

**Coast to
Capital**



THE **CAREERS &
ENTERPRISE**
COMPANY

Careers Hub Steering Group Meeting

Via Zoom

15 December 2020

Introduction

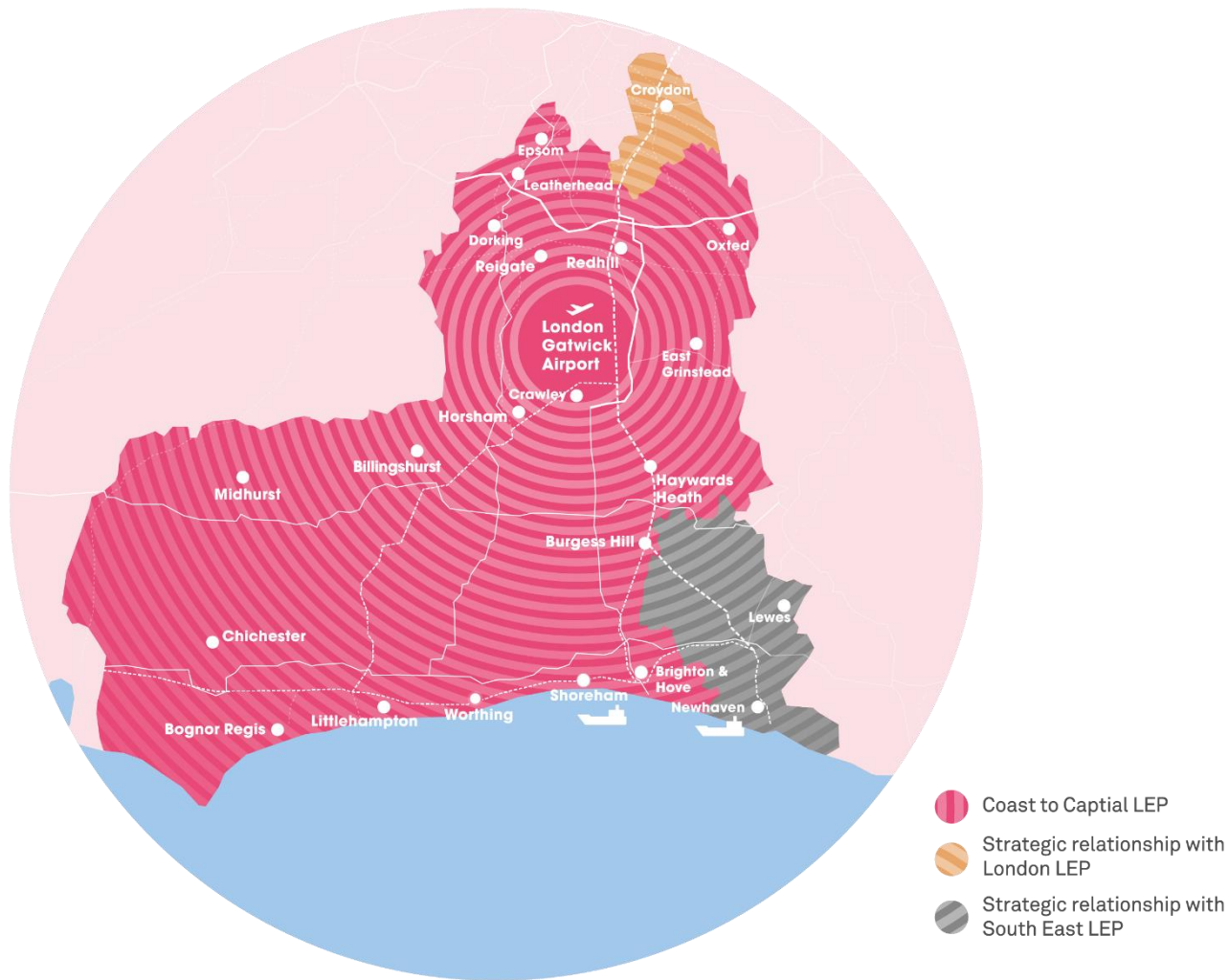
- Liane Richardson, Chair

Wider LEP Priorities

- Claire Witz, Skills Manager, Coast to Capital

Coast to Capital

As one of 38 Local Enterprise Partnerships across England, we're here to provide strategic leadership that will drive the sustainable economic growth and success of this beautiful, vibrant, and exceptionally well connected region.



