



# **Derby City Council Transition 2 Curriculum Co Design Planning Statement 2025–2027**

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Version	1
Review requirements	Every 2 years
Date of next review	October 2027
Approval Body	S Buckby
Publication	October 2025

## Employer Engagement and Curriculum Planning Statement

### Purpose of this Document

This document outlines how the Transition2 curriculum is co-created with employers. It outlines the structured processes, employer partnerships, feedback mechanisms, and curriculum adjustments that demonstrate meaningful employer involvement in shaping learning and work-readiness outcomes.

### 1. Overview of Employer Partnerships

Transition2 works with a range of employers who provide authentic work-related learning opportunities that directly inform curriculum planning and delivery. Current employer partners include:

- Compass Group – Catering and hospitality placements
- Cosy – Warehousing and logistics placements
- Severn Trent – Call-centre and customer-service placements
- Derby Museums – Cleaning and facilities placements
- Transition2 Café – Internal catering and customer-service work experience

These partnerships provide structured, real-world contexts that enable learners to develop sector-specific and transferable skills.

### 2. How Employers Contribute to Curriculum Co-Creation

Employer involvement is embedded through several mechanisms that ensure the curriculum remains relevant, current, and aligned to workplace expectations.

#### 2.1 Placement Agreements

All placement providers sign a Placement Provider Agreement, which includes:

- Commitment to provide meaningful work-related tasks
- Agreement to offer structured feedback on learner performance
- Confirmation of supervision, safeguarding, and health and safety arrangements
- Expectations around communication with Transition2 staff



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This agreement forms the foundation of a shared approach to learner development.

## **2.2 Employer Feedback and Review Processes**

Employers provide regular written reviews of learner performance during placements. These reviews include:

- Strengths demonstrated in the workplace
- Any development needs or emerging skill gaps
- Observations on behaviour, communication, teamwork, and independence
- Recommendations for next steps

This feedback is systematically collected and forms a key part of our curriculum planning cycle.

## **2.3 Embedding Employer Feedback into Curriculum Planning**

Employer feedback is used to:

- Adjust schemes of work to address identified skill gaps
- Introduce new tasks, scenarios, or role-plays based on real employer needs
- Strengthen employability sessions (e.g., communication, resilience, problem-solving)
- Inform individual learning plans and target-setting
- Shape progression pathways and preparation for adulthood outcomes

Curriculum managers review employer feedback termly to ensure alignment between taught content and workplace expectations.

## **3. Examples of Employer-Influenced Curriculum Adjustments**

Recent examples of curriculum changes informed by employer input include:

- Catering (Compass Group): Increased focus on food hygiene routines and pace of service following employer feedback on industry standards.
- Warehousing (Cosy): Introduction of stock-rotation and labelling tasks after employers highlighted accuracy and organisation as key skills.
- Call Centre (Severn Trent): Enhanced communication and call-handling practice added to employability sessions.



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- Cleaning (Derby Museums): Additional modules on equipment care and safe use of cleaning materials.
- Internal Café: Real-time customer-service scenarios incorporated into lessons to mirror employer expectations.

#### **4. Internal Co-Creation Through the Transition2 Glow & Grow Café**

The Transition2 Glow & Grow Café operates as an internal employer partner, providing:

- Real customer-facing experience
- Opportunities for learners to practise skills before external placements
- A controlled environment where employer-style feedback can be trialled and embedded

Feedback from café supervisors is used in the same way as external employer reviews.

#### **5. Quality Assurance and Monitoring**

**To ensure employer involvement remains meaningful and consistent, Transition2 undertakes:**

- Regular placement visits to review learner progress and employer satisfaction
- Mid-point and end-of-placement reviews with employers
- Annual review of employer partnerships to ensure relevance and quality
- Curriculum review meetings where employer feedback is triangulated with learner voice and assessment outcomes

#### **6. Future Development**

Transition2 is strengthening employer co-creation further by:

- Expanding the employer network to increase sector breadth
- Developing employer-led workshops and masterclasses
- Introducing an annual employer forum to review curriculum intent and impact

#### **7. Summary Statement**

Employer co-creation is embedded across Transition2 through structured partnerships, formal agreements, regular employer feedback, and systematic curriculum adjustments. This ensures the



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curriculum remains responsive, relevant, and aligned to real workplace expectations, supporting learners to develop the knowledge, skills, and behaviours needed for successful progression.