

**Coast to
Capital**



THE **CAREERS &
ENTERPRISE**
COMPANY

Careers Hub Steering Group Meeting

Via Zoom

11 November 2021

Introduction

- Liane Richardson, Chair

Local Skills Improvement Plan (LSIP) – Claire Witz, Sussex Chamber of Commerce

Local Skills Improvement Plan (LSIP)



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Developing the Trailblazer

- Overview

The purpose of the LSIP Trailblazers is to break down barriers between employers and further education and skills providers by identifying the short, medium and long terms skills needs and in turn develop a more responsive local skills system.

Our priorities are:

- Building shared understanding around skills needs
- Extending collaboration between education and training providers and employers to meet identified needs in priority sectors
- Deploying innovative and effective ways of reaching employers and collating future skills needs in a meaningful way
- Translating needs into an effective tool to support providers adapt their offers



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Developing the Trailblazer

- Overview

Specification of skills needs

- Marshall on-the-ground intelligence from employers to identify and articulate unmet and future skills needs in Sussex (priority sectors and cross cutting)

What needs to change and why

- Identify and set out what needs to change in the local skills system and why (evidence based)
- Set out the identified supply and demand barriers to a more responsive skills systems

Roadmap for delivering change

- Agree with providers and others what local action can be taken to improve responsiveness
- Set out specific interventions are needed to address barriers that are preventing the system from adapting



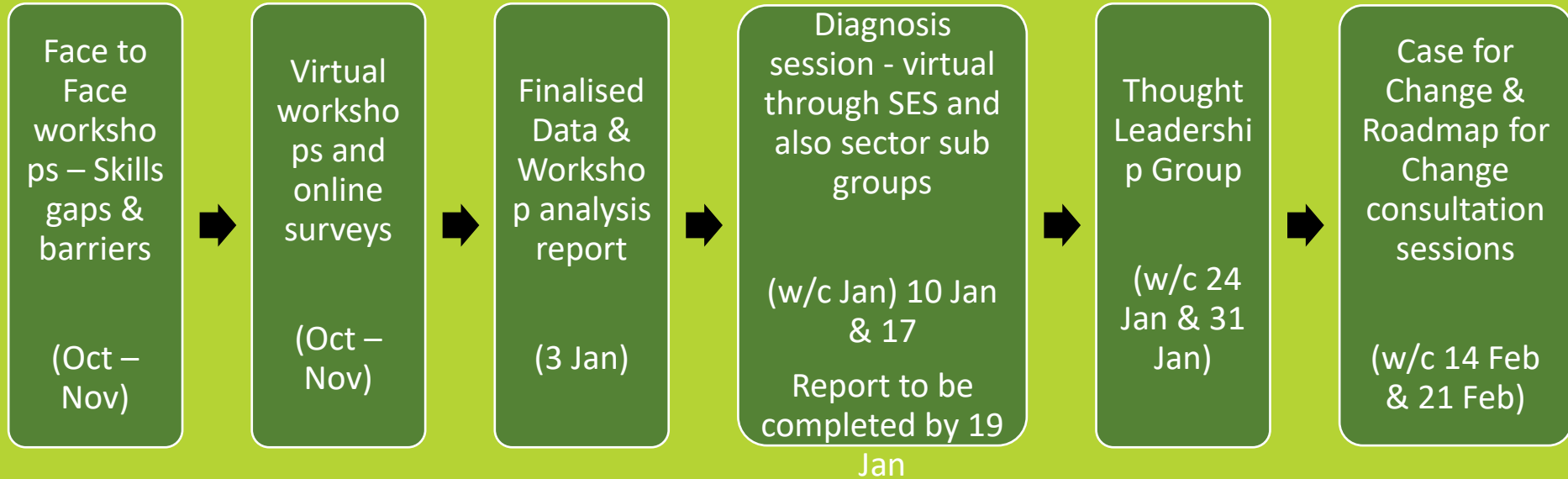
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Item 4 - LSIP Project Activity and Engagement Timeline



Engagement activities

- Workshops to develop the draft statement of unmet and future skills needs, review specification of skills needs, qualitative and quantitative evidence base and what needs to change and why

