

Swindon & Wiltshire Careers Hub Steering Group

December 2023

'To help every young person find their best next step.'

Annette Holdsworth

Start Small; Dream Big – careers in primary schools

Teacher Encounters

Start Small; Dream Big

Primary careers pilot programme

December 2023

23 Swindon primary schools and 2 Wiltshire primary schools have signed up to test and trial careers education in primary schools.

Lead teachers will undertake 35 hours of CPD with Teach First.

A Swindon and Wiltshire Community of Practice will be developed.

Each school will deliver a minimum of 1 employer encounter and undertake 1 project by September 2024.

Gatsby Benchmark format for primary schools being piloted.

Start Small; Dream Big

Progress to date

December 2023

Of 25 primary schools we have met 21 1 to 1, 4 schools have so far been hard to engage.

1 school has expressed desire to step away from project and 1 schools was not aware they were signed up – working with both schools to retain them.

17 schools have accessed Teach First CPD, 13 schools have completed their baseline assessments.

16 schools attended first CPD seminar.

Developing project with Learn Live to ensure all schools have a least one encounter.

Working with Primary Futures on a business engagement webinar

Expected Outputs and Impact

- Schools will manage at least one employer encounter – pupils will develop and understand what the world of work can look like dispelling stereotypes and raising aspirations
- Schools will have a careers strategy in place linked to the curriculum – Schools will have buy-in across the board and careers will become embedded.
- Lead teachers will undertake CPD - Learnings will be shared with wider staff and all teachers will take ownership of careers education.

What Works: Careers in the Curriculum

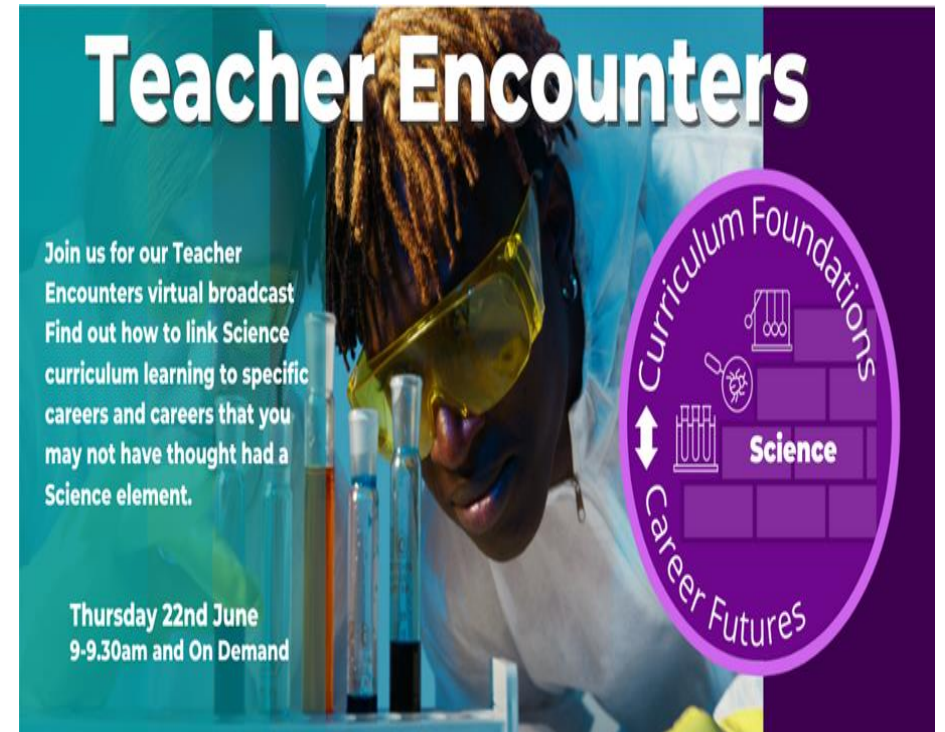
We ran three webinars with Teacher Encounters:
'Something is changing in the classroom!'

We are inviting 50 curriculum teachers to visit an employer's site and discover how their subject area is used in the workplace.

Could you host a visit or visit a group of teachers in a school setting and talk about how you use English, Maths and Science in your sector?

