



 @CAREERSWEEK  
#NCW2019

National Careers Week

# NCW

## Highlight Report 2019

Headline Partner:



[www.nationalcareersweek.com](http://www.nationalcareersweek.com)



# RBS Early Careers



## School Leavers

Leaving education can be both exciting and daunting, especially when you're facing choices that could change the direction of your future. That's why we've made sure our career options are easy to understand so you'll know exactly what to do and what to expect.

If you're leaving school/college, our apprenticeships are a fantastic starting point. While working towards a recognised qualification and learning a variety of new skills, we'll provide support every step of the way. Our apprenticeship programme is open to people of any background who are the age of 16 and over. It's a fantastic alternative to full-time education, and a unique opportunity to become part of a diverse, challenging and exciting organisation.



## Undergraduates or Graduates

If you decide to go to university, don't leave it until your final year to consider opportunities. Whilst you're studying you can meet us on campus at careers events and visit our regional offices for insight days. These provide a fantastic opportunity to speak to our colleagues and decide on which programme's suitable for you. You can also check out our Facebook and Instagram pages, Twitter feed and LinkedIn channels.

## Working towards the Gatsby Benchmarks



A Stable Careers Programme



Learning from Career & Labour Market Information



Addressing The Needs of Each Pupil



Linking Curriculum Learning to Careers



Encounters with Employers & Employees



Experiences of Workplaces



Encounters with Further & Higher Education



Personal Guidance

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## Apprentices, Interns & Graduates

Find your path.

Our tops tips on how to apply.

RBS Early Careers





## What an amazing week.

NCW2019 smashed our previous year with the most events, interactions, views, downloads and more people reached than ever before.

None of this inspiring work would be possible without our incredible Ambassador network and supporters across the UK; this group work tirelessly throughout the year to ensure more young people understand the world of employment better.

I would also like to take this opportunity to thank our sponsors - without their support we could not create the free resources and information nor make the important difference we do out there all year long.

Finally, I have a question for you :  
What are you going to do for **NCW2020?**

Thanks for your continued support!



**Nick Newman,**  
Founder and CEO

# About NCW



**National Careers Week (NCW) is a celebration of careers guidance and free resources in education across the UK. The aim is to provide a focus for careers guidance activity at an important stage in the academic calendar to help support young people leaving education.**

Careers Week encourages education providers to bring together students, local employers and advisers through careers events and activities. During National Careers Week it is up to every school, academy and college to offer careers advice and guidance to their students. We are here to help and can provide free resources, information on current career opportunities and advice on activities and exercises to run.

Last year, services provided to students during National Careers Week included daily drop-in workshops; careers fairs; employer visits; focus on subject-relevant careers in lessons and showing careers films.





Shane Baker



Catherine Boland



Rachel Brickell



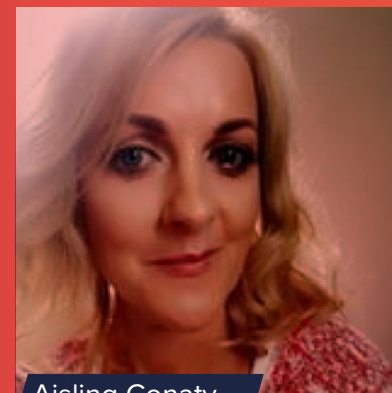
Andy Fosterjohn



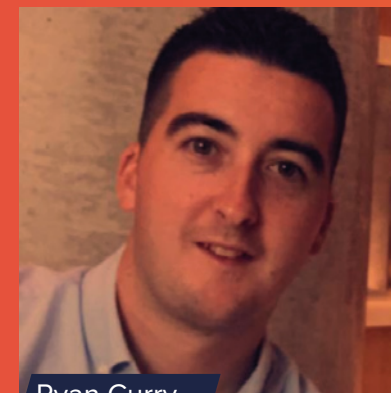
Ryan Gibson



Jon Gregory



Aisling Conaty

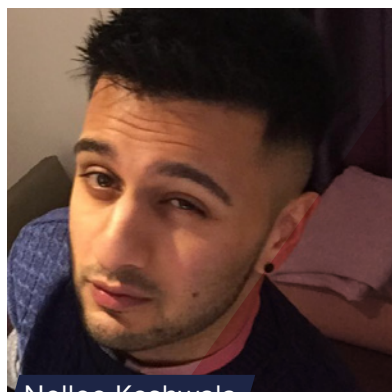


Ryan Curry

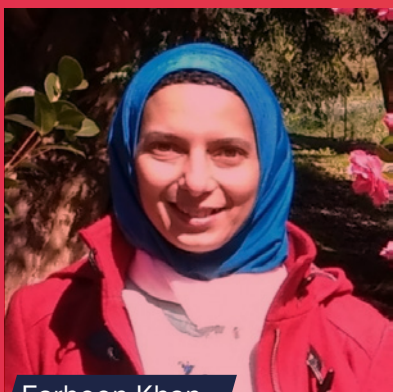


Phil Dean

## Our Ambassador Team 2019



Nellee Keshwala



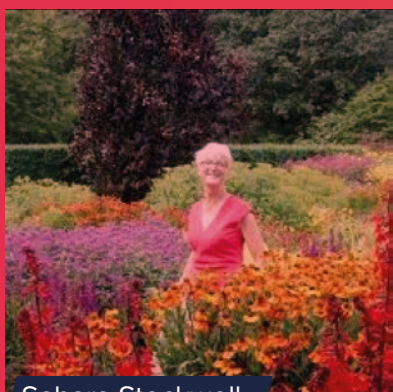
Farheen Khan



Chris Reddy



Carol Rogers



Sahara Stockwell



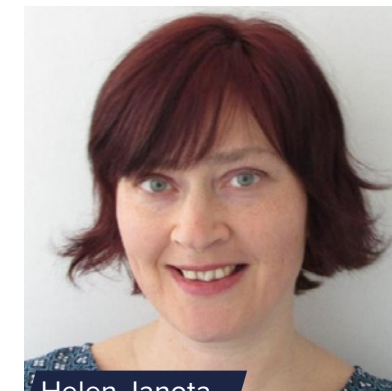
Nathalie van der Weide



Gemma Hallett



Lea Hampton



Helen Janota

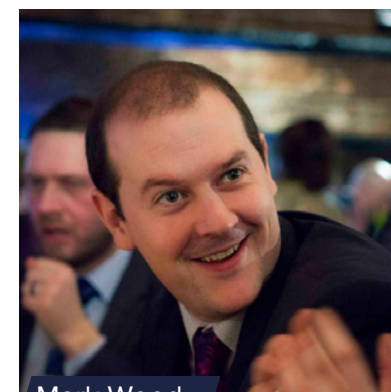
We want to say a huge thank you to all of our amazing ambassadors for helping to make #NCW2019 the biggest event yet! We wouldn't be able to do what we do without all of the time and energy that they put into the week!

Our fantastic ambassadors give their time freely to spread the word and support those local to them. Every year NCW is growing and we will need more ambassadors to join the team already in place. The role is a fantastic opportunity to network, build skills and support the work of NCW as well as gaining vital experience to add to your CV.

Visit [nationalcareersweek.com/ambassadors](https://nationalcareersweek.com/ambassadors) to find out more about becoming an NCW ambassador.



Jennifer Vincent



Mark Wood



Vicky Woodings



## Microsoft Apprenticeships: empowering the workforce of the future

As the digital revolution continues, many of today's most common jobs are evolving as the pace of technology increases. Similarly, a lot of new, previously unheard-of jobs are starting to emerge, and it's important we equip young people with the skills needed to make the most of these exciting opportunities.

90% of newly emerging jobs require digital skills of some kind, and 72% of UK employers are unwilling to even interview candidates who don't have the requisite IT knowledge<sup>1</sup>. This means that thousands of jobs are left unfilled, as many otherwise promising candidates don't have the right skills or experience to step into a digital role.

This is why we've developed the Microsoft Apprenticeships programme. As a key part of the Microsoft Digital Skills programme, it's our mission to help upskill our partners and customers, and to help young people future-proof their careers through training and qualifications.

Microsoft Apprenticeships deliver the skills that school leavers need to help businesses grow in an increasingly digital world.

**Find out more about the programme**  
[microsoft.com/en-gb/athome/digitalskills/apply/](https://microsoft.com/en-gb/athome/digitalskills/apply/)



# Apprenticeships

### What is the Microsoft Apprenticeships programme?

The Microsoft Apprenticeships programme began in 2010 and has seen nearly 20,000 people gain qualifications through apprenticeships working with Microsoft partners and customers, ranging from large corporations to local companies. Since launch, the programme has fulfilled 4,000 apprentice roles each year<sup>2</sup> with expanding roles across sales, marketing, technology and business.

Microsoft Apprenticeships are designed by and for Microsoft partners and customers and delivered by our learning partners, combining online and classroom learning with a real job. The programme covers the most in-demand roles and requirements, and caters for all levels, from Level 3 right up to L6 and L7 Degree Apprenticeships.

#### Microsoft Apprenticeships offers:

- An effective alternative to university – and to university fees
- Roles to suit your learning style
- A chance to work for innovative Microsoft partners and customers
- Gain industry recognized qualifications in a real working environment
- Earn while you learn
- A range of careers, not just technical careers
- A pathway into stable employment – 90% of apprentices stay on with their employer<sup>3</sup>

#### Hear from a Microsoft Apprentice

[microsoft.com/en-gb/athome/digitalskills/apply/](https://microsoft.com/en-gb/athome/digitalskills/apply/)

# 4000

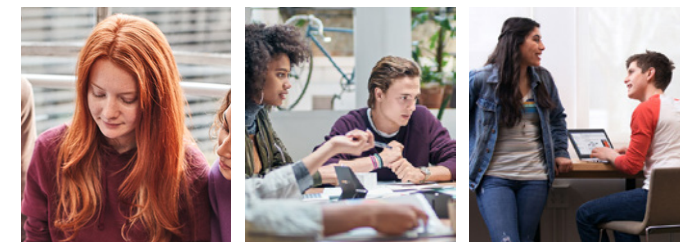
apprentice roles fulfilled each year

# 90%

of apprentices stay on with their employer

# 90%

of newly emerging jobs require digital skills



### What roles are available?

Microsoft Apprenticeships are not just for those who are looking to pursue a technical career - we also have a range of roles available including apprentice roles in digital sales and marketing, data science and analysis, project and business management, cloud systems administration and app development.

