

# Employer Engagement Information Pack



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# What is a UTC?

UTCs are state funded technical schools for 14-19 year olds set up to address the skills gap in STEM subjects and to meet the needs of employers. They fall under the umbrella of the Baker Dearing trust but each college is separate, with the autonomy to outline its own direction and funding, and charity status. UTCs are supported by a partner university and work with staff to develop a curriculum that provides students with an innovative, first class, hands on learning experience.

They deliver a specialist education that combines technical, practical and academic learning so students are learning beyond traditional GCSE and A-Level curricula, and have the opportunity to apply theory to real life.

UTCs have an excellent record of student success. 93% of students leaving UTCs have stayed in education, begun an apprenticeship or started a job. 47% of UTC leavers went to university, with 81% choosing STEM courses compared to 46% nationally. 27% of apprenticeships undertaken by UTC students, compared with 6% nationally. 39% of UTC leavers begun an apprenticeship or started university with industry partners. 57% of all apprenticeships undertaken are at Higher or Degree level, compared with 20% nationally. Student and parent satisfaction is also high; 85% of students feel confident in their ability to succeed in work and 85% of parents say that the UTC is effectively preparing their child for the world of work.

# Who Are We?

Engineering UTC Northern Lincolnshire is a purpose built college which first opened its doors in 2015 and is situated in the centre of Scunthorpe. It has the capacity for up to 600 13-19 year old students and a team of dedicated staff. Specialising in a wide range of engineering skillsets and qualifications, as well as delivering core GCSE and A Level subjects, our curriculum offers employer-led projects and enrichment activities that enable students to pursue the best opportunities for further study and career progression, and be equipped with the skills required for the world of work. Engineering UTC Northern Lincolnshire has been recognised as one of the best performed UTC's in the country under the Progress 8 measure. Our students have an excellent record of securing top destinations including high level engineering apprenticeships, university placements and full-time positions; a trend that saw 100% of our 2019 summer leavers secure a successful destination!

Our facilities allow students to explore the world of engineering using specialist equipment that gives them a taster of what to expect and to understand the workings of the industry.

The University of Hull is our university sponsor and ABP Humber, Tronox, Phillips 66, Orsted, Airco and RAF compromise our lead industry sponsors.

# What makes a UTC different?

Engineering UTC Northern Lincolnshire seeks to offer a unique place of education in Scunthorpe, so students are prepared for roles in the industry through relevant experience and can meet the skills shortages in the region.

- At the Engineering UTC Northern Lincolnshire, year 9 students will spend a large majority of their time in core academic lessons which include English, Maths and Sciences, with the rest of their time being introduced to engineering, industry-specific projects and enrichment activities. Year 10 and 11 will experience Engineering subjects as part of their core curriculum alongside of selecting optional subjects to form a more personalised curriculum plan. For year 12 and 13 students there are two pathways: the first is and A Level route and the second involves a combination of A Levels and Cambridge Technical Engineering qualifications. Alongside a traditional curriculum all students have timetabled enrichment lessons which cover a range of employer engagement opportunities, including practical tasks and projects.
- Each UTC is backed by a local university to develop a partnership that seeks to improve the curricula offered to students by providing plenty of hands on experience and knowledge of life after work. We are supported by the University of Hull, which offers an unconditional place to all students who successfully complete their studies.
- UTCs have a longer school day to reflect the working day.
- Workplace learning – students have unique access to employers as they undertake visits, placements and practical projects within companies to explore their technical skills and creative thinking.
- Employability skills – lessons are not confined to subject-specific skills but students are encouraged to develop employability skills such as teamwork, self-management and problem solving.
- UTCs focus on science, technology, engineering and maths with an emphasis on practical learning.
- The UTC work closely with industry partners to contextualise the teaching and learning with regard to industry workplace practices.





# What is Employer Engagement?

Employers can be involved with the school and students in a multitude of ways. It brings together education and industry so students can leave with the skills that meet the needs of employers and make them ready to be an effective part of the workforce.

