RAISING ASPIRATIONS IN EDUCATION
A PATHWAY TO THE FUTURE
The Hays Ignition Programme provides innovative solutions that prepare students for the ‘world of work’.

**Hays Ignition aim to foster achievement and support young people by:**
- Improving motivation
- Building self-esteem and confidence
- Making learning fun
- Helping them to be better learners
- Supporting inclusion
- Promoting better attainment, attitudes and behaviour

Young people gain a lot by taking part in activities that they are interested in and enjoy. They take pride in their successes, which leads to happier and more fulfilled experiences. They also develop better social skills, helping to improve motivation, self-esteem, confidence and attainment.

**Our expert team deliver fast-paced, fun and interactive sessions to pupils from age seven to 18 years, that assist schools to meet the following Ofsted criteria:**
- The quality of pupils’ learning and their progress
- Pupils’ achievement and the extent to which they enjoy their learning
- Pupils’ behaviour
- The extent to which pupils contribute to the school and wider community
- Pupils’ attendance
- The extent to which pupils develop workplace and other skills that will contribute to their future economic well-being
- The extent of pupils’ spiritual, moral, social and cultural development
- The extent to which the curriculum meets pupils’ needs, including, where relevant, through partnerships
- The effectiveness of care, guidance and support
- The effectiveness of partnerships in promoting learning and well-being
- The effectiveness with which the school promotes equal opportunity and tackles discrimination
- The effectiveness with which the school promotes community cohesion
Year 3: How going to school builds your future

Pupils learn about the importance of going to school thereby making links to the world of work. The session is packed with fun activities which will help them in the future.

Year 4: Education is the key to your future

Pupils discuss their dream career and consider what paths they may take to achieve their goal. The fun filled activities will focus on the importance of how education increases their career choices.

Year 5: Key skills and specialisation

This session is designed to engage students into the concepts of key skills. Activities focus on teamwork, problem solving and communication. An action packed workshop were learning takes place through continued games and tasks.

Year 6: First steps to success

Part 1 – Looks at the key elements pupils require to achieve their dream career using fun and interactive activities throughout, and making continued links to the value of education for their future.

Part 2 – Deals with transition from primary to secondary school. NLP techniques are used to alleviate these fears. Each pupil will build a personal profile to assist them in year 7 to build confidence and self esteem.

Enterprise Workshop

Pupils are given a brief to put together a business case for funding of their new venture ‘a unique snack shack’. They are required to draw up a logo, cost out business premises, agree a marketing strategy, and present to the panel to bid for funding. The winning team receive a trophy and certificates.

Money management

Pupils are taught the reality of financial responsibility in a fun family game. Working in groups they must manage the everyday finances of family life including shopping for the week, paying household bills and dealing with the unexpected. This session promotes communication and negotiation skills, and requires strong team work, plus numeracy skills.
Moving forward – Addresses the potential drop in levels of attainment that can happen in Yr 7. We look at revisiting achievements, qualities and skills, and discuss what decisions are needed to shape a student’s future and the methods needed to establish their true potential. This session uses expression through art with our unique character ‘Fantasticat’.

Learning about you – This covers the importance of developing a professional personal and educational skill set. Students will gain an understanding of their preferred learning styles and how it can be linked to suitable ‘job roles’. We discuss what employers look for from young people and how they can best maximize on their skill set.

Personality testing – Students will establish their future career aspirations discussing options available in the workplace. Personality testing is carried out to ascertain chosen career paths. SMART methodology is then used to set targets and plan for the future.

On-line job hunting – An insight into the current job market gives students an understanding of what may be offered based on standards of attainment. Students will be set a pre-course worksheet to gather information prior to the session. This session is very powerful and gives a realistic impression of what is required for them to live the life they aspire to.

Advanced CV writing – This teaches how to construct a professional CV that will get you the interview. Students will identify their key skills and learn about the importance of writing a professional covering letter, as well as discovering what future employers look for in a CV.

Interview skills and techniques (role plays) – The session showcases our expertise around tips and techniques needed for a successful interview. Role-plays ensure students see an interview from the perspective of interviewee, interviewer and observer. This is a session most adults would love to attend!

Pre work experience – This takes a look at the world of work and the level of expectations of future employers. The session identifies key tips needed for a successful work placement and ensures all planning and preparation is in place prior to attending their work placement.

Post work experience – This workshop focuses on past and present work placements, ensuring students make it ‘work’ for them. It looks at identifying transferable skills and learning outcomes. Drawing from the Pre-Work Experience session, it shows how to draw out the learning outcomes and transfer them onto their personal statements and/or CV.

Employability skills – Students will partake in tests to ensure their personalities match their current career aspirations. The session will raise awareness of the current job market, salaries and entry requirements for specific roles.

How to find a job – This covers the benefits of finding a suitable job leading to a career, and promotion of temporary and contract jobs as a stepping stone to a permanent role. We give insight into the variety of different industries available and how to search and apply for a suitable job. We discuss ‘Jobs of the Future’ specific industries, where the market may be buoyant.

Money management – This makes the link between first-class qualifications and a first class income, the importance of budgeting and the effects of tax and N.I. on salary. Through activities we seek to develop presentation, problem solving and negotiation skills.

Best practice and risk – We deliver insight into what constitutes best practice in the workplace. Students will gain an understanding of how ‘risk’ can enable us to learn from mistakes and make clear and concise decisions for the future. The ‘risk’ game presents a series of dilemmas in all areas of their life in which they must make a decision and take the consequences.

Public speaking and presentation skills – This session will demonstrate how students can develop the skills required to deliver both verbal and visual presentations effectively, throughout their academic and working life. Qualifications alone will not secure a job – it is the ability to market yourself with confidence that will see you through to a successful career.

