



Junior
Achievement
Isle of Man

Member of
JA Worldwide

Y13 Programme Career Launch

Impact Report - May 2023

Supported by
The Manx
Lottery Trust



Forward

In 2021 Junior Achievement surveyed over 300 young people between the age of 17 - 24. We wanted to compare feedback from students who went to university and those who chose to stay on the Island and start their careers.

We discovered that students who did not go to University felt less supported by their schools. They were not aware of the opportunities available to them, found job descriptions difficult to understand, or did not have the skills or work experience required for the job.

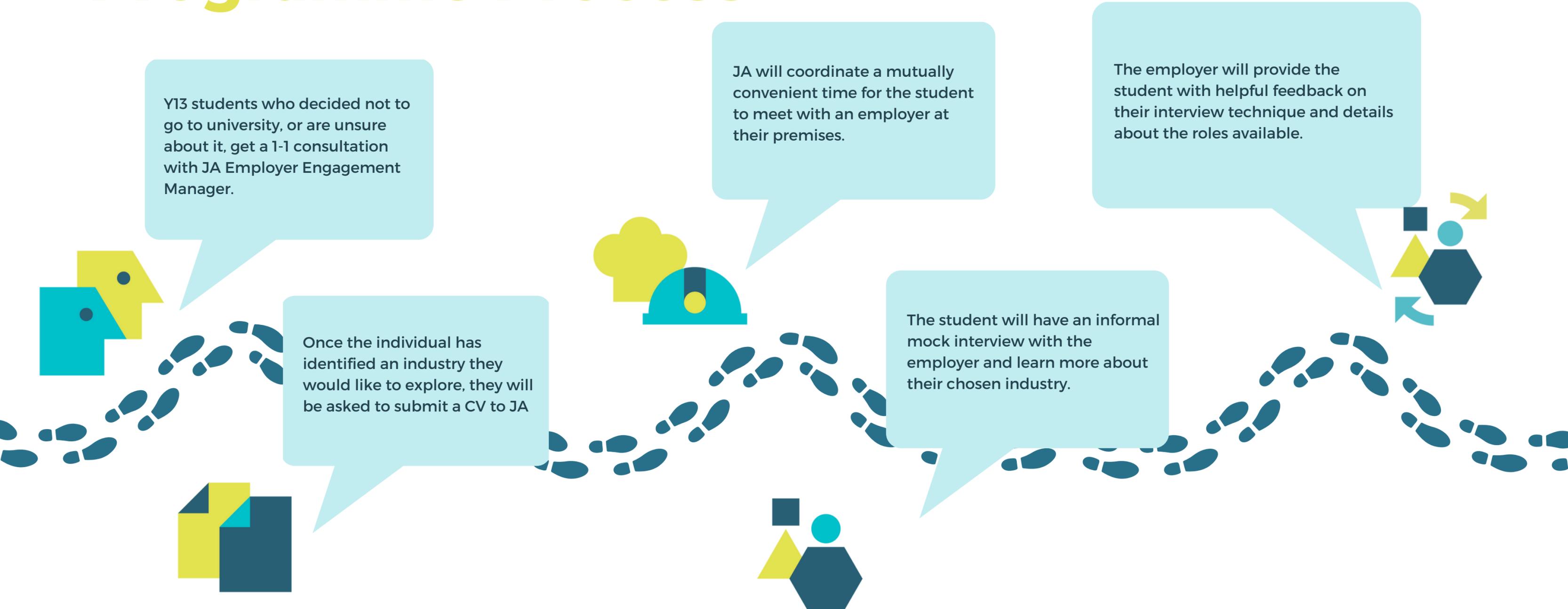
With the support of the Manx Lottery Trust funding, we were able to organise meetings with a wide range of organisations across the Isle of Man giving students a chance to explore job opportunities. The employers gave the students valuable feedback and advice, as well as the opportunity to meet their current employees and experience a working environment.



Joy Spence
Employer Engagement Manager



Career Launch Programme Process



Y13 students who decided not to go to university, or are unsure about it, get a 1-1 consultation with JA Employer Engagement Manager.

Once the individual has identified an industry they would like to explore, they will be asked to submit a CV to JA

JA will coordinate a mutually convenient time for the student to meet with an employer at their premises.

The student will have an informal mock interview with the employer and learn more about their chosen industry.

The employer will provide the student with helpful feedback on their interview technique and details about the roles available.

Success Indicators



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46

Students had a meeting with an employer. In some cases they met with more than one employer.

22

Isle of Man companies involved in the programme.

