

What are the Employer Standards?

An overview for Careers Leaders and Educators



The [Employer Standards](#) have been launched nationally and are a new framework designed to help employers of all sizes to understand what activity creates the most impact when they are working with schools, special schools and colleges.

The nine standards provide a framework for effective careers engagement with the education sector and aim to:

- Inspire young people about employment sectors, businesses and the world of work.
- Develop young people's skills and help set them up for success.
- Demonstrate how effective collaboration between employers and schools, special schools and colleges can build sustained and beneficial relationships.

Employers who have already used the Employer Standards say it is helping them to close skills gaps, attract job and apprenticeship applicants, develop talent pipelines and increase diversity within their workforce. They also tell us that it is flagging gaps in their approach and highlighting where their outreach can be improved to achieve greater impact for both the educational institution and their learners.

What are the potential benefits for my careers programme?

The Employer Standards have been designed to help employers enhance and add value to your existing careers strategy by bringing together the priorities of educators and those of employers through the language of business. As more employers use them to help plan their engagement activities, you should see an impact on your interactions with employers as the Employer Standards aim to:

- **Improve quality** – by raising the quality of careers education for all young people.
- **Build effective relationships** – by encouraging longer term, strategic relationships between employers, schools, special schools and colleges.
- **Provide meaningful interventions** – by encouraging sustained engagement with employers at earlier stages within the careers learning journey .
- **Support learner transitions** – by improving connections between employer outreach activities and recruitment, selection and onboarding of new applicants.

How can I find out more?

If your school, special school or college is part of a Careers Hub, your Enterprise Coordinator will be able to provide you with more information.

Alternatively, you can visit: www.careersandenterprise.co.uk/employer-standards/ or email employerstandards@careersandenterprise.co.uk