Secondary schools
A complete approach to building essential skills
Hi! We’re Enabling Enterprise.

We’re a passionate team who, like all teachers, want our students to thrive - both in the classroom and beyond it.

So we asked the question: what are the essential skills needed to flourish? After listening to teachers, universities and employers, we settled on eight:

- Listening
- Presenting
- Problem Solving
- Creativity
- Staying Positive
- Aiming High
- Leadership
- Teamwork

To help schools build these skills, we’ve created a comprehensive approach. First, we support staff with engaging training and the use of our powerful online tool, to gauge skill strengths and next steps.

Then we help schools transform skills through a combination of Lesson-time Projects, whole-school Challenge Days, and Trips to Employers. In each, students build their skills through exciting challenges linked to the real world.

We’ve seen the incredible impact first-hand on the students we support - over 250,000 to date, and joined by more every day. Thanks for taking the time to discover our work. We’d love you to join us.

The Enabling Enterprise Team

One day, all students will build the essential skills, experiences and aspirations to succeed.
How can we equip children with the essential skills they need to succeed - both at school and beyond?

In school, students frequently need to articulate their ideas, work with others, solve problems or organise themselves to achieve their goals.

In university or college, young people must learn to use these skills much more independently, motivating themselves and structuring their own time.

Teachers know that these skills are important: 97% say that essential skills are as or more important than academic qualifications, and 72% think their school should increase their focus on these skills. (Sutton Trust, 2017).

In employment, too, organisations consistently report that they prioritise the essential skills of school and college leavers (CBI, 2016).

In every case, students need to be skilled in communication, creative problem solving, self-management and collaboration. These skills are essential for success.

At school, students often need to:
- articulate ideas
- solve problems
- organise to achieve goals
- work with others

At university or college, young people have to use these skills much more independently.

In employment, essential skills are often prioritised above academic qualifications.

The six principles

We’ve developed and refined our approach to make it easy for teachers and students to build essential skills. We’ve put together six simple principles - our approach in a nutshell.

1. **Keep it simple.** Teachers and students have a lot to think about. We keep language clear and consistent, and follow a simple framework so everyone is on the same page.

2. **Start young, keep going.** These are complex, lifelong skills that need time to blossom, so we start from Early Years and keep going. This allows the skills to unlock other learning too.

3. **Measure it.** We take tracking progress seriously: it ensures a balanced understanding of strengths and weaknesses, allowing teachers to decide their next steps.

4. **Focus tightly.** We give the skills their own dedicated learning time, otherwise they can quickly be lost in a sea of other objectives.

5. **Keep practising.** Outside of their dedicated lessons, we support lots of opportunities to apply the skills to different situations. This way, they become genuinely transferable.

6. **Bring it to life.** The skills are for use in the real world, so we make those links by taking students out of the classroom and bringing real-life problems and challenges into lessons.
Our employer partners
We work with over 130 great employers covering a range of sectors - including:

Since 2009, we’ve built a national partnership of schools and employers to provide a complete programme for building essential skills - and applying them in the wider world.

Our schools
We work with schools across the country to embed the teaching of essential skills into the everyday curriculum.

In 2016-17, there were:

- 87,209 students learning on our programmes
- 3,422 teachers delivering our programmes

LKMco examines the evidence
In 2017, education thinktank LKMco evaluated Enabling Enterprise’s approach. They concluded that:

... there is evidence that developing specific enterprise skills can have a positive influence on young people’s academic and non-academic development.

“Enterprise Skills: Teachability, Measurability, and Next Steps”
LKMco, 2017
Training and Support

Our team of outstanding qualified teachers help your staff to build their confidence in teaching essential skills and supporting students’ progress.

Lesson-time Projects bring your students’ learning to life, giving them a chance to develop new essential skills, while our punchy 10-minute video activities are perfect for use during tutor time.

Trips help students make the link between the skills built in class and the working world. They meet volunteers from the organisation and work together on a challenge to get a flavour of the industry.

Challenge Days provide an exciting and engaging way for students across a class, a year group or even the whole school to work together and use their essential skills.

Our four-part programme...

Our offering is in four parts, which together form a comprehensive programme for effectively building students’ essential skills.

... based on the Skills Builder Framework

The Skills Builder framework breaks down each skill into teachable and measurable chunks - and includes a powerful online assessment tool.
The Skills Builder framework underpins our programmes. It takes each of the eight skills and breaks them down into teachable and learnable nuggets - from the age of three through to adulthood.

It’s the centrepiece of our programmes, drawing together the expertise of more than fifty leading individuals and organisations. It’s been independently reviewed twice, and used with over 250,000 learners.

**Step by step**

We map out exactly what success looks like at each age. This means we can ensure students are on the right trajectory - or, preferably, well above it. For example, here are three steps of progress for the Listening skill:

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 7</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/6 years old</td>
<td>11/12 years old</td>
<td>16/17 years old</td>
</tr>
</tbody>
</table>

**Listening**

- I can listen to adults, follow instructions and tell you what I heard.
- I can analyse how a speaker uses language and gesture to engage the audience.
- I can identify underlying themes, implications and issues when listening.

**Online assessment tool**

Our easy-to-use web tool helps teaching staff to assess their students quickly and view their data clearly.

Teachers can track the progress of their students by doing straightforward online assessments. The system will generate informative graphs and even create small report summaries.

**Impact by the numbers**

The data we collect with the Skills Builder assessment tools has allowed us to see our impact in detail. As students get older without explicitly building these skills, the gap between the age expectation and their ability widens - but our programmes can close that gap.