The Skills 360 Board

The Skills 360 Board acts as the Skills Advisory Panel for the Coast to Capital area, bringing together employers with education and skills providers to understand and address key local skills challenges.



Name	Job Title	Organisation
Frances Rutter (Chair)	Principal and Chief Executive	North East Surrey College of Technology (NESCOT)
Winston Mahaffy (Vice Chair)	Managing Director - Defence & Government	Thales
Alison Addy	Head of Community Engagement	Gatwick Airport
Christina Dennis	Director	WDR Limited
Jenny Andersson	Founder & Director	We Activate the Future
Jonathan Sharrock	Chief Executive Officer	Coast to Capital LEP
Kevin Delf	Chief Executive	Surrey Lifelong Learning Partnership
Liane Richardson	HR Director	Thakeham Homes Ltd
Mark Power	Interim Director of Strategic Workforce and OD	Sussex Health and Care Partnership
Robert Pye	Co-Founder	Ethos
Ruth Whittaker	Pro-Vice-Chancellor (Education and Students)	University of Brighton
Simon Bland	Head of Economic Prosperity	Reigate and Banstead Borough Council
Simon Pringle	Chief Executive Officer	Red River Software Ltd
Tim Walder	Partner - Aviation Sector Leader & Croydon Office Director	Arcadis

Board Champions

Board Champion roles are opportunities for Board members to use their particular area of expertise. There are a mix of roles which have been identified as key to the success of the Board and delivery of its Skills Strategy and Action Plan.

Role	Board member
Equality, Diversity and Inclusion champion	Tim Walder
Stakeholder Conversations champion	Jenny Andersson
Digital champion	Simon Pringle
Communities champion	Kevin Delf
Green champion	TBC
Horticulture/Viticulture champion	TBC
Tourism champion	Simon Bland / Alison Addy
Advanced Manufacturing and Engineering champion	Winston Mahaffy
Health and Care champion	Mark Power
Construction champion	Tim Walder / Liane Richardson
Financial and Professional Services champion	Christina Dennis

