



SKILLS

OUR 2022 SKILLS AND
CAREER PROGRAMMES
FOR SCHOOLS AND
COLLEGES

2/22



Helping Britain Prosper

THROUGH SKILLS
DEVELOPMENT
IN THE UK

2022



LLOYDS
BANKING GROUP



Our Mission

HELPING BRITAIN PROSPER

We are striving to Help Britain Prosper

We are committed to building an
inclusive society.

We can and we are using
our influence to enable local
communities to recover and thrive.

This starts with young people:
our workforce of the future.

2022 SOLUTIONS AT A GLANCE BY AGE GROUP

Our solutions start at age 7 through age 19. Starting with a focus on building essential behavioural skills and aspirational exposure to the world of work, we build confidence, insight and practical skills to support older students on their journey transitioning to the world of work.



PRIMARY CHILDREN

Drive development of meta-skills beyond curriculum that are critical to future work. Create optimism and ambition for those from more challenged backgrounds

KS2/3 TRANSITION

Support & foster development of meta-skills beyond curriculum. Create exposure to future careers optimism & ambition for those from challenged backgrounds

KS4 STUDENTS

Upweight profile of meta-skills in these pivotal final years of schooling connecting logically with careers, world of work and employability concepts

KS5 / FE / SIXTH FORM

Refine meta-skills and capability to utilise in securing work, apprenticeship or higher education. Showcasing metaskills in diverse careers



**SKILLSBUILDER
IMAGINATIVE
INVENTORS**

**SKILLSBUILDER
IMAGINATIVE
INVENTORS**

**SKILLSBUILDER
RECRUITMENT RACE**

**SKILLSBUILDER
RECRUITMENT RACE**

**SKILLSBUILDER
ACCELERATOR**

**SKILLSBUILDER
ACCELERATOR**

**WORLD OF WORK
EXPERIENCE**

**WORLD OF WORK
EXPERIENCE**

**VIRTUAL WORK
EXPERIENCE**

**WORLD OF WORK FOR
EDUCATORS**

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4,500 student experiences available across all initiatives in 2022

* References to “key stages” whilst applying in England are to include the relevant age students within all devolved nations’ education systems

2022 – AT A GLANCE BY TIME-FRAME, COHORT SIZE & AGE



SKILLSBUILDER IMAGINATIVE INVENTORS	 70=90 mins	 Up to 35	 8-13	VIRTUAL – SINGLE CLASS
SKILLSBUILDER RECRUITMENT RACE	 70=90 mins	 35-250	 12-19	VIRTUAL – SINGLE & MULTI-CLASS
WORLD OF WORK EXPERIENCE	 3.5 hrs	 50-250	 14&15	VIRTUAL – MULTI-CLASS & AT HOME
VIRTUAL WORK EXPERIENCE	 2 days	 Up to 55	 14-21	VIRTUAL – MULTI-CLASS AT HOME & ON-DEMAND
WORLD OF WORK FOR EDUCATORS	 3.5 hrs	 Up to 250 live Unlimited on- demand	 N/A	VIRTUAL – LIVE & ON- DEMAND
SKILLSBUILDER ACCELERATOR	 Year-long	 400 schools	 4-19	IN PERSON CONSULTANCY SUPPORT

SKILLSBUILDER IMAGINATIVE INVENTORS



SKILLSBUILDER IMAGINATIVE INVENTORS

Introduction to the Skillsbuilder Essential Skills framework, using a creative imagination challenge to bring three essential skills to life and allow students to recognise how these skills are used in real life jobs

DURATION & DELIVERY METHOD

Delivered virtually via Zoom / Teams.
70-90 minutes Led by Lloyds “Master Builder” accompanied by 3 additional Lloyds volunteers from diverse backgrounds and occupations. Teacher & student packs provided in advance.

