

Tackling the Global Talent Shortage: An Andover conference for business and education

Note of discussion

25th March 2015

Employer Commitments

- **General –**
 - Share personal experiences/challenges with TVBC/local schools regarding skill shortages and recruiting talent.
 - Huge barriers with making the correct contacts at schools.
 - Promote awareness to 11 year olds of job opportunities – nature of the job etc.
- **John Hanson Community School/Hawk Conservancy Trust** - Overcome employer concerns regarding work experience – set up meeting
- **Be Wisser/Lloyds offered:**
 - Work experience support.
 - Mentoring – colleagues can make use of their development time to support schools/colleges (including mock interviews)
 - Open days – School/College students to come into the workplace and observe what services do
- **Be Wisser –**
 - Talking at school assemblies regarding alternatives to mainstream education/paths.
 - Supporting schools/colleges with mock interviews.
 - Continue to offer support to schools and colleges:
 - Soft skills
 - Interview
 - Presentations on programme opportunities
- **Andover Town (Richard Belle)** - Help promote the benefits of business linking with education.
- **Ocado** - Establish links and support within the local community.
- **Ocado/Swissmaid** - Consider flexible term contracts.
- **Mencap** - Make time to speak to:
 - Schools } Work
 - Colleges } Experience?
 - Volunteer programme for students of ALL levels
- **R&B industrial** - Happy to liaise with schools to offer:
 - Mock interviews
 - Nicky happy to talk to schools on her success (Local girl)

- **Museum of Army Flying (Mark England)** – willing to host events and work with other companies to introduce STEM components to schools.
- **Engineering Companies: (Perfect Bore, Preformed Line Products, MRT Castings etc.)**
 - Promote apprenticeships to parents, through schools etc.
 - More school visits/matching visits.
 - Commitment for local workplaces – to do more outreach work in Schools.
 - Commitment from employers to do more interview preparation.

Schools/College Commitments

- **General** –
 - Encouraging and supporting students to do work experience.
- **Andover/Sparsholt College** - Work with other colleges and employers to make more opportunities for flexible study access/CPD.
- **Andover/Sparsholt College** - Provide information to our learners about employers in the area and what they do. Communicate opportunities through talks and college job boards. Consult with employers about night learning routes – e.g. apprenticeships/adult learning.
- **Peter Symonds College** - Links to ‘career fairs’ and employability events.
- **John Hanson Community School** Encourage more businesses into schools.
- **John Hanson Community School** asked TVBC if the Council could host visits from students in order to better understand the work of the local authority and host work experience.
- **Andover College** – Tim Jackson is meeting Perfect Bore, MRT Castings, and Preformed Line Products to discuss engineering training requirements, and the forthcoming Andover Skills and Technology Centre at Andover College.