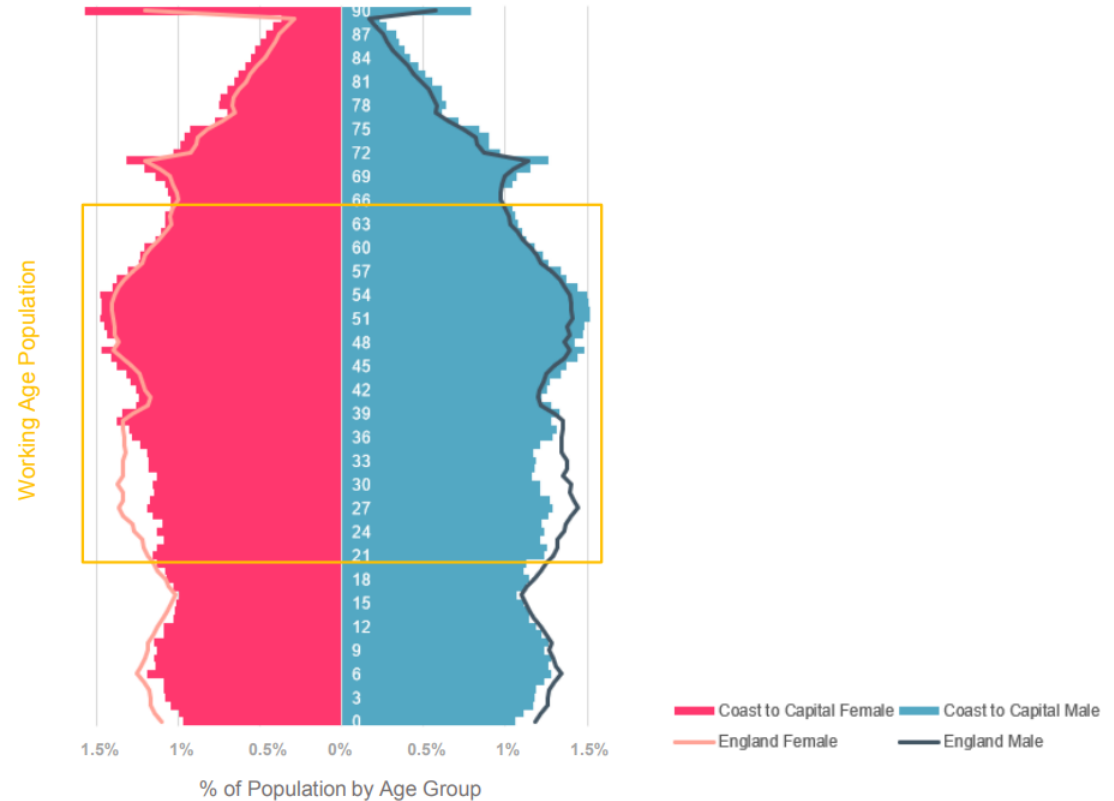
Coast to Capital Skills Strategy and Action Plan 2020-25

The document sets out the skills strategy and locally tailored skills action plan to support the recovery and future resilience of the people, businesses and places in the Coast to Capital economy.



What our research told us

Population Pyramid of Coast to Capital, 2018



Data Source: ONS, Population Estimates – local authority based by single year of age, 2018

People

To support the short to medium term recovery and future resilience of our people, places and economy we have set four sub-priorities

1a. Finding out about work

1b. Starting out in work

1c. Staying in work

1d. Getting back into work



Coast to Capital Careers Hub

1a. Finding out about work



- Established in September this year
- Phase 1 of a roll out across the Coast to Capital area
- Network of 35 schools and colleges from across Crawley, Mid Sussex and East Surrey
- Aims to accelerate levels of support and improvement in young people's career development with a focus on all eight of the Gatsby benchmarks
- Schools and colleges within the Careers Hub have access to:
 - ✓ An expert 'Hub Lead' to help coordinate activity and build networks
 - ✓ A central fund to support employer engagement activities
 - ✓ Training for a 'Careers Leader' in each school and college
- Network of Cornerstone Employers
- Careers Hub launch – 8 December
<https://www.coast2capital.org.uk/EAN-News>

Business

To support the short to medium term recovery and future resilience of our businesses, places and economy we have set three sub-priorities

