



Thames Valley Berkshire LEP Careers Hub Launch

10 July 2019

Careers Hubs

Transforming careers education for young people

[Find out more >](#)





Sarah Gray Network
Operations Manager
Careers and Enterprise
Company

The role of the CEC digital tools



Career Hubs

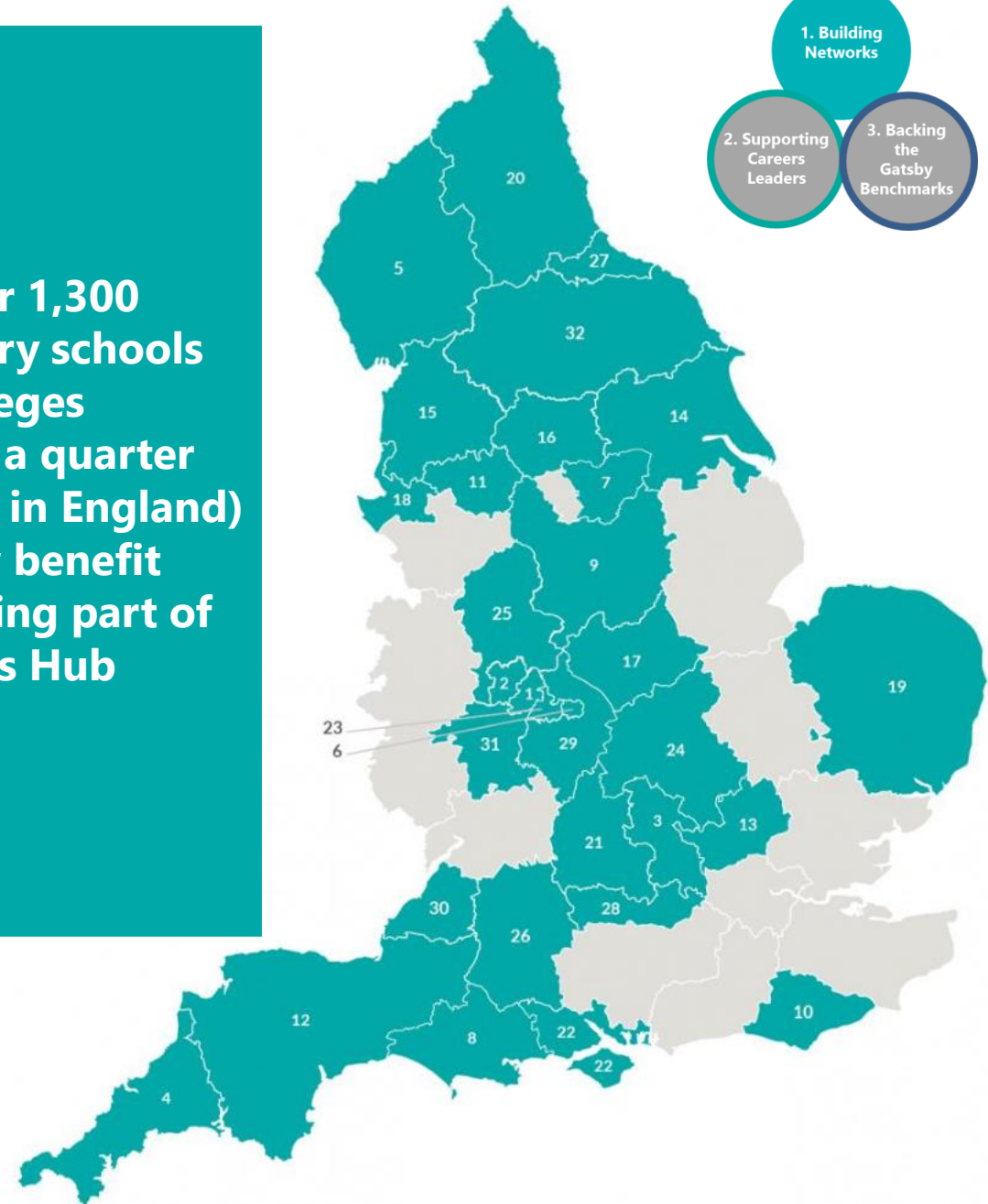
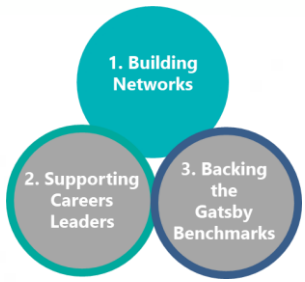
WAVE 1 – SEPT 2018

- Black Country
- Buckinghamshire Thames Valley
- Cornwall and the Isles of Scilly
- Cumbria
- Greater Manchester
- Heart of the South West
- Humber
- Lancashire
- Leeds City Region
- Leicester and Leicestershire
- Liverpool City Region
- New Anglia
- Solent
- South East - East Sussex
- Stoke-on-Trent and Staffordshire
- Swindon and Wiltshire
- Tees Valley
- West of England
- Worcestershire
- York and North Yorkshire
- North East
- **Doncaster*

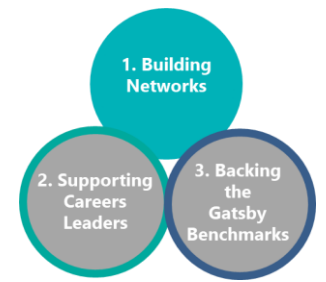
WAVE 2 – SEPT 2019

- Birmingham
- Black Country
- Coventry
- Dorset
- D2N2
- Heart of the South West
- Hertfordshire
- Leeds City Region
- Liverpool
- North East (x2)
- Oxfordshire
- South East Midlands
- Solent
- Solihull
- Swindon & Wiltshire
- Tees Valley
- Thames Valley Berkshire
- Warwickshire
- West of England

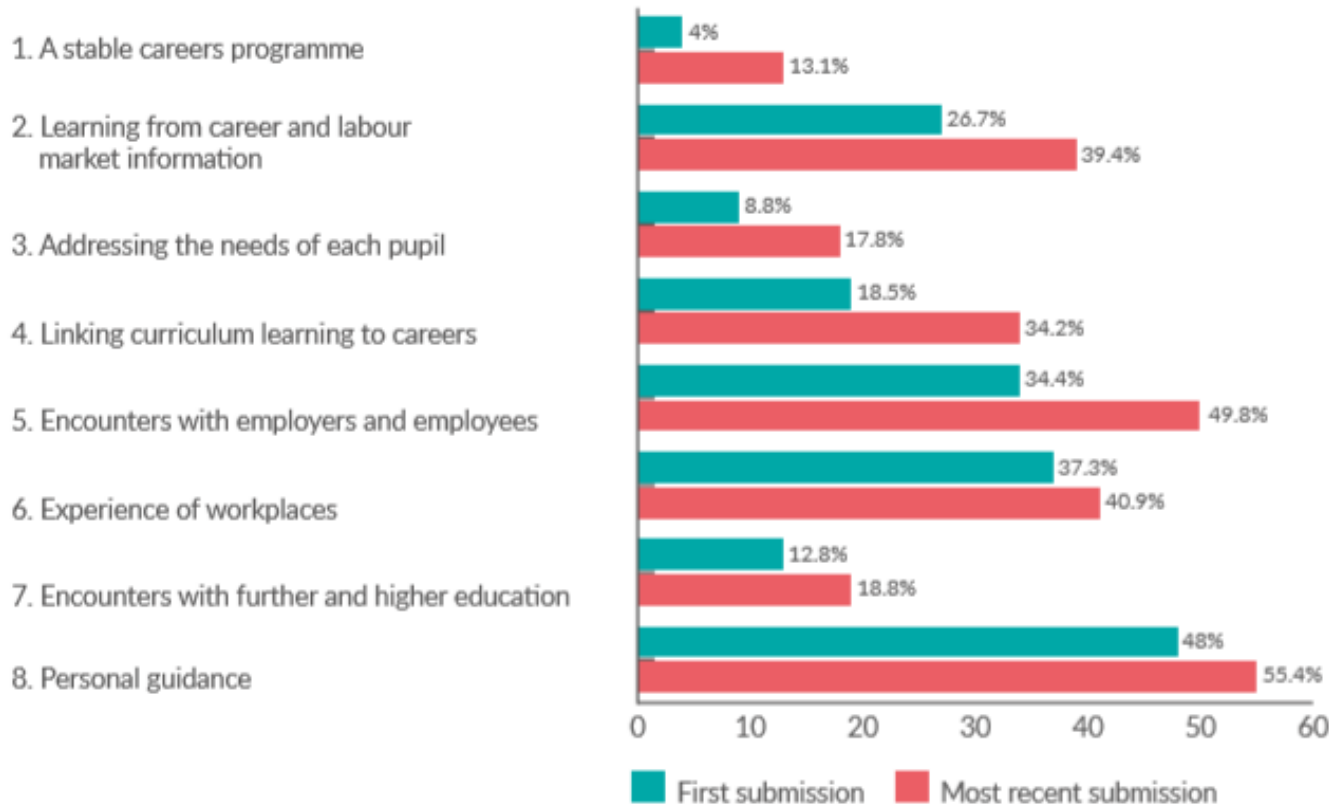
**Just over 1,300
secondary schools
and colleges
(around a quarter
of those in England)
will now benefit
from being part of
a Careers Hub**



