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## CAREERS IN TOUCH

Autumn issue 2021

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### WORKING IN WAREHOUSING & DISTRIBUTION

In this edition of Careers In Touch we focus on the warehousing and distribution sector.



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Mark DeBacker  
IAG Commercial Manager

***"I was recently asked, what did I think was really important in planning a careers programme? You'll have your own thoughts here, but I ended up thinking about three critical themes which often seem to crop up regardless of the context, so seem relevant to any programme and activities contained. Does it stimulate curiosity? How can we involve parents and carers? And how can we join things together? "***

Welcome to our Autumn Term edition of 'Careers In Touch'. By the time you receive this, term will have started with all the excitement (and perhaps some trepidation too) of the new academic year ahead. It's time too to start putting into place those ideas, plans and developments for your school or colleges careers programme. Now of course there are many things that make a successful careers programme, and we have frameworks like the Gatsby Benchmarks or the Quality in Careers Standard outlining a set of criteria to help us define this. However, I was recently asked, what did I think was really important in planning a careers programme? You'll have your own thoughts here, but I ended up thinking about three critical themes which often seem to crop up regardless of the context, so seem relevant to any programme and activities contained. Does it stimulate curiosity? How can we involve parents and carers? And how can we join things together?

Curiosity is perhaps trickier than we might think. We know from research, including that of the Organisation for Economic Co-operation and Development (OECD), young people actually start to rule out options as young as seven years old. Too late then at secondary? I don't think so, or certainly we should try to continue to help young people add to the possibilities rather than remove them, especially in a changing world. Drip feeding exposure to new and different occupations and pathways and helping them see the connections to their studies. Perhaps there is also an opportunity for more work in years 7 and 8, before first choices and decisions have to be made. Take the focus of this newsletter, warehousing and logistics. It might not be the first thought many young people have when considering careers, but it's one of the fastest growing sectors and vital in a post Covid and Brexit world.

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The second theme is the role of the family or parents and carers. I am sure we will see a strengthening of this in future careers frameworks due to the influence parents and carers have. There are significant stats about children following parents into the professions they do. It can be difficult for both young people and parents to consider career paths they have no knowledge of. Many parents and carers will also be nervous of the effects of the pandemic on their children's future aspirations and options. So how can we involve them from the design to implementation of our programmes?

The more joined up a careers programme is the more likely it is to have impact. Isolated events may be useful but won't help young people connect the dots in the same way. Increasingly we use the term a 'whole school approach' where careers is woven into the fabric of the curriculum areas. Ideally this journey begins in primary school and continues beyond your school or college. How much are you linking in with your feeder primaries to see what they are doing in careers or organisations like the National Careers Service to understand their work with young adults? I believe increased focus on the Baker clause in the new Statutory Careers Guidance (July 21) also shows the importance of linking with other organisations who can help you provide the full exposure of options to young people.

Maybe you can let us know what you think your big themes are for the year ahead? We're happy to help with ideas and implementation, offering services from consultancy, to work related learning through to personal guidance. Whatever you are planning this year, good luck and remember to share the practice.



## Sharing best practice

Since our last edition there are a couple of key updates within the world of careers guidance, signposted below:

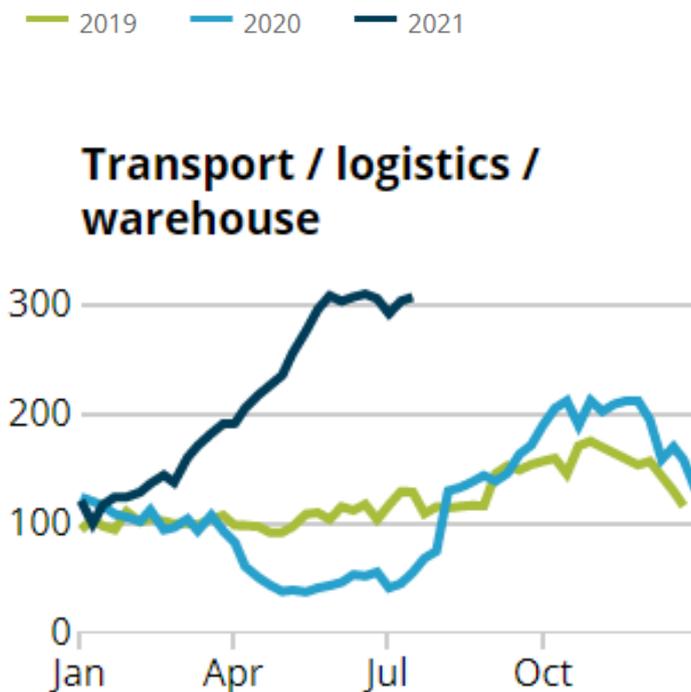
- The new career development framework from the CDI  
<https://www.thecdi.net/New-Career-Development-Framework>
- Updated statutory guidance for schools and colleges  
<https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools>



