

West Midlands Combined Authority Operating Plan for Careers Hubs 2023 – 2025



West Midlands
Combined Authority

The West Midlands has one of the highest proportion of NEET 16-24 year olds in the UK according to the latest government data, increasing 3.4% on the previous year



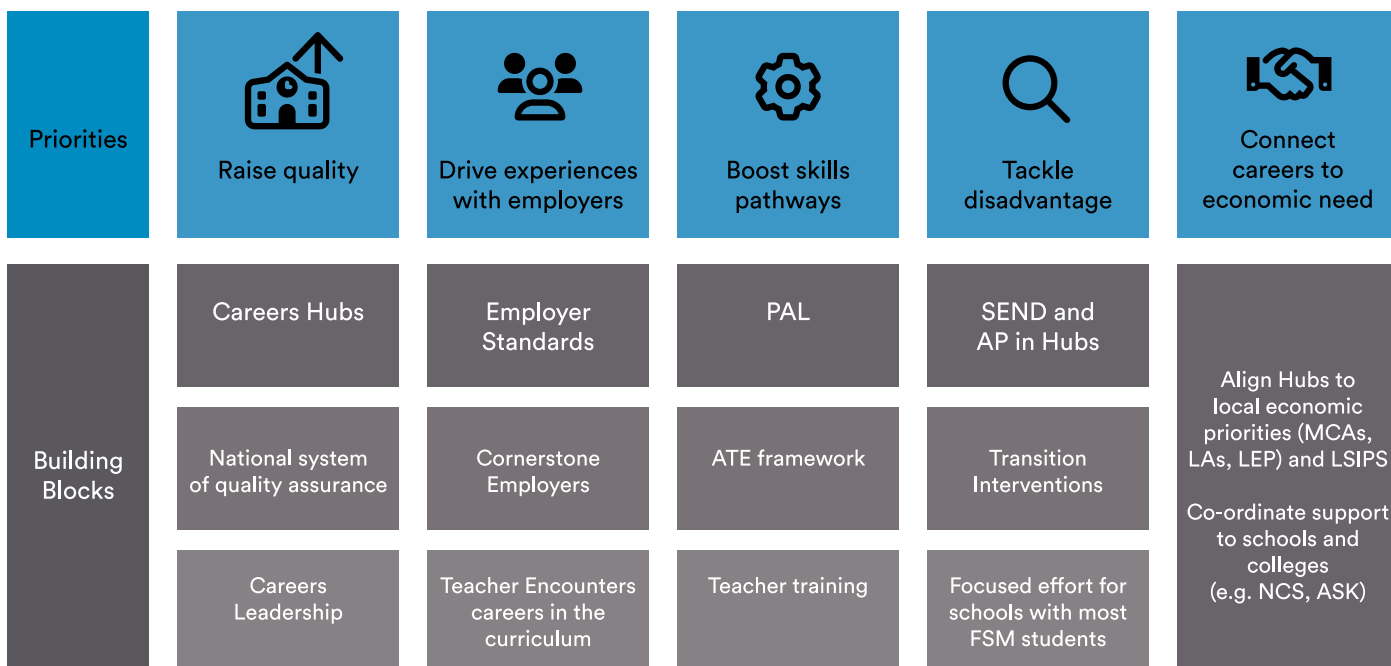
		95% confidence interval (percentage points)	Annual change since Oct - Dec 2021 (percentage points)
North East	17.2%	±5.1pp	↑ +5.5pp
Yorkshire and the Humber	14.3%	±3.6pp	↑ +3.4pp
East of England	13.8%	±3.4pp	↑ +3pp
West Midlands	13.3%	±3.5pp	↑ +3.4pp
North West	13.2%	±3.4pp	↑ +3.5pp
South East	13.1%	±2.8pp	↑ +3.4pp
England	12.3%	±1.1pp	↑ +1.8pp
East Midlands	11.1%	±3.2pp	↓ -0.3pp
London	9.8%	±2.9pp	↓ -0.3pp
South West	7.8%	±2.7pp	↓ -3.8pp

Spending a long time in this status can have long-lasting consequences, with a negative effect on future employment outcomes and earnings as well as on physical and mental health. These can include difficult relationships, drug and substance abuse, involvement in criminal activities and social exclusion. (Cedefop)

Better careers education in schools and colleges will support an improvement to better transitional outcomes for young people post 16 and post 18, and when done well, can have a positive impact on attainment improving long term prospects of those young people. It is imperative that we provide inspiration to all young people but especially those who may be facing multiple barriers to accessing their next best steps.

