

Employer engagement in education: A bibliography

By Rachael McKeown and Anthony Mann

About Education & Employers

www.educationandemployers.org

Education and Employers is a UK charity created in 2009 to ensure that every state school and college has an effective partnership with employers to support young people. As well as undertaking research into the impact and delivery of employer engagement in education, the charity manages innovative programmes to enable schools and colleges to connect efficiently and effectively with employers including www.inspiringthefuture.org. The charity works in close partnership with the leading national bodies representing education leaders, teaching staff and employers/employees.

Research into employer engagement in education

Education and Employers Research provides a free online resource making easily available high quality materials investigating the impact and delivery of employer engagement in education. Resources include a library of relevant articles and reports, many of which have been summarised to pick out key findings, papers and videos from the Taskforce research conferences and free London seminar series as well as Taskforce publications and a regular e-bulletin of relevant research announcements. The library has attracted usage from across the world including researchers at Harvard, the OECD, Japan, Australia and Denmark: www.educationandemployers.org/research

About the authors

Rachael McKeown is a Research Assistant at the Education and Employers Taskforce. Rachael recently graduated from UCL with a BA (Hons) degree in Geography, focusing on social mobility and issues of inequality. She has studied trade union engagement within local communities, considering the role of social capital in forming better links and developing fruitful societies. Rachael began her research career by studying higher education healthcare profession courses, examining their efficacy in preparing students for their careers. Forthcoming publication: Chambers et al. *Preparation for practice: The role of the HCPC's standards of education and training in ensuring that newly qualified professionals are fit to practise* (London: HCPC).

Dr Anthony Mann is Director of Policy and Research at the Education and Employers Taskforce. He is the author or co-author of more than thirty publications on employer engagement in education. Joining the Taskforce at its creation, he has led its research function, chairing the Taskforce's annual international research conference and publishing extensively on themes surrounding employer engagement in education, including (with Julian Stanley and Louise Archer), the first collection of research essays on the subject: *Understanding Employer Engagement in Education* (Routledge, 2014). He is a member of the Editorial Board of the *Journal of Education and Work*. Anthony often advises government and its agencies on effective approaches to employer engagement in education. He speaks regularly on the subject, addressing audiences recently in Australia, Canada, the US, Greece (CEDEFOP), Denmark and Italy as well as across the UK.

For more information about this report, contact: Rachael.Mckeown@educationandemployers.org, Education and Employers Taskforce, 19-21 Clerkenwell Close, London EC1R 0RR.

Employer engagement in education: A bibliography

The launch of the Education and Employers charity came a year after the great financial crisis of 2008 which led to significant rises in youth unemployment across globe and sparked a new interest from researchers, policy makers and practitioners in the idea of employer engagement in education. Over the last six years, we have devoted considerable energy to understanding employer engagement and how it can best be delivered, contributing our own work and amplifying the work of scholars from around the world at seminars and conferences which became the source, in 2014, of the first collection of research essays on the subject: *Understanding employer engagement in education* edited with Julian Stanley and Louise Archer and published by Routledge.

Employer engagement in education relates to a wide range of related educational and economic approaches. In essence, it describes the process through which a young person engages with members of the economic community, under the auspices of their school or college, with the aim of influencing their educational achievement, engagement and/or progression out of education into ultimate employment. It is an approach found in (and arguably essential to) vocational education, enterprise education, work-related learning, employability skill provision as well as in primary literacy and numeracy programmes (reading and number partners) and in UK school and college governance. Employer engagement can perhaps most easily be understood through the activities which commonly connect employers and their employees with schools and their pupils: work experience placements/internships, business mentoring, enterprise competitions, careers fairs. From a schools perspective, it can sit within both careers provision and classroom learning. For employers, it is commonly central to corporate social responsibility programmes, but also to the imperatives underpinning Human Resource management: recruitment, staff engagement and development. For governments, employer engagement has been a tool to enhance pupil achievement, to enable skills development relevant to labour market demand, to address skills mismatch, youth unemployment and tackle inequality. Employer engagement is not the sole policy domain of ministries of education, but is highly relevant to skills policy, social mobility, community inclusion and cohesion.

For researchers, all this means that evidence of interest and relevance will never be found on a single library shelf, but scattered through different disciplines: careers literature, education policy and pedagogy, economics, human resource management, psychology, sociology, studies of gender, ethnicity, class and culture. And helpful insights are not only to be found in university libraries, but also in publications commissioned by governments, charities and other agencies and sponsored by individual employers and employer bodies.

Over the last six years, we have worked to find and amplify research providing reliable insights of relevance to the key questions shaping the field of employer engagement in education. On our website, we include summaries of more than 60 articles, reports and books with useful findings which sit alongside our own publications which now number more than 30. In this bibliography, we reference works which we have found to be of particular value to our own work. We hope and expect this list will grow, year on year. If you are aware of publications which you feel should be added to the list (and perhaps summarised), please do get in touch. We hope that you find this to be a resource of use within your own work.

Anthony Mann and Rachel McKeown

The following bibliography, while by no means exhaustive, is intended to reflect the state of the field of employer engagement in education as far as possible at the time of publication (November 2015). There is an international focus to the research, yet those listed here are predominantly from a UK setting. Click on the titles to take you to the journal site or to download the report if it is in the public domain.

Active Learning Research Associates. 2009. *Assessing the impact of business mentoring on young people*. A paper for the National Education Business Partnership Network's National Mentoring Group.

AIR UK. 2008. [*The involvement of Business in Education: A rapid evidence assessment of measurable impacts*](#). London: Department for Children Schools and Families.

