

# Welcome to the 5th International Employer Engagement Conference

The 2018 conference brings together leading researchers, practitioners and policy makers from around the world to present recent research and discuss employer engagement in education, policy development and delivery and provide a platform to influence governments' commitment to innovative policy and leadership in the field.

This two day event focusses on employer engagement in education and training and how it relates to the Government's plans for social mobility improvement, the implementation of its Industrial Strategy and improving the flow of skills into the labour market post Brexit.



## THURSDAY 5th JULY 2018

|  |   |   |   |  |
|--|---|---|---|--|
| <b>09:15 – 09:45</b>   | Registration and refreshments   |   |   |  |
| <b>09:45 – 09:55</b>   | Welcome and housekeeping: <b>Professor Prue Huddleston</b> – Emeritus Professor, University of Warwick/Senior advisor, Education and Employers  |   |   |  |
| <b>10:00 – 10:30</b>   | <b>Russell Hobby</b> – CEO, Teach First   |   |   |  |
| <b>10:30 – 11:00</b>   | <b>Carl Ward</b> – President, Association of School and College Leaders (ASCL)  |   |   |  |
| <b>11:00 – 11:30</b>   | <b>Professor Kevin Orr</b> – Professor of Work and Learning/Associate Dean (Teaching and Learning), University of Huddersfield  |   |   |  |
| <b>11:40 – 12:30</b>   | <b>PUTTING SKILLS TO WORK: IT'S NOT SO MUCH THE WHAT, OR EVEN THE WHY, BUT HOW.</b> Plenary session by <b>Commercial Education Trust</b><br>Chaired by: <b>John Hiller</b> (CET) Panellists: <b>Trisha Fettes</b> and <b>Prof. Karen Evans</b> (UCL Institute of Education), <b>Jessica Mellor-Park</b> (Be Onsite/Lendlease), <b>Tom Ravenscroft</b> (Enabling Enterprise) |   |   |  |
| <b>12:30 – 13:15</b>   | <b>LUNCH</b>  |   |   |  |
| <b>13:15 – 14:30</b>   | <b>MAIN HALL</b><br><b>EMPLOYABILITY SKILLS</b><br>Chair: <b>Alice Barnard</b> (The Edge Foundation)  | <b>ROOM 2</b><br><b>EMPLOYER ENGAGEMENT IN PRIMARY</b><br>Chair: <b>Katy Hampshire</b> (Education and Employers)  | <b>ROOM 3</b><br><b>SCHOOL TO WORK TRANSITIONS</b><br>Chair: <b>Tami McCrone</b> (NFER)   | <b>ROOM 4</b><br><b>GOVERNANCE</b><br>Chair: <b>Dominic Judge</b> (Education and Employers)  |
|  | <b>Helena Knapton</b> (Edge Hill University)<br>What do employers want? A study of three professional pathways  | <b>Jordan Rehill</b> (Education and Employers)<br>Drawing the future: exploring the career aspirations of primary aged children   | <b>Gillian Considine</b> (The Smith Family, Australia)<br>Supporting students from disadvantaged backgrounds to succeed at school and beyond.                                     | <b>Jose Manuel Galvin Arribas</b> (European Training Foundation)<br>Decentralization for an attractive & innovative VET System in Ukraine: Good multilevel governance on the spotlight                     |
|  | <b>Stella Williams</b> (Newman University)<br>Employability as a personal construct: Understanding the role of employers in education for employability   | <b>Dr Elnaz Kashefpakdel</b> (Education and Employers)<br>The role of primary teachers and schools in improving post school progression   | <b>Katy Morris</b> (European University Institute)<br>Getting a job where there are no jobs: Local labour markets and the transition from education to work                       | <b>Carmen Nicoara</b> (PhD candidate, Kings College London)<br>Mind the gap: The integration of polycentric models of governance in the local English VET system   |