# LMI Update - Warehousing & Distribution

Warehousing and distribution is an area of work which has remained buoyant, despite the pandemic. Due to many retailers having to adapt their ways of working post February 2020, we have seen a growth in e-commerce by up to 50%\* which in turn has led to an increase in warehousing and distribution.

In terms of job vacancies the sector continues to see vacancies increase at 306%\*\* of the average volume seen in February 2020, as seen in the graph below.



Warehousing and distribution is a sector which has an ageing population and perhaps does not always seem as attractive to young people as other sectors, however, it is worth being aware of the opportunities that it does present for today's young people.

There are routes into the sector at all levels, including apprenticeships up to degree level. Apprenticeship standards range from a level 2 express delivery operative to a level 6 supply chain leadership professional.

\*<https://warehousenews.co.uk/digital/annual21/>

\*\*<https://www.ons.gov.uk/economy/economicoutputandproductivity/output/bulletins/economicactivityandsocialchangeintheukrealttimeindicators/29july2021#online-job-adverts>

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## SKILLS

The top transferable skills which employers look for when recruiting for warehousing and distribution jobs are:



**COMMUNICATION**



**WORKING WITH DETAIL**



**ORGANISATION**



**MICROSOFT EXCEL**



**ENGLISH**



**PLANNING**



## FIND OUT MORE

- Chartered Institute of Logistics and Transport [ciltuk.org.uk/Careers/Jobs](http://ciltuk.org.uk/Careers/Jobs)
- The Road Haulage Association [rha.uk.net/](http://rha.uk.net/)
- Logistics UK [logistics.org.uk](http://logistics.org.uk)
- The National Careers Service [nationalcareers.service.gov.uk](http://nationalcareers.service.gov.uk)
- Women in Transport [womenintransport.com](http://womenintransport.com)

Labour Insight Burning Glass Technologies August 2021

[careersinfo@educationdevelopmenttrust.com](mailto:careersinfo@educationdevelopmenttrust.com)

 **Careers**

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# Tools & resources

In each newsletter we share a selection of free careers tools and resources that may be useful in your careers programme or practice.

## **Ambitious about Autism - Toolkit for young people**

This toolkit is designed to help young people prepare you for successful careers guidance sessions and work experience placements.

<https://www.ambitiousaboutautism.org.uk/what-we-do/employment/toolkits/toolkit-for-young-people>

## **Careermap - Careermag**

Careermap produce a couple of publications which may be of interest. One for parents and one for school leavers.

<https://careermap.co.uk/careermag/>

## **Surrey Heartlands and Healthcare Partnership virtual work experience opportunities- Allied Health Professionals**

This is an online programme which will give students and adults a flavour of what it is like to work in one of the many Allied Health Profession roles available in health and care organisations.

This programme is open to students that are aged between 14-25 years old, and live in South East England.

<https://www.springpod.co.uk/experience/allied-health-professional-on-demand>

## **Surrey Heartlands and Healthcare Partnership virtual work experience opportunities- Nursing & Medicine**

This is an online programme which will give students and adults a flavour of what it is like to work in health and care organisations.

This programme is open to students that are aged between 14-25 years old, and live in South East England.

<https://www.springpod.co.uk/experience/health-education-england-nursing-work-experience> - Nursing

<https://www.springpod.co.uk/experience/health-education-england-medicine-work-experience> - Medicine

## **EVENTS**

28-29 September 2021      **Skills North East, Newcastle Utilita Arena**

13 - 14 October 2021      **Skills Yorkshire, Centenary Pavilion, Leeds**

26 - 27 November 2021      **Skills London 2021, ExCel London**

7 - 22 February 2022      **National Apprenticeship Week 2022**

7 - 12 March 2022      **National Careers Week 2022**

[careersinfo@educationdevelopmenttrust.com](mailto:careersinfo@educationdevelopmenttrust.com)

The logo for 'Careers' features three white chevron symbols pointing to the right, followed by the word 'Careers' in a white, sans-serif font.