Schools and colleges are engaged and the nation is making steady progress



Change in the proportion fully achieving each benchmark among repeat submissions



COMPASS
CAREERS BENCHMARK TOOL

85% of schools and colleges using Compass



Stable careers programme

Does your school have a careers programme that:

Please select one answer per row	Yes	No	Don't know
Is written down?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is approved by the board of governors?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has the explicit backing of senior leadership?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has resources/funding allocated to it?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is regularly monitored?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has both strategic and operational elements?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#) [NEXT](#)

[Save and complete later](#)

About Compass

Compass helps you to plan your careers and enterprise work by benchmarking your current activity.

[Contact us by email](#)

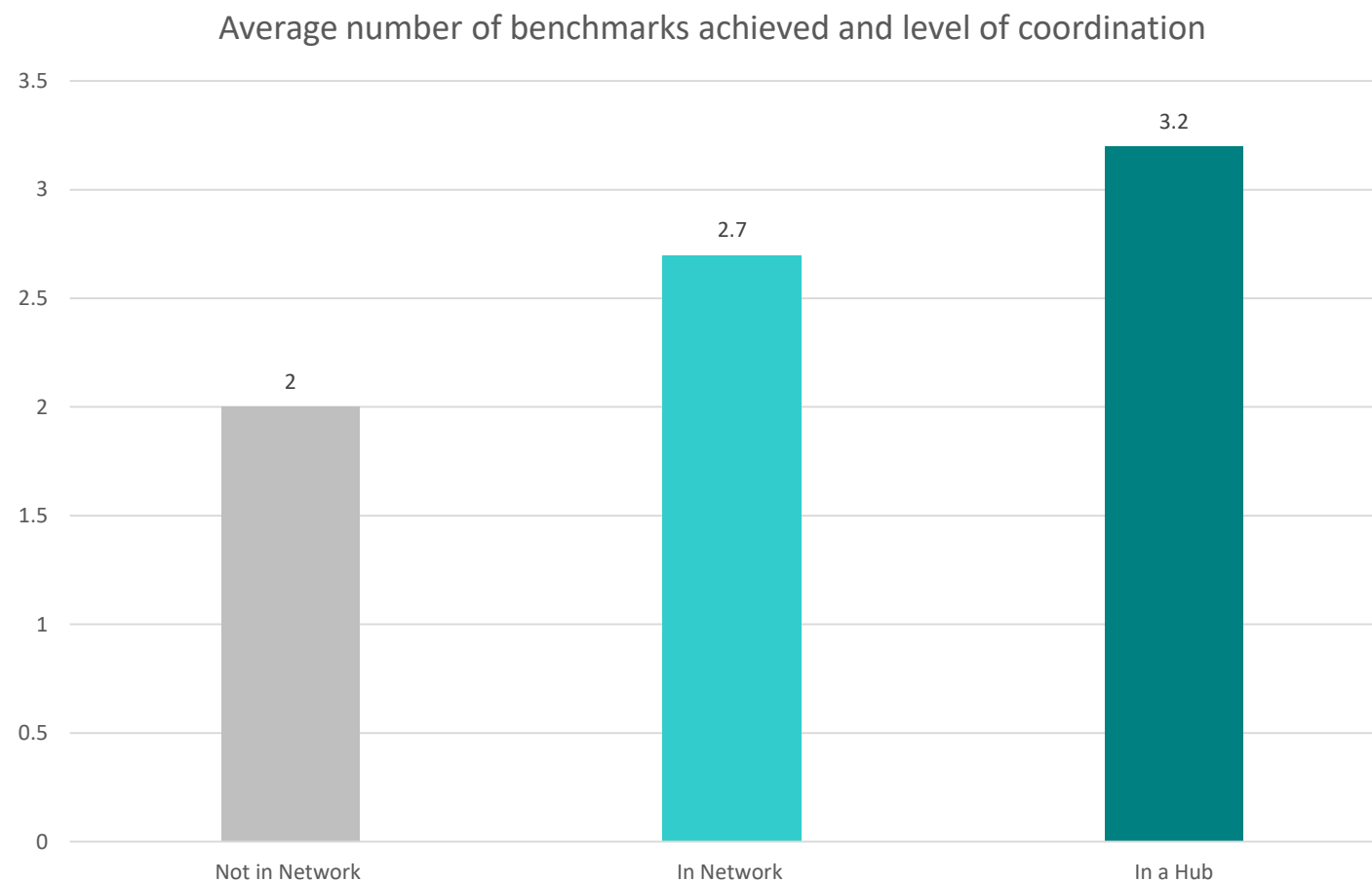
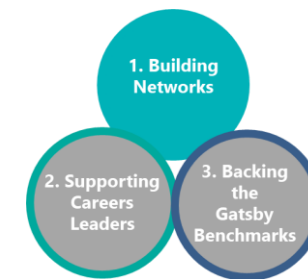
[More about Compass](#)

[The Careers and Enterprise Company](#)

[The Gatsby Good Career Guidance Report](#)

[Printable Compass for schools questions \[PDF\]](#)

Being in the Enterprise Adviser Network and in a Careers Hub drives better benchmark performance