Careers Education across Secondary schools and colleges in our region is much improved, by the summer of 2023 over 90% of students are now receiving interactions with employers from year 7 right through to year 13, 283 (98%) of institutions regularly complete the Compass audit measuring their progress against the Gatsby Benchmarks.

However there is much work to do, on average our schools and colleges fully achieve only 6.3 of the 8 benchmarks, 30% of our students do not have experiences of the workplace at all before leaving education at the age of 18, 30% do not learn about the local labour market and pathways into employment, further education or training and 14.5% of all of our students do not receive any form of personal careers guidance. And yet, we expect our young people to make important decisions regarding their next best steps.



Vision

We work collaboratively with Schools, Colleges and Employers to help every young person find their best next step.

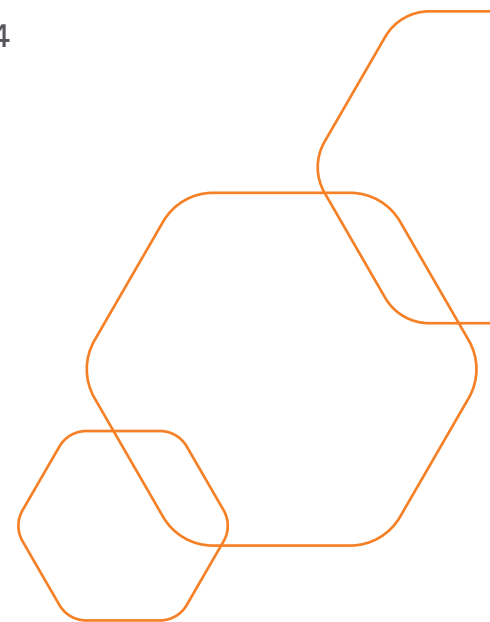
Mission

- We aim for a careers education system that has a measurable impact on ALL young people - now and in the future
- We aim to include ALL young people in careers education by removing barriers
- We build leaders and institutions who can sustain the mission in the long term



We believe that...

- ✓ Each young person should have access to good quality careers information advice and guidance prior to year 11 and again in 6th form or college.
- ✓ Every student should have access to multiple meaningful encounters with employers throughout their school life starting in year 7
- ✓ All students should gain experience of the workplace before year 11 and during 6th form or college
- ✓ Schools & colleges should benefit from the support of local employers in their careers education programme and across the curriculum
- ✓ Career Leaders in schools and Colleges should access support by the careers hub team.
- ✓ Schools and Colleges should take a long term, whole school approach to careers education.
- ✓ Teachers and Careers Professionals need to understand the local labour market.
- ✓ Employers need to work closely with schools and colleges to plan their careers education
- ✓ Students and parents need access to good quality Labour Market information
- ✓ Young people, parents, teachers and careers professionals need to be fully aware of ALL routes and pathways into Apprenticeships, Technical Education, FE & HE and how to access them.
- ✓ Independent training providers, Colleges and employers should support schools to meet the requirements of the provider access policy by providing meaning encounters in key stage 3, key stage 4 and 6th form



We Will...

