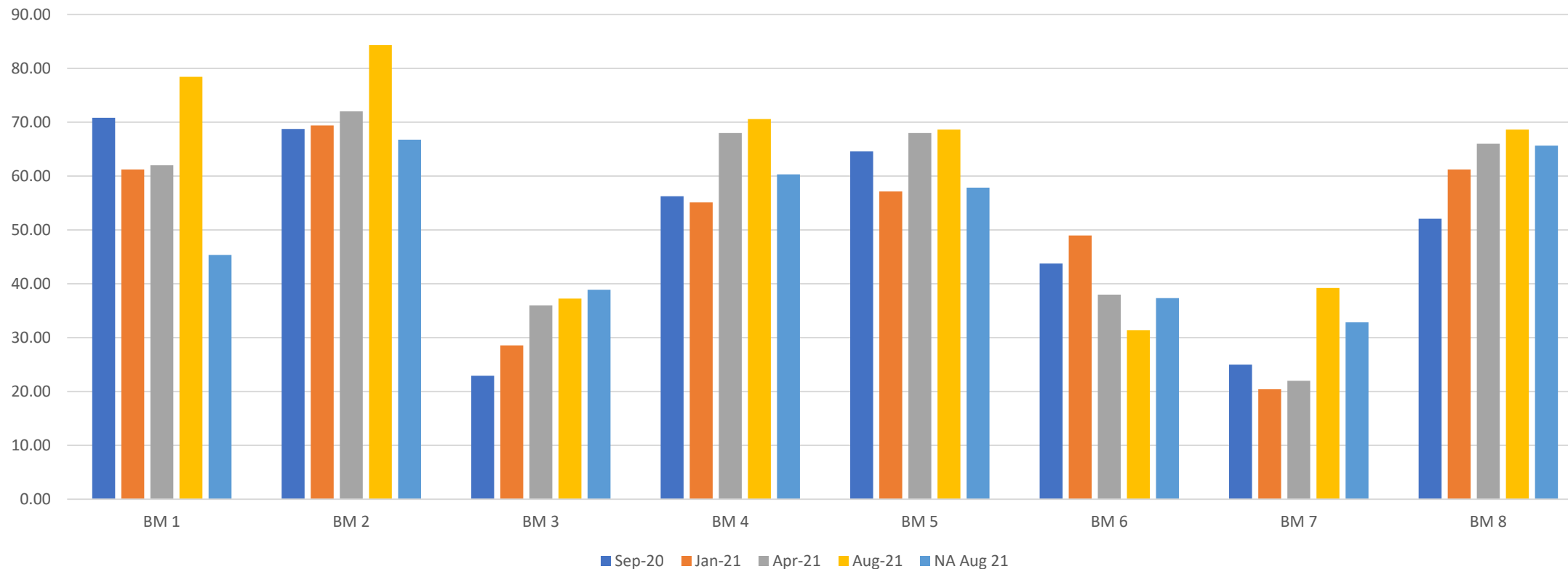# Swindon and Wiltshire Careers Hub Steering Group Meeting

28th September 2021

Year 3: Compass Results: 2020/2021

Achievement V NA

Year 3: Compass Results: 2020/2021

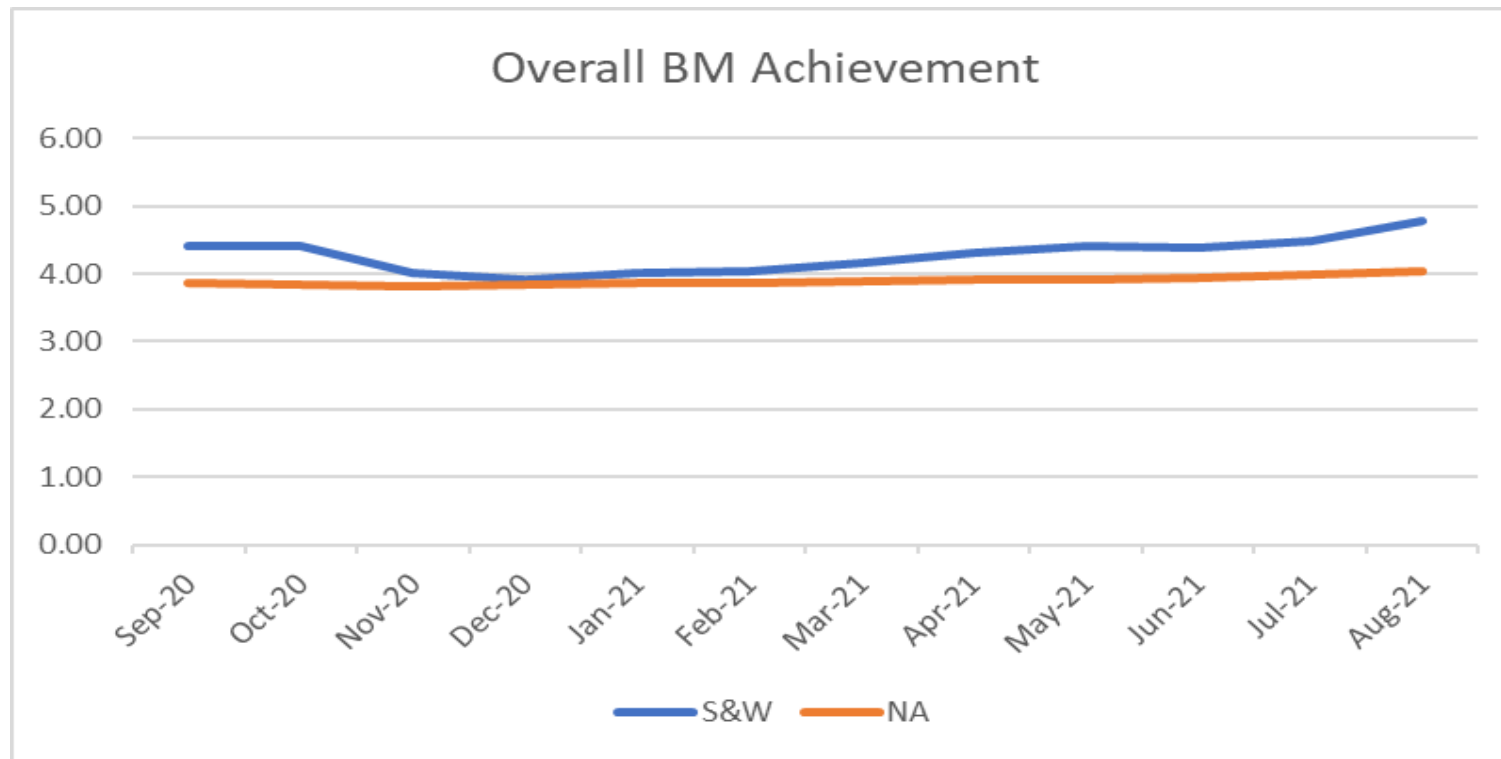**Distance travelled from baseline (2018)**

