



london
transport
museum

Enjoyment to Employment

2023 / 2024 Interim Report

About Enjoyment to Employment

London Transport Museum is the world's leading museum of urban transport. Our industry backed Enjoyment to Employment programme is tackling the skills shortage facing the transport sector by turning childhood enthusiasm into future careers. It combines creative STEM activities inspired by the history of transport in London with opportunities for children, families, and teachers to meet industry professionals. We also work with transport businesses to break down barriers that stop young people from pursuing careers in the sector and connect them to job opportunities. Each year thousands of children, young people, and their key influencers take part in Enjoyment to Employment at the Museum, our Depot, in school and online.





Director, London Transport Museum

points in their careers are supported by the Museum to demonstrate that careers in transport are exciting, innovative and open to everyone.

Money – the financial support of our partners enables us to reach 125,000 people per year and gives us the foundation and credibility to attract additional charitable support to pilot new ways of turning childhood enthusiasm into careers in transport.

One of my first decisions as Director and CEO was to create a new role. The Director of Learning and Participation will provide a redoubled focus on outcomes for young people (future skills, sustainability, safe travel) and will work to enable people to create positive change in their own lives and communities.

This report illustrates everything that this new role will progress and we look forward to working with you to shape our exciting plans for the programme and for the Museum.

People – an inclusive culture where professionals from different organisations and at different



Reaching new audiences

Teachers are key to breaking down the barriers that stop young people from pursuing careers in the sector and connecting them to job opportunities.

Through Enjoyment to Employment, we provide teachers with the knowledge and confidence to introduce children to new ideas, stories and people. This builds their knowledge and challenges them to think differently about transport and engineering.

To increase our impact, we are delivering three primary school pilots this year which feature either collaborative working with or professional development for teachers.

– empowering teachers to confidently embed Black History into their classroom. We are bringing together three primary schools in Acton, TfL colleagues who supported the development of our Legacies: London Transport’s Caribbean

Workforce exhibition and not-for-profit, The Making of Black Britain. Through this partnership we are hoping to develop a scalable model combining teacher continuing professional development (CPD), access to Black History content and classroom activities/templates.

2. Acton Schools Partnership – shifting from schools as ‘customers’ to schools as community partners. With funding from the John Lyon’s Charity and Luke Rees-Pulley Charitable Trust we are embarking on a multi-year project with a small number of primary schools in Acton. We will explore how a more balanced, two-way relationship, sustained over time can deliver increased impact for children. Each year we will identify a sustainability challenge around which to build a scheme of work that aligns with the school’s curriculum needs and delivers key agreed outcomes.

supporting teachers to build into their lessons opportunities for children to develop skills which industry and young people need for the future – collaboration, critical thinking, communication and creativity.

These pilots will be complete by summer 2024 when we will identify the most successful elements and use them to increase our reach and impact.





Developing knowledge
and understanding

Our summer installation, the Green Journey Garden, returned to the galleries this year, with refreshed content reflecting visitor feedback from last year. Across the summer period, we welcomed 78,955 visitors to the Museum. Through storytelling, giant puppetry and junk

modelling, we engaged 1,245 children and infants and 1,012 accompanying adults in workshops.

The Locomotion Puppetry Parade created a giant train puppet, which the workshop participants then used to explore the

Museum galleries. Evaluation of this workshop indicates that it was effective at developing collaboration skills, and encouraging reflection of the past, present and future of transport.

A bar chart with a vertical axis representing percentages from 0% to 100% in increments of 20%. The horizontal axis lists four categories of skills or understanding. The bars are colored in a vibrant magenta. The first bar, for communication skills, reaches approximately 73%. The second bar, for collaboration skills, reaches approximately 95%. The third bar, for understanding of transport evolution, reaches approximately 88%. The fourth bar, for encouraging reflection on transport, reaches approximately 93%.