STRUCTURE

Students are introduced to the Skillsbuilder framework specifically Speaking, Listening and Creativity. Complexity and challenge is age-adjusted. Students then undertake a short creative challenge relating to the world of work e.g. help Lloyds design a workspace that will help colleagues be more creative. Students create a presentation typically on flipchart paper and then present their ideas for feedback to Lloyds volunteers. Finally students take part in an open question and answer session with Lloyds volunteers exploring our company, our jobs, how we bring the essential skills to life every day

LEARNING OUTCOMES

Simple understanding and practical experience of three of the Skillsbuilder essential skills
Encounters with employers and employees
Linking curriculum learning to careers
Experiences of workplaces (virtual)

TIMEFRAME, REQUESTING & CAPACITY

Run on-demand across the academic year subject to Lloyds volunteering capacity & availability
Ideally one month notice required
It is possible for schools to request multiple sessions e.g. to complete an entire year-group or follow-ups to consolidate learning across the academic year

SKILLSBUILDER RECRUITMENT RACE



SKILLSBUILDER RECRUITMENT RACE

Introduction to the Skillsbuilder Essential Skills framework, using a simulation of the recruitment process where students play the role of hiring manager to bring three essential skills to life, allowing students to recognise real life applications

DURATION & DELIVERY METHOD

Delivered virtually via Zoom / Teams.
70-90 minutes Led by Lloyds “Master Builder” accompanied by multiple Lloyds volunteers from diverse backgrounds and occupations. Teacher & student packs provided in advance.

STRUCTURE

Students are introduced to the Skillsbuilder framework specifically Speaking, Listening, Problem Solving, Staying Positive & Teamwork. Complexity and challenge is age-adjusted. Students in groups analyse six CVs and a role description using the Skillsbuilder framework to recommend a candidate to hire. Students pitch their recommendation to a Lloyds volunteer. Finally students take part in an open question and answer session with Lloyds volunteers exploring the company, our jobs, how we bring the essential skills to life every day

LEARNING OUTCOMES

Simple understanding and practical experience of five of the Skillsbuilder essential skills
Encounters with employers and employees
Linking curriculum learning to careers
Experiences of workplaces (virtual – this simulation is based on a front-line customer service industry role)

TIMEFRAME, REQUESTING & CAPACITY

Run on-demand across the academic year subject to Lloyds volunteering capacity & availability
Supports entire year groups of multiple classes simultaneously e.g. 10 classes of 25 students in one experience
Schools can request sessions for smaller cohorts e.g. focussing on pupil premium students
FE / sixth form settings can request this activity for smaller cohorts recognising different student numbers & dynamics
This activity is best undertaken within an education setting but can be adapted for students working from home

SKILLSBUILDER ACCELERATOR

LLOYDS
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SKILLSBUILDER ACCELERATOR

This is a programme operated by Skillsbuilder that helps education settings to adopt and integrate the Skillsbuilder framework. It is part funded by Lloyds Banking Group alongside other major employers and is free charge to non-fee-paying schools

DURATION & DELIVERY METHOD

Delivered across a whole academic year – starting in September concluding July the following year
Schools colleges that are successful in their application will have a dedicated Skillsbuilder consultant to craft and support in adopting and integrating the Skillsbuilder framework into the curriculum and life of the school

STRUCTURE

Please see Skillsbuilder Accelerator details on the Skillsbuilder website www.Skillsbuilder.org for more information and testimonials from school and college leaders

LEARNING OUTCOMES

Please see Skillsbuilder Accelerator details on the Skillsbuilder website www.Skillsbuilder.org for more information and testimonials from school and college leaders
16 schools successful in applying to Accelerator will be allocated to Lloyds Banking Group and therefore able to access the range of additional support from LBG colleagues

TIMEFRAME, REQUESTING & CAPACITY

Please see Accelerator on www.Skillsbuilder.org to check the application process and closing dates for starts in the next academic year. There is a cap on available places although most schools are likely to be successful in their application based on previous years' experience

VIRTUAL WORK EXPERIENCE



VIRTUAL WORK EXPERIENCE

WVEX is a two day experience designed for students in Y10* as an immersive, interactive and creative experience covering strengths, personal brand, presentation & employability skills, live network and business simulations

DURATION & DELIVERY METHOD

Delivered virtually either in school setting or students joining from home using Zoom. Delivered between 6th June and 22nd July. Schools request an allocation of spaces between 25 and 55 with student details provided closer to the event time. As this is an interactive experience students must have access to the internet, zoom, a webcam, microphone and headset to participate. There are ten WVEX events available in 2022 largely allocated on first come first served basis

STRUCTURE

WVEX is delivered over two days starting on Mondays or Wednesdays. Each day's experience lasts six hours including breaks. Every effort is made to flex the schedule to respect operating school constraints e.g. transport arrangements but schools should also be prepared to flex break and lunch times to ensure learning outcomes are achieved. The experience can be run in-school or with students at home. A school staff member must be present throughout.