89% of secondary teachers see tangible improvements in their students’ essential skills

In 2016-17, Year 7 students made 12 months extra progress over progress without our programmes

**Supporting Ofsted success**

Ofsted have recognised the value of our programmes in a number of schools. Here is the perspective from a long-standing partner school:

Our students have grown in confidence and are developing the skills and knowledge to seek information about their future choices. Students are aware of routes into employment and the skills and character attributes to be employable. Our continuing engagement with Enabling Enterprise... contributes to our ‘Outstanding’ Ofsted rating.

Community Director, Heartlands Academy

Heartlands Academy has been working with us since 2011
Training and Support

Our team of outstanding qualified teachers help your staff to build their confidence in teaching essential skills and supporting students’ progress.

Examples of school support sessions

- Embedding the skills
  Working with school leaders to develop an essential skills programme for the school.

- Essential skills walks
  Celebrating best practice and high standards while developing teaching skills.

Examples of teacher training sessions

- Linking skills to the subject
  Building teachers’ confidence in developing students’ skills within their subject.

- Single skill focus
  Exploring in detail how a single skill can be built most effectively for students.

We also provide the materials to bring essential skills building into every classroom, including:

- Display materials
  Resources to display in the classroom or around the school to reinforce the skills.

- Award certificates
  Certificates to celebrate students’ achievements in developing the skills.

- Skills framework sheets
  Printable copies of each stage of the framework, useful for planning and assessing.

- Handbooks and guides
  Detailed booklets describing best practice for teaching the skills and suggested activities.

What schools say

The staff and children are raving about what an amazing project they did! They said your staff, the resources, the pace, the different games and tasks were all fantastic.

Deputy Headteacher, Tower Hamlets
Classroom Activities

These multi-part projects (lasting 6-12 hours each) bring your students’ learning to life, giving them a chance to develop and apply their skills, while widening their understanding of the world of work. We provide projects with a broad focus that are perfect for tutor time, as well as subject-specific ones for curriculum time.

Lesson-time Projects

Examples of Lesson-time Projects

Aspiring Entrepreneurs  ·  Tutor Time
Students research, design and pitch an exciting new product to sell in school, developing Aiming High and Presenting skills before putting their ideas into action.

Proving the Point  ·  Curriculum Time
Students are commissioned by a law firm, building Staying Positive and Problem Solving skills by interpreting information to help them argue a successful case at trial.

Short skill activities

Staff will also have access to punchy 10-minute video activities that can be used during tutor time - or whenever is appropriate.

We understand that time is at a premium for many staff, so we’ve made sure that they require only minimal preparation. That way, they are easy for teachers to use while remaining a highly effective way to build skills.

There are videos for every skill at every level of the framework, so it’s easy to target your activities according to the needs of your students and revisit previously watched videos to reinforce skill development.

What schools say

The way students have been able to work with people they don’t usually work with and succeed is the impressive thing for me. It’s been a real opportunity to be creative.

Head of Year 8, Manchester Academy
Challenge Days

Challenge Days provide an exciting and engaging way for students across a class, a year group or even the whole school to work together and use their essential skills. They’re an ideal opportunity to involve parents, too.

With focus on careers, entrepreneurship and specific industries, the challenges have everything you need, including our support on the day.

Examples of Challenge Days

**Operation Moonbase** · **KS3 Career Focus**
Students explore different job roles by creating a new Moon society from scratch, stretching their *Teamwork* and *Creativity* skills.

**Commit to Confidence** · **KS4/5 Career Focus**
Students develop *Presenting* and *Problem Solving* skills as well as their confidence, and look at how to perform well in a range of professional situations.

**Business in a Day** · **KS3 Entrepreneurship**
Students create a souvenir company, exploring enterprise from start to finish and putting their *Teamwork* and *Staying Positive* skills into action.

**Social Entrepreneur** · **KS5 Entrepreneurship**
Students identify a need or challenge in their school or community and develop ideas to solve it. Their *Listening* and *Staying Positive* skills will be vital here.

**A Day in Politics** · **Y7-13 Industry Focus**
Students develop *Leadership* and *Problem Solving* skills while learning about democracy and politics through setting up their own political parties.

**Invest it Best** · **Y7-13 Industry Focus**
Students simulate a career in finance and explore how maths is essential in the world of work. Their *Creativity* and *Teamwork* skills will be vital here.

What teachers say

"The students learned a lot about their strengths and weaknesses, and supported each other with great guidance. Thanks for providing the opportunity!"

*Teacher, Abbotsfield Secondary School*
Trips to Employers

Trips help students make the link between the skills built in class and the working world. They meet volunteers from the organisation and work together on a challenge to get a flavour of the industry.

Examples of previous trips

**PwC Birmingham**  
*Professional & Business Services*  
After a crash course in finance, students became stock market traders, researching and using their *Presenting* skills to pitch a savvy investment.

**Atkins**  
*Construction & Manufacturing*  
Students toured the engineering firm, getting a sense of its massive scope. Then they used *Problem Solving* skills to design a skyscraper.

**Eversheds Sutherland**  
*Law*  
Students used their *Listening* skills to choose smart questions to ask volunteers, then built their confidence representing a client in a civil dispute.

**Forward3D**  
*Creative Industries*  
Students started by talking to volunteers about their roles at this marketing agency, before using their *Aiming High* skills to invent innovative gadgets.

**IBM Warwick**  
*Technology*  
After discovering the amazing hidden technologies behind everyday life, students honed *Creativity* skills by making apps to make life easier for staff.

What volunteers say

“The best thing about the day was seeing the students develop and grow in confidence as they progressed through the challenges.”

*Volunteer, Lloyds Commercial Banking*
Get involved

We’re able to work with schools across the UK and beyond from our different bases.

We have a full range of partnership packages available according to the priorities of your school.

To set up a phone call or meeting, please don’t hesitate to email us at info@enablingenterprise.org.

Alternatively, find the right contact for your region at www.enablingenterprise.org/contact.