

**Coast to
Capital**



THE **CAREERS &
ENTERPRISE**
COMPANY

Careers Hub - Steering Group Meeting

20 October 2020

Coast to Capital Careers Hub

Overview

Claire Witz and Lisa Mobbs

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Background and context

- We have been delivering the Enterprise Adviser Network programme (EAN) in the Coast to Capital area for 5 years, supporting young people to build the skills and experiences they need to lead successful futures by raising their awareness of all the career pathways and opportunities available to them.
- In June Coast to Capital joined Wave 3 of the Careers and Enterprise Companies Careers Hub role outs.
- Nearly half of all state sector schools and colleges in England are now involved in Careers Hubs.
- The formation of the Careers Hub is one of three Transformation Interventions included in our Skills Strategy & Action Plan

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Careers Implementation Update

- Staff structure now in place with a Hub Lead and 2 Enterprise Coordinators working across the Careers Hub area.
- 35 schools and colleges signed up to be part of the Hub
- Lead school and a lead college have been identified
- Steering Group formed
- Work commenced on building a Cornerstone Employers Group

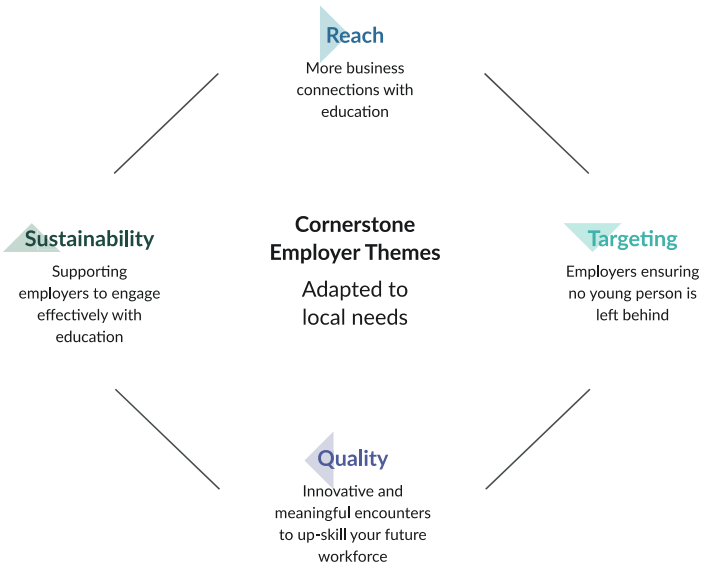
KPI Overview

Performance	Target
Enterprise Adviser Matching	90% of establishments in the EAN matched to an EA at least once
Gatsby Benchmark Performance % Achieved: Benchmark 1 Benchmark 5 Benchmark 6 A total of 4 benchmarks achieved. Measured by the average of Benchmarks achieved in each establishment in the LEP	70% 75% 65% (35% partially achieving)
Compass+ Onboarding	75%
Stakeholder Satisfaction	70% and over

Introduction to Cornerstone Employers

Lisa Mobbs

Cornerstone Employers



What is a Cornerstone Employer?

Cornerstone Employers build on their commitment to support young people by working with a small number of like-minded businesses locally.

Our Cornerstone Employers will work with their networks, the wider business community and their local team to make sure that young people have access to the career opportunities they need.

The group is made up of SMEs, large employers, private and not for profit organizations from a range of different sectors.

The group will be advocates of the Careers Hub, working strategically and collaboratively to drive the impact of the Hubs priorities.

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Cornerstone Employers

Who can be a Cornerstone Employer?

A Cornerstone Employer can be a large or small business, and a local or national employer, provided they are:

- Experienced in engaging with education
- Dedicated to investing time and resources
- Committed to working with other Cornerstone Employers
- Willing to galvanise their business networks
- Focused on sustainability and acts as an ambassador

Proud to be a



**Cornerstone
Employer**

Cornerstone Employers



So as a large employer or any
employer, really, you know, you

BAE Systems Backing Social Mobility
[Watch the video here](#)

Why become a Cornerstone Employer?

