

Enfield
Education
Business
Partnership



Enfield EBP Annual Review Autumn 2011

Today's Students Tomorrow's Workforce

Message from the Chairman

The most challenging part of an annual message is to avoid commenting on the plans for activities in future years. My brief is to concentrate on the past year and the successes and services provided by the Enfield Education Business Partnership. I would like to begin by highlighting three activities from the many I could have chosen. The first draws attention to an activity which has grown in Enfield and nationally over the five years since its inception, whilst the other two are new and innovative and took place for the first time this year.

In July, I was again privileged to be invited to the 'Go4it' Celebration Award Ceremony for those organisations that had achieved the award during the school year. The Go4it Award, now in its fifth year, has consistently featured a strong representation from Enfield schools. Thanks to support from the RSA Trust, the Go4it team and the support and collaboration between Enfield EBP and the Local Authority, the borough has the largest number of schools who have received an award in the UK.

Secondly, the EBP developed a new project called 'To Employability and Beyond', to help a group of students on an ESOL (English for Speakers of Other Languages) course to

develop their employability skills through a tailor-made programme of employability skills workshops, including visits to a workplace and a university, a Work Experience placement and personalised support from a Connexions Adviser.

Finally, earlier this year, Enfield EBP developed an idea for an innovative Jobs & Apprenticeships Fair, and delivered it with the support of various partner organisations. Employers and Training Providers attending the event had to have employment opportunities or Apprenticeship vacancies to fill and be prepared to offer these to suitable candidates. The event was well attended and was considered by all to be a great success and well worth repeating next year.

I do hope you will read the rest of this report which refers to all the partnership activities and work related programmes, including our work experience opportunities, which run very successfully throughout the year. These services to schools and colleges in Enfield provide a key ingredient in offering further curriculum breadth and relevance.

During this year cut backs in educational budgets, and the removal of key grants to EBPs, which

have subsidised our services to schools, have endangered the future provision of work related education in Enfield. The Board of Enfield EBP, along with the Local Authority, is looking at ways in which we can ensure that the range of services on offer can continue to be available to schools and colleges. I would like to thank the Board for their ongoing support, I would like also to thank the Local Authority who continue to value the work of the EBP and show a willingness to help the organisation through this difficult period.

Finally I would like to thank the schools, colleges, training providers, business support agencies and employers who have supported us this year. The continuance of this support is crucial in determining the shape of future provision in Enfield. I would also want to thank the many excellent students that have enjoyed and benefited from activities organised by the Enfield EBP this year.

I am sure that, with the support of all our partners, the important work of helping *'Today's Students' become 'Tomorrow's Workforce'* will continue to make a difference.

Our Achievements

During the year, over 10,700 young people from Enfield schools and colleges took part in activities delivered and supported by the Enfield EBP, including:

- ▶ over 3,300 students who successfully completed Work Experience placements, the majority of which were offered by businesses in the borough, arranged through our Enfield Work Experience service
- ▶ over 4,500 secondary students participated in a range of Work Related Learning activities and events designed to help develop their employability skills, improve their motivation and raise their aspirations
- ▶ almost 3,000 primary pupils took part in the programmes designed to support their learning in key curriculum areas, including Personal, Social, Health Education and Enterprise.

In addition, we have continued to engage in a diverse range of other activities. For example, we have worked in partnership with colleagues:

- ▶ in the Regeneration, Leisure & Culture Department and Southgate College to organise our first 'Jobs & Apprenticeships

Fair', which was attended by almost 900 people

- ▶ in the School Improvement Service in support of the first 'Enfield Science Week' programme
- ▶ in Job Centre Plus on a pilot project to help a small group of unemployed young people improve their chances of gaining employment
- ▶ in two primary schools, a secondary school, a special school and a college to help them achieve the national 'Go4it' Award quality mark.

The feedback we have received from employers, students and teachers continues to be very positive and clearly shows that our programmes have helped young people learn more about the world of work and develop the employability skills valued by employers. Our work-related activities are designed to offer mutual benefits for businesses as well as enhancing the employability skills of young people in Enfield, and facilitating their transition to the world of work. Our programmes could not have achieved the success they have without the high level of support from across the business community. We would therefore like to thank,

once again, the many hundreds of employers who have offered Work Experience placement opportunities and participated in our events and Work Related Learning programmes over the past year.