Date	Business Sector	Time	Virtual/ Face to Face	Details
Tues 9 November	Creative & Digital	3.00pm to 4.00pm	Virtual	Workshop - Virtual
Wed 10 November	All sectors, all businesses	1.30pm to 4.30pm	Face to Face	Workshop – Jury's Inn, Brighton (by the train station), East Sussex
Thurs 11 November	Construction	10.00am to 11.00am	Virtual	Workshop - Virtual
Thurs 18 November	Visitor Economy inc. hospitality, creative, arts	11.30am to 12.30pm	Virtual	Workshop - Virtual
Fri 19 November	Manufacturing & Engineering	10.00am to 11.00am	Virtual	Workshop - Virtual
Thurs 25 November	All sectors, all businesses	9am to 12pm	Face to Face	Workshop – Fontwell Park Racecourse, West Sussex
Thurs 25 November	Health & Social Care inc. biotech, life sciences, pharmaceutical	11.30am to 12.30pm	Virtual	Workshop - Virtual

Stakeholder Engagement Leads

We've engaged Stakeholder Engagement Leads to support work on the LSIP project:

- Undertake stakeholder liaison activities with businesses, employer representative bodies, Local Authorities and LEPs
- Support for and proactive involvement in project workshops and stakeholder meetings – November 2022
- Co-ordination of LSIP sector sub-groups – January 2022
- Represent the LSIP Project at existing local skills and employment groups and existing sector groups and provide feedback to the LSIP Project Team

Stakeholder Engagement Lead	Sector responsibility
Sussex IoD - Michele Augusti	Construction
	Engineering & Manufacturing
Dan Wallman	Digital
East Sussex County Council - Stephen Burkes	Health & Care
	Visitor & Cultural
Plumpton College in partnership with Rural West Sussex Partnership	Landbased

Getting involved

- Spreading the word
- Attendance and involvement in workshops during November 2021
- Encourage sector sub-group representation during January 2022
- Updates and presentations at your member meetings

Contact us on:

Skills@sussexchamberofcommerce.co.uk

Website:

Sussex Chamber of Commerce - Skills



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Careers Hub update – Lisa Mobbs, Careers Hub & EAN Lead



in partnership with

Coast to Capital



Coast to Capital Enterprise Adviser Network + 1 • 7mo

NCW Benchmark 4 Subject Resources

To support Careers Leaders for National Careers Week 2021



Coast to Capital

MAJOR ROYAL

Virtual Open Doors

A chance for recent apprentices & graduates to share career insights with Sixth Form students

February and March 2021

- Showcase your Business
- Discuss Career Opportunities
- Get young people involved
- Have some fun!

Email: Haamah.Thomas@coast2capital.org.uk



Projects Delivered in 2020-21

GET READY FOR

WHAT NEXT SUSSEX 2021

THURSDAY 7TH OCTOBER



WHAT NEXT SUSSEX ?

Register now:
<https://www.getcareerconfident.co.uk/what-next-sussex>
 #whatnextsussex #getcareerconfident

Coast to Capital

Building Green Foundations with Coast to Capital Careers Hub

25 October 2021 Virtual 10 hours



[Apply Now](#)

PATHWAY
 CAREERS & ENTERPRISE COMPANY
 enterprise**m3**
 Delivering opportunity through innovation

A virtual event for your post year 11 options!

Best Next Steps Surrey

What's involved?

- ★ Watch videos and interactive content about available options post Year 11
- ★ Ask questions to careers advisers on hand via the live chat function
- ★ Browse information about post 16 providers across Surrey

LIVE EVENTS
 Thursday 21st October
 1:30pm - 3pm & 6pm - 7:30pm

Students/Schools - [Register here](#)
 Parents/Carers - [Register here](#)



Projects – Autumn Term

And Hello Inclusion & The Inspire Programme

Enterprise Adviser Network (EAN) and Careers Hub

The Coast to Capital EAN works to connect senior, local business leaders with senior leaders in local schools and colleges to help motivate and inspire young people and make a major impact on their future career prospects.

The purpose of the network is to create powerful lasting connections between local businesses and education establishments in order to equip young people with the skills they need. To do this we have a team of Enterprise Coordinators who each support schools and colleges in their area and link them to local businesses.

Update

Enterprise Adviser Network Area

Hello Future, live careers talks were delivered to all schools across West Sussex and Brighton and Hove in July 21. Hello Future is an initiative created in partnership with a number of employers across the region to include Albion in the Community and Laing O'Rourke. Several sessions, each with a different 'Hello' theme were delivered across one week. Themes included Hello Me, Hello Employability, Hello Creativity, Hello Education and Hello Employment.

