

Swindon & Wiltshire Careers Hub Steering Group

February 2023

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

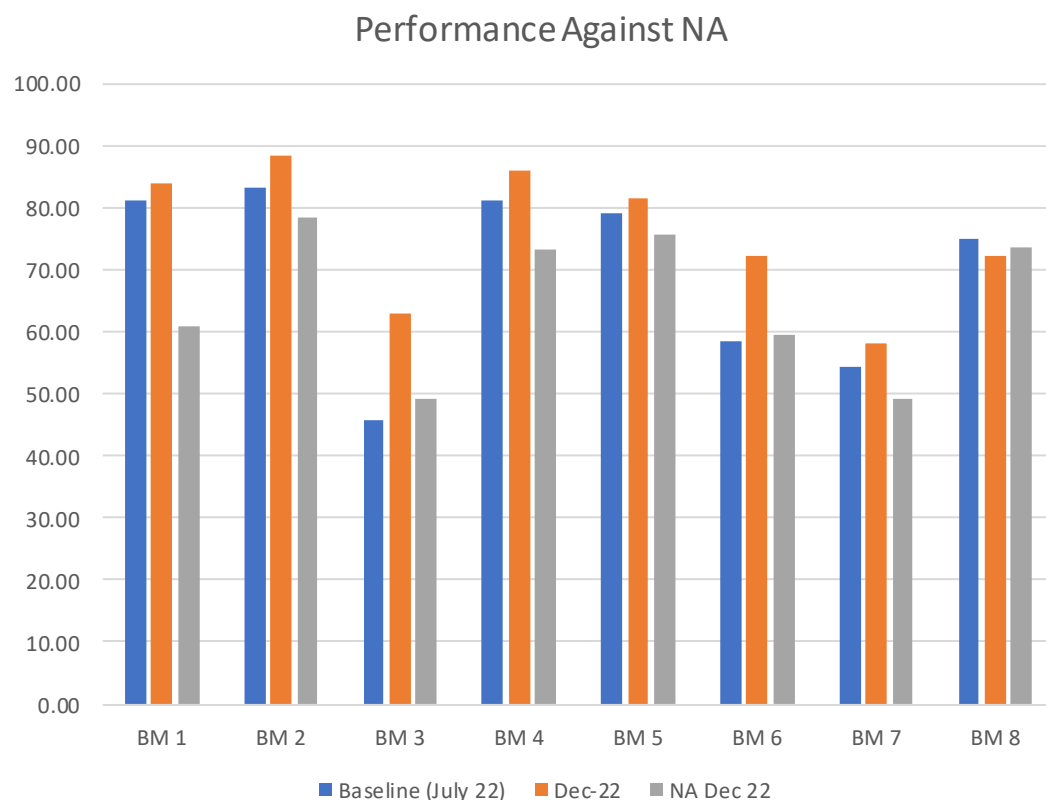
Structural Changes

Careers Hub now sits within the School Effectiveness Team in Wiltshire Council. The majority of the Employment and Skills Team now sit within the Targeted Education Team.

Swindon Borough Council are considering a number of proposals which have been identified to close an unprecedented budget gap of almost £40m for 2023-24.

Grant Offer funding for 2023/2024 is expected from the CEC in the coming weeks. Focus from 2023/2024 will be related to areas of disadvantage and there will be central funding to carry out project in this area such as working to prevent NEETs.

Performance Data: December 2022



All Gatsby Benchmarks are all at or above national average.

Overall BM achievement 6.05, from a baseline of 2.3 in 2018. Performance is +1.05 above target and above NA by +0.86.

6 institutions are recording less than 3 BMs, a reduction of 3 during the first term of this academic year.