4

Isle of Man Secondary Schools participated in the programme.

6

Students received a job offer after participating in the Career Launch programme.

2

Students will do a summer internship after participating in the Career Launch programme.



Success Indicators



Prior to taking part in the Career Launch Programme **58%** of the students didn't have a good understanding of the job opportunities available in the Isle of Man.

26% of the students had a mock interview with the host company.

33% of the students had an extended site visit during their meeting.

41% Receive useful feedback after their meeting with the host company.

8/10 was the average rating given by the students about how valuable the Career Launch Programme was for them.

Companies that Participated in Career Launch



Construction Isle of Man



RS Marketing & PR



Lloyds Bank International



Cayman National Bank Isle of Man Limited



PDMS



KPMG in the Crown Dependencies



Shannen Samuel Fashion Designer



Atla Group



Keyll Darree Health and Social Care Higher Education Centre



DQ Advocates



Swagelok



Baker Tilly



Paragon Recruitment



Zurich Isle of Man



Manx Utilities



Charterhouse Lombard Ltd



3FM Isle of Man



Manx Solar Electrical



Equiom



Santander Bank

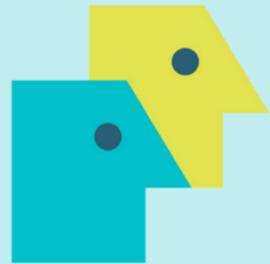


Manx Move



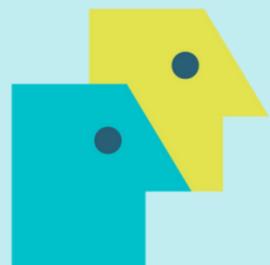
Bernhard Schulte Ship Management

Feedback



"The experience as a whole was so useful to me and I'm very grateful for it. I was able to walk out, being more confident about my achievements and my CV. I now know the opportunities out there, which I can take and I am more aware of interview skills and types of interviews".

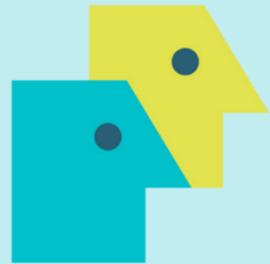
**Student
Morgan
Ballakermeen High School**



The programme was an insight into how companies work behind the scenes. It helps me to have a better understanding and a clearer vision of what path I would like to go down after school".

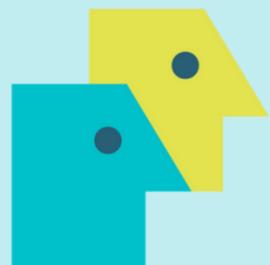
**Student
Sophie
Ramsey Grammar School**

Feedback



"It was good getting positive feedback in an interview environment, having a good conversation and being able to ask questions without feeling awkward".

Student
Loushanna
St Ninians High School



"I learnt more about the route into accountancy and marketing in general. The team were very helpful and provided me with good information".

Student
Isaac
Ramsey Grammar School

Feedback



"Junior Achievement has been actively and positively engaged with our Sixth Form at Ballakermeen High School to help specific students who want to gain employment at the end of their A Level studies. This has been invaluable for those students in providing them with opportunities to meet with employers directly, to undergo interview practice and obtain specific and helpful feedback on their CV and interview technique. As a direct result of Junior Achievement involvement, this experience has also given students the opportunity to impress employers and a number have gained excellent employment, apprenticeship and internship positions".

Ms Lewin
Ballakermeen High School Teacher



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Students Perspective

Is there anything else you feel needs to be done to help young people find a job?



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More help for students who are
not going to university

Opportunities are too hidden for young people to find

More information about job
ideas

More advertising of different
career paths

More explanation on essential skills and where to obtain work
experience

More information about job
opportunities online

Keep advertising new opportunities for all students

Future Plans

After a year of running the Career Launch Programme and noticing the impact on Y13 students, we want to expand the project with the aim of reaching more students who want to learn about the different career opportunities on the Isle of Man.

For the last two years, there has been a teacher's pay dispute, which means that teachers are only delivering academic subjects. This combined with the lack of work experience is having a significant impact on students and their careers education.

The students we have spoken to expressed that they felt confused, nervous, stressed and unsure about how to find a job when they leave education. All of this feedback demonstrates the need to help students navigate a complex job market.

Added to the work done in this first year of the programme, we are planning to offer a CV Workshop to support the students' applications. We are also planning to promote the programme with more employers in the Isle of Man.

To achieve the expansion of the project and positively impact more students, we want to secure funding to run the programme for the next two years.