

Swindon & Wiltshire Careers Hub Steering Group

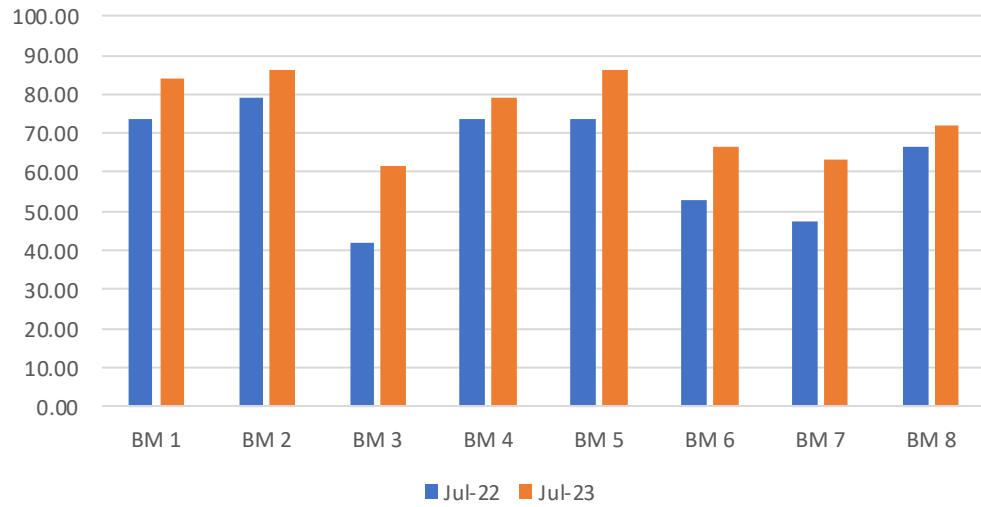
September 2023

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

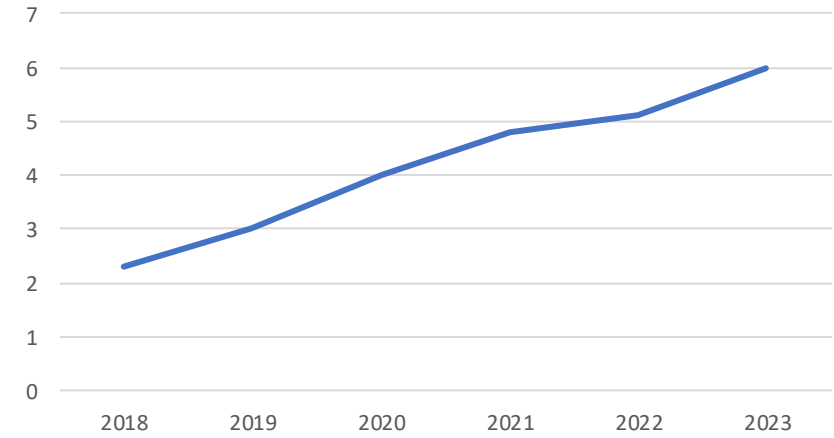
Compass Performance 2022-2023

- Overall BM achievement has increased by +0.89 since July 2022 to 5.98, NA has improved by +0.41 during this period. Performance is above NA by +0.48.
- All BMs are above NA and increased in performance during 2022/2023, with the exception of BM8, Personal Guidance, which increased in performance by +5.26pp during this period but remains below national average by -3.24pp. The NA for BM8 only improved by +0.99pp in the same period.