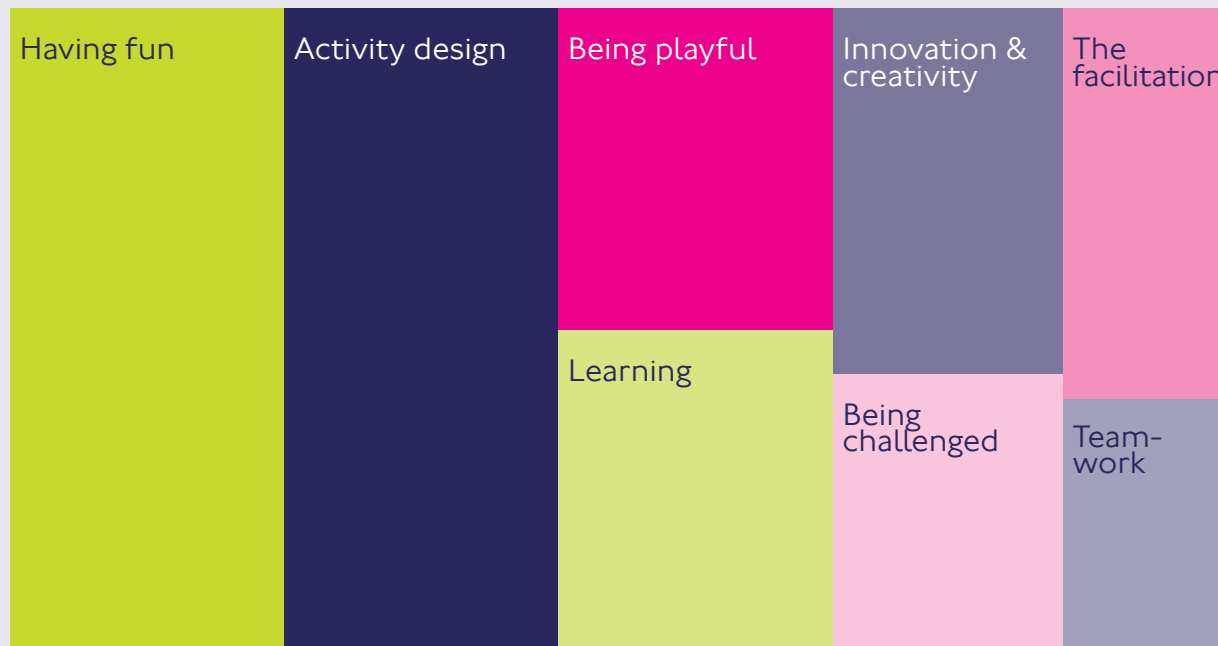
Category	Percentage
Developed your child's communication skills	73%
Developed your child's collaboration skills	95%
Developed your child's understanding of how transport has evolved over time	88%
Encouraged your child to reflect on past, present and future of transport	93%



Evaluation from the 'Go Greener' Junk Modelling workshop, building on our experience with tinkering (see p.16),

was particularly positive. Comments highlighted the key aspects that families most enjoyed:

What did you most enjoy about the 'Go Greener' Junk Modelling workshop?



Case Study:

To compliment the Green Journey Garden we ran a Healthy Streets activity in the Luke’s Skills Space at the Museum in Covent Garden.

We developed Healthy Streets following visitor feedback that they wanted to see a more direct connection between what they experience at the Museum, the current issues facing the transport and engineering sector and Museum programming.

This activity supported children and families to think about what makes a street healthy and to explore the changes they’d like to see in their neighbourhood.

In the centre of the room was a map of an imaginary neighbourhood. Families built their street onto this neighbourhood using magnets which symbolised key elements of a ‘healthy street’. While they did this, we asked them to consider:

- What they might add to make their street healthy
- What they might add to make their street safe
- What they might add to make their neighbourhood healthy

- What they might add to their street to encourage sustainable travel

Evaluation indicates that the most impactful part of the activity was considering how a

healthy street can encourage sustainable travel, demonstrating the strong connection for our visitors between transport and sustainability.

To what extent do you agree with the following statements?





Changing perceptions

Progression Routes

For over a decade London Transport Museum has directly supported young people who are under or unemployed into jobs in the transport sector. Despite our corporate partners commitment to increasing the diversity of their workforce and a substantial increase in apprenticeships, significant practical and perceptual barriers to careers in the transport industry remain. This is particularly the case for those who have experienced more challenging life circumstances. Through Progression Routes

we are trialling and shaping a broader range of lighter-touch delivery models to address those barriers.