#### Follow us on Twitter

@MicrosoftEducationUK  
[twitter.com/microsofteduk](https://twitter.com/microsofteduk)

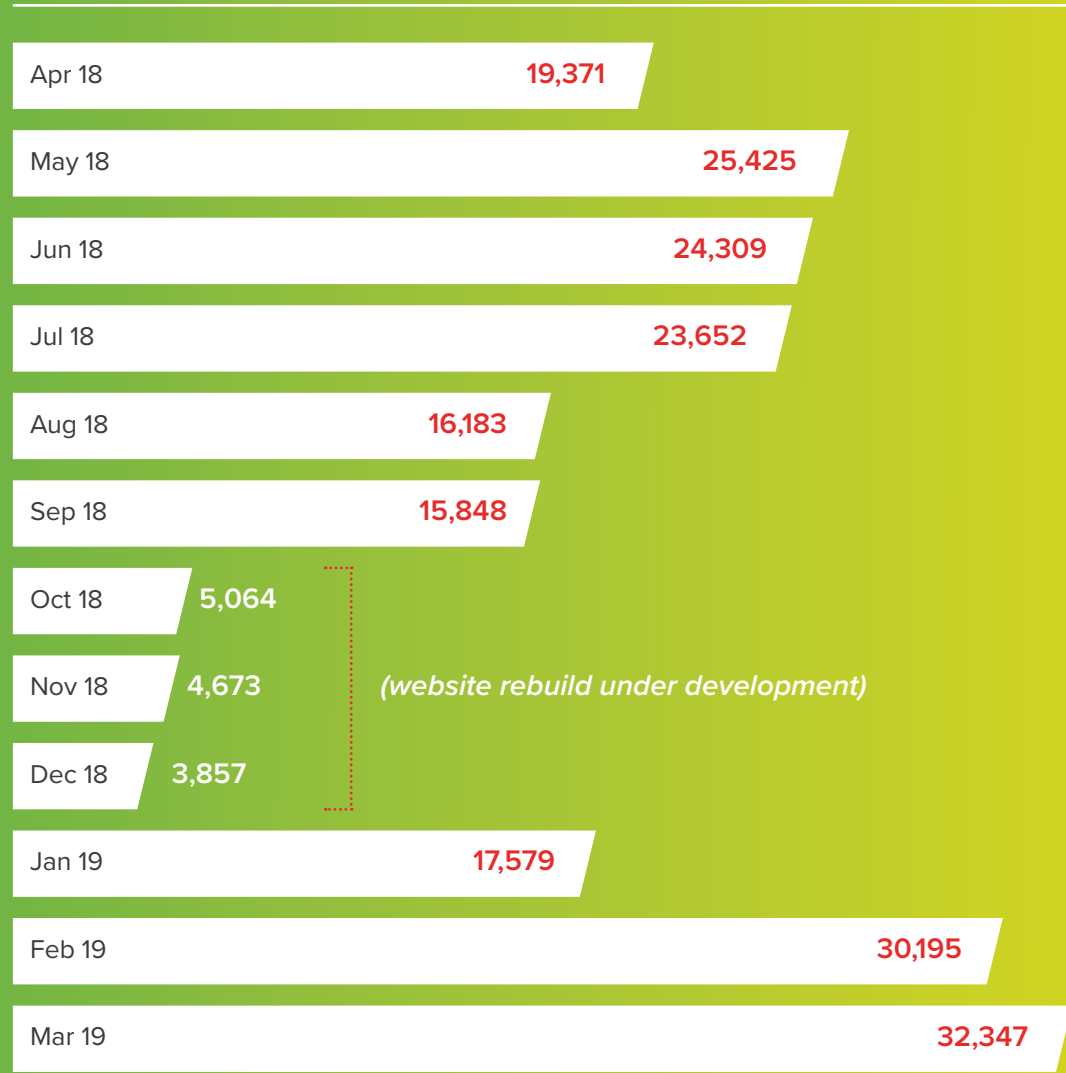
**"The on-the-job experience is vital because you can't learn that in a classroom."**