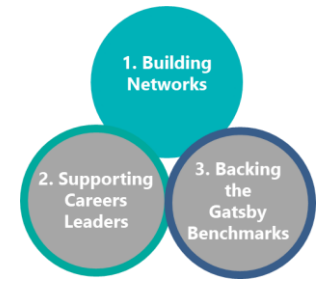


Accelerated performance in hubs

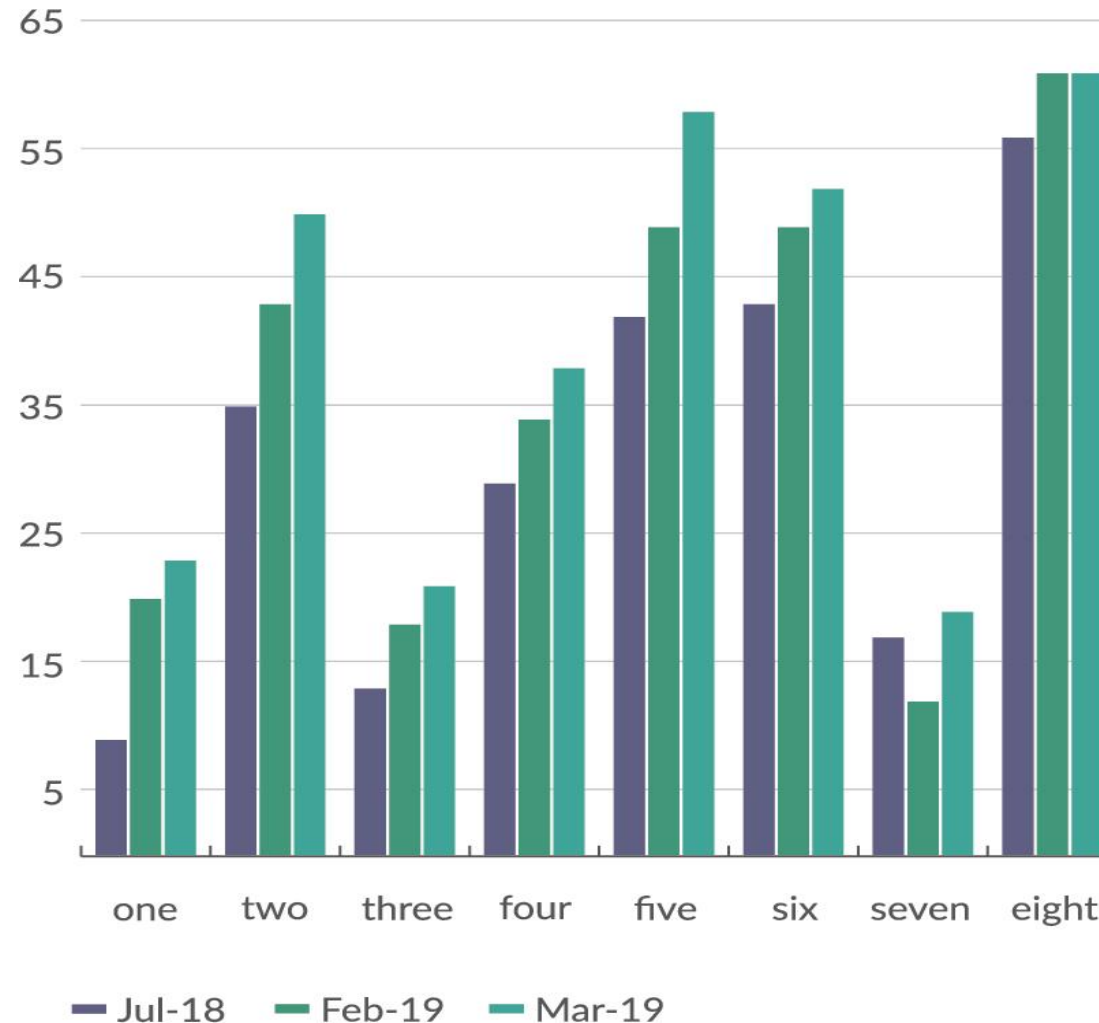
Schools and colleges in Hubs, on average, meet one extra Benchmark

Significant progress against BM 2 and 5

BM3, BM6 and BM7 are the most common areas of challenge



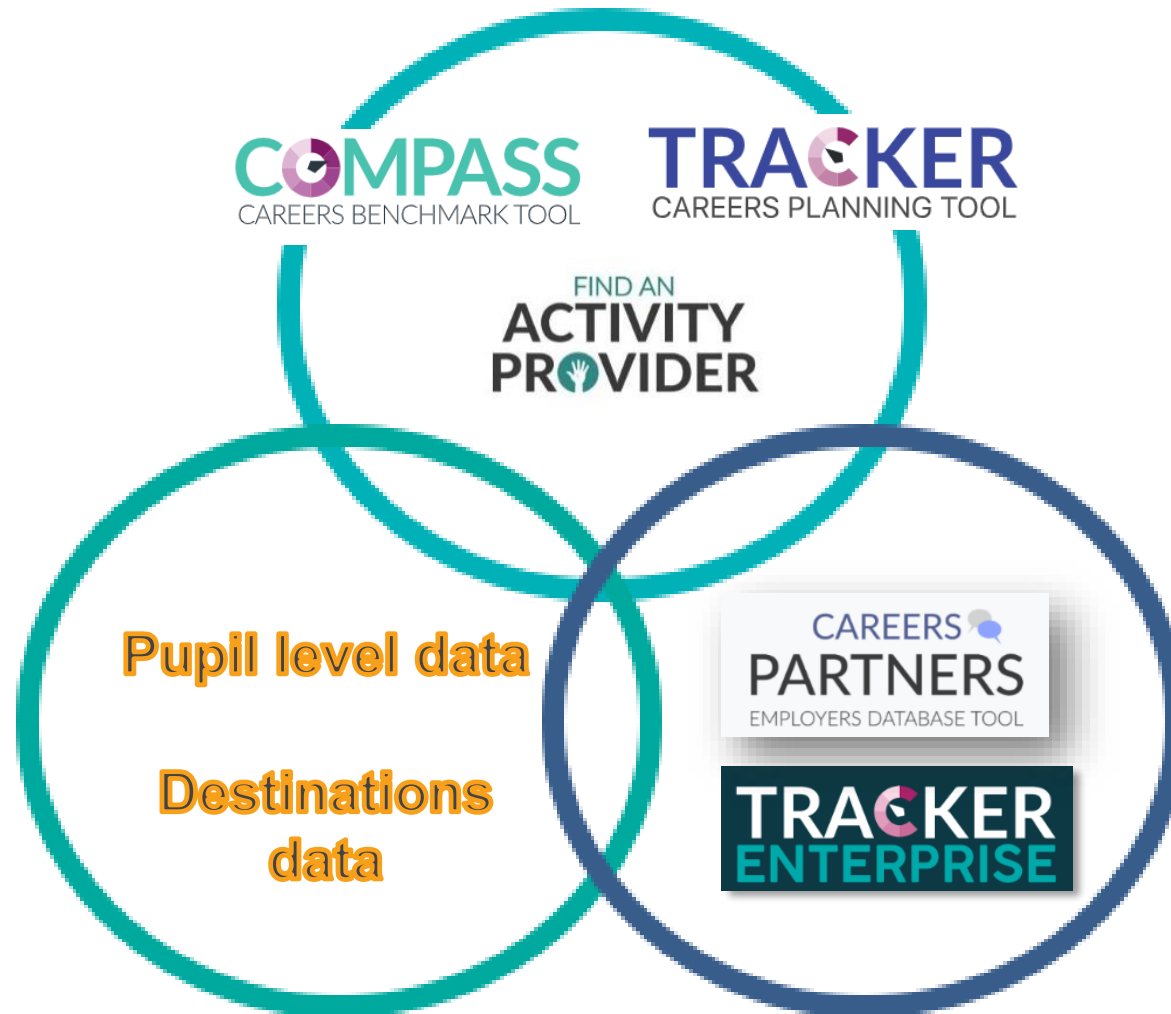
% Hub schools and colleges meeting each Benchmark (July 2018 to March 2019)



Reflections – Wave 1 Careers Hubs

1. **Peer to peer support and the role of the lead schools is crucial**
2. **Significant increase in the number of stakeholders getting involved**
3. **Increased SLT support/engagement**
4. **Sustainable resources and hub portals being developed**
5. **Compass moderation**
6. **Careers hubs the centre of communication**
7. **Evidence base for careers education building**
8. **Insight and collective lobbying**
9. **Careers plan/hub action plan and local skills plans – coherency to reach common goal**
10. **Second wave of hubs is a clear indication of governments commitment**

Underpinning our vision – Compass PLUS



Key features and benefits



Save time and plan with ease

Quickly and easily map out your careers programme for the academic year and receive provider recommendations tailored to your student needs



Be more strategic and targeted

Create custom cohorts so you can target relevant careers interventions to the students most in need



Measure and monitor effectively

Create detailed reports and data visualisations to monitor performance



Collaborate with colleagues

Encourage a team effort by allowing your colleagues to contribute to careers education programme



Visualise and customise

Create your own personalised dashboard view



Allison Giles
Careers Hub Lead
Thames Valley
Berkshire LEP

Berkshire Enterprise Adviser Network



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Valley
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Careers Hub

20 schools

Intensive support from EC to
achieve all benchmarks

EA Network

41 schools & colleges

Support from EC to achieve benchmarks 5&6

Remaining schools & colleges

Access to online information

Careers Clusters, Apprenticeships, STEAM

March 2019, 41 out of
69 schools and colleges
are in our network

By September 2019 we
will have 20 schools and
colleges in the Careers
Hub

Hub Schools



Bracknell

- Edgbarrow School
- Garth Hill College
- Sandhurst School

Windsor and Maidenhead

- Charters
- Cox Green School
- Windsor Girls School

Reading

- Blessed Hugh Farringdon
- Highdown
- Reading Girls' School

Slough

- Slough & Eton
- Westgate School

West Berkshire

- Brookfields School
- The Castle School
- The Downs
- Little Heath
- Willink

Wokingham

- The Holt School
- Maiden Erlegh
- The Piggott School
- Waingels College



Careers Hub Overview

Part of the Governments Careers Strategy to provide additional funding so that more young people can benefit from high quality employer encounters.