Depot Days are day-long sessions that introduce young people to employers. Short and accessible, they give young people a taste of what these sectors or roles could offer them.

Our first Depot Day brought together TfL's Acton Works Depot and Rail Engineering Workshop with a group of 10 young

people enrolled in the Prince's Trust Team programme. All 10 young people enjoyed the tour of Acton Works Depot (finding interesting comparisons with the Museum Depot at Acton), as well as the skills building element of the day. The day also sparked future ambitions – 100% of participants understood what TfL does and what opportunities were available to them by the end of the day.

The next Depot Day will run in October with ABM and Palace for Life Foundation.



Route into Work: TfL Apprenticeships

Our long-standing Route into Work programme directly prepares young people under-represented in our industry to apply for live vacancies. Route into Work ran twice for TfL in March 2023, the first focusing on TfL London Underground Engineering apprenticeships, specifically Track Engineering, Rail Engineering Workshops, and Lifts & Escalators, and the second

on two specific TfL apprenticeships: the Recruitment Resourcer apprenticeship, and our own Learning apprenticeship.

Highlights of the week included: connecting young people with current TfL apprentices, providing an opportunity to network with more senior TfL employees (including hiring managers for these positions), learning more about how to answer motivational fit and competency-based interview questions,

understanding the STAR technique, and practising teamworking skills for group assessments.

Across the two weeks:

- 26 young people completed the course
- 16 applied for TfL apprenticeships
- 14 progressed to interview stage
- Five were made job offers and started at TfL on 11 September



Case Study:

An Acton Depot Day with the Prince's Trust

'The Depot Day with TfL and the Prince's Trust was a memorable one. In the morning, I met a group of ten young people aged between 16 and 25 at Acton Town station, who were all on the Prince's Trust Team programme and looking to gain insights into the world of work and improve their employability skills. We walked down to Acton Works for a behind-the-scenes tour of TfL's Rail Engineering Workshop, which was an immersive way to kick off the day. The young people

were able to ask questions about various stations within the workshop, and saw engineers cleaning brakes and repairing Victoria line trains. We then walked across the street and explored the collection at the London Transport Museum Depot. The group loved climbing aboard the 1938 stock and found it interesting to discuss this depot as a facility that also stores and looks after collection items. After sharing lunch together, the group had pre-selected a session for the afternoon, which boosted

skills in teamwork, communication, and interview skills. At the end of the day, 100% of participants understood what TfL does and what opportunities were available to them. One young person told us, 'most importantly, I felt like entering in the Depot got me [passionate about] start[ing] with a temporary job or an apprenticeship.' I'm looking forward to organising more of these Depot Days and introducing more young people to employment opportunities in the transport sector'.



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Developing skills

Skills for the future

We know that transport and engineering businesses are lacking the pipeline of skills they need in the workforce. We also know that the curriculum and formal education landscape do not prioritise these skills and that there is very little in the way of proven pedagogies or support for teachers and children to explore and talk about skills in a useful way.

We are looking to fill this gap and develop a high impact approach to skills development that can be embedded across our programming for children and young people. Over the course of this year we will be delivering pilots with primary school children and teachers, and teenagers and families visiting the Museum in half terms and holidays.

A key learning technique we have trialled this year is tinkering. Tinkering is a hands-on experience in which you are encouraged to learn from failures, with unstructured time to explore and invent.



Failure is a friend workshop was brilliant the leader was so positive and enthusiastic and kept saying it doesn't matter if you are wrong. A wonderful positive workshop for children to have a go and not be afraid to speak up.

– Parent, May Half Term 2023



Some skills were more successfully supported than others in the short session, with communication observed the most consistently. Critical thinking was the most challenging to support, and we found

88%

59%

In future, being more explicit about which skills the workshops focus on, and greater involvement of parents and carers in supporting and evaluating skills development should help us to understand more deeply how tinkering can support skills development.