Benchmark	Swindon & Wiltshire Baseline (Sept 2018)	Swindon & Wiltshire: Current Achievement (July 2021)	Swindon & Wiltshire Progress from Baseline
Benchmark 1: A stable careers programme	13%	78% ⬆	+65pp ⬆
Benchmark 2: Learning from labour market information	28%	84% ⬆	+56pp ⬆
Benchmark 3: Addressing the needs of every pupil	21%	37% ⬆	+16pp ⬆
Benchmark 4: Linking curriculum learning to careers	26%	71% ⬆	+45pp ⬆
Benchmark 5: Encounters with employers & employees	56%	69% ⬆	+13pp ⬆
Benchmark 6: Exp of workplaces	44%	32% ⬇	-12pp ⬇
Benchmark 7: Encounters with further and higher education	10%	39% ⬆	+29pp ⬆
Benchmark 8: Personal guidance	36%	69% ⬆	+33pp ⬆
Overall Benchmark Average	2.3	4.78 ⬆	+2.48 ⬆

Year 3: Compass Results: 2020/2021

Targets:

BM 1	BM 5	BM 6
Increased performance by +7.6pp	Increased performance by +4.05pp	Decreased performance by -12.38pp
Above NA by +33.07pp.	Above NA by +10.78pp.	Below NA by -5.98pp
Below target of 95% by -16.57pp	Below target of 70% by -1.73pp	Below target by -1.96pp

Year 3: Compass Results: 2020/2021

Year 4: Targets: 2021/2022

Target	Current performance	Distance to Travel
BM1 – average achievement of 80%	78.43%	+1.57pp
BM5 and BM6 – showing a steady improvement over a period of time.	BM 5 = 68.63% BM 6 = 31.37%	
Average BM achievement at least 5 BMs across the Hub.	4.78	+0.22
Individual institutions to achieve at least 3 BMs	22% of institutions recorded less than 3 BMs completed	+22%
75% of all Hub schools to upgrade to Compass+	57%	+18pp

Year 4 Performance Improvement Plan

BM RAG Rating	
0-3 BMs Achieved	
4-6 BMs Achieved	
7-8 BMs Achieved	

Priority Institutions: 1 or more criteria met
RAG Rated as Red on BM achievement
Not yet achieved BM1
Scoring 0% on BM 8
Lack of engagement/commitment/capacity with CL and/or SLT