Sophie Ware, Marketing Apprentice, Microsoft



No. of unique website visitors

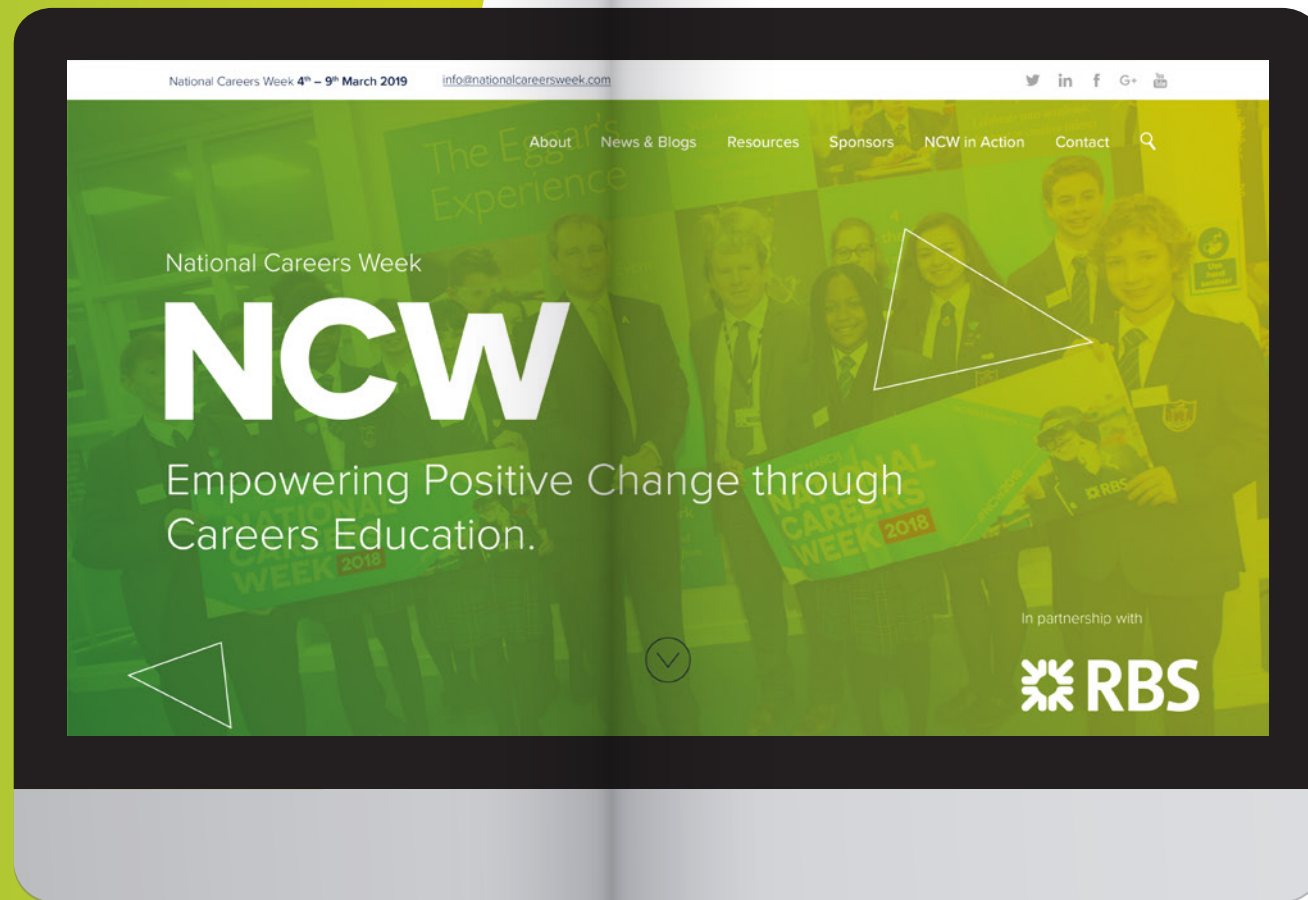
# Website Reach



Total number of visitors

Jan 18 - Mar 19

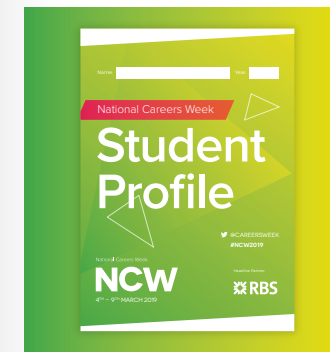
304,253



# Resource Downloads

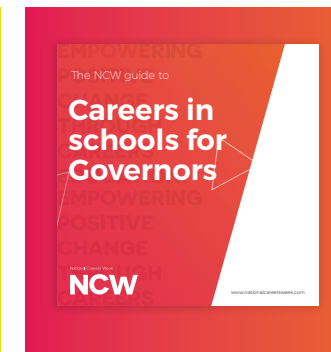
Our top resource downloads of 2019

Student Profile



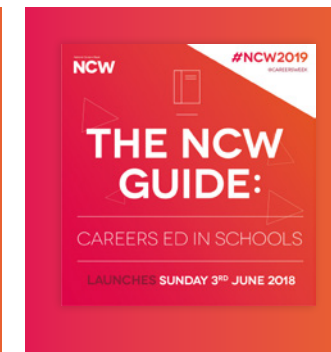
3,514 downloads

Governors Handbook



2,423 downloads

Careers Education Guide



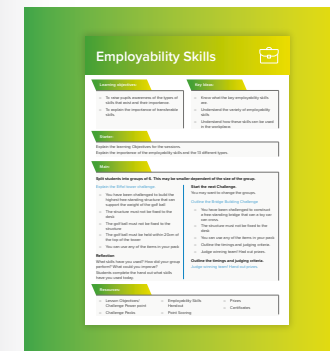
1,657 downloads

Skills Suitcase Activity



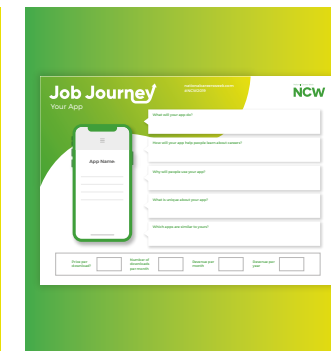
1,575 downloads

Employability Skills Challenge



1,384 downloads

Job Journey App Challenge



960 downloads

KS3 Assembly Presentation



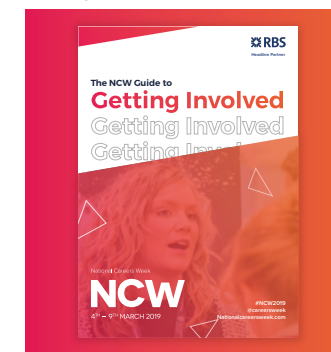
591 downloads

I Want To Be... Frames



588 downloads

Getting Involved Guide



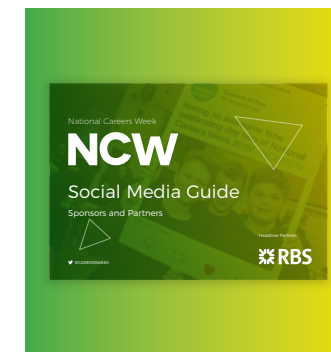
573 downloads

School Social Media Pack



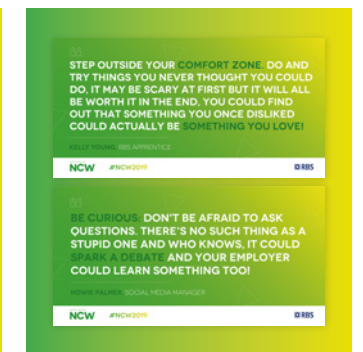
521 downloads

Social Media Guide



503 downloads

RBS Inspirational Quotes



498 downloads





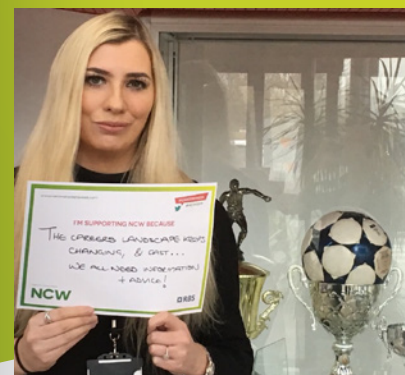
@Oak\_Academy taking on the NCW Job Journey App Competition



@OATChadwick sharing their jam-packed NCW2019 Plan



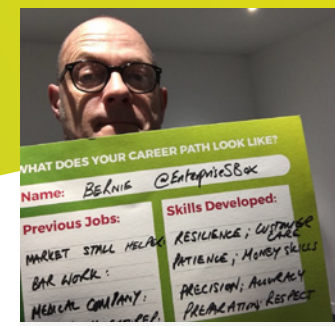
@PrestonCollege displaying their 'I want to be...' frames



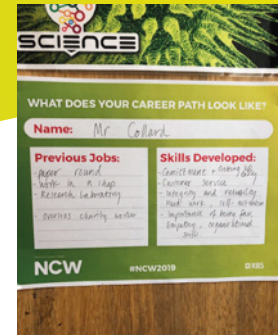
Stephanie Crane, Personal, Social, Welfare and Behaviour Manager @wvrcollege showing her support



@DarwenAcademy students thinking about future aspirations



Our Enterprise Director, Bernie @EnterpriseSBox sharing his career path



@SVC\_Careers displaying previous jobs and skills developed



@Health\_Academy scaling the frames down to show off 'my important skills' on their lanyards



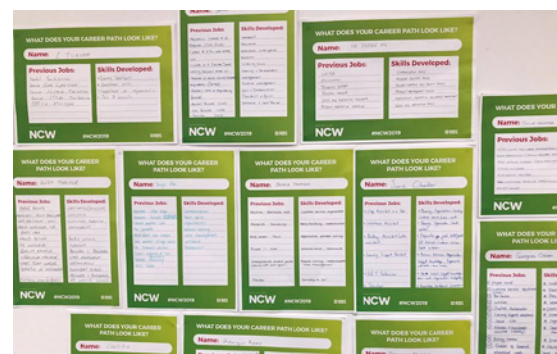
@maletlambert students working on entries for the NCW Job Journey App Competition



@ncpontefract staff and students showing off their NCW frames



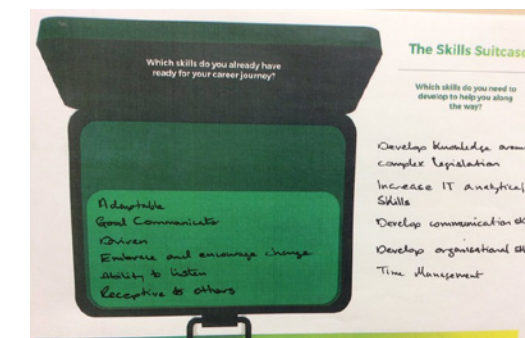
@careersinracing staff showing their job journeys



@UTCReading with a great display of different career paths



@WoodlandEstates delivering a careers talk with the NCW PPT at Isleworth & Syon Boys School



@WestholmeSchool making use of the skills suitcase resource with students



@eggarscommunity staff completing their career path door signs



@ColchesterInst getting fully involved with careers week



Our ambassador @f4rheem showing off her pledge for NCW



@Founders4School delivering an aspirations session at Harlow Green Primary School



Christine Hodgson @CareerEnt with her NCW pledge



@WestholmeSchool delivering an assembly with the employability skills presentation



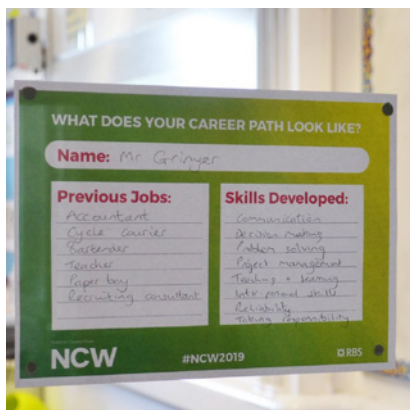
@TrentCareers making use of the 'I want to be...' frames with their own fantastic background frame

# Resources in action

It was fantastic to see the NCW resources being put to good use and shared across social media!



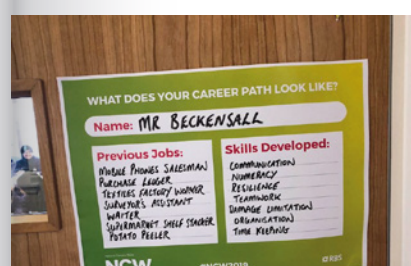
@HaybrookCollege celebrating student involvement with the NCW certificates



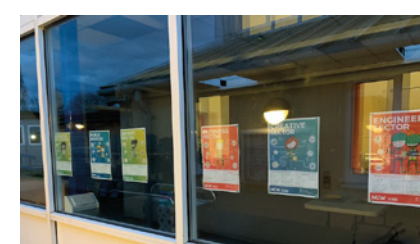
@BourneAcademy displaying staff career paths



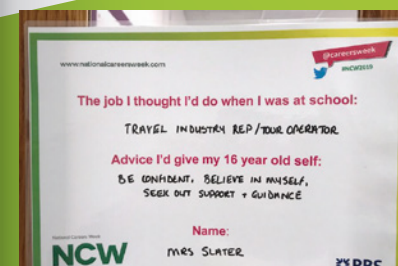
@EBP\_UK highlighting key skills they have developed with the career path resource



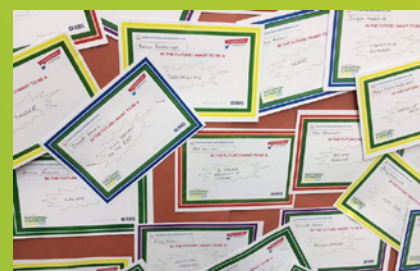
@wrhs1118\_CEIAG sharing their career path signs at Whalley Range



@SelworthySchool displaying the primary sector posters in their windows



@TrentCareers at Trent College with a great use of the NCW frames



@careers\_inc taking a peek at year 7 aspirations at St. Pius X Catholic High School

We are continually growing our bank of resources, which anyone can access via the website. If you have an idea for a new resource that you'd like to share, let us know and if we transform it, we'll make sure to credit you!