Ahier, J., Chaplain, R., Linfield, R., Moore, R. & Williams, J. 2010. '[School Work Experience: Young People and the Labour Market](#)'. *Journal of Education and Work*, 13(3), pp. 273-288.

Applied Research Unit. 2001. [*Post-secondary employment and college enrolment among Montgomery County Public School Graduates: the role of career-focused programs*](#). Rockville, Maryland: Montgomery County Public Schools.

Archer, L. et al. 2013. [“Not girly, not sexy, not glamorous”: primary school girls’ and parents’ constructions of science aspirations](#)’. *Pedagogy, Culture and Society*, 21(1), pp.171-194.

Aschbacher, Pamela R, Erica Li and Ellen J. Roth. 2009. [“Is Science Me?” High School Students’ Identities, Participation and Aspirations in Science, Engineering, and Medicine](#)’. *Journal of Research in Science Teaching*, 47(5), pp.564-582.

Ashby, J. S. & Schoon, I. 2010. '[Career Success: the role of teenage career aspirations, ambition value and gender in predicting adult social status and earnings](#)'. *Journal of Vocational Behavior*, 77, pp.350-366.

Aston, Jane, Sara Dewson, George Loukas, Alan Dyson and the Department for Work and Pensions. 2005. [*Post-16 Transitions: a Longitudinal Study of Young People with Special Educational Needs, Wave Three \(PDF\)*](#). Norwich: HMSO.

Athayde, R. 2009. '[Measuring Enterprise Potential in Young People](#)'. *Entrepreneurship: Theory and Practice*, March, pp.481-500.

Athayde, R. 2012. '[The impact of enterprise education on attitudes to enterprise in young people: an evaluation study](#)'. *Education + Training*, 54, pp.709-726.

Atherton, G., Cymbir, E., Roberts, K., Page, L., Remedios R. & the Department for Children Schools and Families. 2009. [*How Young People Formulate their Views about the Future – exploratory research*](#). London: University of Westminster.

Backström-Widjeskog, B. 2010. [“Teachers’ Thoughts on Entrepreneurship Education”](#). *Creativity and Innovation – Preconditions for entrepreneurial education*. Eds. Kjell Skogen and Jarle Sjøvoll. Trondheim: Tapir Academic Press, pp.107-120.

- Balarin, M., Brammer, S., James, C. & Mccornmack, M. 2008. [*The School Governance Study*](#). Bath: University of Bath.
- Bartlett, J. 2009. *Mentoring programmes, aspirations and attainment*. London: DEMOS.
- Belt, V., Drake, P. & Chapman, K. 2010. [*Governing Our Schools: The School Governance Study*](#). London: UK Commission for Employment and Skills.
- Benjamin, E.J. 2010. "[*A look inside corporate employee volunteer programs*](#)" *The International Journal of Volunteer Administration*, 19(2), pp.16-32.
- Black, L., Corbin, B., Warburton, T. & Campbell, A. 2003. [*The contribution of 'World View' to Pupils' Attitudes on Enterprise, Entrepreneurship and Entrepreneurial Learning*](#). Manchester Metropolitan University Business School Working Paper Series.
- Blenkinsop, S., McCrone, T., Wade, P. & Morris, M. 2006. [*How do young people make choices at 14 and 16?*](#) Nottingham: Department for Education and Skills.
- Botham, R., & Sutherland, V. 2009. [*Enterprise Insight impact evaluation: Review of the Make Your Mark Challenge, Make Your Mark Clubs and Ambassadors Programme*](#). Project Report. Training and Employment Research Unit (TERU), University of Glasgow, Glasgow.
- Brammer, J. C., Connolly, M., Fertig, M., James, J. & Jones, J.. 2010. [*The 'hidden givers': a study of school governing bodies in England*](#). CfBT.
- Brammer, S., Millington, A. and Rayton, B. 2007. "[*The contribution of corporate social responsibility to organizational commitment*](#)." *International Journal of Human Resource Management*, 18(10), 14 Jan 2011, <http://www.informaworld.com/10.1080/09585190701570866>.
- Brooks, R. 2007. '[*Young people's extra-curricular activities: critical social engagement – or 'something for the CV'?*](#)' *Journal of Social Policy*, 36(3), pp.417-434.
- Burgess, M. & Cowen G. 2009. [*Key Stage 4 engagement programme evaluation*](#). DCSF.
- Carberry, K., Cheese, P., Husbands, C. Keep, E., Lauder, H., Pollard, D., Schleicher, A. & Unwin, L. 2015. [*How should our schools respond to the demands of the twenty first century labour market? Eight perspectives*](#). Edited and introduced by Anthony Mann and Prue Huddleston. Education and Employers Taskforce: Occasional Taskforce Research Paper 4: February 2015.
- CBI (Confederation of British Industry). 2007. [*Time well spent: embedding employability in work experience*](#). London: Department for Education and Skills.
- Centre for Children and Technology Research. 2004. [*The Reinventing Education initiative from an evaluation perspective: the role of innovative technology partnerships in addressing significant challenges to education improvement*](#).
- Clifford, J., Mann, A., Mason, S & Theobald, C. 2011. [*Assessing the return on investment, evaluation and impact of Young Apprenticeships Programme*](#). London: Creative & Cultural Skills.
- Coiffait, L., Dawkins, J., Kirwan, R. & Mann, A.. 2012. [*Enterprise Education: Value and Direction – an interim report*](#). London: Education and Employers Taskforce and Pearson Think Tank.
- Cowen, G. & Burgess, M. 2009. [*Evaluation of the Key Stage 4 Engagement Programme: key messages*](#). London: Department for Children, Schools and Families.

