

Swindon & Wiltshire Careers Hub Skills and Talent Sub-Group

November 2023

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

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.

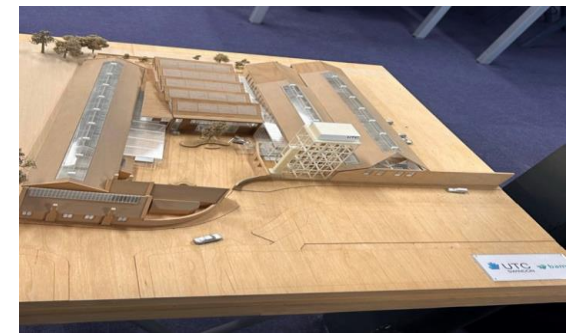
Priority 2: Provide more high-quality experiences with employers for students and teachers – with a focus on current ‘cold spots’.

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)).

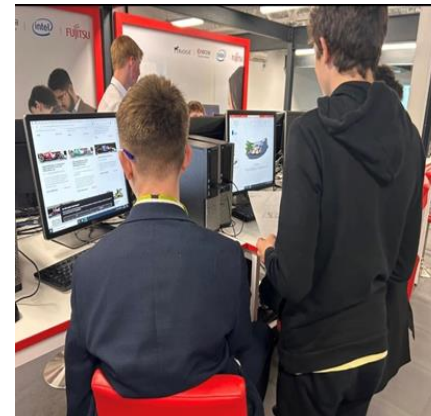
Provide more high-quality experiences with employers for students and teachers with a focus on current 'cold spots.'



- Development of new work experience models suitable for use with SEND settings for years 10/11/12.
- Development of further Challenge Day activities with employers.
- Development of an Insight Day provision on employer sites.
- Development of employer briefs into good practice in experiences of the workplace.
- Further employer webinars on how to work with SEND young people in the workplace utilising the 'Ability not Disability' format developed with Fairfield Farm College and Babcock.

UTC, Swindon Challenge Day:

Supported by an Enterprise Adviser – 20 students who were unable to attend an offsite placement were set a challenge by an employer. The day saw students considering all elements of merging 2 college sites in terms of planning, environment, accessibility etc.



What Works: Encounters with Employers

Fairfield Farm College - Employer Engagement Day

The Army delivered a chocolate welding activity.

NatWest delivered financial management.

Babcock delivered First Aid for the Workplace.



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
 - Lackham/Chippenham – date tbc



Celebrating
Apprenticeships
& Technical Education
in Swindon & Wiltshire

Powered by
Swindon & Wiltshire
Careers Hub

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.

Your Choices: Post 16 and 18 Transitions
27th September 2023

Apprenticeship Showcase
15th March 2024

Amazing Applications
4th July 2024



Live views for Your Choices: 6,357: +1,693 on October 2022.

Average watch time 58 minutes.

What Works: Careers in the Curriculum

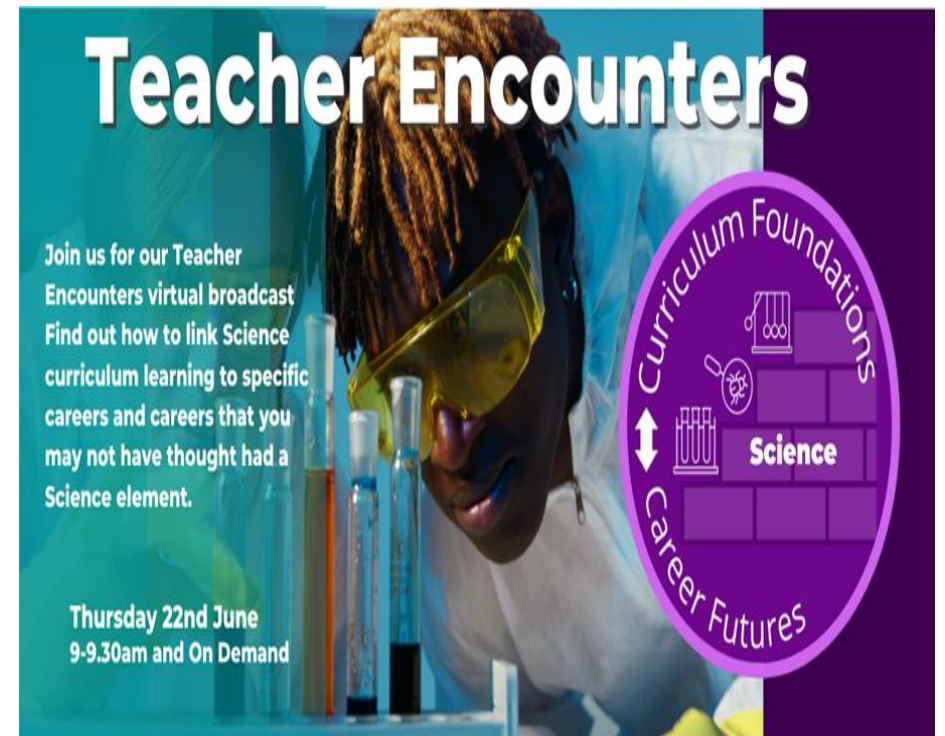
Teacher Encounters: ‘Something is changing in the classroom!’