Progress against NA							
	Baseline (July 2022)	Sep-22	Oct-22	Nov-22	Dec-22	NA Dec 22	Difference
BM 1	81.25	80.43	76.92	75.61	83.72	60.99	+22.73
BM 2	83.33	82.61	82.05	80.49	88.37	78.22	+10.15
BM 3	45.83	47.83	46.15	46.34	62.79	49.09	+13.70
BM 4	81.25	80.43	71.79	70.73	86.05	73.09	+12.96
BM 5	79.17	78.26	69.23	73.17	81.40	75.67	+5.73
BM 6	58.33	56.52	46.15	56.10	72.09	59.44	+12.65
BM 7	54.17	52.17	41.03	46.34	58.14	49.12	+9.02
BM 8	75.00	73.91	66.67	65.85	72.09	73.68	-1.59

Distance travelled							
	Baseline	Sep-22	Oct-22	Nov-22	Dec-22	Difference	Change this month
BM 1	81.25	80.43	76.92	75.61	83.72	+2.47	+8.11
BM 2	83.33	82.61	82.05	80.49	88.37	+5.04	+7.88
BM 3	45.83	47.83	46.15	46.34	62.79	+16.96	+16.45
BM 4	81.25	80.43	71.79	70.73	86.05	+4.80	+15.32
BM 5	79.17	78.26	69.23	73.17	81.40	+2.23	+8.23
BM 6	58.33	56.52	46.15	56.10	72.09	+13.76	+15.99
BM 7	54.17	52.17	41.03	46.34	58.14	+3.97	+11.80
BM 8	75.00	73.91	66.67	65.85	72.09	-2.91	+6.24

BMs	Quartile
BM 1	1
BM 2	1
BM 3	1
BM 4	1
BM 5	2
BM 6	2
BM 7	1
BM 8	3

2022/2023 Targets:

80% of Hub schools/colleges to fully achieve BM1:

	Baseline (July 2022)	Sep-22	Oct-22	Nov-22	Dec-22	Target %	Difference
BM 1	81.25	80.43	76.92	75.61	83.72	80.00	+3.72

Actions in place:

14 institutions to complete BM1 (13 from January 2023).

Performance reports set a target for this to be achieved by April 2023.

EC 1to1 meetings with CLs currently focussing on completion of BM1.

Exemplars of how to capture evaluations from employers/ parents have been made available.

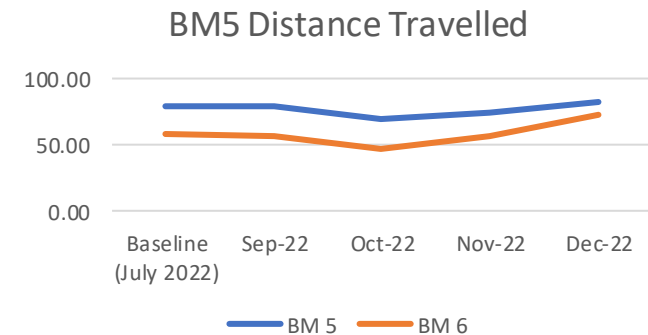
Exemplars of website formats have been made available.

Recording from October Masterclass on completing BM1 has been made available to Careers Leaders.

2022/2023 Targets:

Clear evidence of progress in BM5 and BM6 should be made throughout the year:

	Baseline (July 2022)	Sep-22	Oct-22	Nov-22	Dec-22	Distance Travelled	Change this month
BM 5	79.17	78.26	69.23	74.11	81.40	+2.23	+7.29
BM 6	58.33	56.52	46.15	56.62	72.09	+13.76	+15.47



Actions in place:

Funded employer encounter on offer to all schools/colleges.

EAs are offering school based challenge days for BM6.

Great Western Hospital NHS Trust Springpod work experience activity is available to all SEND providers and places have been made available to mainstream schools.

Your Placement platform development – pilot group to launch in April 2023

BM5/6 Masterclass held in January 2023.

2022/2023 Targets:

The Hub to achieve an average of at least 5 BMs

	Baseline (July 2022)	Sep-22	Oct-22	Nov-22	Dec-22	Difference	Change this month
BMs	5.58	5.52	5.00	5.15	6.05	+0.47	+0.90
NA	4.99	5.03	5.05	5.09	5.19	+0.20	+0.10

Actions in place:

Timetabled Masterclasses with shared recordings on each benchmark and areas for development in place for the academic year.

Ongoing EC and CL 1to1 meetings held termly, with institutions RAG rated as red being seen monthly.

Monthly tracking of individual performance via team meetings to ensure ongoing progress and to identify themes to focus on.