LEARNING OUTCOMES

WVEX encompasses positive psychology, strengths, skills, building and constructing a personal brand. Presentation and pitching skills, CVs, application forms, interview skills. Exploration of career paths and in-demand professions. Networking with apprentices and graduates. Critical thinking and commerciality. Two business simulations with teamwork, speaking and using persuasive language. One project based on a societal "Helping Britain Prosper" topic with pitch and presentation. 97% of students attending WVEX in 2021 said they would recommend the experience to another student.

TIMEFRAME, REQUESTING & CAPACITY

There are 550 WVEX spaces available this year. Earliest delivery in 6th June and latest delivery concludes 22nd July. Schools can reserve between 25 and 55 seats and provide student details four weeks before the event. Schools can have an exclusive event if they request 55 seats. Requesting fewer seats will mean sharing an event with another school and therefore requires both schools to synchronise their start, break, lunch and end-times. The event requires six hours over two consecutive days. Earliest start is 8am and latest finish is 5pm. Students can attend in a school setting or from home or combination of both.

* and equivalents in devolved nations

WORLD OF WORK EXPERIENCE



WORLD OF WORK EXPERIENCE

WOW is a 3.25 hour immersive experience for students broadly 14+ helping them understand strengths, skills, employment pathways, employability skills, resilience and mental well being and encounters with apprentices and graduates

DURATION & DELIVERY METHOD

WOW events take place across the year as “open to the public” format and closed events reserved to a particular school. There are 250 seats available on each WOW event. WOW is delivered virtually via zoom, students therefore need internet access, a webcam and microphone to take part. Schools & colleges can either refer students to a public event and students register individually or schools / colleges can request & reserve an allocation of spaces from 50-250 for their own use

STRUCTURE

WOW consists of six modules – strengths, personal brand, employability skills, finding your future career zone, resilience and action planning. Students meet a diverse range of LBG colleagues and we make every effort to showcase and develop transferable career paths & skills making this suitable for all students, not just students interested in “banking and finance”

LEARNING OUTCOMES

WOW encompasses positive psychology, strengths, skills, building and constructing a personal brand. Presentation and pitching skills, CVs, application forms, interview skills. Exploration of career paths and in-demand professions. Networking with apprentices and graduates. Critical thinking and commerciality. It is supported by an “on-demand” workbook allowing each student access to the materials for learning consolidation after the event. 98% of students attending this event say they would recommend it to another student.

TIMEFRAME, REQUESTING & CAPACITY

There are 1500 WOW spaces available this year delivered across the year allocated to schools on a first come first served basis. Typically we run as morning sessions or afternoon sessions. Schools can ask to be notified when public events are being held so that students can access the learning during school and college holidays. Reservations can be made for cohorts from 50-250 students. Requests for over 150 spaces will usually grant an event exclusive to that school / college, not shared with any other institution which allows greater customisation of start end and break times.

WORLD OF WORK EXPERIENCE – ON DEMAND



WOW ON DEMAND

WOW on demand is a self-paced learning solution for students broadly 14+ helping them understand strengths, skills, employment pathways, employability skills, resilience and mental well being and encounters with apprentices and graduates

DURATION & DELIVERY METHOD

WOW on demand materials can be downloaded from this website [LBG Early Careers \(explorelbg.co.uk\)](https://www.explorelbg.co.uk), Content is divided into six modules with videos, text and reflective exercises to consolidate learning. Students can learn at their own pace and complete the modules in any order. Schools and colleges are also welcome to use the content within PSHE and tutor time sessions without requiring further consent from Lloyds Banking Group

STRUCTURE

WOW on demand consists of six modules – strengths, personal brand, employability skills, finding your future career zone, resilience and action planning. Students meet a diverse range of LBG colleagues and we make every effort to showcase and develop transferable career paths & skills making this suitable for all students, not just students interested in “banking and finance”

LEARNING OUTCOMES

Content encompasses positive psychology, strengths, skills, building and constructing a personal brand. Presentation and pitching skills, CVs, application forms, interview skills. Exploration of career paths and in-demand professions. Critical thinking and commerciality, mental health and resilience through recruitment.

