**LLEP Careers Hub Transformations**

**BM5: Suggested Solutions**

All learners should have encounters with employers and employees that result in a better understanding of the workplace and the potential career paths open to them.

**Schools**

**Every year**, from the age of 11, pupils should participate in at least **one meaningful encounter** with an employer.

**Colleges**

**Every year**, alonside their study programme, students in colleges should participate in at least **two meaningful encounters** with an employer. Colleges should record and take account of students’ own part time employment and the influence this has had on their development.

A ‘meaningful encounter’ is one in which the student has the opportunity to learn about what work is like or what it takes to be successful in the workplace - <https://resources.careersandenterprise.co.uk/resources/making-it-meaningful>

"A young person who has four or more meaningful encounters with an employer is 86% less likely to be unemployed or not in education or training (NEET) and can earn up to 22% more during their career"

**Local & Virtual Providers**

We’ve spent time gathering useful information to create a shortlist of suggestions that fully meet Benchmark 5 for your students – access the download on our website to see our shortlisted solutions!

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| SUGGESTED CAREERS FOCUS (per year group) |  |
| Years 7-8 | Exploring student's interests and motivations and developing a broad understanding of the world of work. |
| Years 9 | Building aspirations and exploring career opportunities in more detail. |
| Years 10 | Self-presentation and exploring what employers want. |
| Years 11 | Practical focus on making plans and applications for Post 16 learning. |
| Years 12-13 | Structured Work experience, volunteering and personal development. |

**Minimum requirements to include an activity under Benchmark 5:**

* Learning outcomes are defined, based on the age and needs of students
* The encounter involves two-way interaction between students and employers/employees
* There is evidence that the student actively participated