2a. Growing, retaining and training the workforce

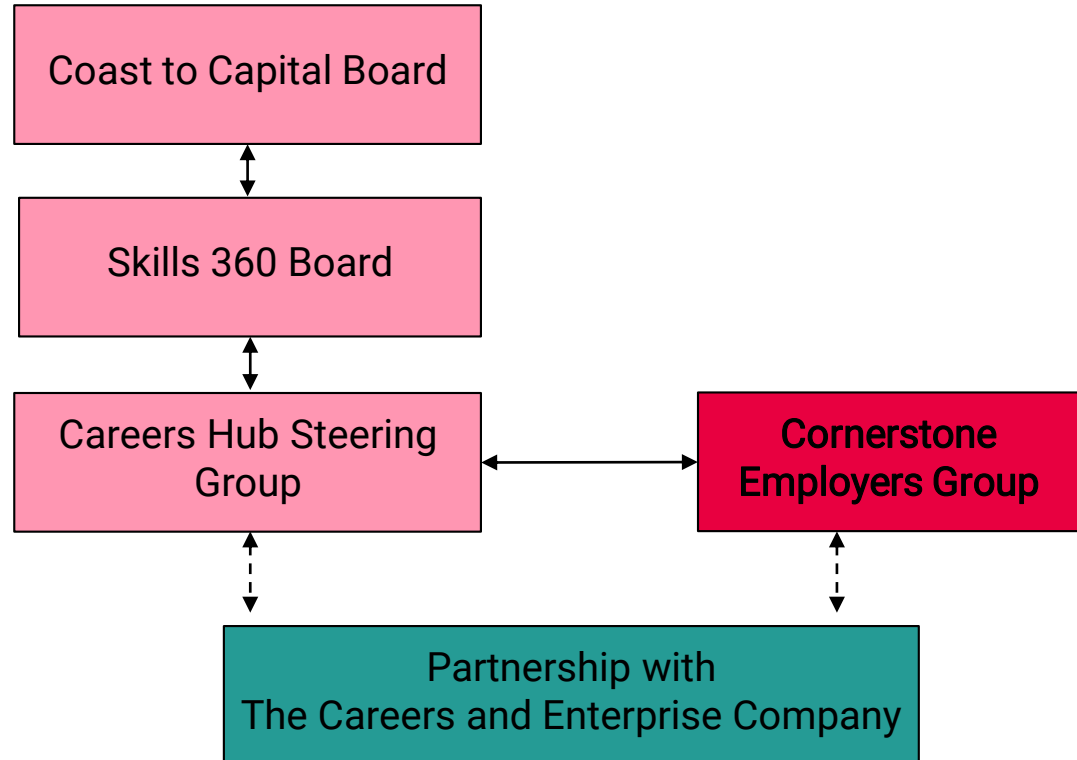
2b. Working together

2c. Making the most of digital



Governance

Coast to Capital
Governance Structure
and partnership with The
Careers and Enterprise
Company



KPI's & Progress Update – Lisa Mobbs, Careers Hub & EAN Lead

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

The EC team are working with their education centres to ensure that opportunities for virtual employer encounters and experiences of the workplace are signposted and utilised. Local virtual events have included What's Next Sussex and Crawley STEMfest.

Our Enterprise Advisers have been supportive in helping to create a bank of videos and resources and our networking events have kept our volunteers engaged. In Brighton & Hove, we have trained Careers Link Governors to ensure they understand their role and how they can support. Over 40 Careers Leaders have been trained in how to effectively use LinkedIn to build and maintain employer relationships. The team are developing a series of SEND Master Classes for school support staff.

Careers Hub Area

The Careers Hub Steering Group met for the first time in October and the Cornerstone Employers Group in November. Our Cornerstone Employers group includes Arcadis, Thakeham Homes, Sussex Health and Care, Wates Group, Surrey Wildlife Trust and Govia Thameslink. Our next steps are to identify and share projects and initiatives to support education centres in the Careers Hub this year. Year 11 pupils across Sussex took part in What's Next Sussex and pupils in Surrey took part in Next Steps Surrey. Both transition events were organised to ensure that young people are fully aware of their next steps in education, training or the world of work.

Case Study

What's Next Sussex – a great success for the region

Students took part in the first ever cross-county virtual pathways event in early November.

What Next Sussex, a My Choices event run by Sussex Learning Network, Coast to Capital Careers Hub and East Sussex Careers Hub was broadcast in schools and homes, with an incredible 10,000 viewing devices watching across two events.

Students, teachers and parents tuned in in their thousands to find out about the options available to them from across Sussex. With over fifty educational providers, employers, training and apprenticeship providers involved, the event gave learners an invaluable opportunity to explore all that Sussex has to offer to learners after GCSE.