# Meet the team



***Meet the newest member of the LMI Team who provide labour market information to our careers contracts - Maria Papafragkaki***

I joined Education Development Trust in April as a Labour Market Information Coordinator. Coming from a background in communications and cross-cultural relations, I am excited to be part of a team that helps people from a range of different backgrounds and walks of life to enjoy equal opportunities.

## **A day in the world of LMI...**

Constantly researching information on the jobs market is the cornerstone of my role, ranging from the latest updates on job openings to emerging trends in the world of employment and skills. This dedicated research helps our advisers and coaches to best support their customers.

The diverse nature of my role is one of its most exciting aspects as it makes every working day different! A typical day at work can involve various tasks, including producing regular updates such as weekly jobs boards and reports with the latest statistical figures on the local labour market. These reports inform our careers teams on the most frequently advertised occupations, the industries with the most job openings and the employers recruiting, as well as the skills in greatest demand. I also respond to labour market requests from employment coaches and advisers regarding their delivery, by providing them with information tailored to their customers needs, and to help them make informed decisions about their next steps. My role also allows me to be creative when creating a variety of resources, such as infographics, careers guides and a range of factsheets, to make them not only informative, but also visually engaging! All in all, what I enjoy the most about my job, is that it allows me to always be up to date with ever-changing information, while helping to positively change people's lives.



# The Education Development Approach

Education Development Trust is pleased to announce that following our application and panel presentation to the Quality in Careers Consortium to maintain our licence to assess and award the Quality in Careers Standard we have now been awarded national status. We are one of 11 awarding bodies who can support and assess learning providers to achieve the standard.

The Quality in Careers Standard is a national quality award which is fully endorsed by the DfE through the recent updated statutory guidance.

“Schools and colleges can gain formal accreditation of their careers programme through the Quality in Careers Standard - the single national quality award for careers education, information, advice and guidance. The Standard is owned by the Quality in Careers Consortium which involves the major professional associations of school and college leaders alongside the Career Development Institute and Careers England. The Standard is fully aligned to the Gatsby Benchmarks and incorporates Compass and Compass+ into its processes. The Standard seeks additional evidence of outcomes for students from the school or college careers programme. As the Standard is externally assessed by one of the Licensed Awarding Bodies, appointed by the Consortium, student voice is a key part of assessors evidence gathering on the impact the careers programme has had on students’ career-related learning. We strongly recommend that all schools and colleges work towards the single national Quality in Careers Standard to support the development of their careers programme.” (DFE statutory careers guidance 2021)

**For more information about price packages available please contact:**

- **North East / Yorkshire and Humber /North West : Lynne Cope – [Lcope@educationdevelopmenttrust.com](mailto:Lcope@educationdevelopmenttrust.com)**
- **Any other enquiries : Renu Jaswal – [Rjaswal@educationdevelopmenttrust.com](mailto:Rjaswal@educationdevelopmenttrust.com)**



# Our Services



## A QUALITY CAREERS INFORMATION ADVICE AND GUIDANCE SERVICE

Our minimum Level 6 qualified advisers deliver one-to-one interviews, group careers sessions and employability skills workshops, providing a detailed action plan for every student.



## A COMPREHENSIVE WORK-RELATED LEARNING PROGRAMME

We can manage your work-experience programme including employer visits, mock interviews, careers events and our complete end-to-end work experience placement programme. We hold the Fair Train Work Experience Gold Standard.



## TAILORED SPECIALIST CAREERS SUPPORT

Our advisers can deliver one-to-one interviews, group careers and employability skills workshops, parents' evenings and tailored transition support for vulnerable students and those with special educational needs and disabilities (SEND).



## RIGOROUS TRACKING AND INFORMATION MANAGEMENT SERVICES

To support development of your careers programme we can provide bespoke management information and data reporting services, providing you robust, accurate and well-designed data solutions and expert analysis.



## ACHIEVE THE QUALITY IN CAREERS STANDARD

We support schools and colleges with initial accreditation or reaccreditation. We can assess your readiness and then provide ongoing support and consultancy to help schools/colleges compile evidence and develop their provision and good practice.