Careers hubs will be an extension of the support already provided through the Enterprise Adviser Network; it will build on the support being offered to schools and colleges across all the Gatsby Benchmarks

Careers Hub Overview



- Hub managed by a Hub Lead
- Hub Enterprise Co-ordinator's
- Central Hub Fund will be available for targeted activities impacting on progress across the Hub
- Cornerstone employers to support with employer engagement school activities
- Convene and share best practice
- Test and evaluate

TVB Careers Hub

Focus on key benchmarks



Benchmark 2

Learning from career and labour market information

Benchmark 4

Linking curriculum learning to careers

Benchmark 5

Encounters with employers and employees

Benchmark 6

Experiences of workplaces

Benchmark 4 Linking curriculum learning to careers

Exploring a potential ESF call

Benchmark 6 Experiences of workplaces

European funding to help bridge the gap between employers and young people in Berkshire

Proposed funding to support and co-ordinate linkages between local employers, schools, colleges and young people aged 15-24, to provide meaningful and inspirational experiences of the world of work.

Hub Steering Group

Headteacher Lead Hub School

National Collaborative Outreach Programme (NCOP)

Local Authority representation

Employers (Cornerstone Employers)


Enterprise Adviser

CEC Regional Lead

LEP Skills Lead

Careers Hub Lead

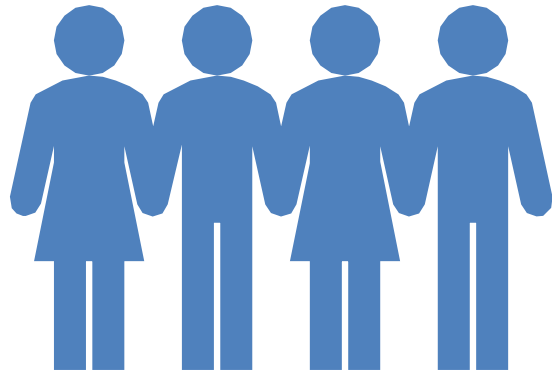
Young Person



Engage, inform, develop, good
practice

CEC Expectations

Commitment Hub Schools



-
- Work together to provide solutions in achieving the benchmarks
 - Attend and participate in Hub network meetings 1 per term
 - Commit to the programme until at least the end of July 2020
 - Provide 3 case studies per year (1 per term)
 - Act as a champion for the programme with other schools/colleges and businesses
 - Act in a timely manner, recognising the time-critical nature of the pilot and respond accordingly to requests for support
 - Quality Assurance of programme

Timescales and milestones



Hub school network meetings

October	2019	Term 1	Thursday	10/10/19	2.00-4.00	Sandhurst
January	2020	Interim meeting	Wednesday	29/01/20	8.30-10.30	Green Park
April	2020	Term 2	Thursday	02/04/20	8.30-10.30	Maiden Erlegh
June	2020	Term 3	Tuesday	30/06/20	12.00-2.00	TBC

Completion of Compass & Tracker (one week before Hub meetings)

Completion of Case studies before each Hub meeting

Deadlines

October	2019	Term 1	Thursday	03/10/19
April	2020	Term 2	Friday	27/03/20
June	2020	Term 3	Tuesday	23/06/20



Debbie Smith
Headteacher,
Sandhurst School

Role of Lead School



- Provide Headteacher support to steer the programme and agree expenditure through the Hub Governance Group.
- Work collaboratively – share information, experience, performance data and resources with Hub partners
- Solution focused and open to new and innovative approaches to achieving the benchmarks
- School strategy to embed work related learning across the school to enable achievement of all eight Gatsby Benchmarks

Role of Lead School



- Facilitate and attend meeting opportunities for Hub schools
- Termly compass audit, provide 3 case studies per year
- Provide feedback and evaluation of programme to Hub Lead, CEC and research partners
- Champion the programme with other schools/colleges and businesses
- Take the lead role in ensuring that Youth Voice is represented within the Careers Hub



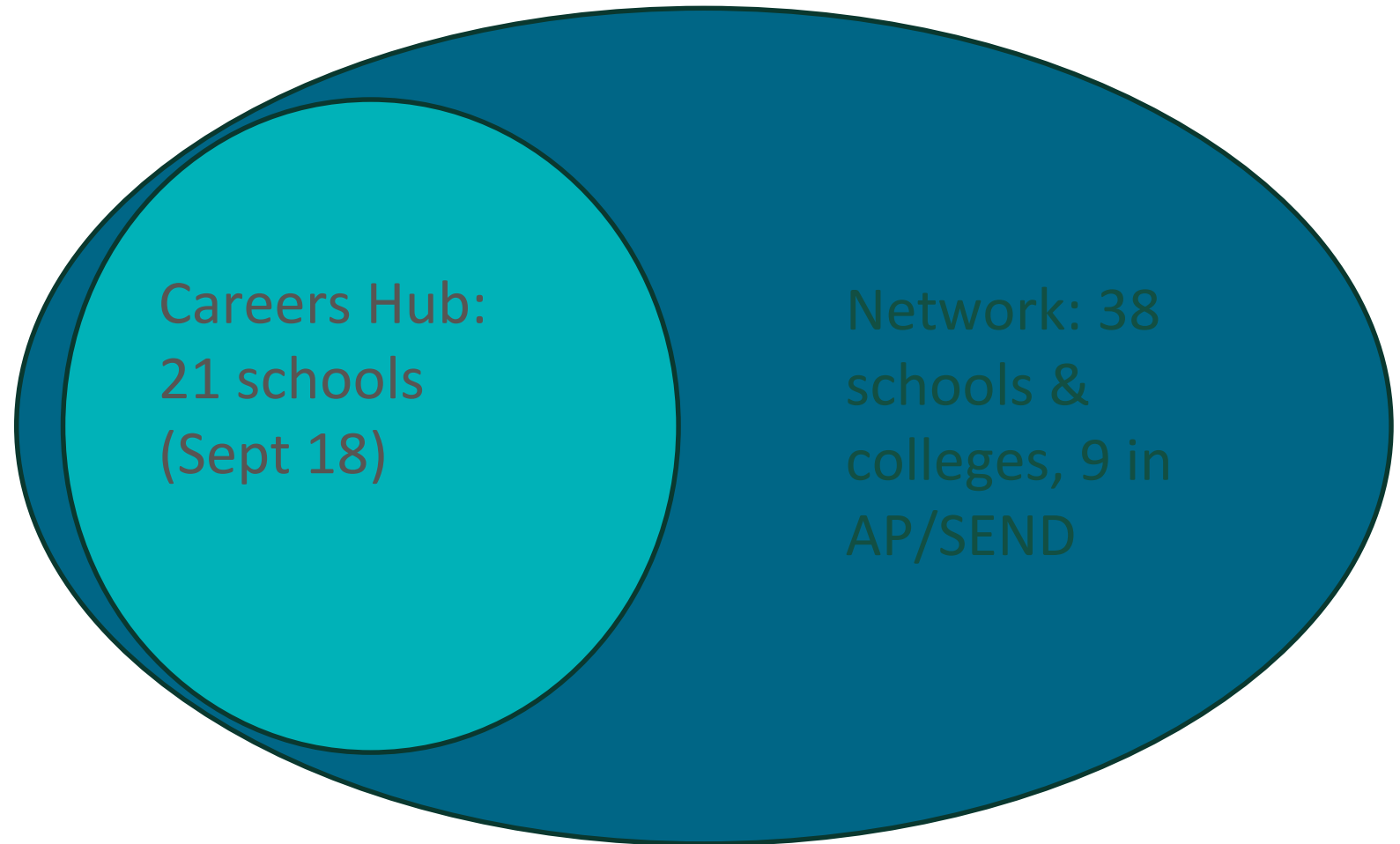
Marina Jackson,
Careers Hub Lead
Bucks Thames Valley
LEP

