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.
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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.


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