- Crawford, C., Duckworth, K., Vignoles, A. & Whyness, G. 2012. [*Young People's Education and Labour Market Choices aged 16/17 to 18/19*](#). London: Department for Education.
- Croll, P., Attwood, G. & C. Fuller. 2010. [*Children's Lives, Children's Futures – A study of children starting secondary school*](#). London: Continuum
- Dawkins, J., Coffait, L. & Mann, A. 2012. '[Enterprise Education – Teacher Perceptions of the Impact of Enterprise Activities](#)'. *Edge Foundation Research Conference, Birmingham*.
- Deloitte. 2010. [*Helping young people succeed: how employers can support careers education*](#). London: Education and Employers Taskforce.
- Dewson, S., Aston, J., Bates, P., Ritchie, H. & Dyson, A. 2004. [*Post-16 Transitions: a Longitudinal Study of Young People with Special Educational Needs, Wave Two*](#). Nottingham: Department for Education and Skills.
- DfES. 2002. [*Work experience: A guide for employers*](#).
- Durrant, I., Peterson, A., Hault, E. & Leith, L. 2012. '[Pupil and teacher perceptions of community action: an English context](#)'. *Educational Research*, 54(3), pp.259-283.
- Dustmann, C., Rajah, N. & Smith, S. 1997. '[Teenage truancy, part-time working and wages](#)'. *Journal of Population Economics* 10, pp.425-442.
- Dustmann, C. & Van Soest, A. 2007. '[Part-time work, school success and school leaving](#)'. *Empirical Economics*, 32, pp.277-299.
- Edcoms. 2007. [*Business in school research findings*](#). London: Business in the Community.
- Eddy Adams Consultants. 2008. [*Work Experience in Scotland*](#). Edinburgh: Scottish Government.
- Education and Employers Taskforce. Unpublished, 2011. [*Visit our Schools and Colleges week – evaluation*](#).
- Erickson, L. D., McDonald, S. & Elder, G. H. Jr. 2009. '[Informal mentors and education: complementary or compensatory resources](#)'. *Sociology of Education*, 82, pp.344-367.
- Evans, A. 2005. '[How mentoring can raise achievement](#)'. *Mentoring and Higher Education: the first Aimhigher Mentoring Scheme Conference*. Middlesex University.
- Flick, L. 1990. '[Scientist in Residence Program Improving Children's Image of Science and Scientists](#)'. *School Science and Mathematics*, 90(3), pp.204-214.
- Francis, A. & Somerlad, H. 2009. '[Access to legal work experience and its role in the \(re\)production of legal professional identity](#)'. *International Journal of the Legal Profession*, 16(1), pp.63-86.
- Francis, B., Osgood, J., Dalgety, J. & Archer, L. 2005. [*Gender equality in work experience placements for young people*](#). London Metropolitan University for Equal Opportunities Commission.
- FreshMinds Research Agency. 2007. [*Raising the Bar and Removing the Barriers: What Employers Can Offer Education*](#). Business in the Community (BiTC), Edge and NEBPN.
- Fullarton, S. 1999. [*Work experience and work placements in secondary school education*](#). Melbourne: Australian Council for Educational Research.

- Le Gallais & Hatcher, R. (2014) '[How School Work Experience Policies Can Widen Student Horizons or Reproduce Social Inequality](#)'. *Employer Engagement in Education: Theories and Evidence* (Routledge, 2014) eds. Anthony Mann, Julian Stanley and Louise Archer.
- Geroy, G. D., P. C. Wright and L. Jacoby. 2000. 'Toward a Conceptual Framework of Employee volunteerism: an aid for the human resource manager'. *Management Decision* 38(4), pp.280-86. Doi:[10.1108/00251740010326333](#)
- Gillie, C. 2012. [Enterprise education in schools](#). London: House of Commons Library.
- Golden, S., O'Donnell, L., Benton, T. & Rudd, P. 2005. [Evaluation of Increased Flexibility for 14 to 16 year olds Programme: Outcomes for the First Cohort](#). London: Department for Education and Skills.
- Golden, S., O'Donnell, L., Benton, T., & Rudd, P. 2006. [Evaluation of Increased Flexibility for 14 to 16 year olds Programme: Outcomes for the Second Cohort](#). London: Department for Education and Skills.
- Golden, S., O'Donnell, L., Benton, T., & Rudd, P. 2006. [Evaluation of Increased Flexibility for 14 to 16 year olds Programme: Delivery for cohorts 3 and 4 and the future](#). London: Department for Education and Skills.
- Goodman, A. & Gregg, P. 2010. [Poorer Children's Educational Attainment: How Important are Attitudes and Behaviour?](#) Joseph Rowntree Foundation.
- Gracey, S. & Kelly, S. 2010. '[Changing the NEET Mindset: Achieving More Effective Transition Between Education and Work](#)'. *Learning and Skills Network*.
- Granovetter, M. 1995. [Getting a Job - A study of contacts and careers](#). Chicago: University of Chicago Press. Second edition.
- Green, J. & Rogers, B. 1997. '[Roots and Wings Community Mentoring: An Evaluation from the Manchester Pilot](#)'. *Mentoring & Tutoring: Partnership in Learning*, 5, pp.26-38.
- Gutman, L. S. & Schoon, I. 2012. '[Correlates and consequences of uncertainty in career aspirations: Gender differences among adolescents in England](#)'. *Journal of Vocational Behavior*, 80, pp.608-618.
- Hall, J. C. 2003. [Mentoring and Young People – A Literature Review](#). University of Glasgow.
- Hamill, L. & Hodgkinson, L. 2010. '[Pre-16 School Work Experience and Civil Engineering Careers](#)'. *Proceedings of ICE – Civil Engineering*, 163, pp.131-136
- Hamilton, S. F. & Hamilton, M. A. . 1999. '[Research, Intervention, and Social Change: Improving Adolescents' Career Opportunities](#)'. Crockett, L. J. & Silbereisen, R. eds, *Negotiating Adolescence in Times of Social Change*. Cambridge: Cambridge University Press, pp.267-283.
- Harrison, N., James, D. & Last, K. 2012. [The impact of the pursuit of ASDAN's Certificate of Personal Effectiveness \(CoPE\) on GCSE attainment](#). University of the West of England & ASDAN.
- Hasluck, C., Hogarth, T., Baldauf, B. & Briscoe, G. 2008. [The Net Benefit to Employer Investment in Apprenticeships Training](#). Warwick: Institute for Employment Research.
- Hatcher, R. & Le Gallais, T. 2008. [The work experience placements of secondary school students: widening horizons or reproducing social inequality?](#) Birmingham City University.