"My head is buzzing with ideas on how I can use this in the classroom. There are so many links to my subject"

Di, English Teacher, July 2023

A promotional poster for a virtual broadcast titled 'Teacher Encounters'. The background features a close-up of a person with dreadlocks wearing yellow safety goggles and a white lab coat, looking down at laboratory glassware. The text on the poster includes: 'Teacher Encounters' in large white letters at the top; 'Join us for our Teacher Encounters virtual broadcast Find out how to link Science curriculum learning to specific careers and careers that you may not have thought had a Science element.' in white text on the left; 'Thursday 22nd June 9-9.30am and On Demand' in white text at the bottom left; and a purple circular logo on the right with the text 'Curriculum Foundations' at the top, 'Career Futures' at the bottom, and 'Science' in the center, surrounded by icons of a microscope, test tubes, and a flask.

Teacher Encounters

Join us for our Teacher Encounters virtual broadcast
Find out how to link Science curriculum learning to specific careers and careers that you may not have thought had a Science element.

Thursday 22nd June
9-9.30am and On Demand

Curriculum Foundations
Career Futures
Science

Teacher and CL from Kingsbury Green Academy are speaking at the CEC's Careers in the Curriculum conference in London on their experience of this activity.

Careers in the Curriculum: Next Steps

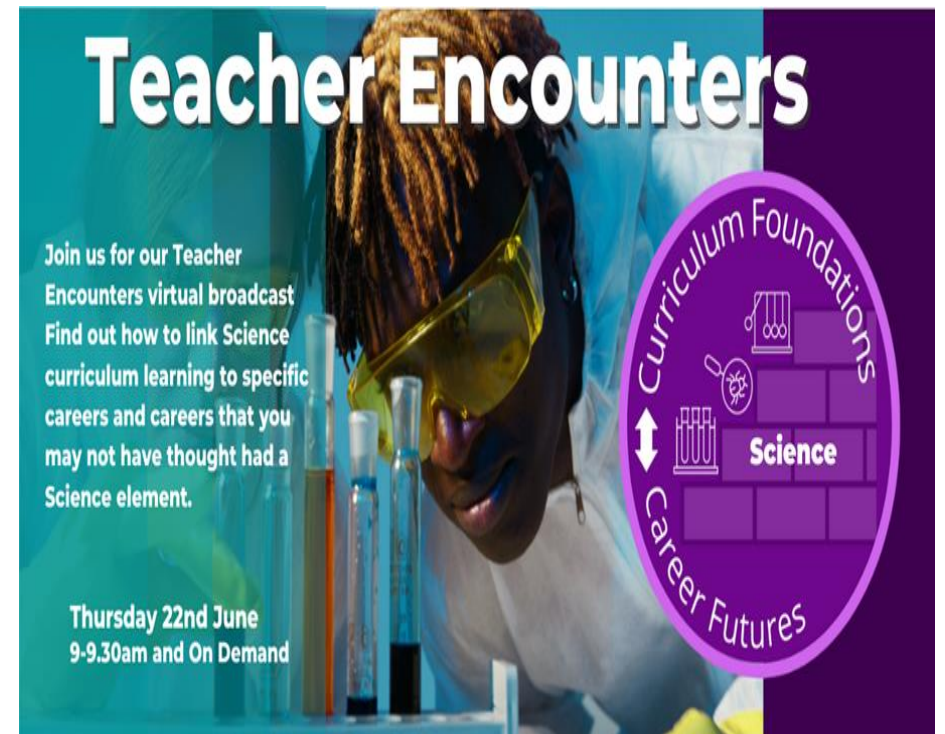
We are looking to reach more teachers and a wider subject base.

Working with our partners will be hosting 4 webinars in spring 2024. These have been informed by LSIPs and LMI and will be sector based.

We will be hosting at least 3 total school encounters with the proposal to utilise TT Days.

Reaching out to include more businesses in a way that works for all involved and have developed a menu of options.

Featured at careers excellence seminar hosted by the CEC.