TIMEFRAME, REQUESTING & CAPACITY

There is unlimited download capacity for WOW on demand. Students can use it as a standalone experience, as consolidation to any of our live events or prior to attending a live event. There is no need to contact Lloyds Banking Group to request access, students simply complete a short registration and will be given the download link [LBG Early Careers \(explorelbg.co.uk\)](https://www.explorelbg.co.uk). LBG uses the registration data solely for the purpose of granting access to the workbook and measuring aggregate insight such as geographic region and education setting; we do not make any further contact with students after they have downloaded the workbook. For more information how we handle and retain data please mail Skillsbuilder@lloydsbanking.com.

WORLD OF WORK EXPERIENCE – FOR EDUCATORS



WOW - E

WOW for educators is a modular on-demand offering to support educators with their continuing professional development and understanding of the workplace today's students will ultimately transition into

DURATION & DELIVERY METHOD

WOW-E will consist of six modules, downloadable as a package. Educators can use the content in sequence or individual elements and self-pace their learning.

WOW-E will also be brought to life each year in one live event (with on-demand catch up) allowing educators to interact with each other and with young workers, apprentices and graduates to reflect on their transition from education to the world of work

LEARNING OUTCOMES

WOW-E will help educators with:

- understanding future labour market trends, areas of emerging demand and transferable skills (Gatsby2)
- exploration of essential behavioural skills or meta-skills and their role in helping young adults adapt to the world of work
- exploration of modern apprenticeships, direct hire and graduate routes including hearing from young adults experience
- linking learning curriculum to careers (Gatsby 4)
- understanding commercial recruitment practices and experiences students will encounter as they transition to work

TIMEFRAME, REQUESTING & CAPACITY

WOW for educators is currently in production as a co-creation project between senior school and college leaders and Lloyds Banking Group. If you'd like to be involved in this exciting co-creation project, please contact ian.browne@lloydsbanking.com

Currently we project WoW for educators to be available in term 6 of the 21/22 academic year

WoW for educators on-demand materials will have unlimited download capacity and adaptable so that schools and colleges can use elements or all the materials within their own INSET CPD provision

POWERING BRITAIN'S RECOVERY THROUGH SKILLS

We are committed to building the workforce of the future, equipping individuals and businesses with the skills and capabilities that set them up for success and contribute to the UK's longer term prosperity



OUR DESIGN PRINCIPLES

- Create a pipeline of targeted support across the arc of the education system in the UK allowing students to aspire and make informed choices that will facilitate outcomes to the best of individual capabilities and increase talent across the UK
- Recognise disadvantage in what we do, that talent may be distributed equally across the UK but opportunity is not
- Take a systemic and collaborative partnership based approach in what we do. We cannot help Britain Recover alone but we can facilitate the pooling of knowledge and expertise that leads to bolder and more ambitious outcomes
- Recognise purpose, efficiency and scale in what we do, being agile to listen and adapt as we learn, optimising and innovating constantly

OUR MISSIONS IN 2022

- Extend our Skillsbuilder partnership to encompass students from 8 to 18+ and secure good outcomes in secure work, apprenticeships or higher education
- Enhance our virtual work experience offering to allow any student, wherever they live in the UK, regardless of their education setting, to access our support
- Recognise disadvantage and challenges faced by young people, in particular those whose schooling is disrupted due to health or caring responsibilities
- Support educators and policy makers in their mission to allow young people to successfully navigate towards and transition into the world of work
- Build upon our strengths in supporting learning within small and medium sized businesses to create a better transitional experience for young people making their first substantive step into careers



POWERING BRITAIN'S RECOVERY THROUGH SKILLS

We are striving to Help Britain Prosper and we're already helping individuals and businesses to thrive. But we want to do more.

Our focus in 2022 is to utilise our growing reputation in skills development as a force for good to fuel Britain's recovery from the pandemic.

We are committed to building the workforce of the future, equipping individuals and businesses with the skills and capabilities that will set them up for success and contribute to the UK's longer term prosperity.

Setting ourselves apart from our peers, we will draw on our industry knowledge, expertise and resources to coach young people, educators and businesses to achieve the future they dream of.



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