- Support the growth of their local economy and give back to the community
- Work with and learn from like-minded employers across various sectors
- Take a needs-based approach and direct resources where support is most needed
- Increase their organizations understanding of the world of education and the needs of young people
- Diversify their talent pipeline and support social mobility

With a complex, fast-changing labour market, the need for high-quality workplace experiences and links to employers has never been greater and Cornerstone Employers are ambassadors for making this become a reality.

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Cornerstone Employers

Cornerstone Employers confirmed to date:



THAKEHAM
HOMES



Introduction to Lead School and Lead College

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Lead School and Lead College



Lead School – Howard of Effingham School
Lead College – NESCOLT



Lead School and Lead College

The role of the Lead School and College

- To act as an advocate for the work of the Careers Hub
- To work with the Hub Lead and EC team to feedback on elements of the Careers Strategy and be willing to contribute to the development of support and resources
- Share learning and disseminate good practice of meeting the Gatsby Benchmarks beyond their own school or college with wider audiences, both Hub and non-Hub schools and colleges, LEPs, employers and other organisations
- Work with the Hub Lead to build capacity within hub schools and colleges through training and development of staff
- Be solution focused and open to new and innovative approaches to achieving the benchmarks
- Take a lead role in ensuring the Youth Voice is represented within the Careers Hub
- Sit on the Careers Hub Steering Group

Lead School and Lead College

How we reached our decision

Agreed the criteria for what we need from a Lead School or College

Key considerations were:

- A dedicated and stable Careers Lead
- A level 6 qualified Careers Lead
- Engaged Head Teacher or Principal
- Capacity to attend Steering Group meetings

Other criteria included:

- Engaged SLT and link Governor support for careers
- Keen to raise the profile of the school or college
- In the EAN for 1 year+

Terms of Reference

Liane Richardson

Programme of Work

Lisa Mobbs

Programme of Work



My Choices Transitions Events in Sussex & Surrey

Gatsby Benchmark 7 – Encounters with Further & Higher Education

- Partnership working to deliver two local, virtual transitions events in Sussex and Surrey
- Target audience – year 11 pupils (pm) and parents/careers (eve)
- Encounters with FE Colleges, Sixth Form Colleges, Secondary School Sixth Forms, Apprenticeship delivery partners and employer representatives from key sectors

What Next Sussex?

Get Careers Confident, East Sussex Careers Hub & Learn Live
4th November 2020

Next Steps Surrey

SATRO & Learn Live
24th November 2020

Programme of Work

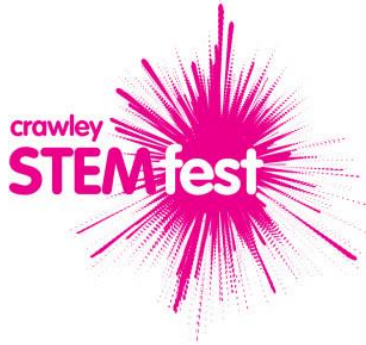


Open Doors project

*Gatsby Benchmark 5 & 6 – Encounters with Employers and Employees
& Experiences of the Workplace*

- Partnership working with Manor Royal BID to provide a 2 day virtual WEX opportunity for Year 12 pupils in Crawley schools during Jan/Feb 2021
- Pupils apply for 1st and 2nd choice placements and employers select candidates
- Pupils log in to complete their WEX in groups of 5 or 6 using Speakers 4 Schools platform
- Certificate issued to outline skills pupils have developed

Programme of Work



Crawley STEMfest

Gatsby Benchmark 2 – Learning from Labour Market Information

Gatsby Benchmark 5 – Encounters with Employers and Employees

- Target audience pupils of all Secondary School age across the Coast to Capital region
- Partnership working with Sussex STEM Ambassadors (STEM4Sussex)
- Live STEM employer encounters with 2-way interaction via chat facility
- Scavenger Hunt to promote LMI – pupils look for clues across the platform
- 11-24th November 2020

Programme of Work

Other proposed projects/ideas

Gatsby Benchmark 2 – Learning from Labour Market Information

- Development of a LMI resource for teachers and parents to include COVID-19 impact on the Coast to Capital region

Gatsby Benchmark 3 – Addressing the needs of each student

- Challenging stereotypes and/or embedding equality and diversity in careers projects

Careers Hub Launch Event

Lisa Mobbs

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