Teacher Encounters

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Thursday 22nd June
9-9.30am and On Demand

Curriculum Foundations
Science
Career Futures

The poster features a background image of a person with dreadlocks wearing yellow safety goggles and a white lab coat, looking down at test tubes in a laboratory setting. The text is overlaid on a teal and purple background. A circular logo on the right side contains icons for a beaker, a flask, and a test tube, with the word 'Science' in the center. The logo is surrounded by the text 'Curriculum Foundations' at the top and 'Career Futures' at the bottom, with a double-headed arrow between them.

Teacher and CL from Kingsbury Green Academy are speaking at the CEC's Careers in the Curriculum conference in London on their experience of this activity.

Expected Outputs and Impact

- Increase the number of teacher encounters with employers.
- Develop more sustainable relationships between employers and teachers.
- Support more meaningful and practical encounters for students related to subject learning.
- More teachers cascading learning to the wider workforce.
- Making links from curriculum to careers.

Jaime Williamson

Experiences of workplaces

KPI: Provide more high-quality experiences with employers for students and teachers with a focus on current 'cold spots.'

Provide more high-quality experiences with employers for students and teachers with a focus on current ‘cold spots.’

Activity	Plans	Progress and timescales
1: Challenge Days (BM6-focused workshops run by employers in school)	Grow this model, engaging larger employers within the network and building on previous years' success	Employer guidance agreed Focus for Jan-24 newsletter School dates being confirmed
2: Insight Days (BM6-focused workshops run by employers at their premises)	Research and evaluate this model, using a delivery partner to engage SME employers	Priority: Engage a delivery partner who can deliver the project Jan-Aug 2024
3: Specialist provision for students with SEND	Upskill staff who support SEND students (in specialist schools/colleges and mainstream)	Training provider identified Training likely to be in-person in Jan/Feb 2024
4: Employer engagement for students with SEND	Engage employers and support them to overcome real or perceived barriers to supporting SEND students	2x online events planned Resources for employers in development stage

Expected Outputs and Impact

Challenge Days: Target of 1,000 students to achieve an experience of the workplace, to include all schools on our priority list for social inclusion. *Sustainability: Employers will repeat/refine Challenge Days from 2023 and more will be introduced.*

Insight Days: Target of 200 students to achieve an experience of the workplace. Evaluation will be presented as a written report to be shared with CEC/Careers Hubs. *Sustainability: Report will include guidance for employers for future years.*

SEND provision: Target of 16 staff to complete specialist training. Target of 20 employers for online engagement events. *Sustainability: Employers and school/college staff upskilled to deliver experiences of workplaces for students with SEND.*

Leanne Weston

Transitions

KPI: Deliver activity to support young people in making effective transitions via “Positive Destinations”

Deliver activity to support young people in making effective transitions via “Positive Destinations”

- Careers Live Broadcasts for ‘Your Choices: Post 16 and Post 18 progression routes’ (27th September 2023)
- Career Pilot subscription to provide all schools and colleges within the Swindon network (an EIA) with access to the platform at student level as well as for schools/colleges to be provided with access to the pathway planner module for all students in years 8-13. (WIN provides equivalent funding for Wiltshire network).
- Piloting the ‘This time next year’ mentoring project with EOTAS with the aim of improving progression to FE opportunities for young people in an AP setting.

What Works: Careers Live Broadcasts

3 Broadcasts per year, reaching:

- 17,000+ young people on live events
- 18,000 on-demand views.
- Average watch time of 58 minutes

Your Choices: Post 16 and 18 Transitions

27th September 2023

Apprenticeship Showcase

15th March 2024

Amazing Applications

4th July 2024

Swindon & Wiltshire CAREERS HUB | CAREERS & ENTERPRISE COMPANY

AMAZING APPLICATIONS

Get to grips with modern recruitment practices and the steps you need to take to achieve successful applications with our **virtual broadcast**.

