

The
Sheffield
College



WORK-RELATED ACTIVITY
STRATEGY

WORK-RELATED ACTIVITY — STRATEGY OVERVIEW

This is a very exciting time for The Sheffield College and the Sheffield City Region. In order to support our work-related activity strategy, The Sheffield College is teaming up with a host of local businesses to create a selection of employer skills academies. This will create an innovative teaching and learning programme that provides outstanding technical and professional education for our students.

The academies will enable our students with a proven aptitude and positive work ethic to enhance their college studies by engaging with professional organisations and projects to gain transferable employability skills, sector knowledge and practical experience.

This will be achieved through:

- specialist speakers
- workplace visits or industry-relevant visits
- placement opportunities
- projects
- masterclasses

Students will gain entry to an academy by making a successful application and completing an interview with the curriculum employer sponsor. The college will provide a number and range of skills academies so that all students will have an opportunity to apply and raise their aspirations.

We look forward to sharing our student successes throughout the year through Open Days, press releases and social media platforms.

Rachel Topliss

Head of Employer Academy Partnerships and Work-Related Activity

OUR VISION

Strategic Plan 2018 – 2021



TYPES OF PLACEMENT

Our staff support all students to develop their employability skills in preparation for the world of work. There are a number of ways that we will do this, ranging from short activities such as specific help with English and Maths, CV writing, trips, visits, guest speakers and masterclasses, through to significant industry placement opportunities.

The types of work-related activity that we offer include:

INDUSTRY PLACEMENTS

These are industry-relevant placements with agreed and assessed learning objectives. These placements must be at least 315 hours long.

INDUSTRY PLACEMENT TASTERS

These are shorter work placements which provide our students with a taste of the world of work.

EXPERIENCE OF WORK

Sometimes students are supported to develop employability skills through shorter group activities, for example visiting an employer or undertaking a masterclass. If a student is not undertaking a formal placement, they are required to participate in a minimum of 30 hours of experience of work as part of their study programme.

In addition, we will encourage all students to maximise their opportunities to volunteer, and join in with enrichment and enterprise activities whilst at college.



AMBITION 1 – LEARNING

We will:

1. ensure the development of students employability skills by assessing individual starting points and determining the most appropriate work-related activity to support their progress
2. set and assess learning objectives agreed for all industry placements, ensuring that all students make progress and develop their employability skills
3. develop learning opportunities by building strong and meaningful relationships with employers so that all students have a variety of opportunities
4. stretch and challenge all students with regard to their employability skills, closely monitoring their progress and supporting their progression
5. tirelessly seek out new opportunities for our students and develop a range of employer skills academies so that our students can access innovative and engaging learning opportunities supported by world class employers
6. ensure work-related activity supports students to build their confidence, resilience, well-being and employability skills to equip them for the world of work



AMBITION 2 – PEOPLE

We will:

1. work with employers who will inspire and motivate our students through their creativity and innovation
2. use our robust matching processes to ensure we place the right students with the right employer so that they maximise their progress
3. tap into the skills of our pastoral staff effectively and enable students to access work-related activity, which in turn will promote social mobility and raise the motivation and aspirations of our students
4. provide activities which support good mental health and well-being of our students so they are more able to develop work ready behaviours which underpin their positive progression
5. celebrate the achievements of our students through awards, celebrations and student case studies which illustrate positive role modelling



AMBITION 3 – REPUTATION

We will:

1. be selective when developing our employer partnerships and employer skills academies, undertaking appropriate due diligence activities and ensuring that our organisations' values and beliefs align
2. ensure that there is a clarity of expectations of the employer, the student and the college
3. quality assure work-related activity and only work with employers who consistently provide meaningful experiences
4. be proactive in our support of students and in our partnership work with employers, ensuring that we listen to individual needs and meet agreed expectations
5. create bespoke employer guides, a dedicated web page, and increase social media platform use to promote placements and enrichment opportunities
6. seek out opportunities for our students to engage with the community through social action projects, volunteering and supporting events which encourage social cohesion



AMBITION 4 – SUSTAINABILITY

We will:

1. seek mutually beneficial partnerships and develop employer skills academies which respond to skills shortages and support business growth within the Sheffield City Region
2. launch an Employment and Skills Advisory Board which will bring employers and the college together to influence our work-related activity and deliver extracurricular employability skills activities. This will include work placements, enterprise opportunities, specialist speakers, workplace visits and will advise the college on curriculum design
3. use the breadth and depth of stakeholder experience, through newly formed Employment and Skills Advisory Boards, to co-design and co-deliver a modern curriculum which meets the needs of the local economy, whilst also ensuring our students are ready for the world of work
4. work with employers, the local community and develop a talent pipeline so that organisations feel confident to employ young people from The Sheffield College to become valued members of their workforce



WHY EMPLOYERS WANT TO GET INVOLVED

The Department for Education is taking on their first students from The Sheffield College to take part in T Level-style industry placements, helping them develop the knowledge and skills employers are looking for.

Jessica Chaffer, Head of Professional and Technical Education at the Department for Education, is very excited about having an industry placement student in her team. She says:

“As a department, we are very excited to be working closely with The Sheffield College on this new initiative. T Levels will offer students a mixture of classroom learning and ‘on-the-job’ experience during an industry placement, and will provide them with the knowledge and experience needed to open the door into skilled employment, further study or a Higher Apprenticeship.

The Level 3 Business and Administration industry placement student that has joined our team will support us with a variety of exciting projects that will provide them with first-hand experience of undertaking business and administration tasks in a real work environment. They will be spending at least 315 hours with us (approximately 45 days) and we hope this opportunity will help to enhance their self-confidence, self-awareness and also better prepare them to engage with a wide range of employers across the Sheffield City Region.”

HOW IT BENEFITS STUDENTS

“I work at my industry placement each week as a leader for my local community project named Big Brother Burngreave. This national award-winning community project was the brainchild of a very inspirational local lady called Safiya Saeed, who wanted to help make a positive impact on the anti-social behaviour of young boys that was blighting the local area.

The scheme allows me and a number of other leaders to run the project the way we feel works best so that we can make sure that all of the participants are equally as involved as each other. I have found this industry placement experience extremely enjoyable and feel that it has empowered me with a number of life skills, as well as a clear idea of how a small business/charity is run. My plan, once I have finished my college course, is to carry on volunteering at Big Brother Burngreave but also to study at university.

I am really grateful to The Sheffield College and my employer for supporting me during my industry placement which has prepared me for a career doing something I love.”



Tesfahun Awoke
Industry placement student



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At The Sheffield College we are working in partnership with the National Centre for Diversity. The values below have been developed by them, and we have embedded them across the college and into our students' experience.

Our expectation is that our shareholders understand and share these values.

F FAIRNESS
Being reasonable, right and just

R RESPECT
Having due regard for the feelings, wishes and rights of others

E EQUALITY
Where every person has equal rights and every person has a fair chance

D DIVERSITY
Diverse means different. We are all different so diversity includes us all. The concept of diversity encompasses understanding, acceptance and respect

I INCLUSION
Where every person feels respected, valued and that they fit in with the organisational culture

E ENGAGEMENT
Two-way commitment and communication between an organisation and its employees

The Sheffield College

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