Building Networks in Buckinghamshire

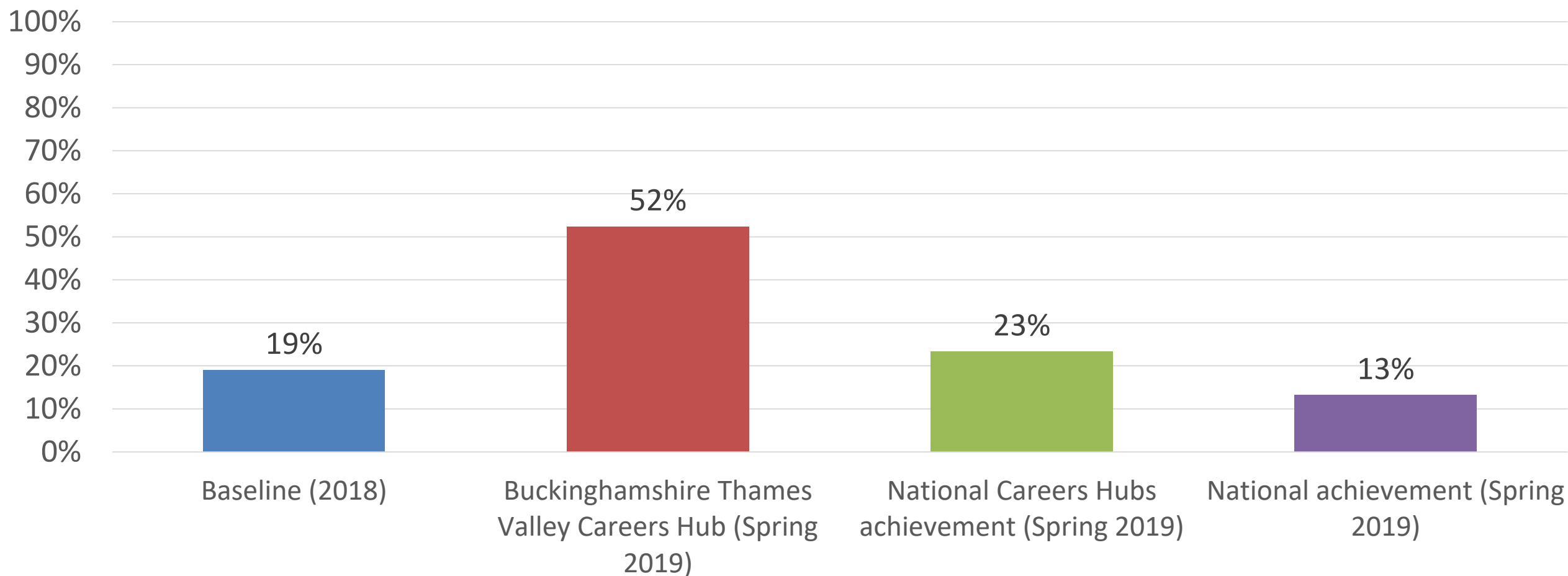


March 2019, 38
out of 38 schools
and colleges are
in our network

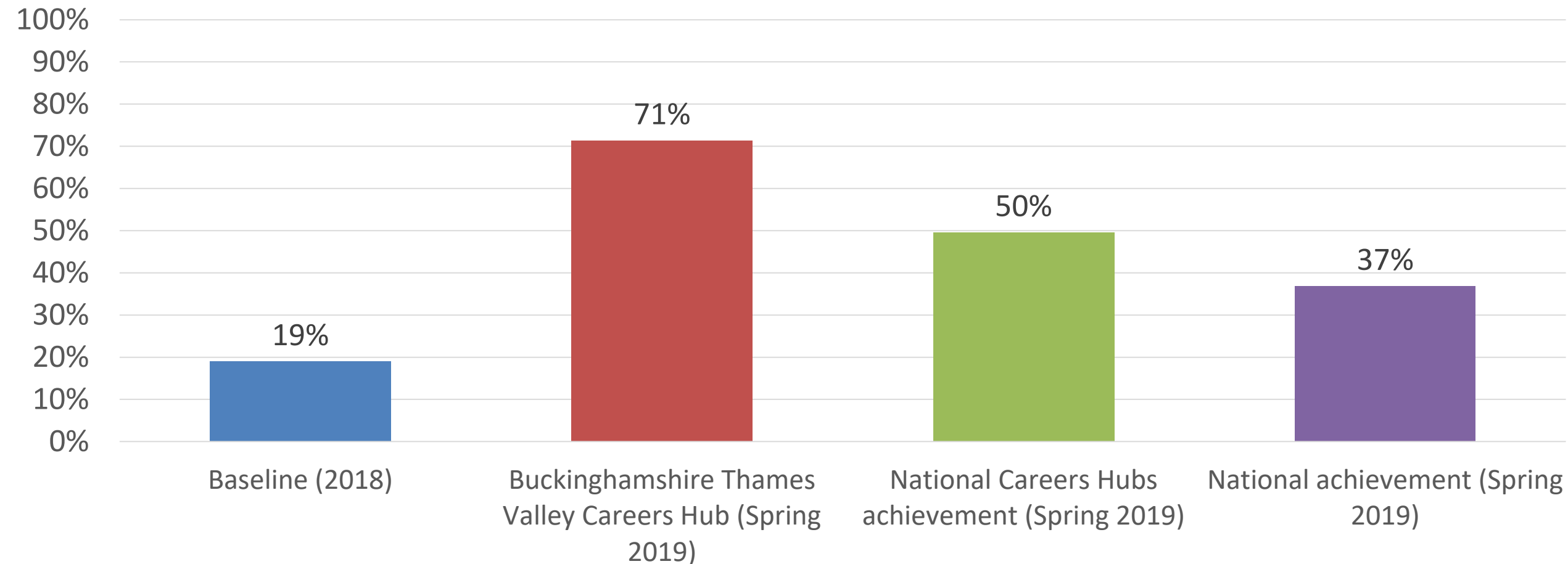
21 schools and
are in the Careers
Hub



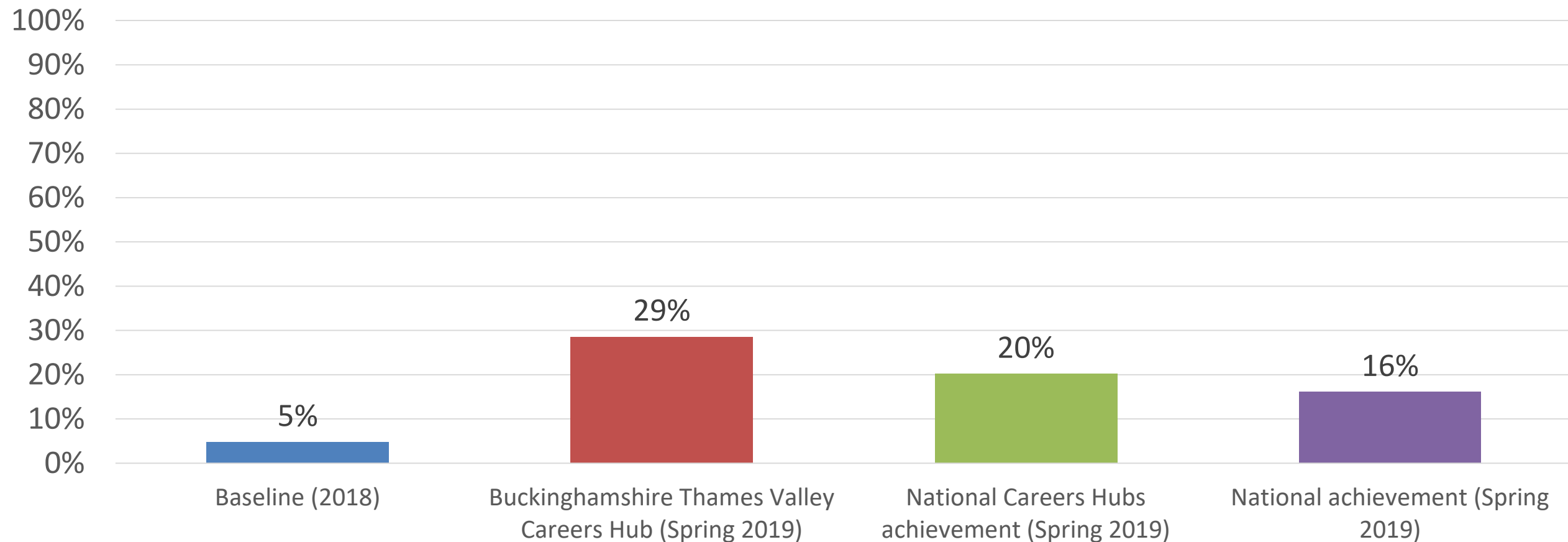
Gatsby Benchmark 1: A stable careers programme