Thursday 6th July 2023
9am - 10am and On Demand

Virtual Interviews
Psychometric Tests
Assessment Centres

Register at:
<https://jobsliveuk.com/partner/swindon-and-wiltshire-lep/>

Swindon & Wiltshire LOCAL ENTERPRISE PARTNERSHIP | SWINDON BOROUGH COUNCIL | Wiltshire Council

*Careers Live Broadcasts for ‘Your Choices: Post 16 and Post 18 progression routes’ received **6,357** live views compared to **4,840** live views in October 2022.*

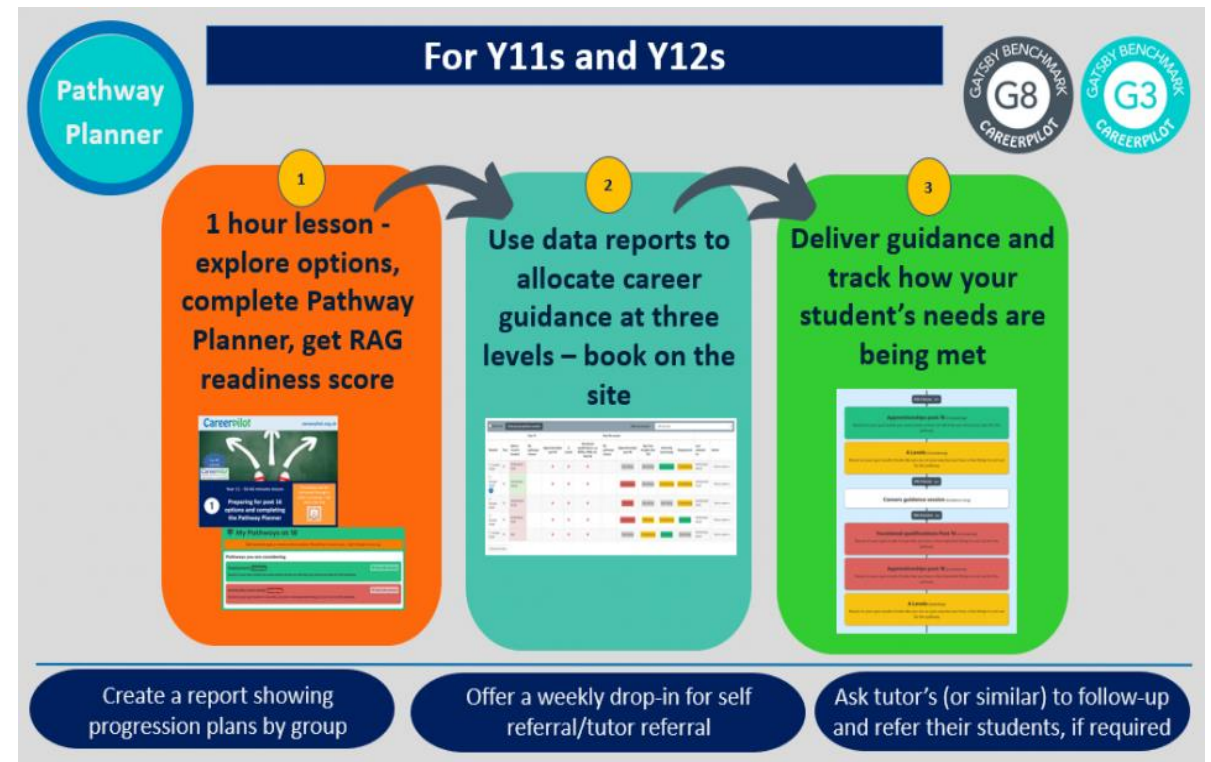
Deliver activity to support young people in making effective transitions via “Positive Destinations” - Career Pilot, Pathway Planner



50 of 55 schools and colleges are engaged with Career Pilot. 23 of 50 schools are engaged with pathway planner.

The Careerpilot Pathway Planner Tool will allow staff to:

- Access resources to help students prepare for guidance
- Assess student guidance needs through the electronic triage tool
- Prioritise student personal guidance on basis of triage results
- Record bookings & write up results of personal guidance sessions
- View a timeline to evidence student need, intervention and progression
- Help meet the requirements of Gatsby 3 and Gatsby 8 (if guidance is delivered to all Y11 and post 16 students and delivered by a Level 6 guidance adviser).



Deliver activity to support young people in making effective transitions via “Positive Destinations” ‘This time next year’ Mentoring and transitions project

Identify 12 students from an AP setting that are at high risk of becoming NEET.

Provide a mentoring package to link students with individuals across industries relating to career interests.

