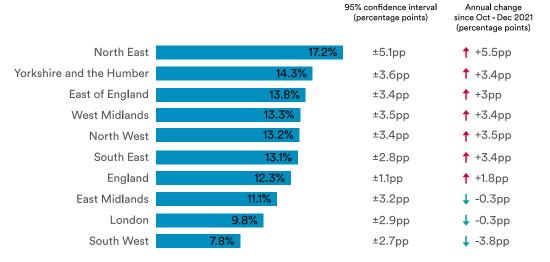
# West Midlands Combined Authority Operating Plan for Careers Hubs

2023 - 2025





# 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





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.

| Priorities         | Raise quality                        | Drive experiences with employers                   | Boost skills pathways | Tackle<br>disadvantage                            | Connect careers to economic need  |
|--------------------|--------------------------------------|--|-----------------------|---|---|
|                    | Careers Hubs                         | Employer<br>Standards                              | PAL                   | SEND and<br>AP in Hubs                            | Align Hubs to   |
| Building<br>Blocks | National system of quality assurance | Cornerstone<br>Employers                           | ATE framework         | Transition<br>Interventions                       | local economic priorities (MCAs, LAs, LEP) and LSIPS  Co-ordinate support to schools and colleges (e.g. NCS, ASK) |
|                    | Careers<br>Leadership                | Teacher Encounters<br>careers in the<br>curriculum | Teacher training      | Focused effort for schools with most FSM students |   |

# **Vision**

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

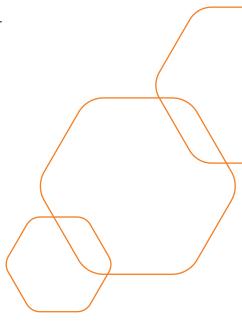
### **Mission**

- 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 staring 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 form 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



## West Midlands Careers Hub Operating Plan 2023 - 2025

**Policy Aims Objectives Activity Outcomes** Improve Careers education in Schools & Support SLT in schools & colleges to Improved engagement with Head We aim for a careers system that has a Teachers, SLT, MATs and Link Governors measurable impact on all young people Colleges through training the education develop careers and curriculum education workforce, targeted support and quality that meets the needs of local employers - all West Midlands Schools and Colleges assurance and identifies early interventions needed part of the Careers Hub to prevent young people becoming We will include all young people in careers disengaged and at risk of becoming NEET education by removing barriers in the future Provide more high quality experiences Improve the way we measure impact of with employers for students and Teachers careers education on young people focusing on areas of need We will support leaders to build careers Provide up-to-date Local Labour Market education and curriculum that prepares information Levelling-up career's education to make young people for the world of work now Amplify apprenticeships, technical and opportunities available for ALL young and in the future vocational routes by supporting schools to people implement the provider access legislation Develop, manage and deliver a transitional partnership group for the West Midlands We will enhance the Employer role in Implement a 'Youth Voice' strategy in each **Careers Education** Targeted interventions for economically careers hub disadvantaged young people and those Provide support to Cornerstone Employers who face barriers to progression. to enhance their offer to reach the most vulnerable students Create sustainable Careers Education Programmes that develop skills for the Connect careers provision in schools and future workforce colleges to the needs of local economies Increase the number of students receiving as articulated in local skills plans experiences of the workplace to 90% Ensure employers are fully integrated into our work Reduce the number of young people who Encourage employers to offer more become NEET 16-19 by 50% training, employment and work experience opportunities for young people Fit for purpose LMI for all Provide CPD for Teachers & Careers Robust tracking of young peoples Professionals to increase their knowledge destinations post 16 of the local LMI Early intervention for those at risk of being Support schools and colleges to evaluate NEET the impact of the careers education programmes in order to make continuous and sustained improvement.

Implement a tracking tool that can be utilised to quickly identify and target action towards those disengaging post 16