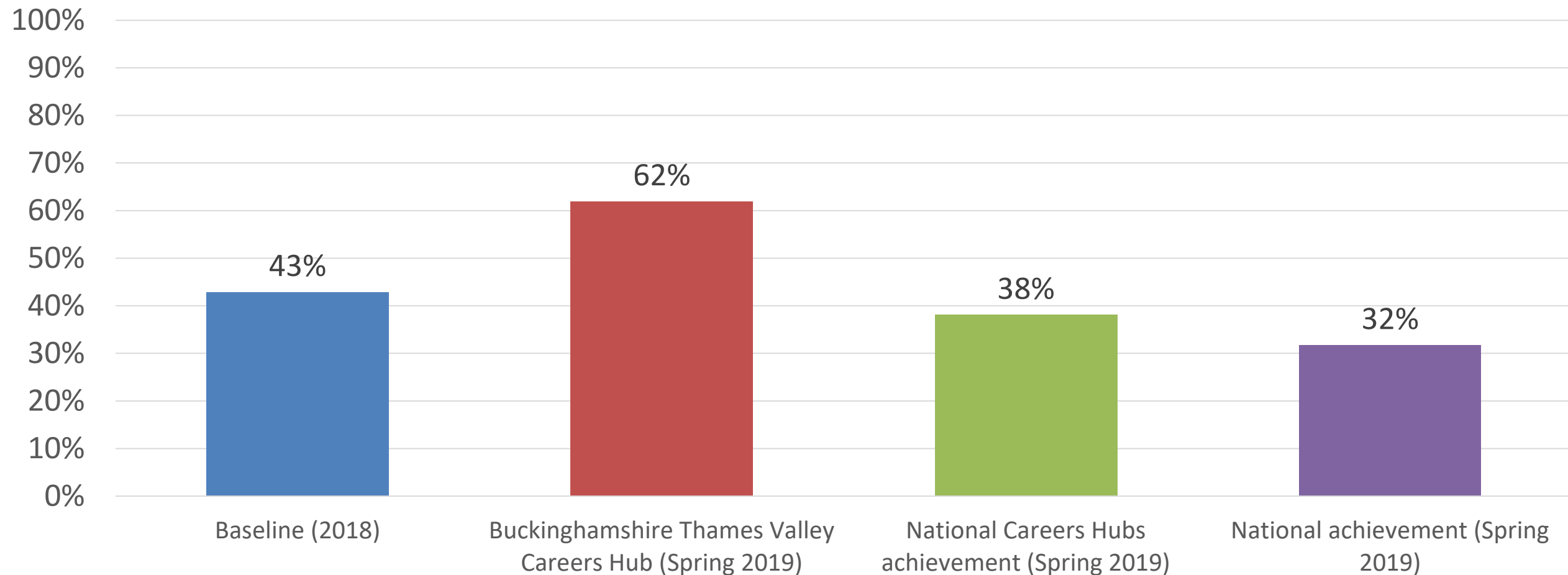
Gatsby Benchmark 2: Learning from career and labour market information



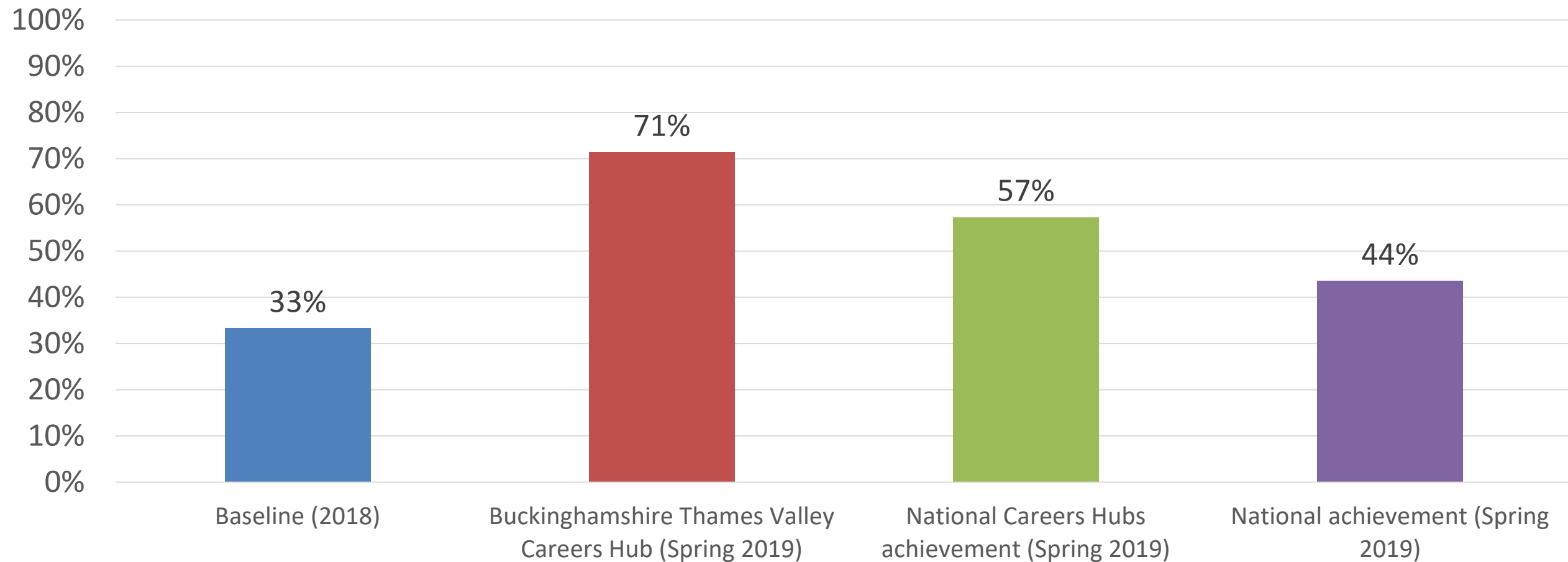
Gatsby Benchmark 3: Addressing the needs of each pupil