Pursuing further
opportunities

Skills for the future

This year we ran Route into Work for three Museum apprenticeship roles in the Young People's Skills and Communities team. Seven young people took part in the course, with two reaching the interview stage. Both were offered roles at London Transport Museum and began their apprenticeships in September 2023, supporting Learning staff with delivering the Enjoyment to Employment programme.

The course focused on key aspects of an apprenticeship in the museum sector, and at the end of the course, 100% of participants agreed that they understood the job application and recruitment process, that they had strategies in place to help them find a job, and that they felt more prepared to take their next career step.

Feedback on the course was positive, with the highlight being the mentoring and networking opportunities provided to the young people throughout.

Having young people who have faced barriers to entry as part of the team will enrich the programme and ensure that young people joining Route into Work courses feel reflected and represented in the Museum's delivery staff. The Learning team has already noticed the value of having young people in the team. Insights which apprentices shared about their own induction programme shaped a pilot workshop for teenagers.

A course has been scheduled later in the year to recruit Visitor Experience Assistants for front-of-house roles in the Museum. Through initiatives like this, we seek to increase the diversity of lived experience at London Transport Museum, reducing barriers to entry and fostering a more inclusive workplace.

Route into Work was also delivered very successfully in March and April this year for TfL. 26 young people completed the





course, 16 applied for apprenticeships, 14 progressed to interview stage and five were made job offers and started at TfL

on 11 September. On average 26.5% of course participants were women, 83% were Black, Asian and minority ethnic

and 37% disclosed one or more lived experience of barriers to employment.



Case Study:

Amir*, Engineering Route into Work Participant

March 2023

Amir, 24, had worked in the hospitality industry for the past eight years but wanted something different. He took part in Route into Work in March 2023, and was offered an apprenticeship role after successfully passing the online assessments and interview.

We asked Amir about his experience of Route into Work, and his next steps for the future.

*anonymised



What made you sign up for Route into Work?

'I've always wanted to work for TfL in the past, since I was a little kid when I moved to London. I looked online at different apprenticeships, and I looked on the TfL website and saw they offered Route into Work. I said [to myself], I will try this, I might learn something that other people won't, so I went through it and got the job!'

What did you think about careers in transport and engineering before taking part in Route into Work?

'I didn't go to university so didn't know how engineering worked. I always assumed it needed a degree, but now, with TfL offering apprenticeships, even if you only have a high school diploma, you have a chance. So that's why I wanted to go into it, I knew there was an opportunity for me. Even if the chances were slim, I thought it could work for me.'

How do your feelings about your career prospects before Route into Work compare to your feelings now?

'Before, I was basically a bit stagnant. I only thought that I would work in hospitality within the ranks and go up the

ladder slowly. However, with this one, now there's a bit more freedom, more open, way more benefits with my current job. So with my new job at TfL I want to see what I can do. Not just in one location.'

What ambitions do you have for your career progression?

'With my apprenticeship, I want to do the two years, and then hopefully be a fully qualified track technician. [After this] I can move sideways within the company in a new apprenticeship...or different section.'



Join the Enjoyment to Employment coalition

London Transport Museum's Enjoyment to Employment programme brings businesses together to tackle the skills shortage facing the transport sector by turning childhood enthusiasm into future careers. Special thanks to our coalition of industry partners ABM, Mastercard, telent, Thales Ground Transportation Systems, and TfL.

- 1 Making a financial contribution
- 2 Encouraging staff to volunteer and bring careers in transport to life for children and young people
- 3 Working with our team to recruit young people who reflect the diversity of London into their workforce
- 4 Joining our Steering Committee to share your knowledge and experience with London Transport Museum and industry peers and help shape the future of our programme

Thank you to the John Lyon's Charity, the Kusuma Trust and the Luke Rees-Pulley Charitable Trust for supporting new innovations within the Enjoyment to Employment programme.

To find out how your business can get involved email supportus@ltmuseum.co.uk

About London Transport Museum

London Transport Museum is the world's leading museum of urban transport and an award-winning day out. We explore the powerful link between transport and the growth of London, its culture and society since 1800. By sharing this story of innovation, ingenuity, creativity and design, we ignite curiosity about the world around us and how to shape its future.

ltmuseum.co.uk

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