Working in Partnership

Enfield EBP aims to enhance the employability skills of all the young people who participate in our activities. Throughout the year, we have continued to work in partnership with many organisations in both the education and business communities to help us achieve this aim.

We would like to thank those business organisations, and their staff with whom we have worked, for the time, commitment and resources that they have continued to give in support of the development and learning of young people in the borough. Through their offers of Work Experience placements and their participation in a range of other Work Related Learning programmes

and other events, employers from a range of business sectors and types of company have had the opportunity to not only learn more about developments in education but also to share good practice, network and further develop their own skills.

We continued to lead the North London STEMPoint Brokerage partnership covering 8 London boroughs. This work focused on helping to raise the profile of STEM subjects (Science, Technology, Engineering & Maths) and raising awareness of opportunities of STEM-related careers through enhancement and enrichment of the curriculum and the involvement of STEM Ambassadors in supporting

various activities in schools.

The EBP also continued to work with the national 'Go4it' Quality Award team, to support another group of schools and a college, (the first to do so in the country), through the process of achieving the prestigious 'Go4it' Award quality mark. The aim of the award is to encourage education organisations to adopt an enterprising and innovative approach to embracing challenges and opportunities to enhance the learning of their students.

There continues to be widespread concern about the level of youth unemployment in the borough and the challenges facing young people who are hoping to enter the employment market. The issue



The EBP is known for its ability to be flexible and adaptable; we have ensured that the approach we take reflects the 'Partnership' that is in our name.

of helping young people make the successful transition from education to employment will remain central to our efforts as we continue to work with 'Today's Students' to help them become 'Tomorrow's Workforce'.

During the year, the EBP has actively engaged with various regeneration initiatives and strategic groups in the borough that have been set up to help young people, and other residents in the borough, get into employment. This has involved the EBP working closely with the various partner organisations at the Enfield Business Centre and a range of other business support organisations, training providers, schools and colleges. One outcome of this collaboration was the highly successful 'Enfield Jobs & Apprenticeships Fair' that took place in July.

The endorsement by the Government of the recommendations contained in the Wolf Report, which was published earlier in the year, will lead to changes in the way in which schools and colleges

use Work Experience placements, and other Work Related Learning activities, to support the learning objectives of their students. The decision by the Department of Education to withdraw the funding that had been available for over a decade to support various EBP programmes, together with other national policy changes, will have a major impact on the work of the EBP over the coming year. The EBP has, therefore, been forging new partnerships and developing a new business model that will secure delivery of EBP's services in the longer term.

As new priorities emerge, we will continue to provide a range of high quality services tailored to meet specific customer requirements. We therefore look forward to continuing to work together in partnership with schools, Academies, colleges, the Local Authority, training providers, business support agencies and businesses to help young people develop their employability skills and learn at first-hand about the world of work.



Work Related Learning Programmes

We have continued to deliver a range of high quality, innovative Work Related Learning programmes involving Enfield schools and colleges during the course of the year, which have involved thousands of young people. They have been supported by many representatives from the business community, who despite the economic climate, have continued to work closely with us to share their expertise and support with Enfield students.

Approximately half of the 4,500 secondary students who participated in our school-based programmes last year did so through whole-day events in schools. These 'Work Related Learning / Enterprise' days involved whole year groups of students and the usual lesson timetable is replaced by a programme of workshops and activities. The aim of these events was to develop students' employability skills, financial awareness, knowledge of the world of work and the range of career opportunities that there are in various sectors of the economy.

Other Work Related Learning activities in our programme have focussed on raising young people's aspirations and improving their motivation. They also involved students in undertaking taster

courses in different vocational areas, participating in workplace visits and working with employers on a 1:1 basis through taking part in activities such as practice interviews and mentoring.