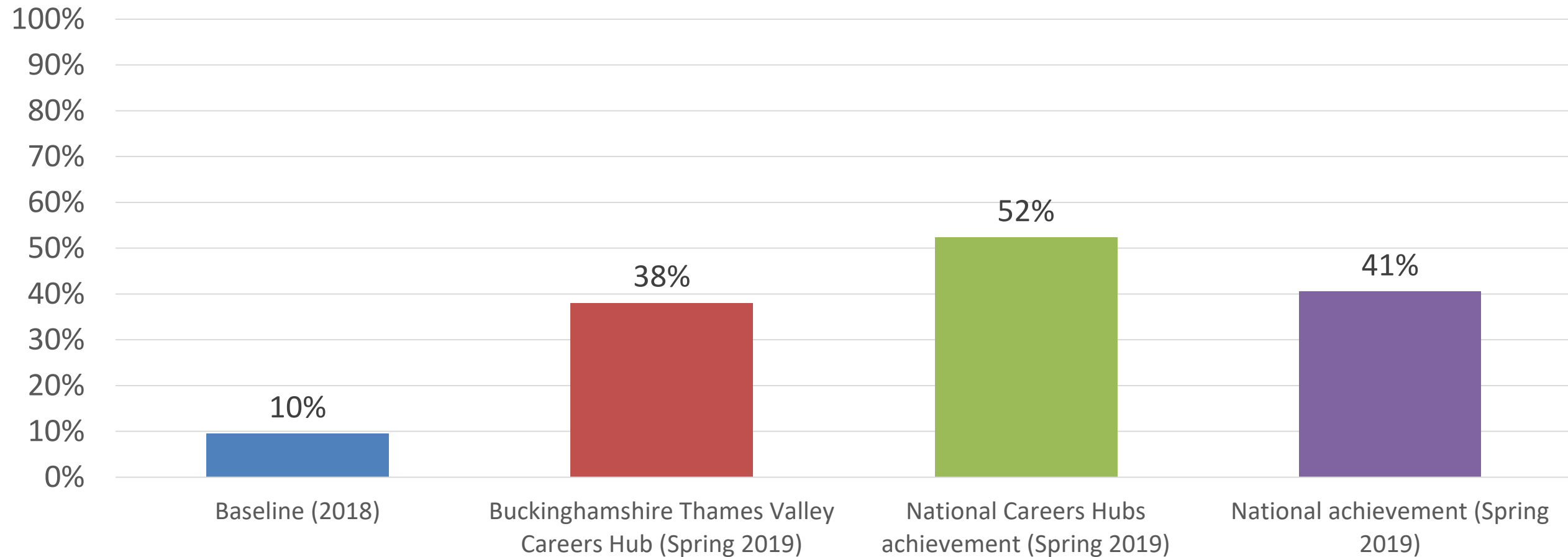
Gatsby Benchmark 4: Careers in the Curriculum



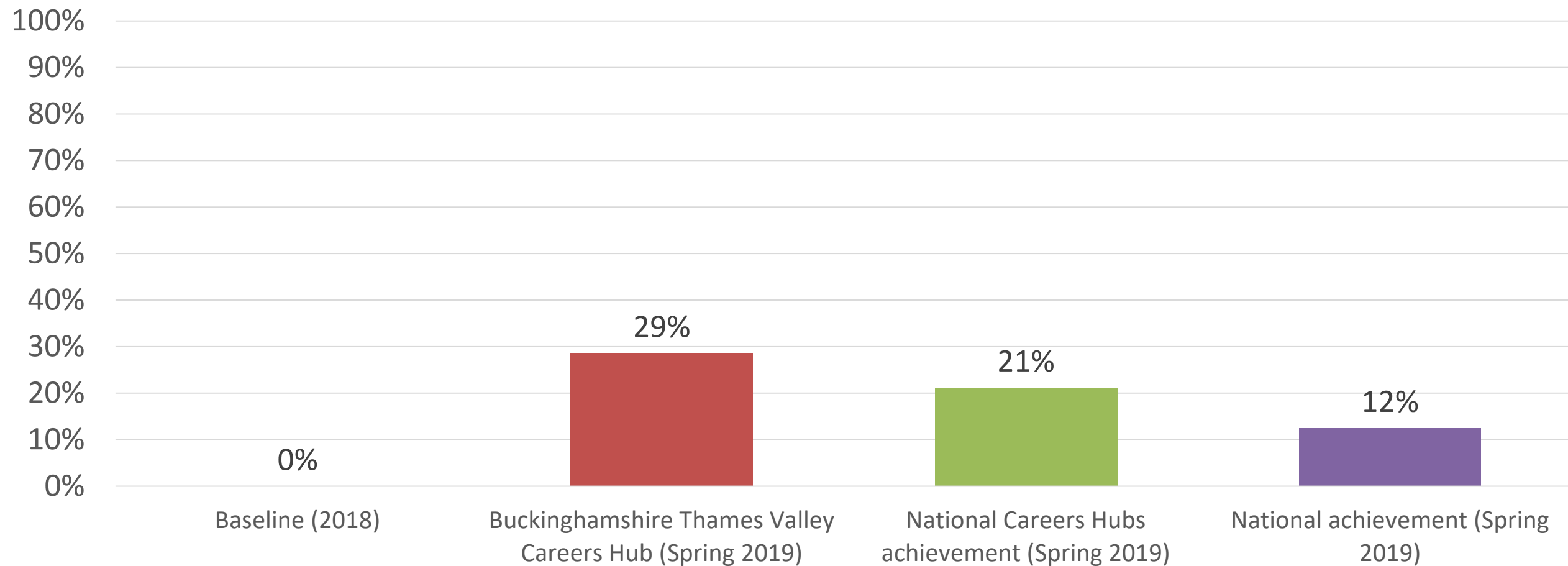
Gatsby Benchmark 5: Employer Encounters



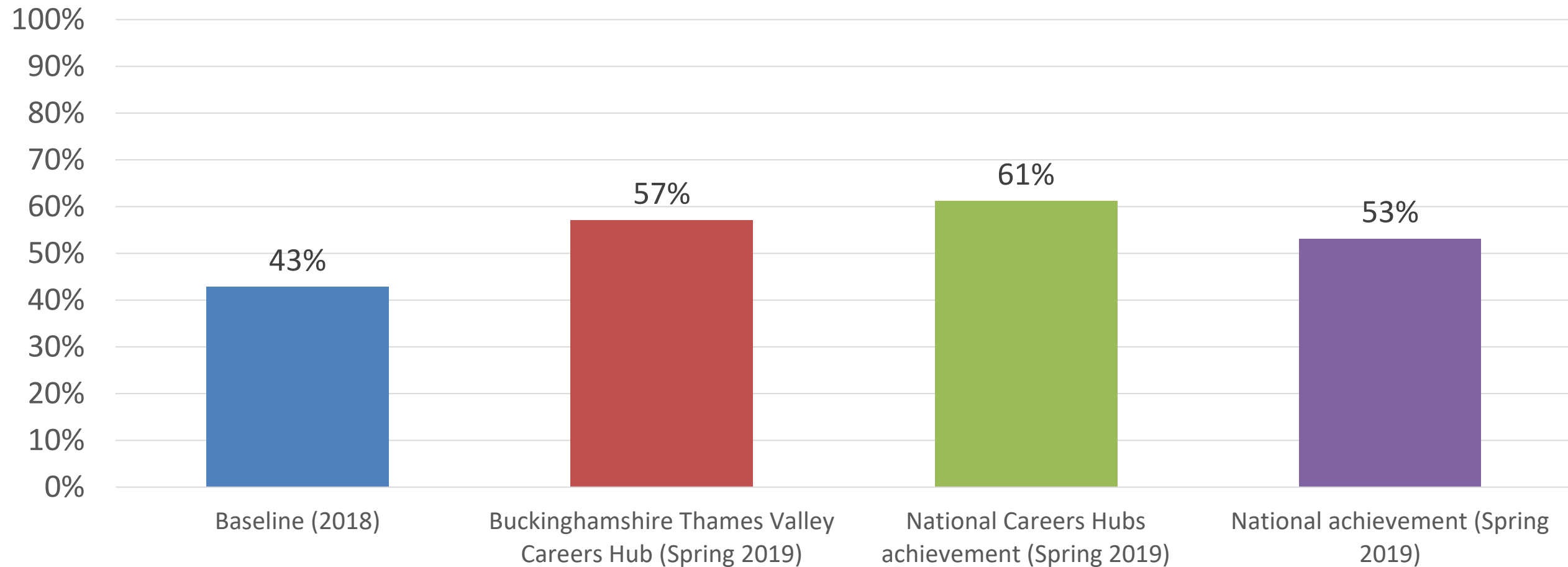
Gatsby Benchmark 6: Workplace Experiences