- Haynes, G. & Richardson, W. 2010. [*Evaluation of the implementation and impact of Diplomas: findings from the 2009/10 survey of higher education institutions*](#). London: Department for Education.
- Henderson, R. W. & St John, L. 1997. [*Thematically Integrated Middle School Mathematics: A School-University-Business Partnership*](#). Washington DC: Office of Educational Research and Improvement.
- Higham, Jeremy et al. 2004. [*14-19 Pathfinders – An evaluation of the first year*](#). University of Leeds and University of Exeter.
- Hillage, J., Kodz, J. & Pike, G. 2001. [*Pre-16 Work Experience Practice in England: an Evaluation*](#). London: Department for Education and Employment.
- Hobbs, S. & McKechnie, J. 1998. 'Children and work in the UK: the evidence' in Pettitt, B. ed., *Children and Work in the UK: Reassessing the Issues* London: Child Poverty Action Group.
- Hodgkinson, E. A. & Hammill, L. 2010. 'Pre-16 work experience and civil engineering careers'. *Proceedings of ICE, Civil Engineering*, 163, pp.131-136.
- Hodgson, A. & Spours, K. 2001. 'Part-time work and full-time education in the UK: the emergence of a curriculum and policy issue'. *Journal of Education and Work*, 14(3), pp.378-388.
- Hopkins, E. A. 2008. 'Work-related learning: hearing students' voices'. *Educational Action Research*, 16, pp.209-219.
- Howieson, C., McKechnie, J. & Semple, S. 2010. "They're already IN the labour market!" *Working pupils: challenges and potential for schools and employers*. Paper presented at the Second Education and Employers Taskforce research conference, University of Warwick.
- Huber, L.R., Sloof, R. & Van Praag, M. 2012. 'The Effect of Early Entrepreneurship Education: Evidence from a Randomised Field Experiment'. *Institute for the Study of Labour, Discussion Paper Series*.
- Huddleston, P., Mann, A. & Dawkins, J. 2012. [*Employer Engagement in English Independent Schools*](#). London: Education and Employers Taskforce.
- Hughes, D. & Gration, G. 2009. [*Literature review of research on the impact of careers and guidance-related interventions*](#). Reading: CfBT Education Trust.
- Hytti, U. & O'Gorman, C. 2004. 'What is 'enterprise education'? An analysis of the objectives and methods of enterprise education programmes in four European countries'. *Education + Training*, 46(1), pp.11-23.
- ILO. 2010. *Investing in young people: An ILO briefing note on the challenges, urgency and means*. Geneva: International Labor Organisation.
- Ipsos MORI. 2009. [*Young People's Omnibus 2009 – Wave 15. A research study on work-related learning among 11-16 year olds on behalf of the Qualifications and Curriculum Authority. January-April 2009*](#). Coventry: Qualifications and Curriculum Authority.
- James, C., Brammer, S., Connolly, M., Fertig, M., James, J. & Jones, J. 2010. [*The 'hidden givers': a study of school governing bodies in England*](#). Reading: CfBT Education Trust
- Jobs for the Future. 1998. [*School-to-career initiative demonstrates significant impact on young people*](#). Boston, Massachusetts: Jobs for the Future.