2022/2023 Targets:

Floor Targets	
No Benchmarks Achieved	No Institutions
0	1
1	2
2	3
Total	6

All Hub schools/colleges to achieve at least 3 BMs.

From the baseline in July 2022, where 9 institutions (16%) were assessing at less than 3 benchmarks fully achieved, the current figure is 6 institutions (10.7%), an improvement of 3 in total.

3 remained stable, 2 improved their performance and 1 dropped from 8BMs to 0 in this period.

Overall, 30% of the wider network are recording 7 or 8 BMs fully complete.

- 9 institutions have recorded 8 BMs fully complete.
- 8 institutions have recorded 7 BMs fully complete.

Actions in place:

Ongoing EC and CL 1to1 meetings held termly, with institutions RAG rated as red being seen monthly.

Monthly tracking of individual performance via team meetings to ensure ongoing progress and to identify themes to focus on.

January performance reports detailed the areas for improvement of the lowest performing institutions, with targets set to improve.

2022/2023 Targets:

90% of compatible schools to have moved to Compass+:

Currently 35 users onboard (69%), with 16 users (31%) not migrated.

75% of these users should be 'frequent users':

Currently 10 users (20%) are 'frequent users'.

Actions in place:

Compass+ session was held in November, a series of webinars have been shared with CLs, a team Compass+ champion has been identified, localised events are being timetabled with the CEC to promote the platform use.

SEND Schools and Colleges

- 10 schools/colleges – 5 in Wiltshire, 5 in Swindon
- 7 matched with an Enterprise Adviser
- Additional support via dedicated newsletter, CL SharePoint site, S&W Inclusion CoP, regional SEND conference
- The 10 special schools/specialist colleges account for:
 - 3 of the 9 schools/colleges achieving 8 Benchmarks (2 Swindon, 1 Wiltshire)
 - 2 of the 6 schools/colleges achieving less than 3 benchmarks (both Swindon)

SEND: Progress against S&W and NA

	BM1	BM2	BM3	BM4	BM5	BM6	BM7	BM8
SEND (%)	84.50	94.00	95.20	94.90	80.00	96.10	86.20	60.00
Swindon and Wiltshire (%)	83.72	88.37	62.79	86.05	81.40	72.09	58.14	72.09
National Average (%)	60.99	78.22	49.09	73.09	75.67	59.44	49.12	73.68

Apprenticeship & Technical Education Projects

Marketing collateral pack for use with students at events.
'Back of the Bus' campaign: designed by an apprentice for young people.

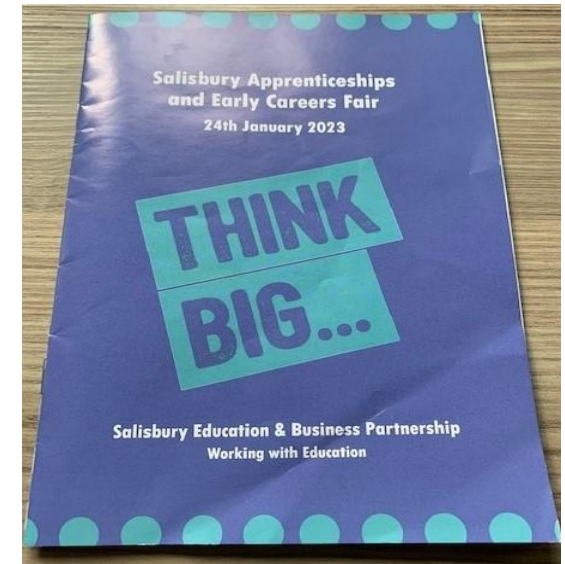


Apprenticeship & Technical Education Projects

Sponsorship of an apprenticeship event in Salisbury in partnership with Salisbury E&BP.

- Attended by 9 x secondary schools/colleges +1 x independent school
- 800+ students attended during the daytime sessions
- 80+ people in the evening
- 22+ employers across
- 2 x sites (1 x FE college and 1 x 6th Form)
- The Salisbury Mayor and a Town Councillor also attended the event.

