UK Cleaning

THE EDUCATION LANDSCAPE:

A GUIDE FOR EMPLOYERS

Developed in partnership with:

British Chambers of Commerce

CBI

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IoD

The Careers & Enterprise Company

Department for Education

Gatsby

Welcome

Cleaning and hygiene is one of the top 10 industries in the country, worth almost £67 billion to the UK economy. It's an industry that underpins every part of our society.

Professional cleaning services maintain our hospitals, workplaces, educational establishments, national infrastructure, and leisure and retail venues. It's a vital service for the health and prosperity of the UK and career-wise it provides a world of opportunities.

Whether you're a contract cleaning company, a manufacturer, a distributor, or any other business involved in the cleaning and hygiene industry, this guide has been written for you.

This Guide and the Index that goes with it have been produced by The Education Landscape to help you as an employer to connect with the world of education, providing you with tools to help spread the word about opportunities in your organisation.

Introduction

A skilled workforce is at the heart of every business

As a business leader you may get enquiries to work with local schools, colleges and universities – and you'll probably have some questions given the education and skills landscape can be complex to understand.

There are many different ways to get involved – but which are the best fit for your business, and how will they help connect you to your future workforce, or boost productivity by upskilling your current team?

That's why we've created this resource – the Education Landscape: A Guide for Employers. It describes options for working with schools, colleges and universities, young people* and mature learners, and the benefits of doing so for your business. You can also find out how technical education is changing to better meet your skills needs – including apprenticeships, T Levels and Higher Technical Qualifications.

In the accompanying Index you can find out more about the business benefits of different opportunities – from providing workplace experiences for students, using your industry expertise to help design courses, to getting training for your new employees and existing staff.

The term young person is used to include students at schools, colleges and universities up to age 24.

***The document describes the education landscape in England, but some of the general points will be equally relevant in Northern Ireland, Scotland and Wales.*

The benefits for business

Discover new talent: Being involved with schools, colleges and universities is an opportunity to identify potential employees who are a good fit with your organisation. In the medium-term this can reduce expensive and time-consuming recruitment activity and support your planning for the future.

Fresh perspectives: Students on an industry placement will quickly acquire new knowledge and skills and make a real contribution to your team as they do so. They can also bring awareness of emerging trends and new ideas to your business.

Develop your current team: Getting your employees involved in education engagement activities can be rewarding and inspiring. It contributes to your team's professional development, helping to build communication, leadership and management skills and can strengthen their loyalty to your company. Linking up with your local college or university can also open the door for technical training to upskill your existing staff. Build new partnerships: Connecting with schools, colleges and universities offers a strong value exchange. The institutions gain broader insight into your industry needs, and you can get involved in shaping the skills being taught in your local area, whilst benefitting from building your existing knowledge and expertise, for example, in developments in technology. This collaboration also demonstrates the wider contribution your business makes to the community.

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The benefits for business

Connect locally: Working with your local education institutions can contribute to your organisation's social responsibility and reputation. Your real-world input brings the curriculum to life and gives learning a concrete focus. It's also a great opportunity to inspire, inform and help young people – which is good for them, the community, and you.

Ways to get involved

Supporting students

Much of your future workforce is currently in education. Sharing your knowledge, and advice will inspire and inform their career choices – helping them to develop the confidence to move into a role that is right for them – and to be the right employee for you. Opportunities include giving a class careers talk or providing one-to-one mentoring for a student on a longer-term basis.

Supporting high-quality teaching

Your input into classes will ensure that teachers can share up to date knowledge, and gives you the opportunity to shape the skills being taught around your business needs. You could help design a course or support a student project, give teachers the opportunity to find out about current industry practice by hosting a site visit, teach a masterclass yourself, or even donate some equipment or workshop time for students.

Providing experiences of the workplace

Nothing beats hands-on experience for gaining an insight into working life, and your business can also benefit in a number of ways. Opening your doors to young people is an opportunity to raise awareness and understanding of your organisation and industry, and to help students transition into the workplace.

In the longer-term, you could even have a future employee. Activities include hosting short workplace visits or longer industry placement opportunities.

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Ways to get involved

Providing expert guidance

Nobody knows your business like you do. Sharing your knowledge and expertise with government, and with the education institutions around you, will help to influence what is taught so that it is relevant to your business. You could work with a school or college as a governor, or you might contribute to the expert employer panels that shape technical education nationally or locally.

Work-based learning

Helping an individual learn whilst they work in your business is a great way to develop a motivated, skilled, and qualified employee. For example, apprenticeships offer real job experience whilst a person studies for a formal qualification. You can adapt these training programmes to meet the needs of your organisation and fill gaps within your workforce skillset. Managing students also offers professional development for existing employees.

