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Coast to Capital Careers Hub Steering Group Meeting

Thursday 5 May 2022 9.00am – 10.30am

Hybrid meeting held at NESCOL and via MS Teams

Key points & action notes

Steering Group Board Members:

Liane Richardson (LR) - Chair; Paula Neal (PN); Duncan Edwards (DE); Peter Waters (PW); Charlie Field (CF); Vanessa Potter (VP); Sue Taylor (ST); Steve Benwell (SB); Jeff Alexander (JA); Giles Thomas (GT); Charlene Simms (CS); Dario Stevens (DS); Freya Wall (FW); Sandra Cox (SC).

Officers:

Lisa Mobbs (LM) – Coast to Capital; Georgina Angele (GA) – The Careers & Enterprise Company; Ellie Smith (ES) – Coast to Capital; Izzy Pompova (IP) – Coast to Capital; Kirsten Trussell (KT) – Coast to Capital;

Guest Speakers:

Ben Snellock (BS) – Careers Engagement Officer, NESCOL

1. Introduction (Liane Richardson)

LR welcomed everyone to the meeting. Welcome to guests, Sandra Cox and Ben Snellock from NESCOL.

Apologies were noted from Kirsten Trussell (KT), Charlie Field (CF) and Duncan Edwards (DE). Absent – Peter Waters (PW), Jeff Alexander (JA), Steve Benwell (SB) and Giles Thomas (GT).

Agenda outline provided.

2. Careers at NESCOL (Ben Snellock)

Welcome to Ben Snellock, Careers Engagement Officer, NESCOL. Ben provided an overview of initiatives to support careers education at the college:

Careers education videos (student engagement)

NESCOL's media students have worked with Ben to film and edit a series of student videos to include why Maths and English are important, CV writing and why careers is important. This counted as a work experience for the students involved. Students featured in the videos were unscripted. Students' feedback was very positive - easy to listen to and easy to understand. Dario agreed that the videos can be shared with the network as best practice examples. **ACTION** – Ellie Smith (ES) to share the video link with the network.

Staff engagement

A careers newsletter is sent to staff once a term to showcase careers activities at NESOCOT. Vanessa Potter (VP)/Georgina Angele (GA) - is it possible to write a one pager case study which Vanessa could put in her newsletter and George can share as best practice example with the network? Ellie Smith (ES) is already working on this with Ben.

Informal approach

The Careers Office has changed its location within the college. Now a less formal space and clearly recognisable as a careers office with a careers banner at the front. Ben offers different streams of engagement e.g., during the National Careers Week he offered careers advice drop-in sessions at Starbucks. Generally, Ben is able to engage students who don't know what they want to do and hard to reach students.

Tutorial integration

Bringing careers education directly to classrooms. Ben is working with the head of tutorials to write content for these careers related sessions that is more engaging for students.

More to come

There are lots more plans to implement for the year to come.

3. Careers Hub Benchmark Progress (Lisa Mobbs)

Lisa Mobbs (LM) provided data for Spring Term Compass evaluations. The highlights are:

Compass evaluations received from 77 of 93 institutions in Spring Term – an excellent number of returns.

The Enterprise Coordinator team have focused on Benchmark 1, the foundation of any stable career's education programme. EAN institutions have exceeded the target of 40% at 47% schools and college fully achieving the benchmark at 100%. The Careers Hub have a target of 80% and are currently at 61.8% - progress of around 39% since last term.

KPI for EAN institutions to achieve a minimum of 2 benchmarks – only 4 schools falling short of this target. Our average number of benchmarks achieved is 4.4, the national average is 3.6 benchmarks.

KPI for Careers Hub institutions to achieve a minimum of 3 benchmarks – only 6 schools falling short of this target. Our average number of benchmarks achieved is 4.1, the national average is 4.7 but we are a Wave 3 Careers Hub.

Continuous progress in benchmarks 5 and 6 across all institutions. Less progress in benchmarks 7 and 8. Benchmark 7, some schools don't allow access to whole cohorts of students and provider unable to access all eligible students in a school. Benchmark 8, a challenge for schools and colleges due to lack of resource and funding.

Sandra Cox (SC) – it's difficult for colleges to get into schools to promote course. Schools will allow NESOCOT to talk to limited number of students, not everybody. Freya Wall (FW) - we allow access to whole cohorts. Georgina Angele (GA) - it is a legal requirement to let providers in to engage with all students.