'The videos from employers, really made me realise what people actually do.' Student

'Best engagement we have ever had, so thank you so much.' Teacher



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 coming 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

	Target	October 2020
Benchmark 5	70%	32.5%
Benchmark 6	60%	42.5%

Table 2: Careers Hub targets and actuals

	Target	October 2020
Benchmark 1	75%	28.6%
Benchmark 5	75%	54.3%
Benchmark 6	65%	37.1%
Average number of benchmarks achieved	4	2.69*

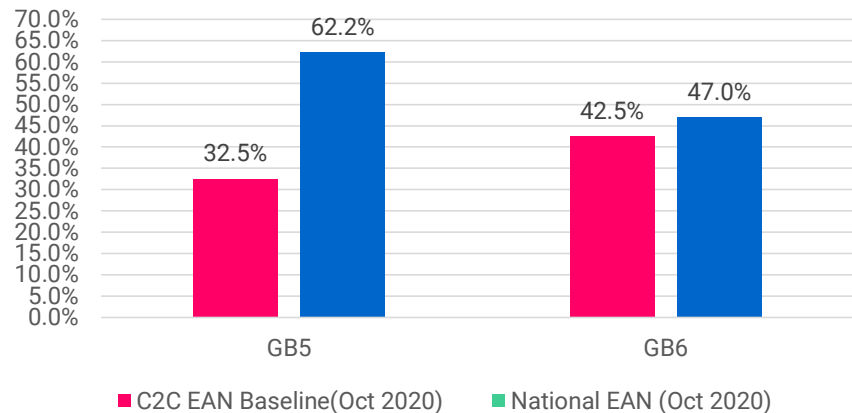
* Note: at present this figure is for the whole EAN programme in Coast to Capital not just the Careers Hub. We expect a breakdown in future reporting.

Performance against Targets

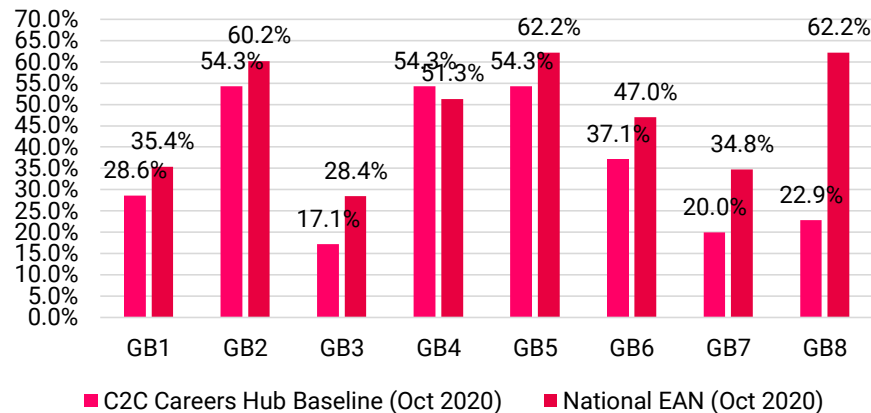
The data below provides information collected from the most recent Compass reports submitted by the EAN area and Careers Hub schools and colleges, as well as national data from Careers and Enterprise Company (CEC) on how the programme is progressing towards meeting our contractual targets.

Future dashboards will expand on the data as we receive updated Compass reports and Careers and Enterprise Company data throughout the academic year.

Benchmarks 5 & 6 - EAN Area



All Gatsby Benchmarks - Careers Hub



Compass Evaluation

Example

East Sussex Careers Hub Overview – Debbie Martin, Careers Hub Lead, East Sussex County Council

What do our institutions need?

- Freya Wall, The Howard School
- Dario Stevens, NESCOL

Recommended Actions & Discussion

- All

Recommended Actions & Discussions



-
- a) How do we help schools & colleges to make progress?
 - b) How can you access your networks to support BM5 & BM6?
 - c) What CPD is needed for Careers Leaders?
 - d) How do we gain buy in from Head Teachers and Link Governors?
 - e) Central Hub Fund & how to best utilise the fund
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AOB & Close

- Liane Richardson, Chair

Coast to
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**Thank
you!**