To find out more about this wide range of opportunities take a look at
The Education Landscape: Index
or visit **www.educationlandscape.org.uk**

You will find more information about these different activities, the likely commitment required from your business, and the benefits they offer to you and the students.

Technical education

In England at age 16, young people have a range of options for the next step towards their career. The academic path, with GCSEs, A Levels and undergraduate degree courses, is well-understood. But not everyone is familiar with our technical education system and the many ways that the Government has been working with businesses to ensure that technical education meets employer needs and helps individuals gain good jobs.

Key points

Employers are at the heart of our system for technical education

Groups of employers are setting the standards for different occupations. Each occupational standard describes what a person needs to know and be able to do for a particular role. These standards are grouped into fifteen technical education routes – from agriculture, to catering, to health & science. The Institute for Apprenticeships and Technical Education works with panels of employer experts to make sure that the standards stay up to date.

Apprentices

Apprentices are employed and learn through on and off-the-job training. An apprentice develops the knowledge, skills and behaviours set out in the employer designed standard for their occupation. They are assessed against this standard so employers can be sure individuals can do the job. Most of the apprentice's training is on-thejob, often working with a mentor, and additional off-the-job training provided by a training organisation. Depending on the occupation an apprenticeship can take between one and six years to complete.

T Levels

T Levels are two-year courses that launched in September 2020. They will be the main college-based technical option for students at age 16, sitting alongside apprenticeships and A Levels. T Levels offer students a mixture of classroom learning and 'on-the-job' experience during an industry placement of around 45 days. The content of T Levels has been developed with employers, using the occupational standards as their reference. Alongside their technical knowledge, T Level students also build maths, English and digital skills. So you can be sure that these new qualifications meet the needs of industry and prepare students for work, further training or study.

Higher Technical Qualifications (HTQs)

Higher Technical Qualifications (HTQs) are specialised post-18 training at higher levels 4 and 5 (A Levels and T Levels are at level 3). Employer expert panels decide which qualifications meet the employer designed occupational standards. Only level 4 and 5 qualifications that do this are approved by the Institute as a Higher Technical Qualification. These qualifications are awarded a quality mark so you can be sure they develop the knowledge and skills needed by employers.

Education system at a glance

There are plenty of reasons why businesses should get involved at all stages of the education system. The starting point is understanding the landscape:

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Education system at a glance

	Age	Phase of education	Where this is provided	Description
	Age 18+	**Further Education for Adults (19+)** **Higher Education (18+)**	– Colleges – Universities – Institutes of Technology – Training companies – Employers	Higher education (HE) is education and training at a standard beyond A Levels and T Levels. HE programmes are offered by universities or colleges, and vary in size and type. HE can include: Higher Technical Qualifications (including Higher Nationals and Foundation Degrees), undergraduate degrees, higher apprenticeships and postgraduate courses. Many adults also continue to improve their skills by studying Further Education (FE) courses – from basic skills to technical courses.
Key stage Five	Age 16–18	**Further Education (16+)**	– Colleges – School sixth-forms – Training companies – Employers – Charities	At this stage young people may undertake a full-time course at college or school sixth-form, such as A Levels or a T Level, or start an apprenticeship. They can also combine work or volunteering with part-time study or training. Education or training is compulsory until the age of 18 in England.
Key stage Four Key stage Three	Age 14–16 Age 11–14	**Secondary Education**	– Secondary schools	Secondary education starts at age 11 and continues until age 16. Students are usually studying GCSE courses, and/or other courses as appropriate (e.g. a technical qualification). Some regions also have middle schools.
Key stage Two Key stage One	Age 7–11 Age 5–7	**Primary Education**	– Primary schools	Primary schools generally have students aged 4 to 11 years, with infant and junior classes. The Government has set out a national curriculum for all subjects across Key Stages One to Four, and there are national tests and teacher assessments for students at the end of both Key Stage One and Two. Throughout their school and college education some students attend alternative settings, which offer an adjusted curriculum to better meet their individual needs e.g. if they have Special Educational Needs and Disabilities (SEND).
	Age 0–5	**Early Years**	– Nurseries – Primary schools	The Government sets standards for learning, development and care of young children to age 5 in the Early Years Foundation Stage framework. This can take place in state nursery schools, nursery classes and reception classes within primary schools, but also in voluntary pre-schools, privately run nurseries and with childminders.

Next steps

Supporting students

For further information, please see our accompanying resource **The Education Landscape: Index** or visit **www.educationlandscape.org.uk**

The following links may also be of interest:

Learning aim reference service
Learning aim reference service (LARS) - GOV.UK

The National Occupational Standards
Cleaning & Support Services NOS – Instructus Skills

If you have questions about anything within this guide, please contact **info@educationlandscape.org.uk**

March 2025

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