Careers Hub Area

During summer term, the Careers Hub EC team worked with employers and partners to deliver our Coast to Capital virtual careers fair, Open Doors Apprentice/Graduate talks and virtual work experience opportunities with disadvantaged pupils. 2500 students participated in our virtual careers fair to visit virtual booths, talk with employers using a live chat function and download resources and videos.



Case Study

Open Doors Apprentice/Graduate Virtual Talks for Year 12

All institutions in our Careers Hub and EAN were offered talks, delivered to students in Year 12, to hear from recent Apprentices/Graduates from regional businesses.

Apprentice/Graduate volunteers were provided with a structured brief to discuss how they transitioned between education into work and what lessons they learnt along the way (BM7)

Students had the opportunity to ask questions to the Apprentice/Graduate volunteers via the live chat function (BM5)

Talks were recorded to help us build a bank of resources and to be shared with students and parents. 24 talks were delivered in Summer Term, with a further 10 planned for Autumn Term.

Employer, Thales said, "We have loved being a part of this project and thank you for all the work that you do" (Charlene Simms, Early Careers Lead)

Employer, Unilever said, "Please involve us in more of these initiatives. We have really enjoyed being able to talk to the students" (Bethany Faulkner, Lead Apprentice for School Engagement)

St Andrews School said, "I just wanted to thank you again for this afternoon; the students have been saying how useful they found it and there seems to be a real buzz around the idea of doing an apprenticeship degree" (Mrs Williams)

Coast to Capital Targets

The tables below show the movement towards target in Coast to Capital for the EAN area (table 1) and the Careers Hub (table 2)

Over the next academic year these tables will be expanded on to provide a fuller picture of the progress we are making against targets.

Table 1: EAN Area targets and actuals

	Revised Target	August 2021
Benchmark 5	65%	57%
Benchmark 6	100% partially or fully achieving	100% partially or fully achieving

Figures include SEND & APC Education Centers. All matched institutions.

Table 2: Careers Hub targets and actuals

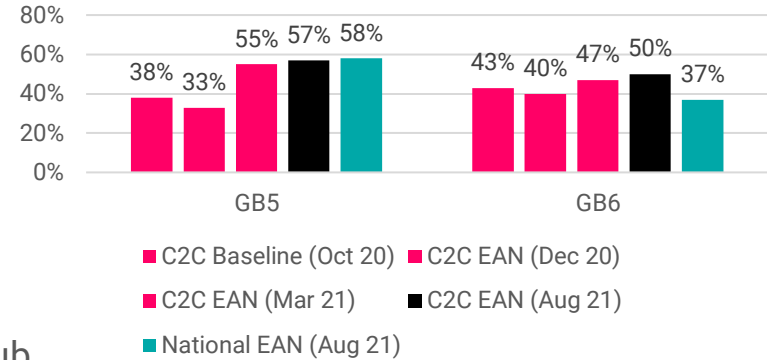
	Revised Target	August 2021
Benchmark 1	75%	49%
Benchmark 5	65%	54%
Benchmark 6	100% partially or fully achieving	100% of eligible institutions fully or partially achieving
Average number of benchmarks achieved	4	3.83*

* Note: at present this figure is for all matched institutions across the EAN programme in Coast to Capital not just the Careers Hub. We expect a breakdown in future reporting.