- John, P. 2005. '[The contribution of volunteering, trust, and networks to educational performance](#)'. *Policy Studies Journal*, 33(4), pp.635-656.
- Johnson, S. & Burden, T. 2003. [Young people, employability and the induction process](#). York: Joseph Rowntree Foundation.
- Jones, S. 2012. [The Personal Statement: A fair way to assess university applicants?](#) Sutton Trust.
- Jones, S. 2014. '[The Role of Work Experience in the UK Higher Education Admissions Process](#)'. In *Employer Engagement in Education: Theories and Evidence* (Routledge, 2014) eds. Anthony Mann, Julian Stanley and Louise Archer.
- Jones, S., Mann, A. & Morris, K. 2015. '[The 'Employer Engagement Cycle' in Secondary Education: analysing the testimonies of young British adults](#)'. *Journal of Education and Work*.
- Kearney, C. 2010. '[Efforts to Increase Students' Interest in Pursuing Mathematics, Science and Technology Studies and Careers: National Measures taken by 16 of European Schoolnet's Member Countries](#)'. *Commissioned by European Schoolnet (EUN)*
- Kemple, J. & Willner, C. J. 2008. [Career Academies – Long-term impacts on labor market outcomes, educational attainment, and transitions to adulthood](#). New York: MDRC.
- KPMG. 2010. [Evaluation of Education Employer Partnerships](#).
- Lavonen, J., Gedrovics, J., Byman, R., Meisalo, V., Juuti, K. & Uitto, A. 2008. '[Students' Motivational Orientations and Career Choice in Science and Technology: A comparative investigation in Finland and Latvia](#)'. *Journal of Baltic Science Education* 7(2), pp.86-102.
- Leonard, M. 2005. '[Children, Childhood and Social Capital: Exploring the Links](#)'. *Sociology* 39(4), pp.605-622.
- Linnehan, F. 2001. '[The Relation of a Work-Based Mentoring Program to the Academic Performance and Behavior of African American Students](#)'. *Journal of Vocational Behavior*, 59, pp.310–325.
- Linnehan, F. 2003. '[A longitudinal study of work based, adult youth mentoring](#)'. *Journal of Vocational Behavior*, 63, pp.40-54.
- Linnehan, F. 2004. '[The Relation of Source Credibility and Message Frequency to Program Evaluation and Self-Confidence of Students in a Job Shadowing Program](#)'. *Journal of Vocational Education Research*, 29(1), pp.67-81.
- Lodestar Management Research. 2007. *Junior Achievement Titan Program*. Los Angeles.
- Lord, P., Atkinson, M. & Mitchell, H. 2008. [Mentoring and coaching for professionals: a study of the research evidence](#). National Foundation for Educational Research for the Department for Education and Skills.
- Lord, P. & Jones, M. 2006. [Pupils' experiences and perspectives of the national curriculum and assessment – final report of the research review](#). National Foundation for Educational Research for the Department for Education and Skills.
- Lynch, S., McCrone, T., Wade, P., Featherstone, G., Evans, K. & Golden, S. 2010. [National Evaluation of Diplomas: The First Year of Delivery](#). London: Department for Children, Schools and Families.

- MacAllum, K., Yoder, K., Kim, S., & Bozick, R. 2002. [*Moving Forward – college and career transitions of LAMP graduates – findings from the LAMP longitudinal study*](#). Academy for Educational Development/National Institute for Work and Learning.
- Mann, A. 2008. [*Defining Effective Employer Engagement*](#). London: Education and Employers Taskforce and the National Council for Educational Excellence.
- Mann, A. 2010. [*Guidance for Commissioners of Evaluation of Education*](#). London: Education and Employers Taskforce.
- Mann, A. 2012. [*It's who you meet: why employer contacts at school make a difference to the employment prospects of young adults*](#). London: Education and Employers Taskforce.
- Mann, A. 2012. [*School-industry STEM links in the UK: A report commissioned by Futurelab*](#). London: Education and Employers Taskforce.
- Mann, A. 2012. [*Work Experience: impact and delivery – insights from the evidence*](#). London: Education and Employers Taskforce.
- Mann, A. 2015. [*Key Issues in Employer Engagement in Education: Why it makes a difference and how to deliver at scale*](#). Skills Development Scotland.
- Mann, A., Brasswell, M. & Bevan, D. 2011. [*The Economic Case for Language Learning and the Role of Employer Engagement*](#). London: Education and Employers Taskforce, Business for New Europe, Association of School and College Leaders and CfBT Education Trust.
- Mann, A. & Caplin, S. 2012. [*Closing the Gap: How employers can change the way young people see Apprenticeships*](#). London: Education and Employers Taskforce & PriceWaterhouseCoopers.
- Mann, A. & Dawkins, J. 2014. [*Teacher and pupil voices on employer engagement: Insights from three focus groups and semi-structured interviews with five English secondary schools \(2011-12\)*](#). London: Education and Employers Taskforce.
- Mann, A. & Glover, C. 2010. [*The point of partnership: the case for employer engagement in education*](#). London: Education and Employers Taskforce.
- Mann, A. & Huddleston, P. 2015. [*What do recruiters think about today's young people? Insights from four focus groups*](#). London: Education and Employers Taskforce, Occasional Research Paper 5.
- Mann, A. & Kashefpakdel, E. 2014. 'The views of young Britons (aged 19-24) on their teenage experiences of school-mediated employer engagement' in Archer, L., Mann, A. & Stanley, J. eds *Employer Engagement in Education: Theories and Evidence*. London: Routledge.
- Mann, A., Lopez, D. & Stanley, J. 2010. [*What is to be gained through partnership? Exploring the value of education-employer relationships*](#). London: Education and Employers Taskforce.
- Mann, A., Massey, D., Glover, P. Kashefpakdel, E. & Dawkins, J. 2013. [*Nothing in Common: the career aspirations of young Britons mapped against projected labour market demand \(2010-2020\)*](#). London: Education and Employers Taskforce, B-live and UK Commission for Employment and Skills.
- Mann, A. & Percy C. 2013. 'Employer engagement in British secondary education: wage earning outcomes experienced by young adults'. *Journal of Education and Work*.

