
- ❖ Staff development
- ❖ Talent spotting

### Your Commitment

- ❖ Delivery time: Longer
- ❖ Equipment and/or facilities
- ❖ Liaison with education institution
- ❖ Substantial preparation time
- ❖ Supervision and line management

## Workplace visit.

Hosting a short workplace visit for an individual or group of students gives them an overview of your organisation and industry, and an insight into the working environment. It is also a great opportunity to inspire their future work experience and career choices. The visit could be a few hours or a full day, and include presentations, site tours, hands-on experience and/or Q&A sessions.

### Objectives

- ❖ Benchmark 1, 2, 3 and 6
- ❖ Being part of your local community



- ❖ Building partnerships
- ❖ Staff development

### Your Commitment

- ❖ Delivery time: Short
- ❖ Equipment and/or facilities
- ❖ Liaison with education institution
- ❖ Substantial preparation time



## Preparing for job applications

Employers can provide invaluable advice and support on writing CVs, completing job applications and interviews. Activities you can take part in include offering CV feedback or workshops, practice interviews and Q&A sessions. All of these will help students to build their confidence, develop essential communication and presentation skills, and identify potential job vacancies.

### Objectives:

- ❖ Gatsby Benchmarks 1,3 & 5
- ❖ Being part of your local community
- ❖ Building partnerships
- ❖ Staff development
- ❖ Talent spotting

### Your Commitment

- ❖ Delivery time: Short
- ❖ Liaison with education institution

## Supporting Extra Curricular activities

Employers can help students to develop essential skills – such as teamwork, communication and problem solving – by getting involved in a range of extra-curricular activities. These activities include school clubs, and skills or entrepreneurial competitions at local, regional, or national events. Your support could be in the form of setting challenges, running workshops, mentoring teams, and/or judging competitions.

### Objectives:

- ❖ Gatsby Benchmark, 1,3,5
- ❖ Being part of your local community
- ❖ Building partnerships
- ❖ Staff development

### Commitment:

- ❖ Delivery time: Short 30-60 minutes
- ❖ Equipment
- ❖ Liaison with education institution
- ❖ Preparation time may be substantial (e.g. for workshops)

## Careers in the Curriculum

Employers can share specialist knowledge with students in a variety of ways, such as advising on new technologies, processes, and services within a specific industry. You could be involved in a range of activities with students including BM 4 Curriculum development of resources, presenting masterclasses, helping to deliver workshops or lectures.

### Objectives

- ❖ Gatsby Benchmark 1, 2, 3, 4, 5
- ❖ Being part of your local community
- ❖ Building partnerships
- ❖ Staff development

### Commitment



- ❖ Delivery time: Short 60 minutes
- ❖ Equipment and/or facilities
- ❖ Liaison with education institution
- ❖ Substantial preparation time

## Helping design a course.

Employer input can add real relevance to educational programmes to bring the curriculum to life and equip young people for the transition from school or college into the workplace. You can support teachers in a range of ways, from giving feedback on the curriculum content, to co-designing courses. For topics you may help with designing a specialist lesson or workshop or being involved in case studies and projects (see the next section).

### Objectives.

- ❖ Supporting Benchmarks 1, 4, & 5
- ❖ Staff Development
- ❖ Building Partnerships

### Commitment:

- ❖ Liaison with education institution
- ❖ Preparation time may be substantial, (e.g., for co-designing courses)

## Setting and supporting student projects

With employer-set projects students address a 'real-life' challenge experienced by a local employer – their client. You will be involved throughout the project, working with teaching staff in designing and setting the task, reviewing students' progress, receiving the final product or report, and feeding back to students. In some cases, a project could be a formal requirement of a student's qualification, and at higher levels students can be working on solutions for your real business challenges.

### Objectives:

- ❖ Supporting Gatsby Benchmarks 5 & 6
- ❖ Building partnerships
- ❖ Different perspective
- ❖ Staff development
- ❖ Talent spotting

### Commitments

- ❖ Delivery time: Ongoing
- ❖ Equipment and/or facilities
- ❖ Liaison with education institution
- ❖ Substantial preparation time

## Enterprise Advisors

Enterprise advisers' partner with a local secondary school or college to help them improve their connections with industry and develop and implement their careers strategy. Enterprise advisers may also be asked to get involved in delivering Careers events.

### Objectives:

- ❖ Supporting all Benchmarks
- ❖ Undertake strategic planning in a new context.
- ❖ Develop your skills in communication and strategy development.
- ❖ Support your local school or college to deliver world class careers guidance to their students.

### Commitment:

- ❖ Delivery time: Ongoing
- ❖ Significant preparation time