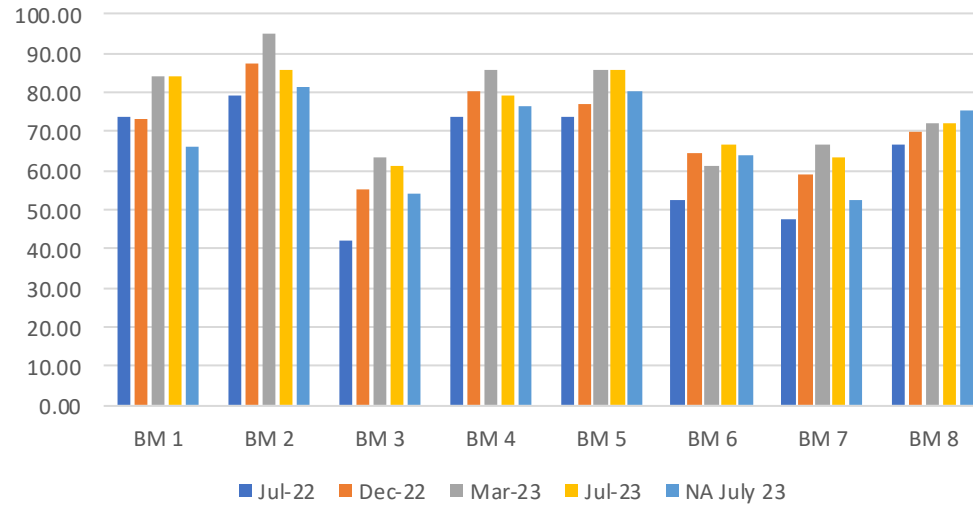
Distance Travelled 22/23



BM Achievement 6 Year Trend



BM Achievement and NA



Targets met/exceeded:

- 80% of Hub schools/colleges to fully achieve BM1. (achieved 84%)
- Clear evidence of progress in BM5 and BM6 should be made throughout the year (distance travelled BM5 +12pp and BM6 +14pp)
- The Hub to achieve an average of at least 5 BMs (achieved 5.98)
- 90% of compatible schools should move to Compass+ (achieved 89%)
- 70% or higher - EAs satisfied with the experience of being an EA (achieved 91%)
- 80% or higher – EAs who plan to continue in role. (achieved 91%)

Targets which were almost achieved:

- All Hub schools/colleges to achieve at least 3 BMs (achieved 95%)
- An Enterprise Adviser to be recruited for every school or college in the Hub. (achieved 90%)
- Number of establishments in the EAN matched to an EA at least once:
98% of schools/ colleges in Hub to be matched with an EA.(achieved 95%)

Targets still in progress

- 75% of Compass+ users should be frequent users (achieved 23%)
- 25% of Compass+ users should complete at least 1 FSQ with at least 1 cohort of students. (achieved 10%)

Highlights 2022-23

Swindon
& Wiltshire
CAREERS HUB

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We delivered 3 Careers Live broadcasts for students, teachers and parents.

17,000 live views
8,000 on-demand views

We mobilised our employer network to deliver activities in schools and colleges.

20 employer encounters
9 employer challenge days

We supported apprenticeship events in Salisbury and Swindon.

16 schools and colleges
30+ employers
1,450 student attendees

We created Teacher Encounters, enabling teachers to connect with employers.

69 teachers engaged online
8 teachers visited employers in the workplace

We hosted Careers Leaders from across the Hub at our Annual Careers Conference to explore the latest thinking in careers, covering topics such as AI in the workplace.

60 Careers Leaders attended

We increased students' understanding of vocational and technical education via the national Apprenticeship Skills and Knowledge (ASK) programme.

30 schools/colleges engaged

Strategic and Financial Plans 2022-2023

Key priorities for 2023-24

Priority 1: Improve careers provision in schools and colleges against the Gatsby Benchmarks through support, training for the education workforce and quality assurance.

Priority 2: Provide more high-quality experiences with employers for students and teachers – with a focus on current ‘cold spots’.

Priority 3: Amplify apprenticeships, technical and vocational routes – including supporting the implementation of the Provider Access Legislation (PAL).

Priority 4: Target interventions for economically disadvantaged young people (Free School Meals (FSM)) and those who face barriers.

Priority 5: Connect careers provision in schools and colleges to the **needs of local economies** (as articulated through Local Skills Improvement Plans (LSIPs)).

Targets

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

Every Careers Hub will deliver at least one initiative to improve the ability of young people to take up Apprenticeship and Technical Education pathways under CEC’s ATE Framework.

Deliver activity using the Hub Delivery Fund to support young people in making effective transitions via “Positive Destinations”.

Every Careers Hub, with employer input, will identify at least one core Future Industry and provide direct support to institutions in embedding this within their careers education and linked to the LSIP.