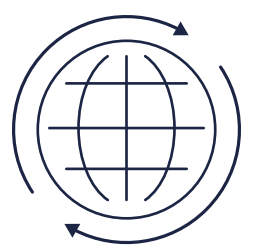
Data supplied by Tweet Binder covering Feb 8, 2019 - Mar 10, 2019

# Twitter Statistics Summary:

# #NCW2019



**264,681,737**  
POTENTIAL IMPACTS\*



**51,401,899**  
UNIQUE USERS REACHED



**10,951**  
CONTRIBUTORS

National Careers Week

**NCW**

4<sup>TH</sup> – 9<sup>TH</sup> MARCH 2019

Headline Partner:



## Most popular contributors by number of followers:

@STEPHENFRY



12,720,428  
followers

@UKPARLIAMENT



1,420,805  
followers

@METPOLICEUK



1,208,336  
followers

@HAIRYBIKERS



1,155,843  
followers

@BRYANADAMS



657,324  
followers



**42,839**  
TOTAL TWEETS



**12,438**  
ORIGINAL TWEETS  
(EXCLUDING RETWEETS)

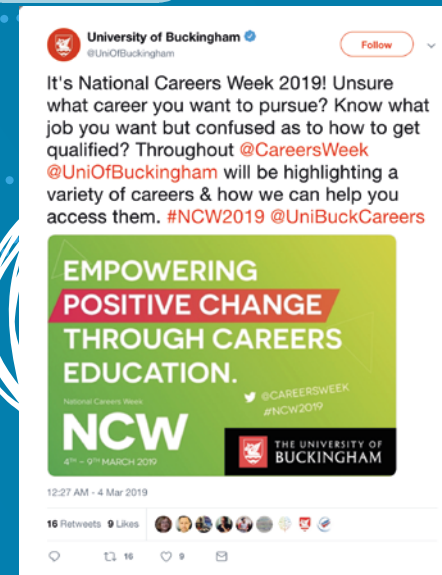
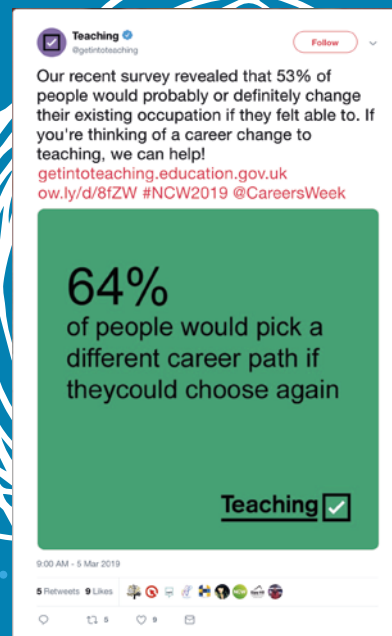
## Top 10 related hashtags:

| #NCW2019                 | 14,846 |
|--------------------------|--------|
| #nationalcareersweek     | 1,814  |
| #naw2019                 | 1,632  |
| #careers                 | 1,591  |
| #ncw19                   | 612    |
| #iwd2019                 | 550    |
| #careersweek             | 537    |
| #career                  | 437    |
| #wearethenhs             | 420    |
| #nationalcareersweek2019 | 415    |



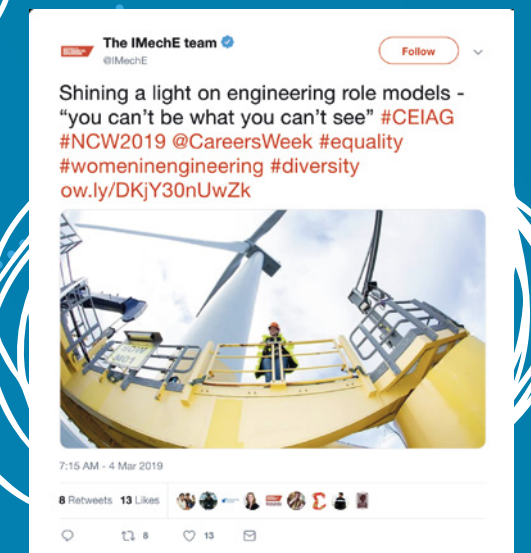
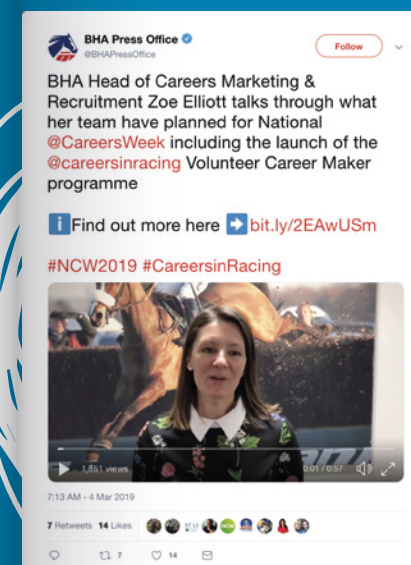
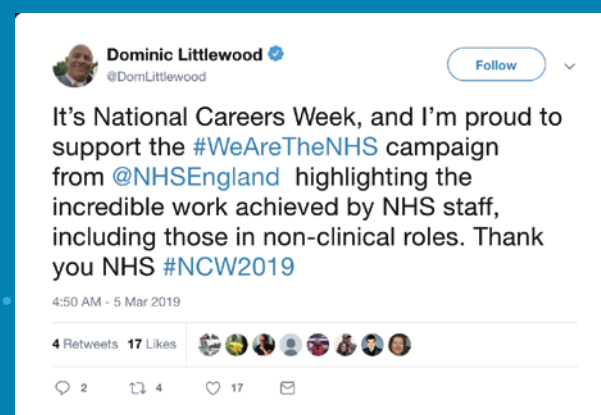
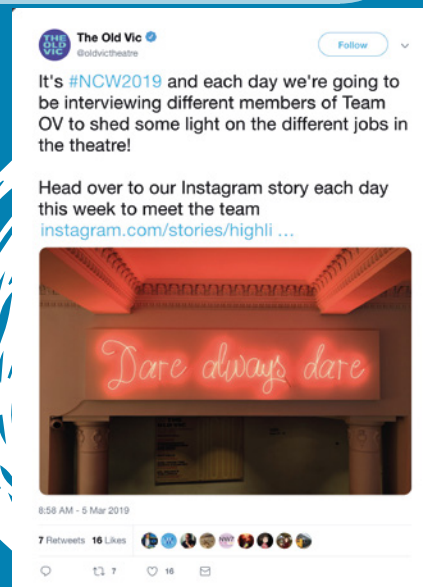
\*THE POTENTIAL NUMBER OF TIMES SOMEBODY COULD HAVE SEEN THE HASHTAG



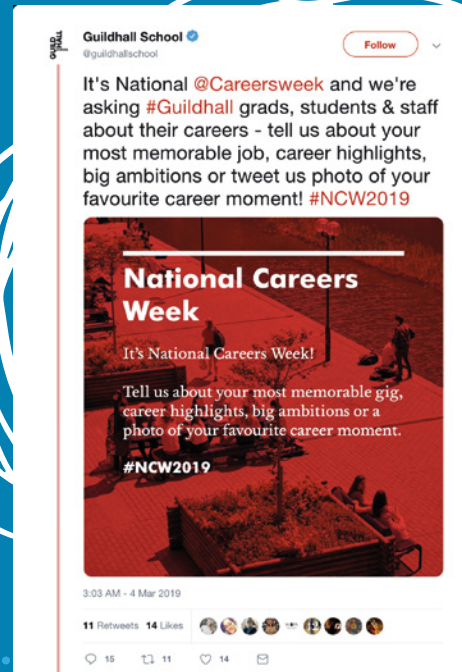


## TWEETS FROM THE WEEK

Just a snippet of the fantastic engagement with CEIAG we saw on Twitter!