Introduce a transition timeline, providing students with ‘touch points’ with NCS across the year. Engage students with preparation for FE workshops.

Build relationships between Fernbrook and NCS staff to provide a better understanding of student barriers and support needs.



- Providing 12 carefully selected business mentors
- Introductions to staff to better understand students’ barriers, ambitions and careers interests.
- Mentors and students introduced at Fernbrook Christmas meal.
- Delivering 1 to1 mentoring sessions with students every half term; focusing on careers, overcoming barriers, raising aspirations and attendance.

- New College staff visiting Fernbrook students and staff in January to deliver small group information sessions, covering course options, life at college, expectations and support.
- New College to be provided with student passports to better understand Fernbrook students.
- Students to have FE encounters throughout the year, starting with a ‘quiet time’ visit progressing to classroom tasters and meetings with lecturers and support staff.

- Tailored workshops on finance, organisational skills, resilience, coping strategies and attendance.
- Support with preparation for, and attendance at college visits .
- Delivering 1 to 1 sessions with students to build readiness for FE .
- Supporting students with transport practice and route planning (getting to and from college).
- Supporting students to complete a college application form.

Expected Outputs and Impact

Output	Impact
Target of 12 students to submit application forms to New College Swindon, feel prepared for mainstream education, and transition into FE in September 2024	NCS to have a better understanding of Fernbrook students and have built relationships with EOTAS staff to support with preparation and transition into FE for future cohorts
Provide evidence on reduction of number of NEETS leaving Fernbrook.	Pilot being widened to support those at high risk of becoming NEET at mainstream, SEND schools and ITPs.
Student panel approval processes at NCS updated.	More inclusive, support focused FE progression outcomes for students.

Alison Samways

Apprenticeships

KPI: Deliver at least one initiative to improve the ability of young people to take up Apprenticeship and Technical education pathways under the CEC's ATE Framework.

Deliver at least one initiative to improve the ability of young people to take up Apprenticeship and Technical education pathways under the CEC's ATE Framework.

- Careers Live Broadcast: Apprenticeship Showcase (15th March 2024) and Amazing Applications (4th July 2024)
- Careers Live Broadcast on progression routes via Supported Apprenticeships and technical routes into employment for SEND year groups 9-13 (24th April 2024)
- Development of 5 Swindon & Wiltshire Appren-T-Fest branded student/employer engagement events:
 - Swindon SEND/EOTAS: 16th November 2023
 - Salisbury: 24th January 2024
 - Trowbridge: 2nd February 2024
 - Swindon: 6th February 2024
 - Chippenham – 7th March 2024



Celebrating
Apprenticeships
& Technical Education
in Swindon & Wiltshire

Powered by
Swindon & Wiltshire
Careers Hub

Expected Outputs and Impact

- **Careers Live Broadcasts:** Viewer numbers are increasing year on year and the broadcasts have become an integral part of school careers programmes. We would expect to get higher audience numbers than last year.
- **2023 Broadcasts:** Apprenticeship Showcase: 6,187 live viewers. Amazing Applications 5,839 live viewers.
- **Impact:** This year we will be doing a pre and post broadcast survey to assess impact and measure student's awareness and understanding of apprenticeships as well as the likelihood of them pursuing an apprenticeship.
- **Resource:** Our Careers Live Broadcasts remain on the website for 12 months, creating a resource for schools and students [Swindon and Wiltshire Careers Hub - Careers Live \(careersliveuk.com\)](https://careersliveuk.com)

Expected Outputs and Impact

- **SEND Broadcast:** Although we do not expect this broadcast to get the same viewer numbers as our usual broadcasts initially, this will be a resource that can be used by all of our special schools, by parent/carers, by SEND students in mainstream and by home educated students (many of whom have SEND). We hope to raise aspirations for students with SEND in all settings by sharing positive success stories, featuring special school alumni and their career journeys.
- **Appren-T-Fest:** By increasing the number of events from 2 last year to 5 this year we have been able to invite all secondary schools in Swindon and Wiltshire to attend at a location local to them. Increasing student numbers from 1,222 last year to a predicted 3,400 this year.

Swindon and Wiltshire Careers Hub

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