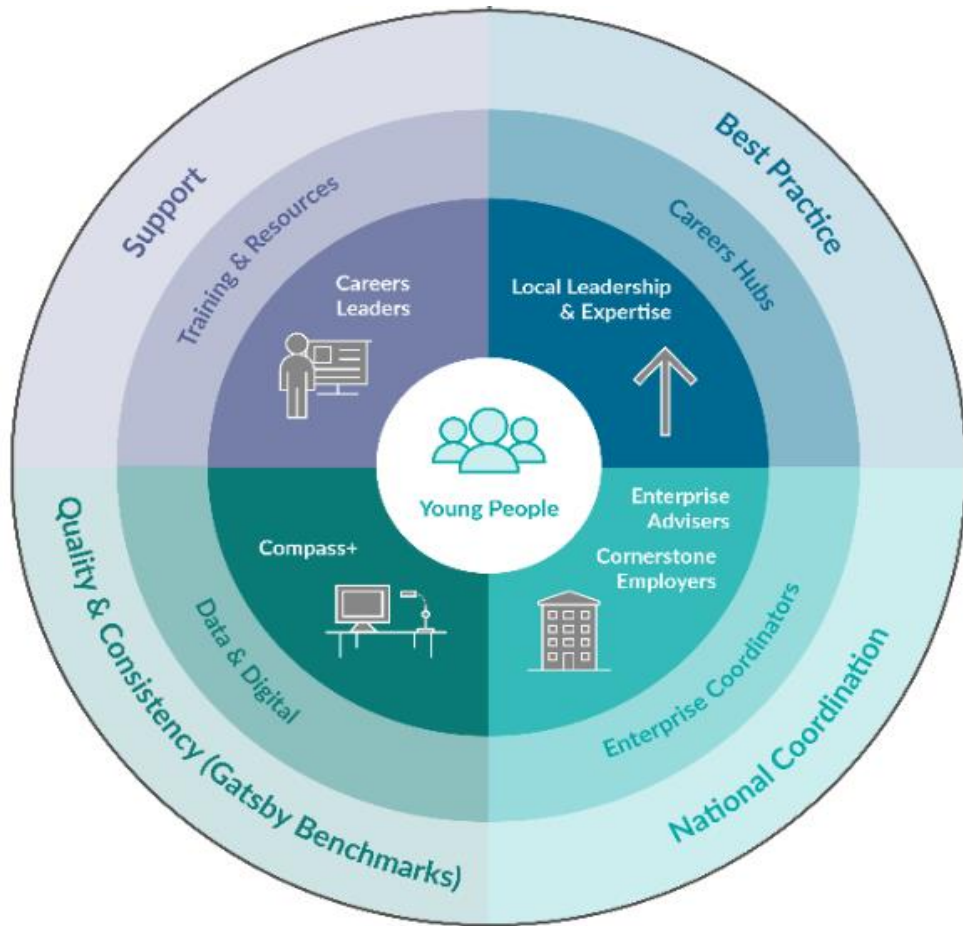| Summary from July 2021	
Institutions RAG rated as RED (achieving 3 or less BMs)	16
Of these not achieving BM1	11
Of these scoring 0% on BM8	5
Institutions RAG rated as AMBER (achieving 4-6 BMs)	27
Of these not achieving BM1	5
Of these scoring 0% on BM8	2
Institutions RAG rated as GREEN (achieving 7-8 BMs)	15
Of these not achieving BM1	1
Of these scoring 0% on BM8	0

Year 4 Performance Improvement Plan

Process:

1. Institutions RAG rated and priorities identified
2. EC to undertake a Gatsby Action Plan meeting with Careers Leader from priority institutions early in academic year. Non-engagement is escalated to SLT or School Effectiveness Team
3. ECs report on progress monthly in reports, at team meetings and in 1to1s.
4. Compass improvements are tracked September – December, main data capture on 31st December.
5. RAG rating and priority activity is refreshed January and April 2022
6. Good practice shared at network meetings/masterclasses
7. Peer to peer mentoring arranged by ECs where appropriate

CEC Strategic Direction Shift

Strategic shift	Coordinated Actions	Objective
Input and impact	1. Amplifying technical and vocational routes	We aim for a careers system that has a measurable impact on young people - now and in the future.
	2. A self-improving system	
Universal and target	3. Effective transitions	We include all young people in careers education - working to remove barriers.
	4. Removing barriers	
Strategic and systemic	5. Building leaders for the system	We build leaders and institutions who can sustain the mission in the long term.
	6. Careers education as part of economic recovery and growth	
	7. Employers build long term sustainable, mutually beneficial partnerships with schools and colleges	

Role of The Careers & Enterprise Company?

Excellence everywhere, for everyone

1. **A powerful Careers Leader** within their school or college who can meet their individual needs
2. A school or college where there is **strategic engagement with business** (through Enterprise Advisers and Cornerstone Employers).
3. **A local area where activity is co-ordinated to avoid career confusion and leverage expertise** (facilitated by Careers Hubs of best practice).
4. A national body to secure **higher standards, consistency and share what works**.

Overview of Activity Plan

- Fortnightly virtual CPD sessions for Careers Leaders and Advisors themed to support development in benchmark areas. Terms 1 includes Compass+ training, communicating your careers programme, embedding careers into your teaching, Engaging employers and working effectively with them and Destinations and how to make your process effective.

- Fortnightly newsletters.

- LMI webinars.

- EA CPD and networking events.

- 1to1 bespoke guidance and support by EC team for each school/college.

- Careers conference in February 2022

- Supporting delivery of 250 extra personal guidance interviews for NEET students.

- Re-launch of Cornerstone Employer Group initially impacted by COVID

- Continuing to work on the development of the Your Placement platform.

Learn Live Events

- 19th October 2021 – Your Choices

- 9th March 2022 – Amazing Applications

- 30th June 2022 – WoWFest

Swindon and Wiltshire Careers Hub

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