



**THE CHOSEN ACADEMY**

# **THE CHOSEN EMPLOYABILITY EXPERIENCE™**

## **COMMISSIONER & PARTNERSHIP BROCHURE**

**PRACTICAL EMPLOYABILITY. REAL EXPERIENCE. CLEAR NEXT STEPS.**

**For schools, colleges, training providers, councils, youth organisations and funded employability programmes**

**TCEE helps young people move from hearing about employability skills to experiencing, practising and applying them.**

### **PRACTICAL**

**Challenges, movement, role play and simulations**

### **REFLECTIVE**

**Participants connect behaviour to workplace skills**

### **ADAPTABLE**

**Delivery shaped around setting, group and programme objectives**

**Primary audience: young people aged 16–25**

**Available as a 90-minute workshop, half-day, full-day or 4–6 week programme.**

## A different way to develop employability

The Chosen Employability Experience™ (TCEE) is a practical, interactive approach to employability development. Participants do not only discuss communication, teamwork, resilience, leadership or interview skills. They are placed in activities and realistic situations where those behaviours have to be used, observed and reflected on.

### THE TCEE METHOD EXPERIENCE → PRACTISE → REFLECT → APPLY

| EXPERIENCE | Take part in a practical challenge, workplace scenario or role play.          |
|------------|-------------------------------------------------------------------------------|
| PRACTISE   | Communicate, collaborate, make decisions, solve problems and adapt.           |
| REFLECT    | Identify what happened, how participants responded and what was demonstrated. |
| APPLY      | Connect the learning to employment, education, training and real life.        |

### What makes the approach practical?

- Physical challenges and team tasks create visible opportunities to demonstrate behaviour.
- Role play and drama allow participants to practise interviews, customer situations and workplace communication.
- Workplace simulations introduce changing instructions, pressure, decisions and problem-solving.
- Reflection and coaching turn the activity into employability learning rather than 'just a game'.

**The activity is the vehicle. The employability skill is the outcome. Reflection creates the workplace connection.**

## The five-pillar journey

Every TCEE activity sits within one primary pillar, giving commissioners and participants a clear development journey.

| Pillar            | Focus                                            | Participant development                                                                             |
|-------------------|--------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| 1. ME             | Confidence, strengths & purpose                  | Recognise personal strengths, values, interests and contribution.                                   |
| 2. MY SKILLS      | Transferable & employability skills              | Identify skills developed through life, education, sport, hobbies, responsibilities and experience. |
| 3. MY WORKPLACE   | Behaviours, communication & teamwork             | Practise professional communication, collaboration, adaptability, leadership and problem-solving.   |
| 4. MY OPPORTUNITY | Applications, interviews & employer expectations | Prepare for recruitment and communicate strengths with relevant evidence.                           |
| 5. MY FUTURE      | Aspirations, progression & action planning       | Build direction, identify development needs and commit to a realistic next step.                    |

### Examples of TCEE in action

**Transferable Skills Relay** — Participants experience communication, teamwork, problem-solving, leadership and resilience through practical stations.

**Workplace Delivery Challenge** — Teams take workplace roles and must adapt when the customer changes the order, staffing changes or time is reduced.

**Customer Complaint Theatre** — Role play compares poor and professional responses to an unhappy customer.

**Skills Swap Challenge** — Participants prove how skills from life, education, sport, responsibilities and previous experience can transfer into a new career.

**The Impossible Interview** — Participants experience why one-word answers limit what an employer can learn, then practise stronger interview communication.

**Future Me** — Participants identify strengths and experience, write a personal statement, explore future direction and commit to a next step.