|  | <b>Professor Bill Lucas</b> (University of Winchester)<br>International perspectives on how education offers solutions to tackle skills mismatch and shortages  | <b>Ruth Fortmann</b> (PhD candidate, London School of Economics)<br>Role models and educational attainment: Evidence from English primary schools   | <b>Dr Deirdre Hughes OBE</b> (CFE Research)<br>User insights: Research into post-16 choices   | <b>Alister Bould</b> (Inspiring Governance)<br>Connecting employee volunteers with schools/colleges governing boards   |
|  | <b>Antonio Ranieri</b> (Cedefop)<br>The future of work and the changing role of Vocational Education and Training   | <b>Dr Pam Hanley and Dr Maria Turkenburg</b> (University of York)<br>Employer engagement: too little, too late?   |   | <b>Madeleine King</b> (Mixed Economy Group of Colleges) and <b>John Widdowson</b> (New College Durham)<br>Higher education in Further Education colleges: leading the challenge                            |
|  | <b>Q&amp;A – 15 MINUTES</b>   | <b>Q&amp;A – 15 MINUTES</b>   | <b>Q&amp;A – 15 MINUTES</b>   | <b>Q&amp;A – 15 MINUTES</b>  |
| <b>14:35 – 15:50</b>   | <b>MAIN HALL</b><br><b>CENTRE FOR VOCATIONAL EDUCATION RESEARCH (CVER) SYMPOSIUM</b><br>Chair: <b>Chris Percy</b> (Education and Employers)   | <b>ROOM 2</b><br><b>VET QUALIFICATIONS</b><br>Chair: <b>Professor Prue Huddleston</b> (University of Warwick)   | <b>ROOM 3</b><br><b>VET POLICY – UK AND INTERNATIONAL PERSPECTIVES</b><br>Chair: <b>Olly Newton</b> (The Edge Foundation)   | <b>ROOM 4</b><br><b>UTC</b><br>Chair: <b>Dr Deirdre Hughes</b> (CFE Research)  |
|  | <b>Dr Jenifer Ruiz-Valenzuela</b> (CVER)<br>Where versus What? Estimating the value added of colleges and the returns to field of study   | <b>Dr Joanna Williamson</b> (Cambridge Assessment)<br>Examining the use of technical qualifications within Key Stage 5 programmes of study  | <b>Arlene Thompson</b> (Government of the Virgin Islands)<br>Bridging the gaps between VET policy, practice and apprenticeship – an international perspective                     | <b>Tami McCrone</b> (NFER) <b>Andrea Laczik</b> (Edge Foundation)<br>Project based learning in university technical colleges (UTCs). How are employers engaged?  |
|  | <b>Professor Sandra McNally</b> (CVER)<br>The impact of the opening of new technical schools on student performance: Evidence from University Technical Colleges.   | <b>Dr Eleanor Andresen</b> (Pearson)<br>Investigating the impact of standard based apprenticeships  | <b>Professor Ken Spours</b> (UCL Institute of Education)<br>Post-16 area reviews in London: moving to a more collaborative phase for further education?                           | <b>Diane Gomery</b> (EdD doctoral student, UCL Institute of Education)<br>University Technical Colleges: Leadership's perceptions of the technical education on offer and the value of employer engagement |
|  | <b>Dr Chiara Cavaglia</b> (CVER)<br>Apprenticeships for young people in England: Is there a payoff?   | <b>Dr Sylvia Vitello and Dr Simon Child</b> (Cambridge Assessment)<br>Vocational qualifications for 14-16 year olds: exploration of knowledge, skills and teacher perceptions   | <b>Dr Lynne Rogers</b> (UCL Institute of Education)<br>Post-16 progression to vocational education: the impact of accountability measures on low and middle attainers             | <b>Dave Knapton</b> (University of Sunderland)<br>Ensuring an effective engineering HE provision for STEM engaged applicants from UTC Education  |