Sponsorship of Swindon Apprenti-Fest - booked for 7th June 2023



Jobs Live Apprenticeship Showcase



1,000 sign ups prior to the event

6,187 views on the day

Average watch 53 mins

Broadcast	Date	Watched Live	On Demand Views
Your Choices	19th October 2021	4,840	2,256
Amazing Applications	9th March 2022	4,866	3,358
WOW Fest	30th June 2022	6,423	2,944
Your Choices	19th October 2022	4,664	3,880
Apprenticeship Showcase	2nd February 2023	6,187	tbc

Swindon & Wiltshire CAREERS HUB

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

Wiltshire Council

Swindon & Wiltshire LOCAL ENTERPRISE PARTNERSHIP

SWINDON BOROUGH COUNCIL

THE CAREERS & ENTERPRISE COMPANY

Swindon & Wiltshire CAREERS HUB

THE CAREERS & ENTERPRISE COMPANY

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Swindon & Wiltshire LOCAL ENTERPRISE PARTNERSHIP

Wiltshire Council

National Apprenticeship Week

ASK are delivering 14 sessions to schools and colleges this week on Apprenticeship Awareness Sessions, Applications Hints and Tips, CV Writing, and Registering on the Government's 'Find an Apprenticeship' portal.

From September 2023, young people will be able to search and apply for apprenticeships via [UCAS - GOV.UK \(www.gov.uk\)](https://www.gov.uk)



National Apprenticeship Week Newsletter

Jobs Live hosting **NAW 2023 LIVE** – an array of broadcasts that celebrates and showcases apprenticeship programmes and the apprentices' achievements.

Swindon and Wiltshire Apprenticeship Showcase: This broadcast is **available on demand**.

Career Pilot has information on how to find and apply for apprenticeships. The platform is FREE to use and has **information for students** as well as the **Parent Zone**.

Higher and Degree vacancy listings: The **February edition has launched**. Explore 300+ Higher and Degree apprenticeship vacancies from 70 National Employers.

The Science and Technology facilities Council open evening at the Rutherford Appleton Laboratory in Harwell on 8th February. **Here is the link to register**.

New College Swindon have shared their **latest vacancies, plus their top tips for apprenticeship applications**.

Local Employers: Many of our larger local employers have launched their apprenticeship vacancies to coincide with NAW, including **Dstl, SSE, EDF Energy and Rolls Royce**.

Careerpilot

The Careers Hub is funding access to the Careerpilot platform for Swindon and north Wiltshire schools/colleges after Study Higher was no longer able to provide this financial cover.

To date 17 schools in the Wiltshire and Swindon area have met the criteria to become Careerpilot Super Users and 5000+ students are registered/active on the site since September.

Further site promotion will be carried out as part of NAW:

- [Careerpilot : Get information : Apprenticeships : What is an Apprenticeship, how much will you earn?](#)
- [Careerpilot : Parent zone](#)

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RADIO

WILTSHIRE

Interview as Careers Hub Lead on 9th February 2023 to discuss apprenticeship provision in Swindon & Wiltshire and the benefits to residents and employers

Provider Access Legislation (January 2023)

Schools must provide at least six encounters with approved providers of apprenticeships and technical education for all their students:

- Two encounters for pupils during the 'first key phase' (year 8 or 9)
- Two encounters for pupils during the 'second key phase' (year 10 or 11)
- Two encounters for pupils during the 'third key phase' (year 12 or 13)

A key mechanism to further help learners understand and take-up, not just apprenticeships, but wider technical education options such as T-Levels and Higher Technical Qualifications.

[Provider Access Legislation | The Careers and Enterprise Company](#)

Provider Access Legislation

Actions in place:

A topic specific newsletter has been sent to all Careers Leaders detailing the changes and highlighting resources and extra support available nationally.

Details have been included in the weekly LA newsletters detailing the changes and highlighting resources and extra support available nationally.

ECs are picking up concerns and themes in CL 1to1 meetings.

A directory of ITPs has been updated shared with Careers Leaders.

A meeting has been arranged with the Careers Leader and Head of Marketing in WC&UC to scope out the support schools could be requesting.

Draft text has been shared with all schools on how to update their Provider Access Statement on their individual websites.

Swindon and Wiltshire Careers Hub

Contact us: CareersHub@Wiltshire.gov.uk

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Website: [The Careers Hub | SWLEP](#)