

ENTERPRISE ADVISER NETWORK CASE STUDY

Junior Top Talent triumph for Thomas Alleyne students

Thomas Alleyne is a secondary school in Stevenage, Hertfordshire. They joined the Enterprise Adviser Network in November 2016 and were matched with Stuart Smith (Senior Manager) and Carly Oliver from Adecco (Stevenage branch).

It was soon established through an audit of the school's existing careers provision that some Year 10 students, specifically those at risk of becoming NEET, were in urgent need of an intervention. Working with Deputy Head Mel Cook, Stuart and Carly designed a new programme, "Adecco Junior Top Talent", to support a select group of Year 10 students.

The purpose of this intervention was to:

- Raise students' understanding of the local jobs market and skills needs (Gatsby Benchmark 2)
- Address the needs of individual students (Gatsby Benchmark 3)
- Provide encounters with employers and employees (Gatsby Benchmark 5)

Stuart and Amy and an extended team from Adecco visited the school on a regular basis to **help improve students' CVs, interview techniques and confidence when talking about themselves and their talents to adults.**

The programme required students to juggle their training sessions and adhere to deadlines, giving them a taste of a real workplace, and culminated with them applying for a job provided by Adecco with a CV and covering letter.



The two winning students were announced and presented with awards at a careers-themed Year 10 assembly led by Mel Cook, featuring the Hertfordshire LEP Local Labour Market video followed by a presentation from Stuart on what employers look for in their new recruits.

Adecco generously provided a £25 gift voucher to the joint-winners, as well as a week's work experience at the local Adecco office and a **day at Luton Airport to experience the range of careers on offer.**

Stuart Smith said, "This is the second time Adecco has completed 'Adecco Junior Top Talent' and I feel it was certainly a more enhanced experience for the students compared to our first cohort.

This time, Thomas Alleyne and Adecco staff worked together to provide a more engaging and comprehensive course. We had a dedicated space for students and access to a computer room when needed. The students also had a work schedule in their main timetables which ensured a stronger attendance rate.

From a personal point of view I have seen a drastic change in the confidence of many of the pupils, who were very nervous to begin with. I look forward to working with the next cohort of students soon and seeing how they develop themselves from day one."

Head Teacher Mark Lewis says, "...the work we have developed as a result of the connection Adecco provided has been extremely successful. What started as a series of workshops for some of our more challenging year 10 students has now evolved into a 'Top Talent' programme which is now so popular that we have to run an application process with our students prior to being enrolled on the scheme.

Our Enterprise Adviser, Stuart, has been amazing, bringing his colleagues in to support us and working with us in a wide range of different ways. We have now sought to expand this type of approach with other year groups enabling us to **progress with the Gatsby benchmarks,** specifically making links with STEM employers in our town such as Airbus and GlaxoSmithKline. This project has undoubtedly helped galvanise our school and local community into action."

A student from the programme says, "I feel really lucky to have been part of the programme with Adecco. I have found it really interesting to work with Stuart and Amy because they know what employers are going to be looking for in my CV and in an interview. **I feel much more confident about the future now.**"

Junior Top Talent is just one of the many initiatives being run by Adecco on a local level. The company also runs a national work experience programme that equips students with essential soft skills as they start their career journeys. Contact your local branch for more information.

Powered by

Hertfordshire
Local Enterprise Partnership

THE CAREERS &
ENTERPRISE
COMPANY

In partnership with

Adecco