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



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.

Start Small; Dream Big

Primary careers pilot programme

November 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 event by September 2024.

Gatsby Benchmark format for primary schools being piloted.

Challenges

- CL churn and lack of handover/provision of evidence for careers programme to date.
- CLs with unachievable workloads, other duties, minimal time available.
- Lack of budgets for careers programmes.
- Time commitments within schools/colleges.
- Schools/colleges not planning far enough in advance for employers to plan effectively to support.
- Ongoing pressures on businesses to keep engaging year on year & with younger pupils.
- Dwindling numbers of L6 qualified Careers Advisors.
- SLTs not fully understanding the importance of careers programmes.

Future Funding Models for Careers Hubs

2023/2024:

Core funding - removal of 1.3 FTE roles

Team staffing reduced from 5.8 FTE to 4.5 FTE

Fixed term funding pots used to address the shortfall of 1.3 FTE

Additional short-term funding for projects – Primary and Teacher Encounters

2024/2025:

Core funding - predicted reduction for staffing to 2.9 FTE, an overall reduction of 2.9 FTE

Fixed term funding pots may be available to bid for, yet to be decided

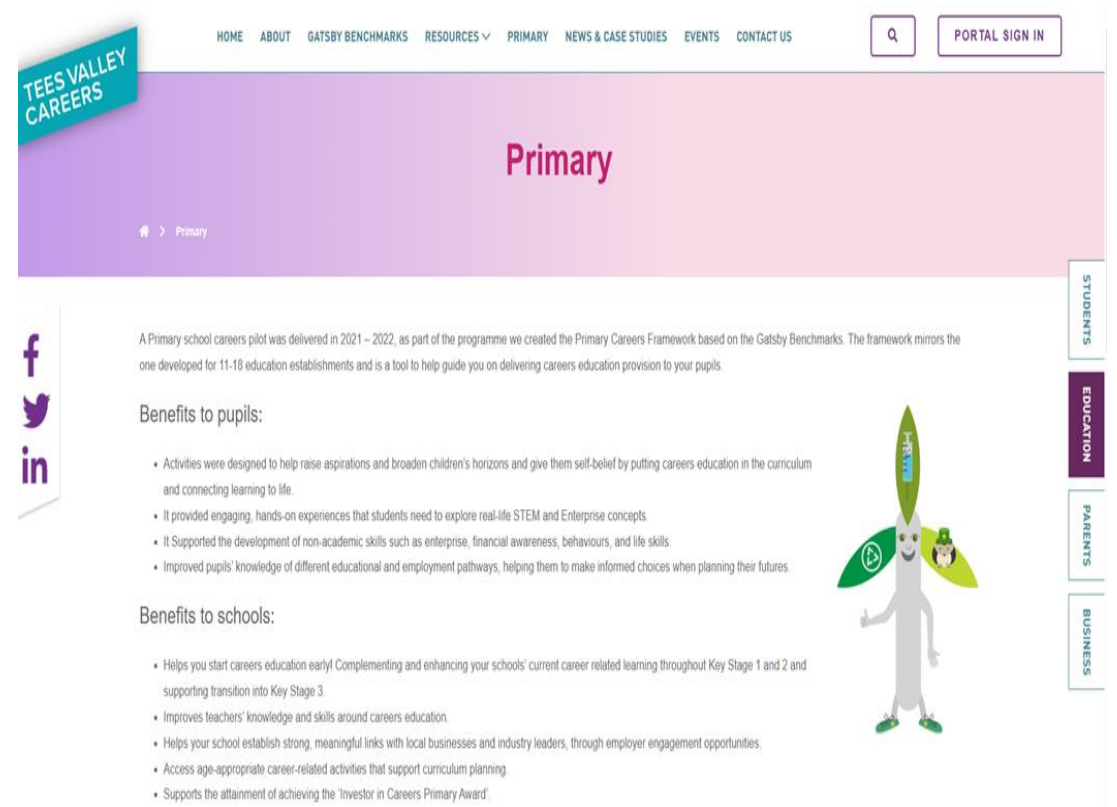
Independent specialist schools/colleges and Independent Training Providers may be able to join the Careers Hub and increase the caseload/funding

2024/2025: Risks

- Experienced staff are lost from role
- Less support in individual schools available from the team
- Performance reduces
- Careers programmes do not mature effectively
- Capacity to roll out new innovative projects reduces/ceases
- Increase in number of NEETs
- Reduction in number of progressions to positive destinations

2024/2025: Solutions

- Match funding model may need to be changed from 50/50 match
- Additional funding partners may need to be sourced
- Traded service model may need to be adopted – Careers Hub+
- Independent primary project model may need to be developed locally



Swindon and Wiltshire Careers Hub

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