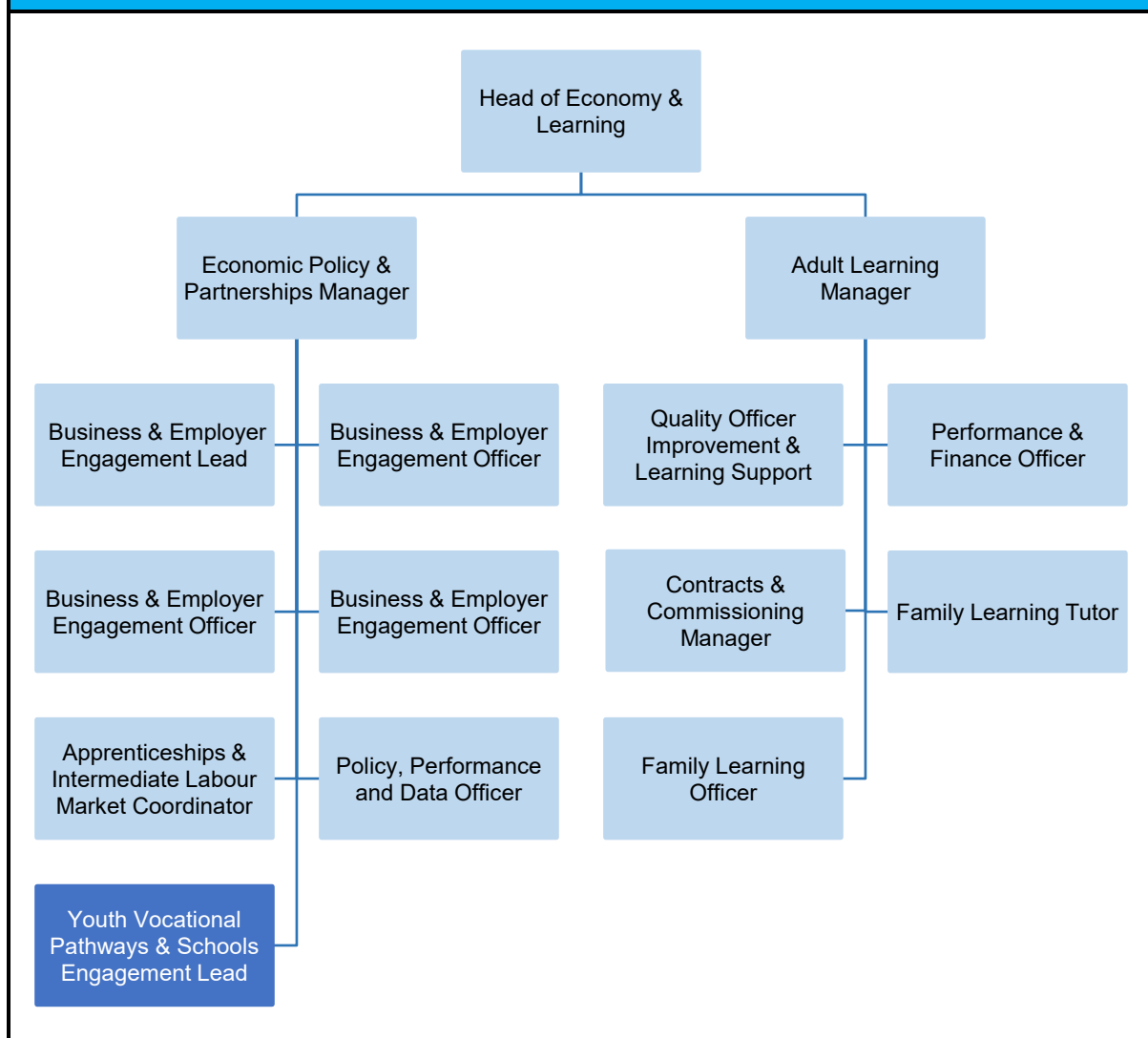


JOB DESCRIPTION

Job Title	Youth Vocational Pathways and Schools Engagement Lead
Directorate	Grenfell Partnerships, Community & Transformation
Service	Economy & Learning
Grade	G

Employees directly supervised (if applicable):	0
---	---

Family Tree



1. JOB PURPOSE:

- To provide strategic leadership for the design, delivery and sustainability of high-quality vocational pathways for young people who are residents of RBKC ensuring these routes lead to strong economic participation, progression and life outcomes.