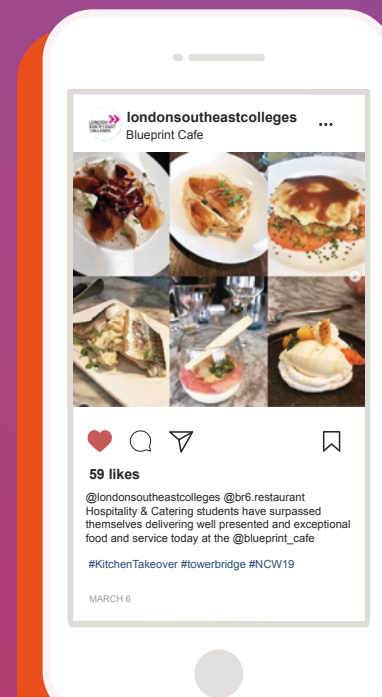
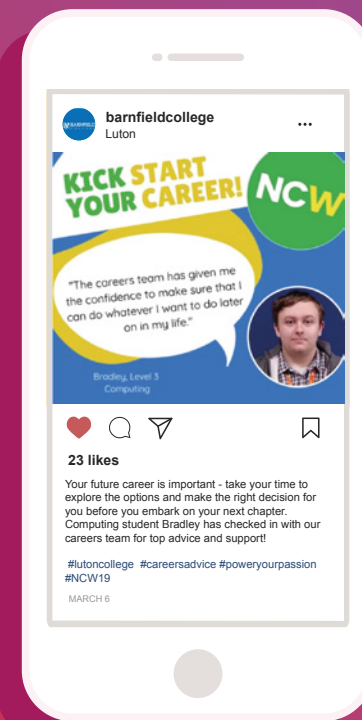
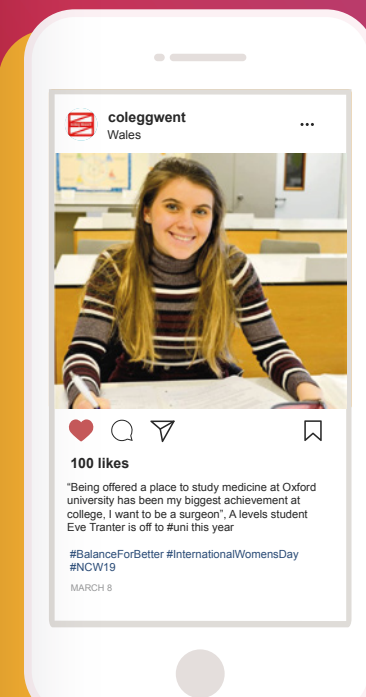
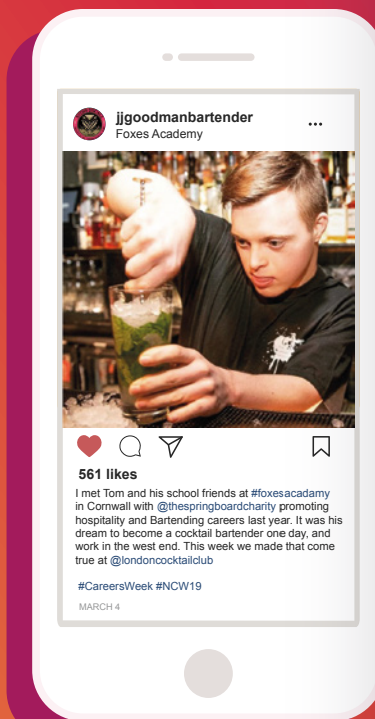
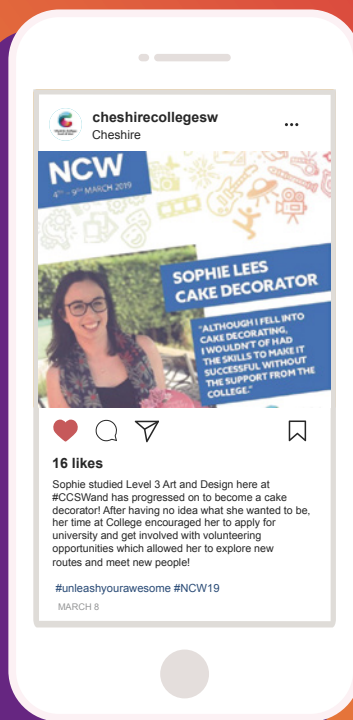
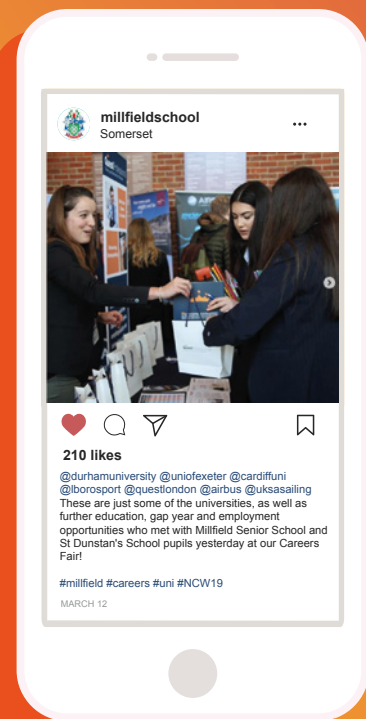
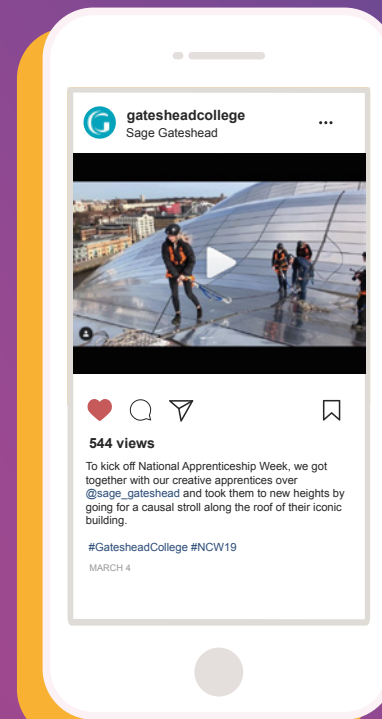
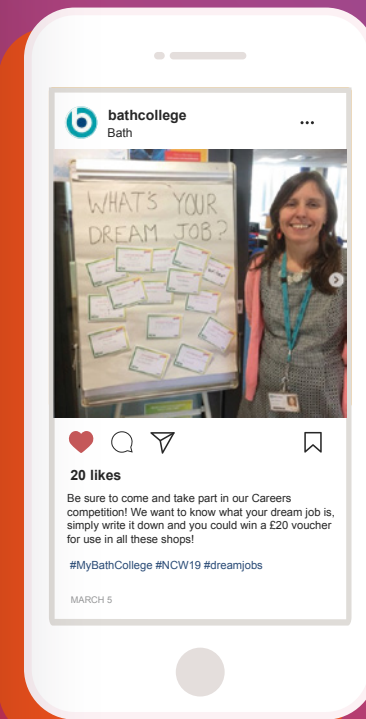








# INSTAGRAM SNAPSHOT






# FACEBOOK SNAPSHOT

National Careers Week |



**Radio Plymouth - 106.7 FM** March 6 - Plymouth

Our Drivetime Presenter, Neil Walker has been taking part in National Careers Week at City College Plymouth today, chatting to students about life and careers in the media. Get more info here: <https://www.cityplym.ac.uk/help-advice>



10 1 Comment 1 Share

**St Patrick's College Dungannon Careers Department** March 9 - Ulster

This was an excellent session for our pupils. Thanks to everyone from South West College for allowing our pupils to gain a real life experience of the hospitality industry!

The dishes created were excellent and this session has greatly enriched National Careers Week with us at St. Patrick's College Dungannon!

#TogetherInspiringGenerations!!



10 3 Comments 2 Shares

**Kirkham Grammar School** March 9 - Manchester

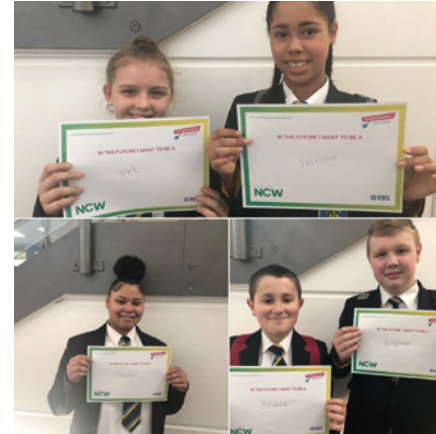
Thank you to all of our exhibitors and external workshop speakers who attended yesterday's Kirkham Grammar School Careers Fair. We hope that for those parents and pupils who attended, you found the event useful and good preparation for when the time comes in making those all important choices! #NCW2019 National Careers Week



89 5 Comments 2 Shares

**Ralph Thoresby School** March 6 - Leeds

As part of National Careers Week celebrations we have been discussing careers in form time and looking at "About Me" profiles. Students have been thinking about what skills are needed in the workplace and what skills they already have that will help them in their future careers #NCW2019



3 3 Comments 1 Share

**ESSA Academy** March 5 - Bolton


We are very grateful to Serial Entrepreneur, Motivational Speaker and Finalist of BBC Apprentice Adam Corbally for inspiring our Year 10 students this morning! Adam spoke about getting stuck in, creating opportunities and being the best version of yourself every day. What a fantastic way to spend National Careers Week / National Apprenticeship Week #NAW2019 Thanks Bolton College!



10 5 Comments 4 Shares

**Work in Social Care** March 5

It's National Careers Week. Hear from Bradley, who changed careers a few years ago and hasn't looked back. "I worked in the fitness industry throughout my twenties, working one on one, doing personal training. When I came into my early thirties, I realised that the main thing I enjoyed was working closely with people, so I got involved in the health and social care sector. I worked in mental health for a couple of years and then came to work at Society of St James in the drug and alcohol field. It's the reward you feel when working with someone. I used to notice that in personal training - but here, you can be seen as a role model or a mentor to someone as well."



31 1 Comment 13 Shares

**CSW Group** March 5 - Plymouth

IThe #NCW2019 pledges keep coming... great pledge from CSWFocus5 Key Worker Julie to inspire and support young people to develop confidence and Self Esteem through the practice of Equine Therapy..


#Careers #Equine #TuesdayMotivation #NationalCareersWeek

**For NCW I pledge to...**

"I pledge to continue to inspire and support young people to develop confidence and Self Esteem through the practice of Equine Therapy, where young people could learn to move beyond limiting behaviours and live life from a larger perspective. To develop authentic relationships at home and going forward into education or training, explored through the connection with horses, encouraging them to step away from daily life and to find themselves understanding their emotions in order to progress in finding new tools to make changes to their lives and careers and the community in which they live."

Julie Holder  
Focus5 Key Worker,  
CSW Group

**NCW** RBS  
4th - 9th MARCH 2019



5 1 Comment 4 Shares

**Loretto School** March 4 - Scotland

National Careers Week starts today! Lower Sixth: Business, Economics & Enterprise students have completed their own research into where a Career in these areas could take you!

National Careers Week Edinburgh Economics Student Enterprise Society - SESoc Edinburgh#NCW2019




18 2 Comments 1 Share

**Gilbert Stephens LLP Solicitors** March 4 - Exeter

Monday 4th March marks the start of National Careers Week 2019. Gilbert Stephens Solicitors are active in promoting Law as an interesting and worthwhile career option for young people to consider. In 2018 we attended various careers events, including the Exeter School Careers Convention, where we had the chance to talk to enthusiastic local students about the day to day life of a solicitor - and about what it's like to go to court!

National Careers Week (NCW) is a celebration of careers guidance and free resources in education across the UK. The aim is to provide a focus for careers guidance activity at an important stage in the academic calendar to help support young people leaving education.

#NationalCareersWeek #NCW19 #exeterschool



6 1 Comment 1 Share

**St Patrick's College Dungannon Careers Department** March 4 - Ulster

Thanks to everyone who attended our networking event at lunchtime today! It was great for St. Patrick's College Dungannon pupils to hear about your career journeys to date!

It was also great to see so many past pupils back and we wish everyone all the best with the rest of their studies and future careers! #NationalCareersWeek, Purple Dot Media, Jim Hamill Photography, South West College, Beauty Angel, Olivia McVeigh Makeup!



89 5 Comments 2 Shares



# NCW 2019 Launch Event

By Andrew 'Bernie' Bernard  
Enterprise Director, National Careers Week

We thought it was going to be a big week – according to web visits, downloads and some of the interactions on social media (NCW started on Twitter after all and that's the main place for gathering and sharing news and information) – but nothing could have prepared us for just HOW BIG the week turned out to be.

Nick Newman, the CEO of NCW spoke at our launch event at the Houses of Parliament and kicked off the day by celebrating our past year's success and toasting our sponsors and participants online and in person throughout the year since #NCW2018... Nick also spoke about our new video channel and also the importance of supporting young people in as many ways as possible.