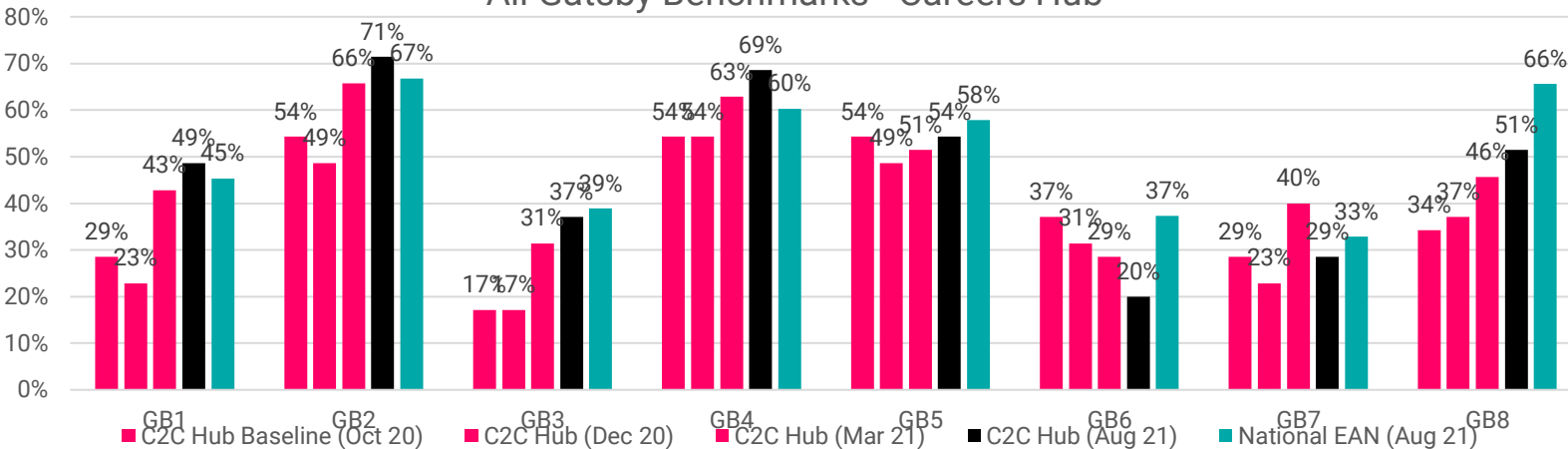
Performance against Targets

The data below provides information collected from the most recent Compass reports submitted by the EAN area and Careers Hub schools and colleges (August 2021), as well as national data from Careers and Enterprise Company (CEC) on how the programme is progressing towards meeting our contractual targets.

Benchmarks 5 & 6 - EAN Data



All Gatsby Benchmarks - Careers Hub



Careers Hub Strategic Priorities 2021-22



- Introduction of Community of Practice Leads
 - Benchmark 1 CPD/targeted support for Careers Leads
 - Sharing impact stories
 - Mapping college T level offer
 - Targeted ETF project for schools with high FSM
 - Head Teacher engagement – increase Careers Leader profile
 - Increase Careers Leader Funded Training EOIs
 - Development of LMI resource for schools & colleges
 - Sustainable employer engagement
 - STEM Ambassador Network support
-
- Expansion of the Careers Hub
-
- Inclusion CoP Projects
 - Hello Inclusion
 - The Inspire Programme

Gatsby Benchmark Progress Targets for 2021-22



- Where we need to get to this year:
 - All Hub schools/colleges to **achieve at least 3 Gatsby Benchmarks**
 - The Hub to achieve an **average of at least 5 Gatsby Benchmarks**
 - **80% of Hub schools/colleges to fully achieve BM1**
 - Clear evidence of **progress in BM5 and BM6** should be made throughout the year

Best practice ideas for the Careers Hub



How can we best support schools & colleges?

What best practice ideas have worked really well?

Where should our funds be spent this year?

Community of Practice Leads

- Lisa Mobbs, Careers Hub & EAN Lead



Careers Hub Education Leads Model

The purpose of the Careers Hub Education Leads Model is to:

- Identify strengths in Careers Hubs and capacity to tackle/address challenge
- To support elevation of practice across Careers Hub Communities of Practice in relation to meeting the Gatsby Benchmarks

Community of Practice Leads

Beacon of good practice



The community of Practice leads should:

1. Act as beacon of good practice

This includes:

- Meeting most or all of the Gatsby Benchmarks
- Having a clearly articulated strategic careers plan and supporting progressive careers programme, which support school/college priorities and positive student outcomes
- Having engaged with the funded Careers Leader Training

2. Support the elevation of practice within Careers Hubs

This includes:

- Potentially working with Careers Hub Leads to understand needs analysis and strategy to elevate practice across the Careers Hub (N.B some Hub Leads have involved CoP Leads in this and others have not)
- Working with schools and colleges from across the Hub, as determined by need, through coaching and development to elevate practice across the Careers Hub
- Considering how to engage and mobilise ambassadors to elevate practice across schools/colleges in the Careers Hub

AOB & Close

- Liane Richardson, Chair

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**Thank
you!**