- To act as a senior advocate and system leader for vocational education, driving cultural change so vocational pathways are promoted, valued and recognised as aspirational and credible alternatives to academic routes by young people, families, educators and employers.
- To lead and coordinate partnerships with schools, further education colleges, employers and wider stakeholders in collaboration with relevant education colleagues across council directorates and to develop vocational programmes that build practical, transferable and sector-relevant skills aligned to current and future labour market needs.

2. DESCRIPTION OF DUTIES:

1. Lead partnership working with Children's Services directorate including the Virtual School, Early Help and Targeted Prevention Team to support young people into employment, training or vocational pathways, ensuring that looked after children, care experienced and other vulnerable young people who are not following traditional education routes have access to flexible, high-quality opportunities that lead to sustained progression.
2. Champion, promote, create and celebrate vocational pathways as credible, aspirational and high-value routes alongside higher education, influencing schools, families, partners and employers to ensure vocational progression is understood, respected and aligned to positive employment and economic outcomes.
3. Lead collaborative working with secondary schools, alternative education providers including Alternative Education, Careers Leads and further education colleges in RBKC to co-design and deliver vocational training programmes that complement and add value to existing careers provision, avoid duplication, respond to employer demand and equip young people with relevant, transferable and employer-valued skills.
4. Coordinate with Children's Services and further education colleges, including those in neighbouring boroughs attended by RBKC young people to ensure appropriate pastoral, wellbeing and wraparound support is in place, enabling young people to sustain participation, overcome barriers to engagement and successfully complete vocational training programmes.
5. Provide local leadership on education and skills reforms, translating national policy changes into clear implications for vocational pathways, employer partnerships and provision.
6. Take responsibility for the development, governance and ongoing maintenance of the Council's employment and skills Customer Relationship Management (CRM) system, ensuring accurate, up-to-date intelligence on residents supported, job opportunities and intermediate labour market provision and guaranteeing the system is accessible, reliable and used effectively by internal teams and external delivery partners.
7. Develop and deliver a Gatsby-aligned careers offer for RBKC schools and colleges that enhances and complements current provision, working closely with Business Engagement Officers, the S106 Economic Benefits Manager and the social value team to coordinate structured employer-school engagement for Key Stages 4 and 5,

supporting early labour-market exposure and improved understanding of vocational routes and progression pathways.

8. Work in partnership with the Adult Learning team to align vocational post 16 pathways and training provision for young people with adult skills and lifelong learning programmes, ensuring progression routes are clear, joined-up and responsive to local skills and labour market needs.
9. Develop and deliver effective Not in Education, Employment or Training (NEET) prevention programmes, working in partnership with internal and external stakeholders to ensure young people particularly those at higher risk can access appropriate vocational pathways, training and employment opportunities, with clear progression routes beyond targeted intervention.
10. Proactively engage local employers to shape and influence the design and targeting of employment and training opportunities, ensuring provision aligns with borough-wide youth employment priorities and responds to the needs of young people facing specific or multiple barriers, thereby increasing access to and the number of employment, apprenticeship and vocational opportunities available.
11. Work strategically with schools and further education providers to influence the development and delivery of high-quality Alternative Academic Qualifications (AAQs) V and T Level provision, ensuring these pathways are attractive, relevant and aligned to practical employment sectors and local labour market demand.
12. Establish, develop and sustain strong, outcome-driven partnerships with employers to secure a pipeline of employment opportunities, work experience placements, apprenticeships and vocational routes, ensuring that young people living in Kensington & Chelsea are prepared for, and able to access, high-quality, sustainable employment.
13. Support and enable employers to co-design sector-specific training programmes, fostering clear and accessible vocational pathways into employment that respond to current and future skills needs and support progression for young people across a range of industries.
14. Proactively engage with young people to understand their aspirations, experiences and barriers, using their feedback and lived experience as evidence to inform the design, commissioning and continuous improvement of vocational training programmes and pathways.

SELECTION CRITERIA/PERSON SPECIFICATION

Job Title:	Youth Vocational Pathways & Schools Engagement Lead
-------------------	---

Conditions to Note:

Candidates:

When completing your application form, please address your answers directly to each of the selection criteria below. This enables the panel to assess your ability to meet each criterion. It is essential that you give at least one example of your ability to meet each of the four Values and Behaviours: Putting Communities First, Respect, Integrity and Working Together.