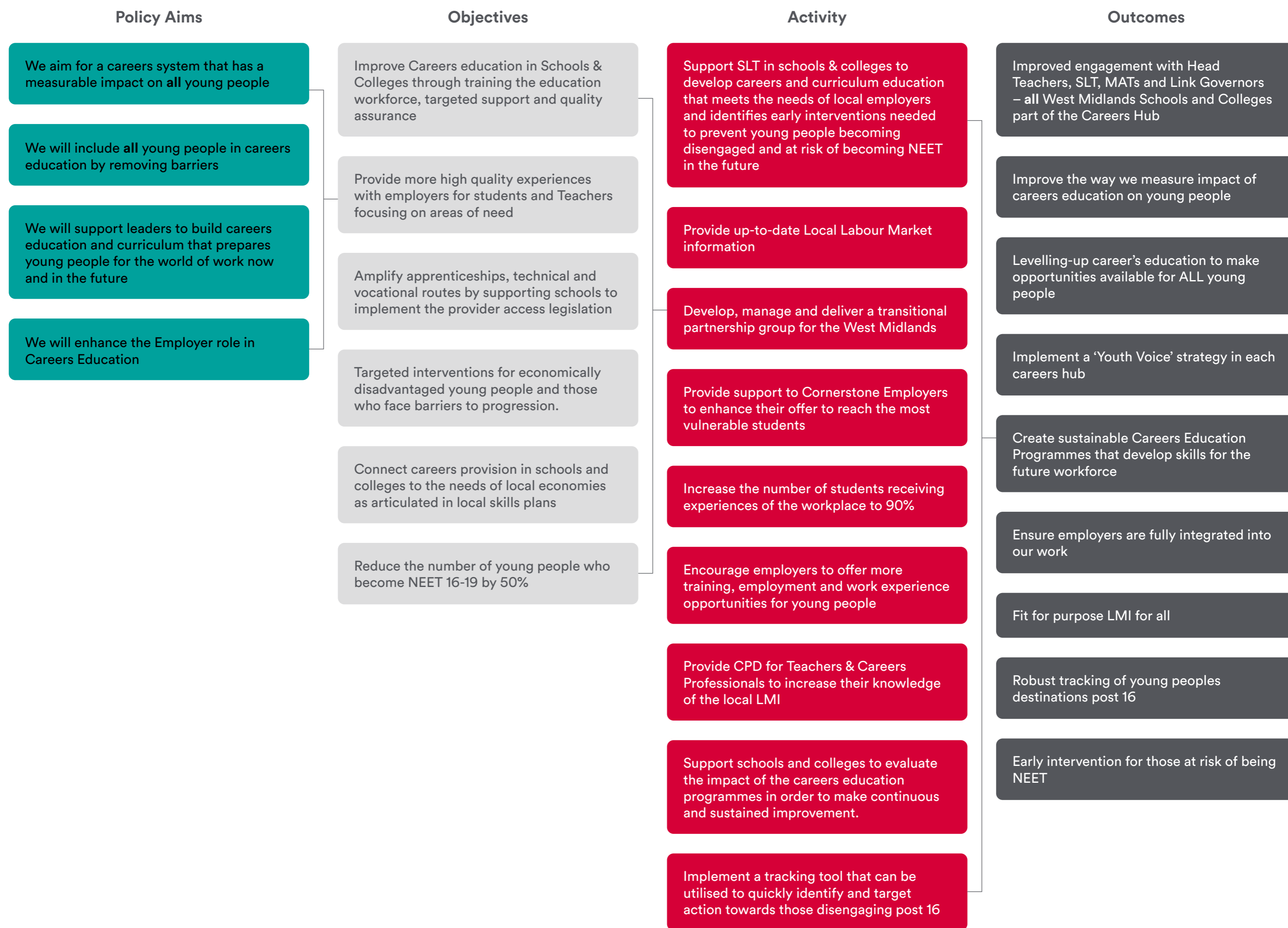
- Ensure our delivery partners engage with Head Teachers, SLT, MATs and Governors to provide ongoing support and guidance against the Gatsby framework and provider access legislation.
- Identify, measure and share best practise in careers education, Information, advice and guidance and the impact on young people.
- Provide (through our delivery partners) additional guidance and support for mainstream schools and colleges regarding differentiation in careers education.
- Collect impact data and case study stories relating to disadvantaged groups which will inform future working with partners.
- Create a culture of 'Youth Voice and Youth Involvement in developing and delivering careers education programmes across all schools and Colleges
- Ensure that our Regional and local Cornerstone Commitment Plans are robust and are delivered and monitored effectively.
- Ensure delivery partners develop a more sustainable approach to their inventions building a careers programme for each school & college that builds year on year.
- Work with pilot schools to develop a 'Life Beyond School' strategy and implementation plan which better prepares young people for the ever-changing world of work and reflects local and national employer skills needs
- Ensure that Independent Training providers and Colleges support Schools from key stage 3 onwards to deliver good quality information about Apprenticeships and Technical Pathways

This plan is in place to support our:

- Strategic Partners
- Employers
- Schools and Colleges
- Independent Training Providers
- Local Authorities
- Delivery Partners



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