Our Skills Training And Re-motivation Project, or, as it's usually called, the STAR Project, continued to offer students aged 14-16 the opportunity to experience a range of taster courses, covering various vocational sectors, including Construction, Child Care, Motor Cycle Maintenance, and Hair & Beauty. The STAR Project courses have been delivered by a range of professional training providers, including all the local colleges.

A Business Mentoring programme was organised for 24 students from two schools who it was felt would gain the most benefit from the opportunity to have 1:1 meetings with an employer. Each student matched with a local business

mentor, who they would meet regularly and communicate via E-mentoring to exchange ideas, set personal goals and discuss career aims.

We have continued to share exciting and innovative STEM-related approaches with Enfield schools and



colleges, including engaging employers to support the borough's first 'Science Week'. We have also maintained our excellent working partnership with the EBPs and schools in the eight London boroughs participating in the STEMNET North London Brokerage contract, which had been awarded to Enfield EBP almost three years ago.

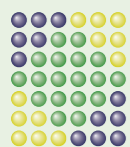
Other programmes and new initiatives have included:

- ▶ our work with primary schools, which involved almost 3,000 pupils in EBP organised and supported activities. These included the ever-popular First Class Skills enterprise project, which ran in 8 schools, and the Junior Citizens programme, which remains a very valuable way in helping young people to stay safe and involved the majority of primary schools in the borough
- ▶ the Enfield Jobs & Apprenticeships Fair, which took place at Southgate College, was attended by almost 900 people and supported by over 30 businesses and training organisations, all of which had training or employment opportunities on offer. This was the first time that the EBP had

taken a lead role in organising such an event and demonstrates our commitment to supporting people seeking jobs.



Enfield Work Experience



Enfield Work Experience

Enfield Work Experience is our largest single Work Related Learning activity and aims to ensure that there are sufficient work placement opportunities

for all young people within our community. This includes placements for those that are vulnerable, care leavers, young offenders, students with Learning Difficulties and / or Disabilities, school 'refusers' and young people not attending school.

In 2010/11 we organised 3,300 placements and worked with 18 schools in the borough, as well as local colleges and training providers. Whilst the majority of these were 'block' placements lasting 2 weeks, there were also a significant number of 'extended' placements of one or more days a week for a number of weeks.

In addition we worked on a wide range of other projects:

- ▶ **Job Centre Plus** - we built a portfolio of employers willing to take people over 18 on Work Experience and supported workshops to help identify areas of interest and match clients to our portfolio of placements.
- ▶ **Leaving Care Team** – we helped with the delivery of the advanced Asdan 'Employability' qualification, sourcing Work Experience with

local employers and preparing young people for their placement.

- ▶ **School Gates project** – we assisted unemployed adults with children at school to gain employability skills and access the jobs market.
- ▶ **Supporting students with Learning Difficulties and / or Disabilities** – we have delivered the 'WinWec' project and the 'Opening Doors' project. These helped students at West Lea School and Edmonton County School with bespoke extended Work Experience for a year and students at Oaktree School to gain some of the life skills needed for independent living such as travelling to work.
- ▶ **Apprenticeship Start-up Service** – this new service aims to help our employers who want to take on an Apprentice by helping find an Apprentice, set up the Apprenticeship, and link them in with the support of Enfield EBP's ESF-funded 'pre-Apprenticeship' support programme.
- ▶ **Royal College for the Blind 'Access to Work'** – under this scheme a vision-impaired student worked at the EBP offices for 6 months to research Enfield's provisions for disabled people in

the areas of employment and the transition from school to work and produced his findings in the form of a podcast which can be heard at www.enfield-workex.org.uk/deepvoice.mp3.

- ▶ **Narrowing the Gap** - this project helped students on ESOL (English for Speakers of Other Languages) courses develop their employability skills. We delivered a variety of activities and organised work placements as part of the project, which resulted in 19 out of 20 students achieving the Edexcel 'Workskills' qualification.

These projects show that Work Experience continues to meet the needs of many different groups of people and we are grateful to the employers who make it possible.