## Flexible delivery packages

TCEE can complement existing provision as a focused intervention, enrichment experience, employability day or sustained development programme.

| Package                    | Duration  | Best suited to                               | Indicative price                           |
|----------------------------|-----------|----------------------------------------------|--------------------------------------------|
| TCEE Experience Workshop   | 90 mins   | Introduction / enrichment / targeted session | From £395                                  |
| TCEE Half-Day Experience   | 3–3.5 hrs | Deeper practical employability development   | From £695                                  |
| TCEE Full-Day Experience   | 5–6 hrs   | Immersive employability / enrichment day     | From £1,095                                |
| TCEE Development Programme | 4–6 weeks | Sustained development and funded provision   | 4 weeks from £2,400<br>6 weeks from £3,500 |

### Example 6-week pathway

| Week   | Pillar         | Focus                                                   |
|--------|----------------|---------------------------------------------------------|
| Week 1 | ME             | Confidence, strengths & purpose                         |
| Week 2 | MY SKILLS      | Transferable skills                                     |
| Week 3 | MY WORKPLACE   | Communication, teamwork & behaviours                    |
| Week 4 | MY WORKPLACE   | Professional behaviour, decisions & workplace scenarios |
| Week 5 | MY OPPORTUNITY | Applications & interviews                               |
| Week 6 | MY FUTURE      | Direction, personal statement & next steps              |

**Pricing note:** final quotes depend on participant numbers, location, customisation, additional staffing, reporting requirements and commissioner outcomes.

## Evidence, outcomes and partnership

TCEE is designed to evidence development rather than attendance alone. The level of measurement can be scaled to the length and requirements of the commission.

### What can be captured

| Evidence source                | What it can show                                                                                                                                               |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Baseline & end self-assessment | Confidence, communication, teamwork, problem-solving, leadership, understanding own skills, interview confidence, workplace expectations and career direction. |
| Facilitator observation        | Behaviours demonstrated during challenges, simulations and role play.                                                                                          |
| Participant reflection         | What happened, what was demonstrated, what was learned and where it applies.                                                                                   |
| Participant outputs            | Skills profile, interview preparation, personal statement, future vision or action plan depending on delivery.                                                 |
| Participation & feedback       | Attendance/completion, participant voice and commissioner/staff feedback.                                                                                      |
| Progression / next step        | Agreed action, opportunity to explore or referral/progression point where within programme scope.                                                              |

### How TCA can complement your provision

- Add practical employability experiences to an existing programme or participant journey.
- Deliver a targeted workshop or pilot around identified development needs.
- Work alongside schools, colleges, training providers, youth organisations and employment services.
- Bring employer-style scenarios, mock interviews and workplace expectations into participant development.
- Adapt activities to group size, setting and agreed programme objectives while retaining the TCEE methodology.



# Let's build the right intervention

## PARTNERSHIP, NOT A ONE-SIZE-FITS-ALL WORKSHOP

Start with the participant need and desired outcome - then select the right TCEE format.

A TCEE partnership can begin with a single pilot workshop or form part of a wider programme. The starting conversation should focus on who you support, the employability or progression needs you are seeing, the outcomes you need to evidence and where a practical experience could strengthen existing provision.

## A simple partnership pathway

| 1                                               | 2                                              | 3                                        | 4                                                 | 5                                         |
|-------------------------------------------------|------------------------------------------------|------------------------------------------|---------------------------------------------------|-------------------------------------------|
| NEED                                            | DESIGN                                         | DELIVER                                  | EVIDENCE                                          | PROGRESS                                  |
| Identify participant needs and desired outcomes | Select pillars, activities and delivery format | Facilitate the practical TCEE experience | Capture participation, reflection and development | Agree next steps and future collaboration |

## Suitable for

- Schools, sixth forms and colleges
- Training and employability providers
- Councils and employment/skills programmes
- Youth and community organisations
- Alternative provision and targeted youth support
- Employers, early-careers teams and social-value programmes

## THE CHOSEN ACADEMY

### The Chosen Employability Experience™

Practical challenges • Workplace simulations • Role play • Reflection • Progression

Partnership enquiry: [info@thechosenacademy.co.uk](mailto:info@thechosenacademy.co.uk)

A fuller programme framework and activity examples are available for partnership discussions.