- Mann, A., Spring, C., Evans, D. & Dawkins, J. 2011. [*The importance of experience of the world of work in admissions to Russell Group universities: a desktop review of admissions criteria for six courses.*](#) London: Education and Employers Taskforce.
- Mann, A., Stanley, J. & Archer, L. 2014. [*Understanding Employer Engagement in Education: Theories and Evidence.*](#) London: Routledge.
- Mann, A. & Virk, B. 2013. [*Profound employer engagement in education: What it is and options for scaling it up.*](#) Education and Employers Taskforce.
- MacAllum, K., Yoder, K., Kim, S. & Bozick, R. 2002. '[*Moving Forward: College and Career Transitions of LAMP Graduates – Findings From the LAMP Longitudinal Study*](#)'. Academy for Educational Development/National Institute for Work and Learning.
- McCoshan, A. & Williams, J. 2002. [*Student Apprenticeship Evaluation.*](#) London: Department for Education and Skills.
- McDonald, S., Erickson, L. D., Johnson, M. K. & G. H. Elder. 2007. '[*Informal mentoring and young adult employment*](#)'. *Social Science Research*, 36, pp.1328-1347.
- McLarty L., Clough, J. & Dubit. 2009. [*State of Enterprise Education in Yorkshire and Humber.*](#) Young People's Enterprise Forum.
- McLarty, L., Dubit, Highley, H., Brightpurpose, & Alderson, S. (2010), [*Evaluation of Enterprise Education in England – Final Report.*](#) London: Department for Education.
- McVicar, D. & McKee, B. 2002. '[*Part-time work during post-compulsory education and examination performance: help or hindrance?*](#)' *Scottish Journal of Political Economy*, 49(4), pp.393-406.
- Miller, A. 1998. [*Business and Community Mentoring in Schools.*](#) London: Department for Education and Employment.
- Miller, A. 1999. 'Business Mentoring in Schools: Does it raise attainment?'. *Education and Training* 41(2), pp.73-78. Doi:[10.1108/00400919910259588](#).
- Miller, A. 2009. *Assessing the impact of business mentoring on young people: A paper for the National Education Business Partnership Network's National Mentoring Group.*
- Miller, S., Connolly, P. & Maguire, S. 2007. [*A Follow-Up Randomised Controlled Trial Evaluation of the Effects of Business in the Community's Time To Read Mentoring Programme.*](#) Centre for Effective Education, Queen's University Belfast.
- Morris, K. 2014. [*Number Partners: Impact Report 2014.*](#) London: Education and Employers Taskforce.
- Muthri, J.N., Matten, D. & Moon, J. 2007. '[*Employee Volunteering and Social Capital: Contributions to Corporate Social Responsibility*](#)'. *British Journal of Management*, 20(1), pp.75-89
- NAO. 2010. [*Educating the next generation of scientists.*](#) London: National Audit Office.
- National Support Group for Work Experience. 2008. [*Students' Perceptions of Work Experience.*](#) London: Department for Children, Schools and Families.
- Neilson, G. R. & McNally, J. G. 2010. '[*Not choosing Nursing: Work experience and career choice of high academic achieving school leavers.*](#)' *Nurse Education Today* 30, pp.9-14.

- Neumark, D. & Rothstein, D. 2005. [*Do school-to-work programs help the 'Forgotten Half'?*](#) Cambridge, Massachusetts: National Bureau of Economic Research.
- Neumark, D. & Rothstein, D. 2006. '[*School-to-Career Programs and Transitions to Employment and Higher Education.*](#)' *Economics of Education Review*, pp.374-393.
- NFER (National Foundation for Educational Research). 2010. [*Evaluation of the Young Apprenticeships Programme: Outcomes for cohort 3.*](#) Young People's Learning Agency.
- Norris, E. 2011. [*Not Enough Capital – Exploring education and employment progression in Further Education.*](#) London: Royal Society of Arts.
- Obschonka, M., Duckworth, K., Silbereisen, R. & I. Schoon. 2012. '[*Social competencies in Childhood and Adolescence and Entrepreneurship in Young Adulthood: A Two-Study Analysis*](#)'. *International Journal of Developmental Science* 6, pp.137-150.
- OECD. 2010. [*Learning for Jobs.*](#) Paris: Organisation for Economic Co-operation and Development.
- Oosterbeek, H., Van Praag, M. & Ijeselstein, A. 2008. [*The impact of entrepreneurship education on entrepreneurship competencies and intentions: An evaluation of the Junior Achievement Mini-Company Program.*](#) Jena, Germany: Jena Economic Research Papers.
- Oosterbeek, H., Van Praag, M. & Ijeselstei, A. 2010. '[*The impact of entrepreneurship education on entrepreneurship skills and motivation*](#)'. *European Economic Review*, 54, pp.442-454.
- The Office for Standards in Education, Children's Services and Skills. 2005. *Work-related learning: the story so far.*
- The Office for Standards in Education, Children's Services and Skills. 2007. [*The Young Apprenticeships programme, 2004-07: An Evaluation \(PDF\).*](#)
- The Office for Standards in Education, Children's Services and Skills. 2009. [*Implementation of the 14-19 reforms, including the introduction of Diplomas: An evaluation of progress in the first year of the introduction of 14-19 Diplomas, 2008/09 in the context of wider 14-19 reforms. \(PDF\)*](#)
- The Office for Standards in Education, Children's Services and Skills. 2010. [*Diplomas: The Second Year – An Evaluation of the strengths and weaknesses of the Diplomas for 14- to 19-year-olds. \(PDF\)*](#)
- Ofsted. 2010. *Reducing the numbers of young people not in education, employment or training: what works and why.* London: Office for Standards in Education, Children's Services and Skills.
- Ofsted. 2007. [*The Young Apprenticeships programme: 2004-07: an evaluation.*](#) London: Office for Standards in Education, Children's Services and Skills.
- Ofsted. 2009. [*Implementation of 14–19 reforms, including the introduction of Diplomas.*](#) London: Office for Standards in Education, Children's Services and Skills.
- Ofsted. 2010. [*Reducing the numbers of young people not in education, employment or training: what works and why.*](#) London: Office for Standards in Education, Children's Services and Skills.
- Ofsted. 2011. [*Choosing to volunteer.*](#) London: Office for Standards in Education, Children's Services and Skills.