Our Supporters (Business)

Enfield EBP has worked with hundreds of different organisations during the last year. Whilst the space available does not allow us to list every single one, we would like to thank, in particular, the companies, and other business organisations, listed below. They have offered a significant number of high quality work experience placement opportunities and / or have supported, and worked closely with us, in the planning and delivery of a range of other Work Related Learning programmes.

2 Fresh Productions
 Absolute Print Ltd
 Action For Social Integration
 Alan Lawrence Hair
 Alexandra Tool Hire
 Arora Lodhi Heath
 Barclays Bank plc
 Boots Opticians
 Boots The Chemist
 British Heart Foundation
 Burgeon Floral Design
 Cancer Research UK
 Chequers Hairdressers
 Clight Health & Beauty Clinic
 Coca-Cola Enterprises Ltd
 Crews Hill Reptiles
 Currys
 DJL Marketing
 Dogs2mogs
 Eliza House
 Elmhurst
 Enfield Business & Retail Association
 Enfield Community Access Childcare & Early Years
 Enfield Council (Environment Parks Services)
 Enfield Council (Customers Services)
 Enfield Council (City Learning Centres)
 Enfield Food Centre
 Enterprise Enfield

Exposure Magazine
 Faith Hair Salon Ltd
 Fastklean
 Flowerzone
 Gillian's Riding School
 GoodLooking Optics
 Hazelwood Lawn Tennis Club
 HCS Enfield Ltd
 Heir Kutz
 Holly House Residential Home
 Hudson Kemp Hairdressers
 HTI
 Instrument Glasses Ltd
 Johnson Matthey
 Lovell
 Maplin Electronics
 Marks & Spencer
 Matalan
 Monster Pets
 Metropolitan Police
 Moorehouse Solicitors
 My Coffee Stop
 North London Chamber of Commerce
 NSL Ltd
 Oxfam Charity Shop
 Peacocks Stores Ltd
 Premier Work Support
 Pure Hair & Beauty
 Ronchetti Pharmacy
 Royal Small Arms Trust

Sal & Co Solicitors
 Scimitar Care Hotels
 Sense Charity
 Snappy Snaps
 Sparkle & Wow
 Specsavers
 St Marks Social Education Services
 STEMNET
 Stephen James
 STS Ltd
 Subway
 Superdrug
 Tazaviva Dance Company
 Tesco
 The Body Place
 Toni & Guy London
 Vitalise.me
 W M Morrisons
 Whitewebbs Kennels Ltd
 Wildlife Rescue & Ambulance Service
 Winchmore Hair & Beauty



Our Supporters (Education)

We would like to take this opportunity to thank all those pre-schools, schools, colleges and other training providers we have worked with, and especially those listed below, who have been particularly active in their involvement with the EBP and in their support for Enfield Work Experience by offering high quality Work Experience placement opportunities throughout the year.

Aylward Academy	Enfield Training Services
Broomfield School	Eversley Primary School
Bishop Stopford's C of E School	Firs Farm Primary School
Brimsdown Primary School	Fleecefield Primary School
Brettenham Primary School	Galliard Primary School
Bush Hill Park Primary School	Garfield Primary School
Butterflies Nursery	George Spicer Primary School
Capel Manor College	Grange Park Primary School
Carey Hall Pre-School	Hazelbury Infants School
Chace Community School	Hazelbury Junior School
Chase Farm Staff Nursery	Hazelwood Infant & Junior Schools
Chesterfield Primary School	Highlands School
Churchfield Primary School	Highlands Village Pre-School
College of Haringey, Enfield & NE London	Hollies Nursery
Craig Youth Playgroup	Kids Can Club
Croyland Pre-School	Latymer School
Cuckoo Hall Academy	Lavender Primary School
De Bohun Primary School	Lea Valley High School & Sports College
Durants School	Little People Nursery
Edmonton County School	Little Wellingtons Pre-School
Eldon Junior School	New Horizons Nursery
Enfield Grammar School	Nightingale Academy
Enfield County School	Oakthorpe Primary School
Enfield Secondary Tuition Centre	Oaktree School