Recruiting Managers:

The following values and behaviours are essential criteria in each post and must be addressed directly by candidates. The Guidance Notes on values and behaviours for managers give example questions to probe candidates in the interview and application stages of the recruitment process.

Resilience:

We encourage staff to assist the council during a significant emergency response which will focus on meeting the needs of residents. This may necessitate staff involvement, and in exceptional circumstances, could involve redeployment to support the emergency response.

Informed by our learning from the Grenfell tragedy, senior managers (Head of Service and higher) are expected to play an active coordination and leadership role in the Council's broader emergency response efforts during major or serious incidents. This includes arranging urgent resources from their own services and rallying staff teams to help residents during their time in need.

Values & Behaviours

The Royal Borough of Kensington and Chelsea has identified four key behaviours and values that should be demonstrated by all council employees. Successful candidates will show the ability to meet these behaviours.

A	Equal Opportunities Demonstrate an understanding of and commitment to Council policies in relation to Equal Opportunity, Customer Care and service delivery, and the ability to implement these policies in the workplace.
B	Qualifications
C	Skills; Experience and Attitude - Significant relevant experience in employment, skills, education or vocational pathway development. - Experience of leading complex partnerships across education, employment and public services to deliver vocational or employability outcomes for young people.

	• An understanding of vocational pathways and technical education routes for young people • Experience of designing, delivering or commissioning vocational training and employment programmes aligned to labour market demand. • Experience of monitoring programmes and reporting on performance and outcomes • An understanding of the barriers to participation, including the need for of pastoral and wider support interventions that help young people to stay on and complete training • Ability to gather intelligence about key growth sectors and local priorities to inform planning and service delivery. • Knowledge of national and local education and skills reforms, with the ability to translate policy into delivery. • Experience of working in an education setting and working in partnerships with schools and Further Education (FE). • Experience of working with varied businesses across different sectors and building trusted relationships • Experience of developing partnerships across employment and skills systems, including Jobcentre Plus and training providers. • Knowledge and understanding of the issues facing disadvantaged young people and for appropriate referral services, with experience of developing good working partnerships and referral pathways with these services.
--	---

Our Values & Behaviours	
D	PUTTING COMMUNITIES FIRST • We put local people at the heart of decision making in everything we do. • We seek to include and involve: all voices matter. • We provide quality services that are responsive, effective and efficient. The following examples are indicators of effective behaviour: • I actively involve and include the communities that I serve in my work. • I shall reflect the views of the communities in my daily work. • I shall improve the service I provide through seeking feedback from others. Our residents will feel that: • I have been included • I can see how my views have been taken into account • I can see improvements and developments based on my input
E	RESPECT • We listen to everyone and value the personal experiences of people in our communities and of each other. • We adopt a fair, and involving approach regardless of any way in which an individual is different to us.

	The following examples are indicators of effective behaviour: • I adapt my approach to take account of all differences and cultures in the community and with colleagues. • I ensure I am equitable and fair by including those who are quiet or may not be able to represent themselves. • I communicate in a way that is respectful, encourages involvement and meets people's needs. Our residents will feel that: • I feel my culture and background are respected. • I have confidence that action is being taken. • I feel I am being treated fairly.
F	INTEGRITY • We act with openness, honesty, compassion, responsibility and humility. • We let people know what we are doing and communicate why and how decisions have been made. The following examples are indicators of effective behaviour: • I demonstrate empathy in my interactions with others. • I am honest and transparent about the decisions I take. • I follow through on the actions I say I will take and take ownership for communicating the outcome. Our residents will feel that: • I am told when something is not possible and the reasons why are explained to me. • I feel my perspective is listened to and understood. • I feel my views are valued
G	WORKING TOGETHER • We work together and in partnership with everyone that has an impact on the lives of our residents. • We want to understand, learn from each other and continually adapt. The following examples are indicators of effective behaviour: • I work with others to provide an effective service for residents, local communities and other departments within the Council. • I seek ways to work with other departments to deliver a seamless service and find opportunities to improve. • I seek out opportunities to learn from my colleagues and build on good practice. Our residents will feel that: • I can get my issue resolved without being passed around departments. • I find it easy to access the services that I need. • I feel the Council is open to new ideas.