- Orr, M. T., Bailey, T., Hughes, K. L., Kienzl, G. S. & M. M. Karp. 2007. '[The National Academy Foundation's Career Academies: Shaping Secondary Transitions](#)' in Neumark D. ed, *Improving School-to-Work Transitions*. New York: Russell Sage Foundation, pp.169-209.
- Orthner, D.K. & Hinckley J.S. & Akosm P. & Rose, A.R. 2013. '[Improving Middle School Student Engagement through Career-Relevant Instruction in the Core Curriculum](#)'. *Journal of Educational Research*, 106, pp.27-38.
- Osgood, J., Francis, B. & Archer, L. 2006. '[Gendered identities and work placement: why don't boys care?](#)' *Journal of Education Policy*, 21(3), pp.305-321.
- Packard, B.W., Kim, G.J., Sicley, M., & Piontkowski, S. 2009. '[Composition Matters: Multi-Context Informal Mentoring Networks for Low-Income Urban Adolescent Girls Pursuing Healthcare Careers](#)'. *Mentoring and Tutoring: Partnership in Learning*, 17(2), pp.187-200.
- Percy, C. 2010. [The impact of formal work experience and term-time paid employment using longitudinal data from England 2003-2007](#). London: Education and Employers Taskforce.
- Percy, C. 2010. '[NEET status during sixth form years vs. part-time paid work in years 9, 10 and 11 – an initial statistical analysis using the LSYPE](#).' *UK Education and Employers Taskforce research conference*. October 2010.
- Percy, C. & Mann, A. 2014. '[School-mediated employer engagement and labour market outcomes for young adults: wage premia, NEET outcomes and career confidence](#)' in Archer, L., Mann, A. & Stanley, J. ,eds. *Employer Engagement in Education: Theories and Evidence*. London: Routledge
- Punter, A., Adams, J. & Kraithman, L. 2007. [Adding value to Governance: an evaluation of the contribution made by governors recruited by the School Governors' One-Stop-Shop to their schools' governing bodies and to their own development](#). University of Hertfordshire.
- Porter, G., Edwards, P. & Granger, B. (2009) '[Stagnant Perceptions of Nursing Among High School Students: Results of a Shadowing Intervention Study](#)', *Journal of Professional Nursing*, 25(4), pp.227 – 233.
- Punter, A. and Adams, J. 2010. [Governors mean business – School Governors' One-Stop Shop volunteers – their contribution and added value to schools in England](#). University of Hertfordshire. School Governors' One-Stop Shop. London: SGOSS, 2010.
- QCA. 2004. *Work-related learning at Key Stage 4*. London: Qualifications and Curriculum Authority.
- QCA. 2004. [Work-related learning: Baseline study](#). London: Qualifications and Curriculum Authority.
- Qualifications and Curriculum Development Agency. 2008. [Career, work-related learning and enterprise 11-19 – a framework to support economic well being](#). London: Qualifications and Curriculum Development Agency.
- Qualifications and Curriculum Development Agency. 2009. [Teaching and learning in the Diploma – an international perspective](#). London: Qualifications and Curriculum Development Agency.
- Qualifications and Curriculum Development Agency. 2009. [Young People Omnibus: Wave 15 – A research study on work-related learning among 11-16 year olds on behalf of the Qualifications and Curriculum Authority](#). London: Qualifications and Curriculum Development Agency.

- Raffo, C. 2003. '[Disaffected Young People and the Work-related learning Curriculum at Key Stage 4: Issues of social capital development and learning as a form of cultural practice](#)'. *Journal of Education and Work*, 16(1), pp.69-86.
- Raffo, C. 2006. '[Disadvantaged young people accessing the new urban economies of the post-industrial city](#)'. *Journal of Education Policy*, 21(1), pp.75-94.
- Raffo, C. & Hall, D. 2000. [Disaffected Young People and the Work-Related Curriculum at KS4 – Issues of Social Capital Development and Learning as a Form Cultural Practice](#). Presented at the British Educational Research Association Conference, Cardiff University, 7-10 September 2000.
- Raffo, C. & Reeves, M. 2000. '[Youth transitions and Social Exclusion: Developments in Social Capital Theory](#)'. *Journal of Youth Studies*, 3(2), pp.147-166.
- Rennison, J., Maguire, S., Middleton, S. & Ashworth, K. 2005. [Young People not in Education, Employment or Training: Evidence from the Education Maintenance Allowance Pilots Database](#). Nottingham: Department for Education and Skills.
- Robertson-Smith, G. & Markwick, C. 2009. [Employee Engagement – A review of current thinking](#). Institute for Employment Studies.
- Roffey Park Institute. 2006. [Volunteering for a successful business](#).
- Rose, R. & Jones, K. 2007. '[The efficacy of a volunteer mentoring scheme in supporting young people at risk](#)'. *Emotional and Behavioural Difficulties*, 12(1), pp.3-14.
- Royal Society. 2010. [Taking a leading role](#).
- Ruhm, C. 1997. '[Is High School Employment Consumption or Investment?](#)' *Journal of Labor Economics*, 15(4), pp.735-776.
- Sabates, R., Harris, A. L. & Staff, J. 2011. '[Ambition Gone Awry: The Long Term Socioeconomic Consequences of Misaligned and Uncertain Ambitions in Adolescence](#)' *Social Science Quarterly*, 92(4), pp.1-19.
- School Governors One-Stop-Shop (SGOSS). 2011. [A Study into the Experience of School Governors Recruited Through the Open University](#).
- Schoon, I. & Duckworth, K. 2012. '[Who becomes an Entrepreneur? Early Life Experiences as Predictors of Entrepreneurship](#)' *Developmental Psychology*.
- Sjøberg, S. & Schreiner, C. 2010. [The ROSE Project: An overview and key findings](#).
- Smith, E. & Green, A. 2005. [How workplace experiences while at school affect career pathways](#). Adelaide: National Centre for Vocational Educational Research.
- Smith, W.S. & Owen, T. 1986. '[Effect of Women Science Career Role Models on Early Adolescents' Attitudes toward Scientists and Women in Science](#)'. *Journal of Research in Science Teaching*, 23(8), pp.667-676.
- Smith, P.J., Henry J. & Munro, G. 2002. '[Training young people through a school/enterprise partnership: a longitudinal study](#)'. *Education and Training*, 44(6), pp.281-289.
- Smith, P. J., Dalton, J. & Dolheguy, R. 2004. '[Student experiences of work placement in school-based vocational programs](#)'. *Education + Training*, 46(5), pp.262-268.

