


THE *CAREER EXPOSURE EXPERIENCE* (CEE)

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The CEE – an explanation

- A **Career Guidance** initiative
 - A **national initiative** for all Year 10 (Form 4) Students in state schools
 - Student 'spends' 5 days at a place of work
 - Acquisition of **employability skills** long before one finishes compulsory schooling
 - Students raise awareness about the job/career they aspire for
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Formal background to CEE:

In February 2013, a new NCF was published to set a new vision for all schools in Malta and Gozo.

By the year 2025, 90% of the students will continue their education beyond compulsory schooling.

Lays particular emphasis on vocational education and training (VET) in the secondary sector, which aims to provide secondary school students with a variety of VET subjects whilst encouraging different outside school experiences that help them understand better, and in a practical way, the relationship between their formal curriculum and the world outside the school, as contemplated by various international studies (see, for example, Gothard et al. 2001: 115).

Stipulates that *“through the career-related context available in schools, students have the opportunity to become familiar with a variety of professions and occupations. Understanding the knowledge, skills, competencies and workplace requirements within a professional field helps students develop their career aspirations.”* (NCF 2013: 62).

CEE Statistics 2015 - 2019

Scholastic year	Actual number of year 10 participating students	% of year 10 participating students
2014-15	1875	77.3%
2015-16	1978	92.3%
2016-17	1993	92.4%
2017-18	2189	92.7%
2018-19	In progress (out of a total of 2205 students)	in progress...

ICT statistics 2015 - 2019

Scholastic year	Total number of year 10 (Form 4) students	ICT chosen as 1st preference	% of students requesting ICT
2014-15	2427	212	8.7%
2015-16	2143	113	5.3%
2016-17	2158	145	6.7%
2017-18	2362	186	7.9%
2018-19	2205	156	7.1%


ICT statistics continued:

Scholastic year	Placements requested by colleges	Placements given by NSSS thr' E-Skills Foundation	Remaining placements either found by Colleges (within ICT) or turned to 2 nd preference
2014/15	212	144	68
2015/16	113	102	11
2016/17	145	99	46
2017/18	186	104 (incl. 8 MCAST, 10 Enemalta)	82
2018/19	156	70 (incl. 6 by Enemalta)	86

FURTHER INFORMATION:

- Placements found by NSSS (DES, MEDE)
- Remaining placements found by colleges (10 State Colleges)
- National placements in collaboration with ESkills, AFM, MTA, Heritage Malta, MFSA, Mater Dei hospital, FES, SportMalta and Esplora (launched this year) among others
- Sectors: I.T., Tourism, Health, Sciences, Sport, Care (elderly and childcare), Education, Agribusiness, Animal care, National security, Heritage (arts and culture), Hairdressing and beauty, automotive, media, catering, etc. – a long list
- National placements found by CGTs (assisted by EOs, C.G.)
- CEE steered by career advisors in colleges under the remit of College Principals and NSSS

CEE Documents and logistics:

- CEE preference sheet
 - CEE calendar
 - College-Employer agreement form
 - Parental consent forms
 - Additional consent forms (re students with LSEs, CEE outside work premises, etc)
 - Health/legal docs if necessary
 - Provision of CEE list (per College) to DIER and Jobsplus
 - CEE logbook and supervision duties
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College-Employer CEE Agreement

APPENDIX 1

CAREER EXPOSURE EXPERIENCE COLLEGE - EMPLOYER AGREEMENT FORM

_____ (*name of entity*) is willing to participate in the Career Exposure Experience (CEE) in conjunction with _____ (*name of College*). The organisation is willing to provide _____ placement/s during _____ (*specify time frame*).

1. AIMS AND LEARNING OUTCOMES

The Organisation and the College hereby agree that the aims of the CEE are:

Transitional:

- Learn more about a particular career by observing competent workers
- Prepare students for employability and the work context
- Challenge career stereotypes and widen students' awareness of career paths

Developmental:

Support the understanding and development of important attitudes and values such as punctuality; responsibility; accountability; respect for others, for authority and for rules; the importance of doing a good job; and that of presenting oneself in an

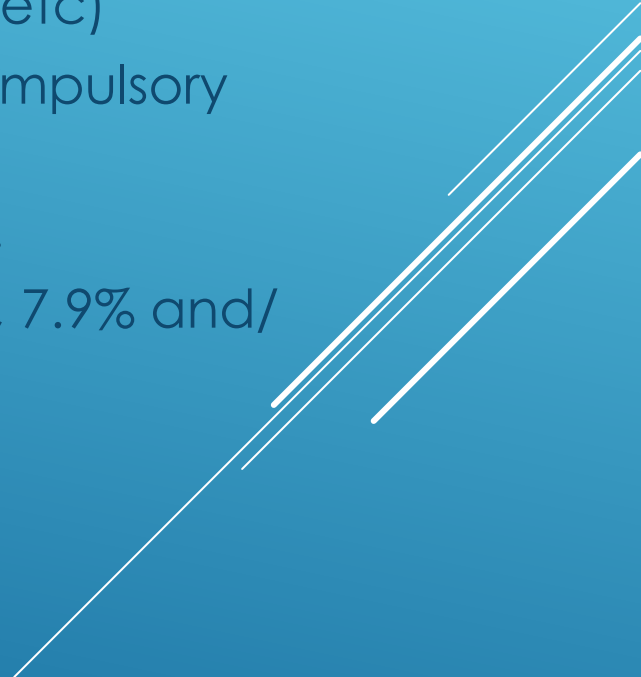
FEEDBACK BY STUDENTS:

- ▶ “Haasejtni veru welcome. Osservajt il-proċess kollu li jgħaddu minnu biex jordnaw il-*hardware* u kont impressjonat ħafna kemm jaħdmu f’tim u rrealizzajt kemm hu mportanti li jsir hekk.” **Kieran Schembri, SMC, placement at MCA.**
- ▶ **ICT student placed at Shireburn Software:** *I am really enjoying my stay at Shireburn since this company offers specialised services to their clients. I like that engagement between staff and customers; it is very impressive. I am in my third day of placement and everything looks great. I enjoyed every minute of it so far!*
- ▶ **T.C.A re 2 students at ICT solutions last year:** “Matthias and Jonathan had a positive experience. During my supervision, the business analyst gave them a detailed and technical presentation about his work and the systems used. Students agreed that it may have been a bit technical for their secondary level but treasured it nevertheless because it showed the importance of expertise. They liked the fact that the experience was varied and included learning about the hardware, customer services, management and specialists amongst others”.
- ▶ **CGT re student at BOV HQ:** He felt welcomed and all the people he met were very friendly. The student appreciated the fact that they were given free food everyday. The experience helped him realise what’s coming ahead if he pursues in this path. He also met a University student who was doing a placement there and talking to this student also helped him realise how much he needs to study.
- ▶ **CGT re female student at MEIB:** Something she liked about this experience is that she learnt that a job in this sector involves a lot of things which are fun. She most liked the fact that when working in ICT ‘you take care of everything and you keep everything under control’. Skills which she saw as important in this sector include patience and teamwork.
- ▶ **Career Advisor re 3 students placed at Enemalta:** “students are enjoying themselves because the experience is very hands on.”

LIMITATIONS

- ▶ Some companies do not have a Risk Assessment in place
 - ▶ Companies also host apprentices / post-secondary students – cannot accept ‘large numbers’
 - ▶ Hosting minors is perceived as a risk
 - ▶ Bureaucratic processes: companies through their legal offices and MEDE requesting 2 parental signatures
 - ▶ No specific incentive to employers by MEDE
 - ▶ Limitation in mentors, to supervise students all day
 - ▶ CEE clashes with company events, audits, foreign delegations, etc.
- +ve aspect:** social/emotional elements go beyond employability/c.g. elements at times! **Corporate Social Responsibility**

WAY FORWARD...

- ▶ NSSS to establish more contacts/widen pool of employers
 - ▶ NSSS and ESkills to collaborate more to address ICT preferences' shortage
 - ▶ Address concerns by employers (lack of resources, lack of interest at times/1 negative student/college experience distorts established contacts, etc)
 - ▶ Launch CEE policy – more structured WBL programme within the compulsory schooling framework
 - ▶ MEDE to collaborate more internally - My Journey placements, etc.
 - ▶ The key aspect of '**EARLY INTERVENTION**' (reminder to raise the 7.1%, 7.9% and/or at least accommodate them all!
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Dates	College	Requested by college	placements provided by NSSS	Hosting Company
11 – 15 MAR	SIC Group 1	3	3	Enemalta 3
11 – 15 MAR	SGPC Group 1	6	4	Malta Enterprise 2 Shireburn 2
11 – 15 MAR	SCC(NSS)	0	0	(national sports school - placements usually requested within the Sports sector)
11 – 15 MAR	STMC Zejtun	18	4	BOV 2 MTIP 2
18 – 22 MAR	SCC (Pembroke) Group 1	6	4	Bit 8 2 MHAS 2
18 – 22 MAR	MRC (Zokrija) Group 2	3	3	Mede 3
18 – 22 MAR	SGPC Group 2	5	2	Bit 8 2
25 – 29 MAR	SNC	6	1	Bits and Bytes 1
25 – 29 MAR	SMC Group 2	6	0	originally requested 1 placement but later there was an increase in numbers
1 – 5 APR	SIC Group 2	12	2	Mede 2
1 – 5 APR	STC Group 1	9	2	MITA 2
1 – 5 APR	STMC Sta. Lucia	11	2	Shireburn 2
8 – 12 APR	STC Group 2	7	3	Enemalta 3
29 APR – 3 MAY	SCC (Pembroke) Group 2	10	3	Mede 2 Bits and Bytes 1
Totals		102	33	

Week 25th March onwards, NSSS is 48 placements short (61 - 13= 48)

- ▶ Communication through ESkills (Mr. Carm Cachia, Ms. Bernadette Zerafa)
- ▶ Lorraine Grech Aquilina lorraine.aquilina@gov.mt
- ▶ Catherine Portelli catherine.portelli@ilearn.edu.mt

THANK YOU!

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