Our Headline Sponsors RBS Early Careers have been with us for more than five years and at the launch in the Houses of Parliament Sandra Beattie the Head of Early Years at RBS highlighted the success of the young people on their graduate and apprenticeship programme. Her message for everyone was 'Stop and Think'

once in a while, Focus on what you want and then 'Take Action' to make sure you move towards your career goal.

We were also lucky enough to hear from one of the RBS Apprentices, Jody Tebbutt, who outlined the faith the bank has had in her and what amazing experiences she's received as being part of a supportive scheme.

The launch in Portcullis House was hosted by Emma Hardy MP and attended by Robert Halfon (ex-Skills Minister) both of whom outlined the importance of quality careers advice, meaningful work experience and adequate funding.

Emma Hardy pointed out that we in the UK are very good at putting our achievements down – 'Oh I'm \*just\* a manager' or 'Oh I'm \*just\* doing a PhD in educational philosophy' – we need to eliminate JUST from our vocabulary because it diminishes our skills, our confidence and our ability to promote our skills and attributes.



Robert Halfon in his role as Chair of the Commons Education Select Committee made a number of salient points about the importance of joined-up careers education and online materials and activities to promote equity in careers guidance. The standout phrase Mr Halfon uttered was, "Poor careers guidance is the enemy of personal fulfilment" – if you don't know what's available to you, you can't aim for it.

We heard from the brave and beautifully spoken Junior Leadership Team from St Stephen's Primary School – four Year 6 pupils who spoke passionately and eloquently about how meeting people from different roles and careers helped them to see what their futures may look like... already their aspirations included an aerospace engineer and a doctor. It is NEVER too early to picture your future!

Hilary Tait, a French language teacher from La Sainte Union School in Camden, along with one of her sixth form students, spoke movingly about the changes he has made in his life with some careers support and guidance after some

poor GCSE results. The support he received has helped him to believe in himself, focus on his future, secure a university place and change his LinkedIn profile to proclaim he is 'the Best Student in the World'.

We heard from sponsors and supporters BeReady, Careers in Racing, Careers at Sea, The Careers & Enterprise Company, Stephen Logan from Malet Lambert School and The CBI.

The messages from the partners involved are consistent – support, help, guidance, experiences, skills – and the word PARTNERSHIP came across strongly on the day.

Finally, at the Houses of Parliament Launch, I spoke about why NCW works, why it's free for schools and pupils to use, how our supporters and sponsors love to get involved in supporting young people and teachers and, of course, 'Sending the Ladder Back Down'... which I am going to make sure is the theme of everything we do at Innovative Enterprise and, hopefully for National Careers Week #NCW2020 too.





*"When business, government and education collaborates, the quality of careers education improves greatly."*

**JOHN COPE**  
HEAD OF EDUCATION, CBI



*"We need to give young people opportunities, and take them to places that they don't think they can go. Why? Because everything encompasses careers, and can inspire."*

**STEPHEN LOGAN**  
DEPUTY HEADTEACHER  
MALET LAMBERT SCHOOL



*"NCW is a fantastic opportunity to celebrate what's happening. With Gatsby Benchmarks, for the first time, we know what a good careers strategy looks like."*

**CHRISTINE HODGSON**  
CHAIRMAN, CAREERS &  
ENTERPRISE COMPANY



*"Careers education is about looking at the young person and not seeing them for what they are now, but seeing them for what they can become."*

**EMMA HARDY MP**  
HULL WEST AND HESSLE



*"Careers education at primary level is about exciting kids and showing them what is possible."*

**NICK CHAMBERS**  
CHIEF EXECUTIVE,  
EDUCATION & EMPLOYERS CHARITY



*"A career at sea is an incredible opportunity for those who don't want a 9-5 job, want a different work environment and want a chance to avoid things like student loans."*

**RACHEL GURNETT**  
TRAINING & CAREERS MANAGER,  
MERCHANT NAVY TRAINING BOARD



*"We're working hard to support the Gatsby Benchmarks by offering work experience, outreach days and opportunities to engage with our employers."*

**ZOE ELLIOT**  
CAREERS MARKETING AND RECRUITMENT,  
THE BRITISH HORSERACING AUTHORITY



*"Careers is one of the most important changes that we could make to education in this country. NCW is the kind of organisation we must support."*

**ROBERT HALFON MP**  
CHAIR OF HOUSE OF COMMONS  
EDUCATION SELECT COMMITTEE



*"NCW is a time to focus on career opportunities and building a foundation for a bright and successful future. We want young people to be clear, capable and motivated about entering the world of work."*

**SANDRA BEATTIE**  
HEAD OF EARLY CAREERS  
ROYAL BANK OF SCOTLAND



For the first time, NCW ran a pupil event in Manchester. Pupils from five schools attended the event that took place at the Friends Meeting House in central Manchester.

Workshops for pupils were provided by NCW sponsors, RBS, Careers in Racing, NHS and by two of our fantastic NCW ambassadors Mark Wood and Chris Reddy.

In addition, there were teacher CPD sessions, including one on the upcoming Ofsted CIF and the way careers will be inspected. One of our sponsors, BeReady, shared their new resources which are available free to schools and Careers in Racing informed us that racing is the 2nd biggest sport in the UK after football and amazed us with how many careers there are attached to racing.

The day was over all too quickly and everyone went away smiling and knowing a lot more than when they arrived.



*"National Careers Week's all about helping young people take action on their career development - it's been truly thrilling to see so many people in and out of the bank throw their support behind it."*

**JOHN OWEN**  
TALENT ATTRACTION CONSULTANT, RBS



# Event Capture



Check out our video coverage from the week via the NCW Vimeo page!



NCW this year sponsored the UK Career Development Award for a careers programme or activity in a primary school as it had been identified as one of our priorities to encourage primary schools to engage on widening primary age children's perception of the working world. We were delighted that Positive Footprints won as there were a number of fantastic entries, all of which were excellent. However, Positive Footprints edged into the winning spot by having a 10-year plan to extend their work and inspire so many young people.



"Winning the UK Career Development Award for best Careers Programme in a Primary School is professional recognition and directly supports our ambition to continue to roll our Raising Aspirations Programme out to schools across the country."

The national recognition will help to raise our profile in the education and business sector which is vitally important in securing school and business partnerships via our 'Aspirations Partner' model. It will also support the company to access funding for growth."

**LESLEY BURROWS**  
MANAGING DIRECTOR, POSITIVE FOOTPRINTS



# UK Career Development Awards



# Job Journey

## NCW App Challenge 2019

The Job Journey App Challenge, designed for students in Key Stage 2-4, allows groups of students to exhibit their creativity and design skills with the chance to win some great prizes for their school/college.

Pupils are asked to concentrate on one area of employment and develop ideas for one of the following:

- The journey from school to employment
- Focussing on different jobs
- A journey of a professional sportsperson
- The development of a career
- The progression of a career
- Focussing on a job sector
- The key challenges to becoming an entrepreneur

Check out some of the fantastic submissions we've had through ►►►





# RBS: Who we are and what we do.

Our brands are some of the best-known names in our industry – The Royal Bank of Scotland, NatWest, Coutts, Adam & Company, Lombard, Ulster Bank and many more. We serve over 19 million customers with all their banking needs; our headquarters are in Edinburgh and we have offices in Manchester, Birmingham, London and Bristol as well as in many other communities right across the UK.



## Making a great place to work

We want RBS to be a great place to work for everyone so we're committed to providing:



A Fulfilling Role



Fair Pay



Excellent Training



Great Leadership

To be ready for the future, we need the right people, with the right skills, doing the right work and our Graduate, Internship and Apprenticeship programmes are a fantastic way to build skills needed for a successful career. Our five people capabilities will make sure everyone joining one of our programmes will develop the right knowledge and skills; helping us build the bank of the future. Those capabilities are:



Improve Innovator



Change Ready



Critical Thinker



Connected



Trusted Advisor

Everyone joining us is absolutely crucial to our future and our success.

## How we help our graduates, interns and apprentices

National Careers Week's a great time for people to stop, focus and take action on their career development. We talk about helping people find their path at RBS, and events like these are a chance to show people how we're living it, too. Whether you join as an apprentice or graduate, we help people in lots of different ways:

- |                                      |                                     |   |
|--------------------------------------|-------------------------------------|---|
| • <b>Mentoring</b>                   | • <b>Flexible learning</b>          | • <b>Rotations in different roles</b>       |
| • <b>Entrepreneurial development</b> | • <b>Agile working and training</b> | • <b>Technical training and development</b> |
| • <b>Professional qualifications</b> | • <b>Online learning courses</b>    | • <b>Charity work</b>                       |
| • <b>Employee-led networks</b>       | • <b>Professional development</b>   |   |
| • <b>Coaching</b>                    |                                     |   |

The key thing is to make sure our graduates, interns and apprentices are involved in high impact and live projects. We hire people because of their talents and we believe in encouraging our colleagues to use them right from the start – turn the page to hear from Moshope and Nazmul, a graduate and apprentice respectively who'd like to share their thoughts on their development.

## How people can find out more?

There are lots of things you can do to find out more about our great place to work and our opportunities:

- Visit [jobs.rbs.com](https://jobs.rbs.com)
- Have a read through our [blogs page](#)
- Follow us on [social media](#)
- On our [website](#)



## A word from Nazmul Khan, Relationship Management apprentice



During my short time at RBS, I've improved and developed lots of different skills and I feel that I'm really helping the bank achieve its ambition to be number one for customer service, trust and advocacy. My self-confidence has improved and my colleagues and buddy have helped me settle in – knowing that I have their knowledge and support to help me is amazing. My customer service skills have definitely come along (as well as my verbal and written communication) and I've come across lots of different queries so my problem solving skills have improved significantly. When I joined the apprenticeship, I didn't have lots of technical knowledge but that's improving all the time. One of the most enjoyable parts of my experience is knowing that every day I go into work, I'll learn something new.

My fellow apprentices have also been incredibly helpful and we have built up a great network in case we need help, or just to share the experiences we've had.