Enterprise – The sandwich workshop – A team activity that is used by corporate companies for recruitment assessment days to identify potential leaders and team players. The session will develop presentation, teamwork, problem solving, communication and negotiation skills.

Preparing for university – Designed for students going to university, this session discusses student debt, student borrowing and tax implications for students. Students will gain a true understanding of the costs associated with going to university, plus the various Do’s and Don’ts of managing their finances.
Employability skills – Students will establish their future career aspirations through discussing options available in the workplace. Personality testing is carried out to ascertain career paths. Module I sees the commencement of a CV that will continue to be developed through Year 12. This assists in identifying areas for development and plans for the future.

Employability skills II – This workshop will look at writing a covering letter and/or personal statements. Career plans are addressed using long and short-term goals. Discussions are based around work experience, identifying transferable skills and learning outcomes. Students take part in interview skills technique role plays.

Employability skills III – Making choices concerning future careers will be discussed, as well as looking at realistic options and career plans. An insight into the current job market gives students an understanding of what may be offered based on standards of attainment. Students will take part in a team activity helping to identify their strengths and weaknesses.

Preparation for employment/university – Students will partake in a 15 minute mock interview. Where possible these interviews will take place in a local Hays office to ensure the experience is as ‘real’ as possible.

Preparation for employment/university II – This covers one-to-one career consultations that offer students feedback on their mock interview, improvement tips on their personal statement and CV. Students will have the opportunity to discuss their future career plans and receive feedback on how to develop their strengths and improve on their weak areas.

Preparation for employment/university – Enterprise Training session – In preparation for university, students will partake in an activity covering topics such as disposable income, the effects of tax on salary, household expenses, and qualifications linked to income and budgeting. This module also looks at best practice in the workplace and the positive and negative elements of taking risks.

Full or half day sessions

Mock interviews – Students will partake in a 15-minute mock interview. Where possible interviews will take place in a local Hays office to ensure the experience is as ‘real’ as possible.

One-to-one consultation – A 15 minute consultation with a recruitment expert will offer students feedback on their mock interview, improvement tips for their personal statement and CV.
FEEDBACK QUOTES FROM AROUND THE COUNTRY

**North East**
Mandy Greenwell, Yr 6 Teacher
Dunston Hill Primary School

“A fun and lively programme with lots of pupil interaction/activities. Very engaging for all children and certainly got them thinking about the skills/qualities they possess and will need for future careers”

Yr 6 Pupil, Dunston Hill Primary School, North East

“It was great and I feel much more confident about secondary school”

**North West**
Alma Mason, Deputy Head (Year 11)
Croxteth Comprehensive School, Liverpool

“The greatest achievement was how our students listened to the Hays staff prompts, strategies and advice in a manner not afforded to school based staff. It was clear that Year 11 recognised Hays as ‘experts’ so were more likely to absorb the suggestions and work on their skills and personal competencies to enhance their employment prospects”

Yr 11 Pupil, Croxteth Comprehensive School, Liverpool

“The Hays courses are brilliantly run and all the information given is definitely going to help me in the future when going to interviews”

**Greater Manchester**
Mrs Duffin, Yr 6 Teacher
St Bernadette’s RC Primary, Bury

“The children were engaged, enthusiastic and responded to the friendly, warm approach. They clearly felt secure and everyone opened up as the session progressed. I also learnt a lot about the children that I didn’t know already”

Yr 6 pupil, St Bernadette’s RC Primary, Bury

“Thank you for a really good morning. It was great and I would really love to do it again”

**Yorkshire**
Jo Belshaw, Head Of Careers, Wickersley School, Rotherham

“A brilliant session - exactly the right pitch for the target audience”

Year 12 pupil, Wickersley School, Rotherham

“Really interesting lesson and a serious eye opener about working hard to secure a good job and how hard it is to actually manage your money”

**Warwickshire**
David Hubbard, Yr 6 Teacher
Nethersole Primary School, Warwickshire

“A thoroughly enjoyable, well prepared and relevant programme. Claire delivered it with enthusiasm and engaged with the children well. I will be requesting the programme over the coming years. Thank you”

Yr 6 Pupil, Nethersole Primary School, Warwickshire

“The part about secondary school really helped me with any self confidence”

**London & South East**
Year 10 Teacher , North London Collegiate School, London

“I think that the workbooks are very good and will be a useful tool for the students to use as a follow-up. Overall I thought that the programme was well tailored to our needs. I was happy with the presentation and would recommend Hays Ignition to other careers advisers. Thank you”

Yr 12 Pupil, St Peters College, Essex

“The programme helped me understand interviews and manage money better and understand what to do after I finish”

**Midlands**
Yr 6 Teacher, The Oratory RC Primary School

“It was lovely to see the children interacting with other adults. This workshop raised self-esteem with less confident children and also promoted life-long learning. Thanks so much - it was a very enjoyable afternoon”

Yr 6 pupil, The Oratory RC Primary School

“You have shown me the way to get my dream job – thank you so much”

**South West**
Christine Hanlon, WRL Coordinator
St Augustine’s Catholic College, Trowbridge

“Your team might be pleased to hear that two parents contacted me this morning – both children are average ability/behaviour – commenting on how enthusiastically the students talked about the day at home. Parents were so encouraged by what they heard, that they felt they had to share this with me. A result, I say!”

Year 11 pupil, St Augustine’s Catholic College, Trowbridge

“I found it amazing and will go home and look up how to get into this industry. A fun and innovative concept of learning - ten out of ten. I would recommend it worldwide”
You have shown me the way to get my dream job – thank you so much

For further information on any of our services, visit hays.co.uk/ignition. Alternatively, please contact a member of our team at ignition@hays.com or 0121 236 7933.

“You have shown me the way to get my dream job – thank you so much”