Vanessa Potter (VP) - promotion of the ASK programme needs to be reinforced with the network- could we look at this as a priority for next academic year? Lisa Mobbs (LM) – yes, its in our strategy for Amplifying Technical and Vocational Routes.

Dario Stevens (DS) – NESOT offer a 1-1 careers guidance interview to all eligible students, but for vocational students their career pathway is set so they don't necessarily need the careers interview. Lisa Mobbs (LM) - that's the feedback we're getting from other institutions, the important thing is to offer an interview to eligible students. Paula Neal (PN) - is there a way to record those students who don't take up the offer for 1-1 interview? (LM) - it is fed back to the CEC via Compass evaluation in % of how many students participated in careers interviews.

Georgina Angela (GA) - if BM8 is challenging for schools because of resources/funding, we need to use this data to show the DfE that further funding is needed, that there are enough Careers Guidance Advisers in schools/colleges and also that there is a change in school/colleges to how this role is seen in schools (not as a 'support' role).

Freya Wall (FW) - not enough resources to offer 1-1 interview to all Year 11. Cost £240 per day for 6 interviews. It needs to go back to DfE for them to see they are setting a benchmark that is impossible to achieve. BM8 data is skewed slightly anyway, schools are trying to provide guidance which may not come from a qualified careers adviser. Lisa Mobbs (LM) – that's why it is important for schools and colleges to provide honest feedback on 1-1 guidance interviews with qualified careers adviser only. This is the advice the EC team give to schools.

EA satisfaction survey (national survey) – number of EAs who are satisfied in their role as an EA is 88% for Coast to Capital. The second highest Hub/EAN in the country. We are delighted with this result.

4. Careers Hub Plan for 22-23 (Lisa Mobbs)

Grant offer letter received from the CEC for the next academic year. We will invite all networked and all remaining state-funded schools to join the Careers Hub – 111 institutions in total. We've done a lot of work with our schools, so they are in the right place to join the Hub. We'll have to expand our resources (team) so we will be recruiting for 2 new posts: Operational Hub Lead and SEND Enterprise Coordinator. We want these people to be in place for Sept. Advert going out soon.

93 institutions are already in the network, a further 18 will be invited to join the Careers Hub. There will be additional £20,000 funding for the Careers Hub.

Cornerstone Employers - at the moment, we're working with 10 large organisations to operationally support our Careers Hub. We will need representation from across the region to include the agriculture sector when we expand our Hub, so we are planning to create 2nd group of Cornerstone Employers.

Steering Group - we will need to review our governance and invite representation from Brighton & Hove Local Authority. The Skills Advisory Panel (SAP) from Coast to Capital have expressed interest in joining the Steering Group and there is a crossover of what SAP and our Steering Group are doing. Sue Taylor (ST) - LSIP – it would be important to include a representative from this group. Georgina Angela (GA) - Ana Christie from Surrey Chambers of Commerce and a representative from Surrey for the Local Skills Plan. **ACTION** – Lisa Mobbs (LM) to approach recommended members.

*If you feel this is the time to step down, please get in touch with Liane and Lisa.

5. Teacher Upskilling Programme Pilot (Charlene Simms)

Thales (plus other local companies) are working with Pathway CTM on a virtual work experience 'Teacher Upskilling Programme' pilot.

10 companies took part. Each company took on board 2 x Maths/Science teachers from West Sussex, Reading or Surrey for 3 days and provided insights into their organisation, different engineering departments and how Maths/Science subjects relate to the world of work in engineering. The teachers also observed virtual assessments.

Charlene Sims (CS) - could we do something similar in the Careers Hub if there's funding? **ACTION**
– Lisa Mobbs (LM) to add to list of potential projects for 22-23.

6. AOB

There were no further items raised for discussion.

Next meeting – 1st July has been cancelled as we refresh and review our governance needs for the Careers Hub expansion.

We will regroup for the start of the next academic year but we'd love for you to join our Summer Conference that week instead!

Careers Hub & EAN Summer Conference – Tuesday 28th June at 12pm at Crawley College. An event to celebrate the last 2 years with CPD opportunities for Careers Leaders and EAs. Invitation has been sent. Eventbrite link [here](#).

Footnote: Unconfirmed minutes – subject to approval/amendment as necessary at the next meeting of the Steering Group committee.