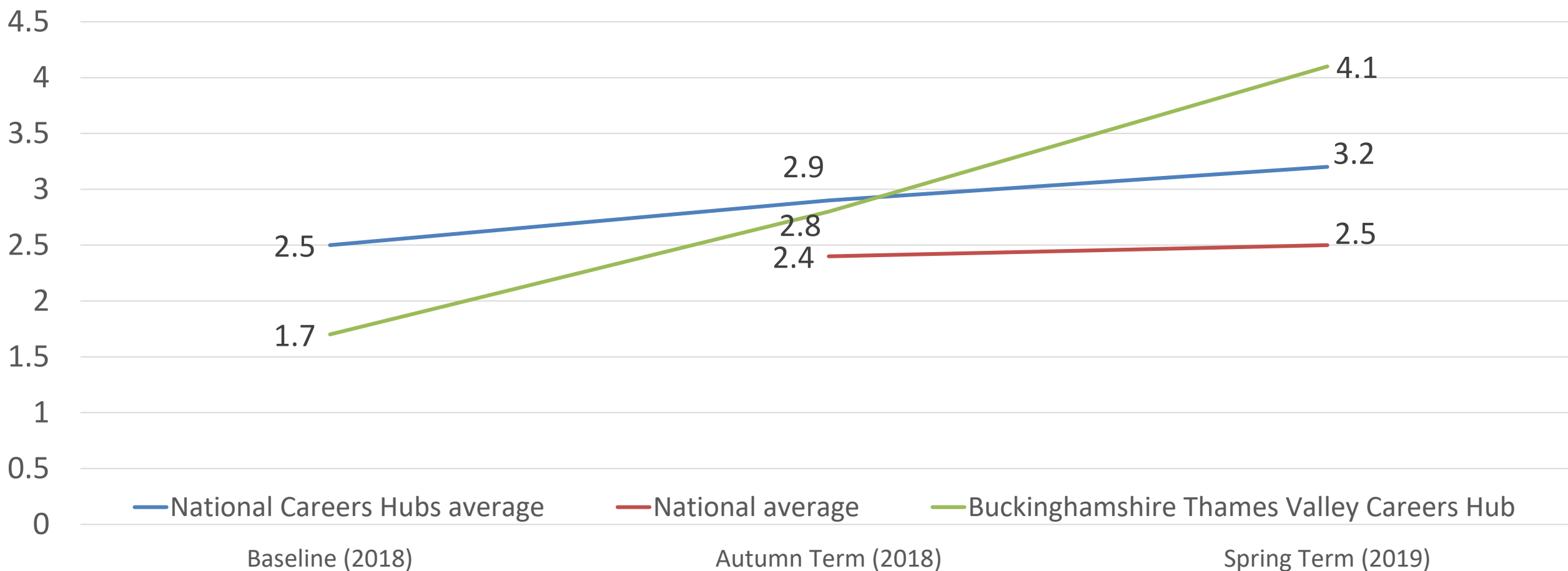
Gatsby Benchmark 7: Encounters with Further and Higher Education



Gatsby Benchmark 8: Careers Guidance



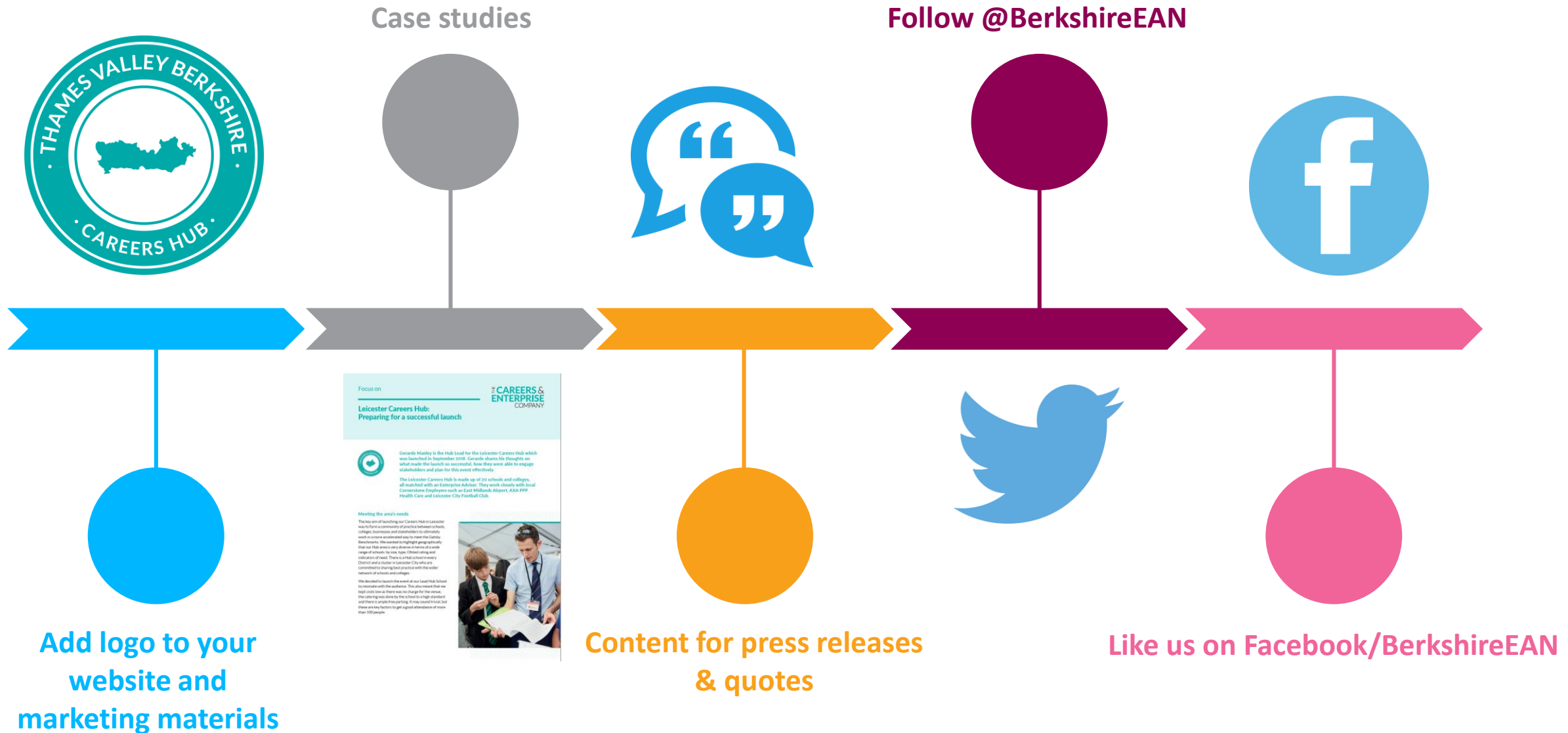
Average number of Benchmarks achieved in Buckinghamshire Thames Valley Careers Hub (out of 8):





Margot Tomkinson-Smith
Communications Manager
Thames Valley Berkshire
LEP


Communications



What can we do ?



- Activities related to the achievement of Gatsby Benchmarks in Hub schools and colleges
- Networking events primarily aimed at Hub schools and colleges
- Steering Group meetings
- Local events to engage schools and employers in the programme
- Training events and materials for Enterprise Advisers or Careers Leaders
- Promotional material and activities

The background image shows the lower half of several people sitting at a wooden table. They are wearing various patterned shirts (red and white checkered, blue and white striped). They are sitting on modern wooden chairs. The floor is dark, and there is a white metal grid structure visible under the table. A large, semi-transparent circular overlay is positioned on the left side of the image, containing the text.

There is no single 'magic bullet' for good career guidance: it is about doing a number of things, identified in our benchmarks, doing them consistently, doing them well and doing them for each and every student.

Sir John Holman



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Action plan

- What are your Benchmarks, what do you need support with in BM2, BM4, BM5, BM6? Ofsted or other support?
- How does this agenda fit in with your schools development plan?
- What impact do you want to have in your school?
- Factor short and long term aims for success
- What incremental activity can you do in term 1

Contact us



THE CAREERS &
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COMPANY

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