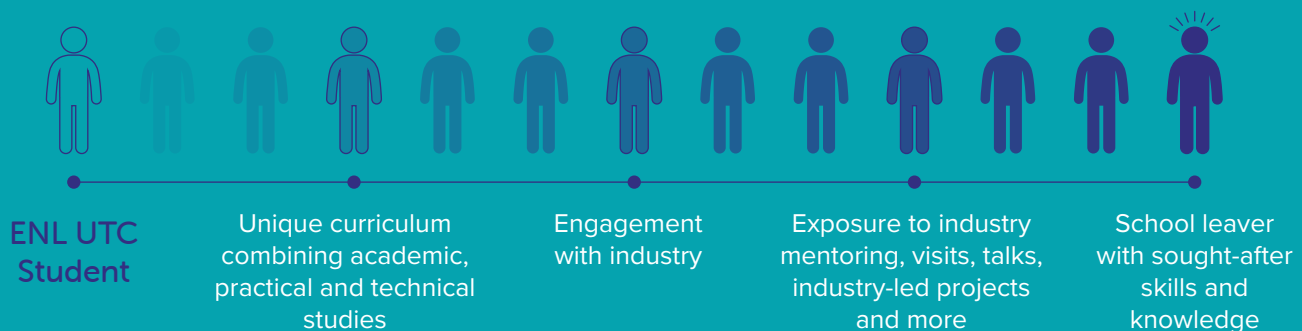
## Why have UTCs been set up?

UTCs were created in response to industry demand for skilled workers. Evidence taken from research studies, and small and large companies have expressed that there is a concern in regards to the number of young people who are not equipped with the necessary technical and workplace skills required for the industry. This, combined with an ageing workforce in the industry, has presented the necessity for not only solving the skills gap but also redressing the lack of women. The need to diversify the workforce means UTCs work with companies to attract women and provide a pathway for young people to pursue a career in the manufacturing and engineering industry whilst meeting the needs of employers.



# The Benefits to Employers

- We offer all our partners publicity through logo boards, events and press coverage, as well as exposure to students and parents. For example, our social media highlights how we have been working with companies; on our website there are student profiles detailing their interaction and work with companies; employer engagement is often featured in local and regional newspapers and websites; and events such as careers fairs and end of year celebrations bring students and parents into contact with companies.
- There is the potential for more efficient recruitment as you can identify and attract the best students and ensure they are a fit for the company.
- By working directly with students you have the chance to effect the skills and development of the future workforce.
- This will count as corporate social responsibility and will improve the company image.
- To see tangible outcomes in the growth of young people through your involvement.
- Your staff will gain and develop skills through training and interacting with young people.
- We share with our partners the curriculum and involve them in the shaping and delivery of it thereby determining the knowledge and skills of your prospective employees. For example, employers can help select the topics and units to be taught, act as guest lecturers, and set assignments.
- By working on real life projects students can bring in fresh ideas and a new perspective to the work that you do.



# How can Employers get Involved?

We aim to select the best blend of activities that meet the unit learning outcomes, the students' needs and the employer environment, so there are a range of opportunities that you can engage with.

## Mock Interviews

Students have access to a careers advisor and are encouraged to develop their employability skills by becoming efficient and effective in planning their career progression. Mock interviews are an excellent way of preparing students and giving an insight into what they can expect from interviews, and help them to reflect on themselves and their progress. Mock interviews can consist of assessment centres or one to one interviews.

## Employer Talks

Talks give you the chance to share an in depth look at the company that highlight the diversity of what the company offers, challenge misconceptions, give advice on recruitment and skills so students may recognise if the company is a fit for them and how they can work towards applying.

## Business Breakfasts and Lunches

These events are a great way for employers to get to know the students, and for students to increase their awareness of what the company offers and

what it looks for in its employees. Since it's more informal and smaller, students have the chance to network and build links, and employers have a more interactive discussion with students.

## Placements

Placements are designed with a clear programme and agreed outcomes that benefit both the student and employer. It can vary in length from half a day to over 12 weeks, with an opportunity for flexible working hours in line with legislation. We have many examples of the types of placements that you can offer, which are tailored to the needs of the student, college and organisation. We give advice on the suitability of the project and its structure.