- Spielhofer, T. & Walker, M. 2008. [*Evaluation of Skills for Work Pilot Courses: Final Report National Foundation for Educational Research*](#). The Scottish Government.
- Springate, I., Harland, J., Lord, P. & Wilkin, A. 2008. [*Why choose physics and chemistry? The influences on physics and chemistry subject choices of BME students*](#). London: National Foundation for Educational Research.
- Staff, J., Harris, A., Sabates, R. & L. Briddell. 2010. '[*Uncertainty in Early Occupational Aspirations: Role Exploration or Aimlessness?*](#)' *Social Forces*, 89(2), pp.1-25.
- St. Clair, R., Kintrea, K. & Houston, M. 2011. [*The influence of parents, places and poverty on educational attitudes and aspirations*](#). York: Joseph Rowntree Foundation.
- Stern, D. & Briggs, D. 2001. '[*Does paid employment help or hinder performance in secondary school? Insights from US High School Students*](#)'. *Journal of Education and Work*, 14, pp.355-372.
- Stern, D., Dayton, C. & Raby, M. 2010. [*Career Academies: A proven strategy to prepare high school students for college and career*](#). California: Career Academy Support Network.
- Strathdee, R. 2001. '[*Changes in Social Capital and School-to-Work Transitions*](#)'. *Work, Employment and Society*, 15(2), pp.311-326.
- Stuart, G. & Cowen, M. 2009. [*Key Stage 4 Engagement Programme Evaluation \(PDF\)*](#). London: Department for Children, Schools and Families.
- Swail, W. S. & Kampits, E. 2004. [*Work-Based Learning & Higher Education*](#).
- Symonds, W. C., Schwartz, R. B. & Ferguson, R. 2011. [*Pathways to Prosperity: Meeting the Challenge of Preparing Americans for the 21st Century*](#). Cambridge, Massachusetts: Harvard Graduate School of Education.
- Tengelin, N. 2009. [*Corporate Investment to Increase Interest in Mathematics, Science and Technology: A general analysis for the Volvo Group*](#) Chalmers University of Technology.
- Tu, T. & Higon, J. 2013. [*Education and Employability*](#). Ipsos MORI.
- UKCES. 2009. [*The Employability Challenge: full report*](#). London: UK Commission for Employment and Skills.
- UKCES. 2010. [*Employability: Incentivising Improvement*](#). London: UK Commission for Employment and Skills.
- UKCES. 2011. [*National Employer Skills Survey*](#). London: UK Commission for Employment and Skills
UKCES.
- UKCES. 2013. [*Scaling the youth employment challenge*](#). London: UK Commission for Employment and Skills
- The National Research Centre for Career and Technical Education. 2007. [*Looking Inside the Black Box: The Value Added by Career and Technical Student Organizations to Students' High School Experience*](#). University of Minnesota.
- University of Warwick. 2006. *Evaluation of the Academy of Finance Programme*. Centre for Education and Industry.

- University of Warwick. 2009. *Evaluation of the Hackney Schools' Programme: 'Linking Work with Learning'*. Centre for Education and Industry.
- Wagstaff, M. 2009. [*Education Tomorrow*](#). London: YouGov.
- Waller, R., Harrison, N., Hatt, S. & Chundry, F. 2012. '[Undergraduates' memories of school-based work experience and the role of class and gender in placement choices.](#)' *Journal of Education and Work*.
- Weller, S. 2010. '[Young people's social capital: complex identities, dynamic networks](#)', *Ethnic and Racial Studies*, 33(5), pp.872-888.
- Wenfan, Y., Goubeaud, K. & Fry, C. 2005. '[Does School-to-Work Make a Difference? Assessing Students' Perceptions and Practices of Career-Related Skills](#)'. *Journal of Vocational Education and Training*, 57(2), pp.219-236.
- Wilson, A. & Hicks, F. [*Volunteering – The Business Case: The benefits of corporate volunteering programmes in education*](#). London: Corporate Citizenship, 2010.
- Wolf, A. 2011. [*Review of Vocational Education: the Wolf Report*](#). London: Department for Education.
- Woolley, M.E. Rose, R.A., Orthner, D.K., Akos, P.T. & Jones-Sanpei, H. 2013. '[Advancing Academic Achievement Through Career Relevance in the Middle Grades: A Longitudinal Evaluation of CareerStart.](#)' *American Education Research Journal*. DOI: 10.3102/0002831213488818.
- Yates, S., Harris, A., Sabates, R. & Staff, J. 2011. '[Early Occupational Aspirations and Fractured Transitions: A Study of Entry into 'NEET' Status in the UK](#)'. *Journal of Social Policy*, 40, pp.513-534.
- YouGov. 2008. [*Edge Annual Programme of Stakeholder research: Report*](#). London: Edge Foundation.
- YouGov. 2010. [*Edge Annual Programme of Stakeholder surveys: report*](#). London: Edge Foundation.