RBS has helped support my career development in a few different ways – these are some of the things I'm up to:

- **Training days** – dedicated training workshops away from my desk so I can develop transferable skills
- **Online courses** – building up my technical knowledge so I'm more effective in the day job
- **Regular 1-to-1s** – I work closely with my line manager; discussing my progress and setting objectives for the year ahead so I can better steer my development
- **Career Development Days** – an internal careers fair so I can have a better understanding of the range of career options open to me
- **Networking events** – hosted by our multi-cultural network; this has been an important part of my career development

I'm looking forward to continuing to develop my skills which will hopefully put me in good stead to have a long and successful career with the bank. I've only just started to learn about all the roles available and I'm looking forward to finding the one that best suits my career goals.



## A word from Moshope Salami, Technology graduate



I've completed two rotations and I've developed lots of different skills as well as enrolling to study professional qualifications to support my career development. Some of the skills I've learned are:

- **Project management** – working with our change teams to deliver on several live projects
- **Global stakeholder management** – working with colleagues and clients in India, EMEA, APAC and in the Americas
- **Teamwork** – working with lots of colleagues from different teams such as software engineers, business analysts, scrum masters, senior management as well as external suppliers
- **Leadership** – being the lead on multiple projects since joining the programme

I was completely new to the world of Technology when I joined the programme so I've learned so much technical knowledge, too. I've managed to get involved in lots of tasks like security testing, cyber security, and incident response as well as cloud computing.

Early Careers provide training in each placement and, at the moment, I'm studying for three professional qualifications:

1. **PRINCE2** – certificate in project management
2. **Agile project management**
3. **Certified Information Security Management**

After I've finished the programme, I'll have lots of skills that I can use in lots of different roles in the bank. The graduate programme's ideal for development because it allows you to immerse yourself in many different types of work. That's useful because it lets you figure out exactly where you interests do (or don't) lie – I now know I have a keen interest in cyber security and I'll be able to develop in this even more in the future.





# Inspiring and preparing young people for the fast-changing world of work

THE CAREERS &  
ENTERPRISE  
COMPANY

The Careers & Enterprise Company was established in 2015 to help link schools and colleges to employers in order to increase employer engagement for young people.

During our first three years, we have worked with Local Enterprise Partnerships to build a national network which now links more than 2,000 schools and colleges to employers. We know there is great work happening to inspire and support young people, and we want to help schools and colleges build on this. We do this by:

- 1 | Building Networks:** linking schools and colleges to employers and other external careers providers through the Enterprise Adviser Network and Careers Hubs
- 2 | Supporting Careers Leaders:** Providing training and support for Careers Leaders in schools and colleges
- 3 | Backing the Gatsby Benchmarks:** Supporting implementation of a best practice standard for careers support, the Gatsby Benchmarks, with tools and targeted funding

## Resources for Careers Leaders, schools and colleges

We provide a range of resources available for everyone working in careers education:



Our free, online training course for Careers Leaders



Joining our Network to benefit from a dedicated Enterprise Adviser



Evaluating your current careers activity using our Compass tool



Finding a careers activity provider using our online search tool



Support with meeting the requirements of the government's Careers Strategy



Understanding the Gatsby Benchmarks

Visit [careersandenterprise.co.uk](https://careersandenterprise.co.uk) to find out more.



@careersandenterprisecompany



@careerent



the-careers-&-enterprise-company



# #careersatsea

## Careers at Sea

Official NCW2019 Sponsor

Over 90% of the UK's trade is carried by sea on commercial ships, collectively known as the Merchant Navy. This is a vital part of the economy and also supports travel and hospitality such as passenger and cruise ships. A career at sea can offer highly transferable skills and the chance to develop both practical and technical skills, outside the 9-5 job structure. However, a career in shipping can be overlooked. 'Careers at Sea' is a promotional body for Merchant Navy careers and seeks to enlighten people about the career opportunities available on board ship and beyond.

careers  
at sea

 [careersatsea.org](https://careersatsea.org)

 [@careersatsea](https://twitter.com/careersatsea)

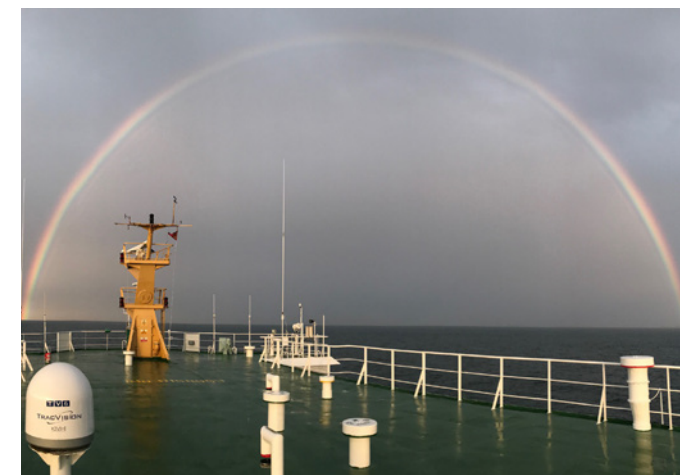
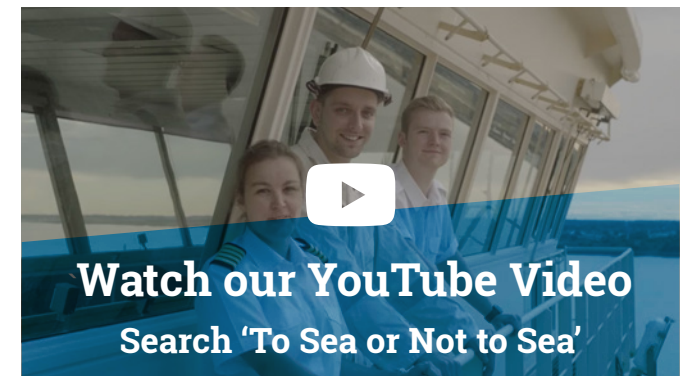
### Tidal Tuesday

Careers at Sea sponsored National Careers Week throughout the week and in particular on Tuesday 5th March, 'Tidal Tuesday'. There are sponsored training career opportunities available for those looking to start a cadetship; this leads to becoming a Deck, Engine or Electro-Technical Officer. Other routes include supporting staff (known as ratings) who can receive professional qualifications to work at sea, which are recognised around the world.

Training includes time at college for practical and academic work at nautical colleges as well as experience at sea. Tidal Tuesday offered the opportunity to explore these roles, supporting STEM subjects and demonstrating how this can be used in day-to-day job roles.

### Careers at Sea Ambassador Visits

Schools and Youth groups can participate by contacting Careers at Sea to request a visit from one of our Ambassadors and find out more about what a career at sea is like!







# Are you interested in health but don't know where to start?

Answer some simple questions and get some ideas for a career in health in just ten minutes. **There are more than 350 roles in the NHS** - something for everyone!

[www.healthcareers.nhs.uk/findyourcareer](http://www.healthcareers.nhs.uk/findyourcareer)



# Health Careers

When people think about working in the NHS; doctors, nurses, midwives and paramedics generally come to mind. But, says Alan Simmons, careers specialist at Health Careers, there are more than 350 roles available in health. "There are many clinical roles of course, that require years of study or training," he says, "but there are many non-clinical roles too that are essential to the running of the NHS, and the training for these is often through an apprenticeship or on the job".

## How we can help

Health Careers is where you'll find out about careers in:

- The allied health professions
- Ambulance service team
- Dental team
- Health informatics
- Healthcare science
- Management
- Medical associate professions
- Medicine (being a doctor)
- Midwifery
- Nursing
- Pharmacy
- Psychological therapies
- Public health
- The wider healthcare team

The website has a compare roles function, course finder and all sorts of information specifically for careers advisers and teachers in the career planning section. To help individuals discover roles that might suit them, we've developed a new online careers tool. Visit [www.healthcareers.nhs.uk/FindYourCareer](http://www.healthcareers.nhs.uk/FindYourCareer).

Our suite of careers literature - very useful for careers libraries or events - sets out information about each career category. They are available to order from [advice@healthcareers.nhs.uk](mailto:advice@healthcareers.nhs.uk) or 0345 60 60 655. You can also download them from the Health Careers website: [www.healthcareers.nhs.uk](http://www.healthcareers.nhs.uk).

You or your clients can ask us questions via email or over the phone on weekdays too. We're also on social media - Facebook, Twitter, LinkedIn and Instagram.

**Explore Career Opportunities**  
[www.healthcareers.nhs.uk](http://www.healthcareers.nhs.uk)

As well as the main Health Careers information service, we also run the Step into the NHS campaign for school age students.

**Visit Step Into the NHS**  
[www.stepintothens.nhs.uk](http://www.stepintothens.nhs.uk)

As well as our annual schools competition for Key Stage 3, we launched a suite of careers resources for use in primary schools, including a competition where kids can win great prizes. These have been designed to help raise aspirations, challenge career stereotyping and put learning into context for the future.

## Job Opportunities

Jobs and apprenticeships are advertised on the NHS Jobs website, so have a look to see what's available in your area.

The type of apprenticeships available is up to the local NHS, but there are more and more apprenticeship opportunities in everything from estates, health and social care. Look out for degree apprenticeships in nursing, midwifery, healthcare science and many of the allied health professions, housekeeping, IT, business admin and accounting.

**Visit the NHS Jobs Website**  
[www.jobs.nhs.uk](http://www.jobs.nhs.uk)

## Health Careers resources and the Gatsby Benchmarks

The National Careers Strategy places great emphasis on the importance of the Gatsby Benchmarks.

In his blog for National Careers Week 2019, Alan Simmons at the Health Careers team has outlined how our various resources can support most of the benchmarks, by detailing specific resources against each one.