|  | <b>Professor Steven McIntosh</b> (CVER)<br>The Labour Market Outcomes of Older Versus Younger Apprentices: A Comparison of Earnings Differentials   |   |   | <b>Professor Ann Hodgson</b> (UCL Institute of Education)<br>Beyond employer engagement: exploring the nature of partnerships working for skills development in East London                                |
|  | <b>Q&amp;A – 15 MINUTES</b>   | <b>Q&amp;A – 15 MINUTES</b>   | <b>Q&amp;A – 15 MINUTES</b>   | <b>Q&amp;A – 15 MINUTES</b>  |
| <b>15:50 – 16:05</b>   | <b>COMFORT BREAK – REFRESHMENTS SERVED</b>  |   |   |  |
| <b>16:05 – 17:35</b>   | <b>MAIN HALL</b><br><b>VOCATIONAL AND ACADEMIC PATHWAYS – ROLE OF EMPLOYERS</b><br>Chair: <b>Dr Lynne Rogers</b> (UCL Institute of Education)   | <b>ROOM 2</b><br><b>EMPLOYER ENGAGEMENT – BENEFITS AND EXAMPLES</b>   | <b>ROOM 3</b><br><b>APPRENTICESHIPS AND VET PATHWAYS – INTERNATIONAL COMPARISONS</b><br>Chair: <b>Professor Sandra McNally</b> (CVER)   | <b>ROOM 4</b><br><b>EMPLOYER ENGAGEMENT IN EDUCATION</b><br>Chair: <b>Andrea Laczik</b> (The Edge Foundation)  |
|  | <b>Chris Cooper</b> (British Council)<br>International Reflections on Technical and Vocational Education and Training (TVET) Governance'  | <b>Andrew Stogdale</b> (Inspire 2 Learn)<br>There's more are the door! The successes and stresses of running successful employer engagement with schools in a grand scale   | <b>Professor Thomas Deissingner</b> (University of Konstanz)<br>Employer commitment in the German apprenticeship system – tensions, paradoxes, and the challenge of academisation | <b>Professor Tristram Hooley</b> (Careers and Enterprise Company)<br>State of the nation 2: Careers and enterprise provision in England's schools  |
|  | <b>Professor David Kane and Dr James Williams</b> (Birmingham City University)<br>Vulnerable young people, employers and VET  | <b>Siobhan Eke</b> (Adnams)<br>Food for Thought: Growing food, growing people, growing business.  | <b>Amelia Peterson</b> (PhD candidate, Harvard University)<br>Different but equal? The role of equivalency policies in sustaining secondary VET                                   | <b>Christian Percy and Dr Elnaz Kashefpakdel</b> (Education and Employers)<br>Socialised social capital: Insiders or outsiders, who do you trust? Engaging employers in school-based career activities     |
|  | <b>Dr Susan McGrath</b> (PhD candidate, UCL Institute of Education)<br>"With a degree I'll get a good job." A role for employers in UCAS decision-making?   | <b>Alex Warner and Alice Eardley</b> (Activate Learning)<br>Meaningful English and Maths  | <b>Ivan Diego Rodriguez</b> (Valnalon)<br>Exploring graduate tracking and alumni relations in VET school. A case study of European countries.                                     | <b>Ewan MacRae</b> (PhD candidate, Queens University Belfast)<br>Engaging teachers in evidence-based practice: Challenges and opportunities  |
| <b>Olly Newton</b> (The Edge Foundation)<br>Our plan for higher education: Diverse, employment focussed, value for money | <b>Tom Bulman</b> (Work Tree)<br>Measuring the meaningfulness of brief employer encounters  | <b>Dr Philipp Struck and Professor Franz Kaiser</b> (University of Rostock, Institute for Vocational Education)<br>Increased educational aspirations and their consequences for the vocational education system in Germany. | <b>Janet Hanson and Professor Bill Lucas</b> (University of Winchester)<br>The role of leadership in increasing employer engagement among teachers                                |  |
|  | <b>Q&amp;A – 15 MINUTES</b>   | <b>Q&amp;A – 15 MINUTES</b>   | <b>Q&amp;A – 15 MINUTES</b>   | <b>Q&amp;A – 15 MINUTES</b>  |
| <b>17:45</b>   | <b>DAY ONE ENDS</b>   |   |   |  |