Oasis Academy
 Oasis Academy Hadley
 Pandora Pre-School Playgroup
 Raynham Primary School
 Raglan Infant School
 Raglan Junior School
 Park Avenue Pre-School
 Southgate College
 Southgate School
 St Ignatius College
 St Anne's RC School for Girls
 St Demetrios Playgroup
 St John's Nursery
 St Mary Magdalene Playgroup
 St Michael at Bowes Primary School
 St Thomas's Nursery
 Suffolks Primary School
 Tara Kindergartens
 Walker Primary School
 West Lea School
 Wilbury Primary School
 Winchmore School
 Worcesters Primary School



Who we are

Enfield EBP Board of Trustees (as at 1 September 2011)

David Byrne	Principal & Chief Executive, Southgate College
Jonathan Garnett	Director, Institute for Work-Based Learning, Middlesex University
Chris Gill	Chairman, Enfield EBP
Del Goddard	Chair, Community Business Enfield
Mike Huggins	Director, MGH Consultancy
Andy Johnson	Senior Finance & Resources Manager, Progression & Partnership Team, Enfield Council
Huw Jones	Chief Executive, North London Chamber of Commerce
Bill Muirhead	Education Development Manager, Coca-Cola Enterprises Ltd
Philip Paul	Managing Director, Snowbird Foods
Trevor Platups	Chief Executive, North London Garages Group Training Association
Mark Rudling	Town Centre Manager, Enfield Business & Retail Association
Alex Wood	Regional Business Systems Manager, Lovell
Ann Zinkin	Recruitment Consultant

Advisers / Observers:

Jan Coshkouner	Operations Manager, Youth Support Service
Garry Kousoulou	Director, GoodLooking Optics

The team (as at 1 September 2011):

Karl Arthur	Work Placements Development Officer
Helen Castellon	Work Related Learning Project Co-ordinator
Nicole Coote	Work Placements Officer (Health & Safety)
Alison Everitt	Employer Engagement & Marketing Officer (jobshare)
Lisa Fidler	Work Placements Clerical Officer
Gerry Fox	Work Placements Officer (Health & Safety)
Elena Giambrone	Employer Engagement & Marketing Officer (jobshare)
Graham Harper	Personal Adviser (Connexions secondee)
Mark Hunte	Work Placements Officer (Special Programmes)
Mel McNicholas	Work Placements Officer (Health & Safety)
Sharon Murphy	Business Systems & Office Manager
Hande Mustafa	Finance Officer
Karen Norris	Work Placements Team Leader / Assistant EBP Manager
Delia North	Work Placements Admin Officer
Maxine Reed	Work Related Learning Programmes Team Leader / Assistant EBP Manager
Peter O'Brien	EBP Manager
Helen Petrou	Work Placements Officer (Health & Safety)

Our special thanks for their contribution to the work of the EBP through their membership of the Board to the following who left the Board during the year: Sarah Knowles (14-19 Strategy Manager, Enfield Council), Mick Lees, (Inspector, Metropolitan Police), Heather Knightley (Headteacher, St John & St James Primary School), Cheryl Byamukama (Headteacher, St Anne's RC School for Girls).

Our special thanks and appreciation to Ceyda Sener, who joined the EBP team as Assistant Employer Engagement Officer for six months as part of the Future Jobs Fund initiative, and to Anne Egglestone, Work Related Learning Admin Officer, who left the EBP at the end of the academic year. Our best wishes to Elena Giambrone, Employer Engagement & Marketing Officer (jobshare), who started her maternity leave in July.

Our thanks and appreciation also go to all the students who came to the EBP for their Work Experience. They all quickly became members of the team and, collectively, have made a significant contribution to our work.

How to contact us:

Enfield EBP
 Enfield Business Centre
 201 Hertford Road
 Enfield EN3 5JH
 Phone: 020 8443 2114
 Fax: 020 8443 3822
 Email: info@enfield-ebp.org.uk
 Web: www.enfield-ebp.org.uk
www.enfield-workex.org.uk



Enfield Education Business Partnership (EBP) is a company Limited by Guarantee (2747282) and Registered Charity (1047294) registered at the address overleaf. It is also an Enfield Council Service Centre, in the Schools & Children's Services Department, and a member of the Institute for Education Business Excellence.