Priority 1. Local priorities (including achievement of Gatsby Benchmarks) (c10%)	
To develop a range of LMI resources in partnership with Cornerstone Employers and EAs, to be used within careers programmes and with young people at a variety of times in their career journey.	£500
To identify where there are gaps within careers provision in the network and utilise funding to bridge the gaps depending on needs analysis.	£1,000
To provide a careers conference for the CL network and SLT representatives.	£3,000
Priority 2. Experiences of the world of work (c30%)	
Phase 3 development of the Your Placement experience of the workplace platform for years 10/11 and 12	£10,000
Development of new online work experience models suitable for use with SEND settings for years 10/11/12.	£2,250
Project Lead costs @ approx. 55 hours to support development and delivery of employer-based and run challenge days and resources for years 7-10	£2,750

Priority 3. Apprenticeships, technical and vocational routes (c30%)	
Careers Live Broadcasts such as Apprenticeship Showcase and Amazing Applications year groups 9-13	£2,500
Careers Live Broadcast on progression routes via Supported Apprenticeships and technical routes into employment for SEND year groups 9-13	£1,250
Development of up to 5 Swindon & Wiltshire Apprenti-Fest branded student employer engagement events. Employers and providers will be those offering apprenticeship and technical routes to employment.	£8,500
Project Lead costs @ approx. 55 hours to project manage the development of Jobs Live content, recruitment of employers and providers and to support the organisation and delivery of the Swindon & Wiltshire Apprenti-Fest branded events.	£2,750
Priority 4. Positive destinations (c30%)	
Careers Live Broadcasts for 'Your Choices: Post 16 and Post 18 progression routes'	£1,250
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.	£6,000
Provision of the "This time next year" mentoring project, which will aim to reduce the number of young people unable to access Post16 provision due to FE Admission panel rejections via EOTAS, Swindon.	£5,000
Project Lead costs @ approx. 55 hours to project manage the development of Jobs Live content, recruitment of employers and providers and management of the RoN offer to schools with highest numbers of RoN students.	£2,750

Funded Projects 2022-2023

Teacher Encounters

Wave 1: completion of 50 employer site visits by teachers by 31st October 2023 at Wiltshire Council, QinetiQ and Ramsbury Estate.

Wave 2: Roll out of 50 new teacher Encounters including 4 Careers Live broadcasts, employer site visits for teachers and return classroom visits by employers.

Careers Hub Offer
Academic Year 2023-2024

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Teacher Encounters: *Something is changing in the classroom...*
Fully-funded opportunities for teachers to experience the world of work.

You provide: Subject teachers with up to half a day off timetable.

We provide: Up to £100 per school for cover and transport costs, plus:

- A tailored visit to a local employer to see their subject in action.
- Dedicated time to plan activities that link subject learning to careers.
- Links with employers who can directly support classroom activities.
- Better understanding for students, leading to improved outcomes.

"My head is buzzing with ideas about how I can use this in the classroom. There are so many links with my subject."
Di, English Teacher, July 2023.

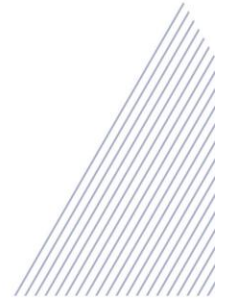




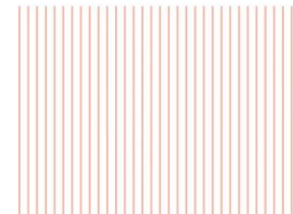
**Start Small;
Dream Big**
Primary careers
pilot programme

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**We're proud to be participating in the
Start Small; Dream Big pilot programme!**



Career-related learning at Primary



Start Small; Dream Big

- Recruit 50 Swindon based primary schools to the programme.
- Each school identifies a Lead Teacher who undertakes the Teach First CPD programmes (30-35 hours).
- The Project Lead supports the teacher to deliver an employer encounter.
- Impact is measured by national evaluation via ImpactEd.
- Lead Teacher cascades learning through school and embeds into School Development Plan.
- Non-target schools will be invited to attend a community of practice where they can learn from initial activity.

Start Small; Dream Big

- Progress to date:

24 MoUs submitted and 5 in progress

13 expressions of interest since the start of term

2 outright declines

Webinar being held on 15th September

Deadline for sign-ups 29th September

HIP: Electively Home Education Project

Platform is now live: [Home - Home Education Futures](#)

Launch event took place on 23rd August 2023

Final evaluation underway via ASK Research

Promotional comms and sharing of link underway





Swindon and Wiltshire Careers Hub

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