**Read Alan's NCW Blog**  
[www.nationalcareersweek.com](http://www.nationalcareersweek.com)





INSTITUTE OF THE  
MOTOR INDUSTRY



**570,000+**  
WORKING IN INDUSTRY

### OPTIONS INCLUDE

- APPRENTICESHIPS
- UNIVERSITY
- COLLEGE



**SALARIES**  
FROM 16K TO  
**100+K**



**39,675,562**  
VEHICLES  
ON ROADS



**150 JOB ROLES**  
FROM WHEN VEHICLE  
LEAVES PRODUCTION LINE  
TO WHEN IT GETS SCRAPPED



**9**  
SUBSECTORS



**17K+ JOBS**  
CREATED IN 2020

## HOW WE CAN **SUPPORT** **YOU** TO EMBED CEIAG INTO YOUR CLASSROOM WITH 5/8 GATSBY BENCHMARKS

### BENCHMARK 2

- ✓ Career Labour Market information
- ✓ Info on 150+ job roles

### BENCHMARK 3

- ✓ Info and advice on options after school

### BENCHMARK 4

- ✓ 52x curriculum linked lesson plans with real life examples
- ✓ Activities to embed CEIAG into the classroom

### BENCHMARK 5

- ✓ Linking employers and networks to career fairs and talks
- ✓ Team competitions to win days out

### BENCHMARK 6

- ✓ Work Experience guides
- ✓ Virtual Reality and 360\* films
- ✓ See another side of automotive at our days at Santa Pod

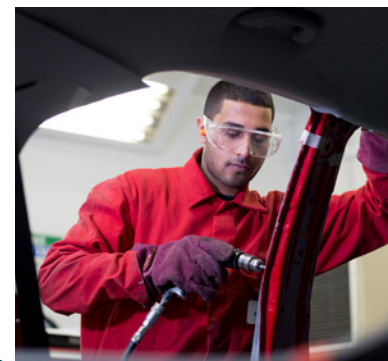
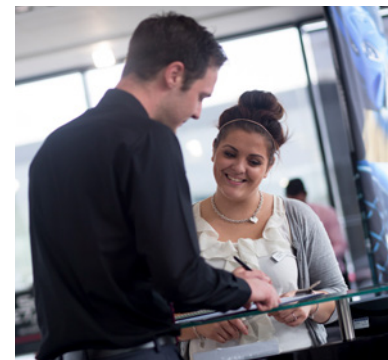
Contact the IMI Careers team to find out more

📞 01992 511521

✉ careers@theimi.org.uk

🌐 www.autocity.org.uk

🐦 #MotorCareers





# CALLING ALL SCHOOLS AND COLLEGES!

- ▶ Fully funded, online and offline employability resources for your institution
- ▶ Meet Gatsby Benchmarks without any financial costs
- ▶ Accredited, interactive online modules
- ▶ Free lesson resources
- ▶ Free tutor time materials covering both careers and British values



“The high quality, industry relevant CPD resources and opportunities the website provides have been great to enable the students to achieve their career goals.”

**Josh Lampard**  
Head of Sixth Form  
Farlingaye High School

**At Be Ready we are on a mission to unlock your pupils' potential and enhance their career opportunities.**

Be Ready aims to bridge the skills gap in the marketplace by offering students fully funded, accredited resources which enable them to develop key employability skills, gain labour market insights and achieve CPD certification.

Our bespoke online micro sites and free lesson packs are a fantastic way of meeting Gatsby Benchmarks and delivering accredited key skills training without any extra work.



Get in touch with us today to receive your free demo site and resource pack!

Call us today on **020 7046 7082**

Or email us via [info@bereadygroup.org](mailto:info@bereadygroup.org)



# Educating, training and setting standards in anaesthesia, critical care and pain management

## A career in anaesthesia

### Did you know that anaesthetists form the largest single hospital medical specialty?

Their skills are used in all aspects of patient care and they are responsible for providing care to a patient before, during and after their operation. The role of an anaesthetist goes beyond providing anaesthesia to patients. As a specialist doctor, their key responsibilities also include:

- getting a patient ready for surgery and looking after them afterwards
- resuscitation and stabilisation of patients in the Emergency Department
- pain relief in labour and obstetric anaesthesia
- intensive care medicine
- pain medicine
- transport of acutely ill and injured patients
- pre-hospital emergency care.



## For students

To pursue a career in anaesthesia, you will need to attend medical school following higher education. The application process for medical school can be extremely competitive, so it is important to be proactive and plan. With the help of your school, organise work experience or placements at a hospital as this may help cement your career aspirations. Here are some further steps to help you on your journey:

- download the '[your future in anaesthesia](#)' brochure from our website
- attend medical careers fairs to speak with anaesthetists directly
- have a look at medical school entry requirements
- contact the [Royal College of Anaesthetists Training Team](#) if you have any further questions.

## For schools

Help your students make well-informed career choices by maximising your understanding of less generic career paths such as anaesthetics. Why not try the following:

- contact the Royal College of Anaesthetists about your local career fairs and we can arrange for a local representative to attend
- request materials from the College on a career in anaesthesia (we will post these out to you free of charge)
- contact the [Royal College of Anaesthetists Training Team](#) for more information.

## Find out more

Visit our website: [www.rcoa.ac.uk](http://www.rcoa.ac.uk)

 [RoyalCollegeofAnaesthetists](#)

 [@RCoANews](#)

 [RCoAYoutube](#)

 [training@rcoa.ac.uk](mailto:training@rcoa.ac.uk)



## PEOPLE IN HORSE RACING



**17,400**  
full time  
employees



**10,000**  
working with  
horses

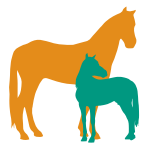


**3,000**  
thoroughbred  
breeders

## RACEDAY



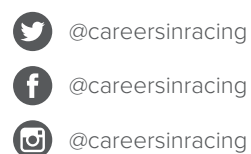
**10,000+**  
races run



**4,500**  
foals born  
each year



**14,000**  
horses in  
training



# careersinracing

KICKSTART YOUR CAREER IN RACING

### Want to work with horses or the exciting world of sport?

If you want to work with horses, there has never been a better time to join the horseracing industry. It has a heritage that spans centuries, and is the second largest spectator sport in the country. Racing and Thoroughbred breeding offer a range of exciting and challenging roles and training opportunities.

You could be involved in looking after some of the best horses in the country or even the world, or pursue a career in another part of this diverse industry. You don't have to be rider to get a job in racing. There are roles based around caring for horses that don't involve riding – but if you want to ride – and if you are prepared to learn we can teach you!

With 60 racecourses throughout Britain – all big sporting and commercial venues – there is something for everyone – Sales Executives, Digital Marketing Managers, Commercial Assistants, Event Managers, Chefs and Hospitality Staff – you can do it all in horseracing! You can start as a school leaver, or apply for our exciting Graduate Development Programme when you leave university.

Right now we are particularly looking for more people to work with horses. You can study for a racehorse care apprenticeship at one of our three dedicated colleges, The Northern Racing College based in Doncaster, The British Racing School in Newmarket and the National Stud. So if you are thinking of an apprenticeship after your GCSE's or A Levels take a look at our dedicated apprenticeship page and sign up to our careers newsletter. All the training providers offer fantastic taster days so take a look now. Racing School training courses start throughout the year – not just at the start of the academic year. Availability now!

Apprenticeships and career newsletter

Find out more on our website

Video: working in racing



**BBC Bitesize**

# BBC Bitesize Careers – brand-new, free resources for students

Alongside its well-loved curriculum resources, BBC Bitesize now offers a wealth of careers inspiration and advice for your students! Designed to support you in meeting the Gatsby Benchmarks, these new resources offer:

- A growing collection of job case studies across a wide range of sectors, supported with labour market information
- Links between curriculum subjects and the world of work, showing how vocational, apprenticeship and academic pathways can lead to success
- Information and guidance on skills for work, choosing options, work experience and more

Explore BBC Bitesize Careers resources:

[www.bbc.com/bitesize/careers](http://www.bbc.com/bitesize/careers)

[bbc.com/bitesize](http://bbc.com/bitesize)  
[@bbcbitesize](https://twitter.com/bbcbitesize)  
[#bbcbitesize](https://www.instagram.com/bbcbitesize)





Find your path

# RBS Early Careers

Charitable giving is important to us too. Collectively, we raised over  
**£4,££££££££**  
in 2017 for the causes that matter most to our people.

We're the only organisation  
to have featured on the  
**Times list of Top Employers  
for Women** every year  
since it was launched.



**50|50  
by 2020**

Our brands include some  
of the best-known and most  
prestigious names in banking  
and financial services.



Our employee-led  
networks continue  
to drive inclusion  
throughout the bank.

This year, we'll be contributing more than  
**1**       
**HOURS OF VOLUNTEERING**

Our people are actively  
encouraged and  
supported in their studies  
towards a professional  
qualification.



**2018 EMPLOYER  
OF THE YEAR –  
THE WOMEN IN  
FINANCE AWARDS.**

This is Europe's largest  
diversity initiative  
which celebrates  
leading change and  
breaking down  
barriers.



To be ready for the future, we need the right  
people, with the right skills, doing the right work.

We know what skills our people need for a successful career – our five people capabilities will make  
sure you develop the right knowledge and skills so you can help us build the bank of the future.



**Improver  
Innovator**



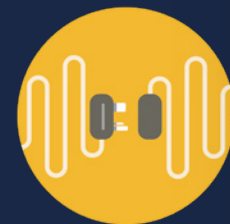
**Critical  
Thinker**



**Trusted  
Advisor**



**Change  
Ready**



**Connected**

Whether you join us as an apprentice or graduate, we'll help you develop your skills in lots of different ways:

Mentoring  
Coaching  
Professional development

Entrepreneurial skills  
Flexible learning  
Rotations / job shadowing

Professional qualifications  
Agile working  
Technical training

Employee-led networks  
Online learning  
Charity work

RBS Early Careers

     [jobs.rbs.com](https://jobs.rbs.com)

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# Empowering positive change through careers education.

2<sup>nd</sup> - 7<sup>th</sup> March 2020

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