FRIDAY 6th JULY 2018

|                             |   |  |   |  |
|-----------------------------|---|--|---|--|
| 09:00 – 09:30               | Registration and refreshments   |  |   |  |
| 09:30 – 09:35               | Welcome and housekeeping: <b>Professor Prue Huddleston</b> – Emeritus Professor, University of Warwick/Senior advisor, Education and Employers  |  |   |  |
| 09:35 – 11:20               | <b>KEYNOTE PANEL: Rt Hon. David Laws</b> – Executive Chairman, The Education Policy Institute, <b>Dr Anthony Mann</b> – Senior Policy Analyst, OECD, <b>Sherry Couto CBE</b> – CEO, Founders4Schools  |  |   |  |
| 11:20 – 12:35               | <b>BREAKING DOWN BARRIERS: INCREASING OPPORTUNITIES FOR SOCIAL MOBILITY.</b> Plenary session by <b>Eurofound</b><br>Chaired by: <b>Robert Anderson</b> (Eurofound). Panellists: <b>Martin Sandbu</b> (Financial Times), <b>Dr Louise Ashley</b> (Royal Holloway), <b>Helen Brand OBE</b> (ACCA)   |  |   |  |
| 12:35 – 13:35               | LUNCH   |  |   |  |
| 13:35 – 14:50               | <b>MAIN HALL</b><br><b>INTERNATIONAL VET COMPARISON</b><br>Chair: <b>Dr Anthony Mann</b> (OECD)   | <b>ROOM 2</b><br><b>EMPLOYERS PERSPECTIVE</b><br>Chair: <b>Ian Duffy</b> (BP)  | <b>ROOM 3</b><br><b>YOUTH LABOUR MARKET – TRAINEESHIPS AND WORK-BASED LEARNING</b><br>Chair: <b>Professor Prue Huddleston</b> (University of Warwick) | <b>ROOM 4</b><br><b>THE FUTURE OF SKILLS</b><br>Chair: <b>Brian Lightman</b> (formerly ASCL)   |
|                             | <b>Professor Erica Smith</b> (Federation University Australia)<br>Some international developments in apprenticeship: current issues of concern  | <b>Vanessa Dodd and Dr Jill Hanson</b> (University of Derby)<br>Using empowerment theory to contextualise employer engagement: evidence from a teacher externship intervention | <b>Dr Elizabeth Knight</b> (Monash University)<br>Higher vocational education – what does it mean for vocational education?                           | <b>Jay Derrick</b> (UCL Institute of Education)<br>How do high-performing organisations make use of informal modes of learning and team-working to support innovation? |
|                             | <b>Dr Hilary Steedman</b> (CVER)<br>Building apprentices' skills in the workplace: car service in Germany, the UK and Spain   | <b>Professor Melanie Simms</b> (University of Glasgow)<br>Understanding employer engagement with apprenticeships in the UK   | <b>Hayley Dalton</b> (Pearson)<br>Anatomy of effective work placement: a framework for deliverers and developers                                      | <b>Duncan MacDonald</b> (OECD)<br>The end of job stability? Recent trends in labour market mobility across OECD countries  |
|                             | <b>Ollly Newton</b> (The Edge Foundation)<br>Policy Learning from VET models in the US  |  | <b>Dr Deirdre Hughes OBE</b> (CFE Research)<br>User insights: Research into post-16 choices   | <b>Liz Watts</b> (EdComms) and <b>Natasha Palladino</b> (School 21)<br>Developing a new model for employability: an action research project                            |
|                             | <b>Sidse Frich Thygesen, Kristian Klausen and Signe Emilie Bech Christensen</b> (DEA)<br>Age, gender and competencies: Opportunities and disadvantages of profound social partner engagement  | <b>Bethany Fovargue</b> (CILT UK)<br>Pupil Engagement: a collaborative employer perspective  | <b>Gillian Wylie and Patrick Watt</b> (Skills Development Scotland)<br>Wider impacts of apprenticeships   | <b>Andrea Laczik</b> (The Edge Foundation)<br>Skills competitions: the experiences of past competitors   |
| <b>Q&amp;A – 15 MINUTES</b> |   |  |   |  |
| 14:55 – 15:40               | <b>Q&amp;A EXPERT PANEL: CAREER DIALOGUE: SCHOOL TO WORK TRANSITIONS</b><br>Chaired by: <b>Dr Deirdre Hughes OBE</b> (CFE Research). Panellists: <b>Dr Anthony Mann</b> (OECD), <b>Katharine Horler OBE</b> (Careers England), <b>Professor Tristram Hooley</b> (The Careers and Enterprise Company), <b>Dr Elnaz Kashefpakdel</b> (Education and Employers). |  |   |  |
| 15:40 – 16:00               | <b>CLOSING REMARKS: Ollly Newton</b> – Director of Policy and Research, Edge Foundation   |  |   |  |



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In addition to the research carried out by the charity in the past nine years, Education and Employers run a number of volunteering programmes aimed at helping schools raise aspirations and broaden horizons for young people. **Inspiring the Future** enables young people to connect directly with volunteers from the world of work and **Inspiring Governance** helps schools find governors. Becoming a volunteer is quick, easy and free.

centre of a large international community of interest engaged in research into employer engagement in education: it runs conferences and seminars showcasing high quality new research; presents an online library of key research publications covering employer engagement and career development activities. In 2014, the team published with Routledge the first collection of research essays on the subject, a new collection *Essays on Employer Engagement in Education* is due to be published in Summer 2018.

Since its creation in 2009, the Education and Employers research team has been responsible for more than 40 publications on the subject of employer engagement in education. A series of peer review articles have presented new quantified research demonstrating the impact of employer engagement in education on future earnings and employment. These articles have gone on to influence government policy in this area, being cited most recently in the 2017 Careers Strategy. The team sits at the

# 5th International Conference on Employer Engagement in Education and Training: 2018



FULL CONFERENCE PROGRAMME INSIDE

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