## Visits to Site

A visit to the company site allows students to see the operations, equipment, the scope of the business, and learn of the type of roles and departments available. In addition to a tour, it can include activities and challenges.

### Projects in the UTC

Projects are part of the school timetable and follow specific themes. They may be designed in conjunction with UTC staff or as part of competitions. Projects can be incorporated through the curriculum or in our enrichment lessons.

### Mentoring

Students can work with experts to discuss their personal and educational development and career paths. Mentoring can be motivating for students and help them learn how to forge professional relationships.

### Curriculum Support to a Department

Employers can liaise with teachers to define the curriculum, what it delivers and how. This enables you to ensure that students are learning what is relevant and needed for the industry in addition to core units.

### Old Equipment

One of the highlights of Engineering UTC Northern Lincolnshire is the high standard facilities we provide. We aim to offer the best and so are always happy to take old equipment from companies. We also accept scrap or damaged parts and equipment so that students have the experience of fixing and restoration.

### Speed Networking

You can interact with students in a fast paced but more personalised environment to give tailored advice and learn about the individual experiences and skills of students.

### Other

We are open to the ways that you get involved and are always excited to hear your ideas and include new initiatives that will maximise your contribution.

# How will it work in real life?

At Engineering UTC Northern Lincolnshire we want to keep things as simple and easy as possible for our industry partners by keeping paperwork to a minimum, and ensuring clear communication and efficient planning. We will also provide clear guidelines, support and advice. The main point of contact will be our Business Engagement Leader who will work to maintain the following:

- Contact details and clear communication methods in case problems arise.
- Practical arrangements such as directions, parking, dress code, etc.
- Clear understanding of the purpose of activities to make it clear and focused.
- Risk assessments for visits and placements.
- A booklet for students to make clear what is expected of them.
- An opportunity to provide feedback so students can develop their workplace skills and so you can improve your practice.



# Business Engagement Leader

The role of the Business Engagement Leader at the UTC is to provide the opportunities for businesses to work with both staff and students of the UTC to support in a variety of ways.

*“Connecting business and education has never been so important. Businesses have a responsibility to ensure that the future generation is aware of the skills required to be successful in industry. Equally students need to ensure that they have the employability skills that employers are looking for in their future workforce. In order to create a productive and skilled workforce, it is essential for us to bridge the gap between schools and businesses and make it easier for businesses to access school staff and students. Only through collaboration can we ensure that the economy will continue to grow.”*

– Carly Boden, Business Engagement Leader

# What have our industry partners done?

Our industry partners have been huge supporters of Engineering UTC Northern Lincolnshire and our students, and have delivered many amazing opportunities. Here are a few of the highlights:

- Women in Engineering events supported by British Steel, Siemens, Airco, BP, CITB, Engineering Bridge, and Spencer Group
- Jacobs have sponsored selected students to complete their CCSNG Health and Safety passport
- Health and Safety talk by British Steel
- School Visit to Jaguar Land Rover with a simulated production line challenge
- Enterprise Challenge with Swift Caravans for Global Enterprise Week
- Business Lunches with Singleton Birch, DONG Energy, and ECITB amongst others
- University of Hull visit and tour
- Work Placements with Phillips 66 and British Steel
- Trip to RAF Scampton
- Impeller Design Project with Stem UK
- Airco Apprentices Talk
- Courtyard equipment sponsored by Phillips 66
- Talk and lunch with Nicky Morgan MP and local female apprentices



*“Partnership work like this is essential to help deliver well rounded, qualified and experienced young people; our employees of the future. It’s great to work with such a proactive school as the Engineering UTC Northern Lincolnshire.”*

– Nina Stobart, Phillips 66

*“We are extremely proud to be associated with Engineering UTC Northern Lincolnshire. The college is hugely important to us, providing us with our employees of the future. We help to shape the curriculum to ensure students will graduate with skills that are relevant not only to us, but other local employers in the renewables and engineering sectors here in the Engineering region.”*

– Gavin Jones, Tronox

*“We are delighted that the ENL UTC is taking a proactive role in developing its STEM ethos so all students can apply their learning to real world contexts and understand what their careers in the future will look like.”*

– Mike Cargill, STEM UK