

## **Annual D2N2 LEP Careers Strategy Showcase**

Leading careers and skills professionals attended two D2N2 Local Enterprise Partnership events in May in Derbyshire (May 8th) and Nottinghamshire (May 9th).

Delegates attended the events to hear about the importance of a highly skilled workforce to the area's economic prosperity, and how this can be fostered through stronger links between employers and skills and training providers.

### **A word from Rachel Quinn, D2N2 LEP Careers, Employability & Inclusion Manager**

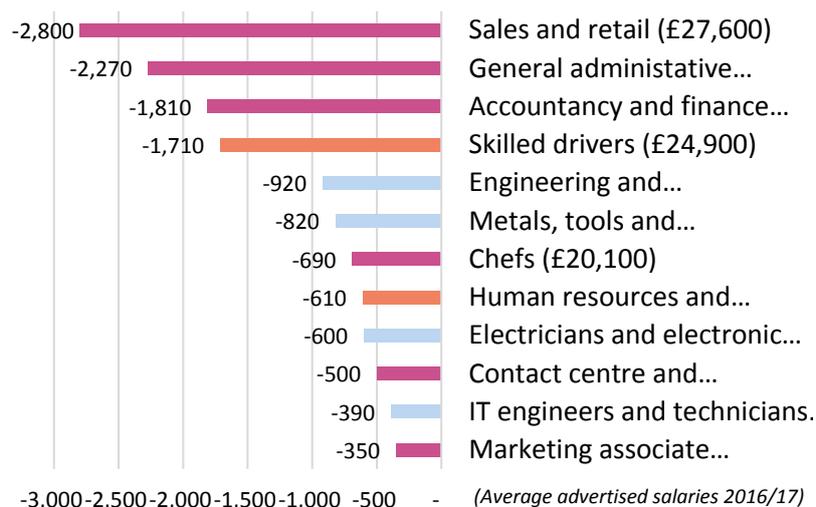


It's been a busy year. The D2N2 Enterprise Co-ordinator team has been strengthened and is now at full capacity. On May 8<sup>th</sup> and 9<sup>th</sup> we had an interesting illustration of how this is impacting across the region when 120 Careers Leaders and Enterprise Advisers from all corners of Derby, Derbyshire, Nottingham and Nottinghamshire met at 2 different events held at Hayes Conference Centre in Swanwick and the Excelsior Suites in Nottingham. It was so encouraging to see colleagues sharing best practice and also concerns. The evaluations suggested both events were received positively. We'll do something similar next year.

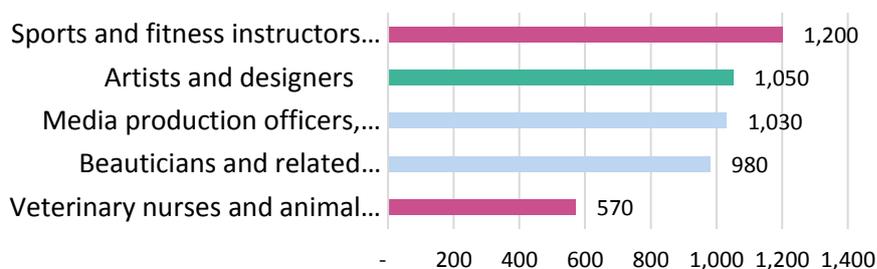
In my welcoming address I focussed upon the need to address the skills shortages which exist in D2N2. There's no hiding from the fact that we need extra numbers to be trained in sales and retail, accounting, driving and engineering and with perhaps less emphasis on sports and fitness, beauticians related activity and animal care - because frankly there aren't enough jobs in these areas.

The numbers of Enterprise Advisers are increasing, OFSTED appear to be more interested in careers education and we have a strong team of Enterprise Co-ordinators. The future is bright. It needs to be. We need to have the best skills force possible in our region.

## Some skills stats .....



## Undersupply of technical courses relative to skills shortage vacancies for technical secondary groups, D2N2, 2016/17



## Oversupply of technical courses relative to skills vacancies for technical secondary groups, D2N2, 2016/17

### The view from the Careers and Enterprise Company

Will Morlidge, Regional Manager of CEC, spoke at both events. Will pointed out that across the country were averaging completion of 2.5 of the Gatsby Benchmarks but in D2N2 it was a bit less at 2.2. However, the gap has closed since last year and with a full team of Enterprise Co-ordinators (EC) it is likely that the region will be at national average figures next year – or possibly beyond.

Feedback from schools was MORE positive about the developing Enterprise Adviser Network (EAN) than the national figures.

#### Feedback from schools

88% schools said their ECs helped improve careers provision (national 79%)

92% schools are satisfied with the support received from their EC (national 85%)

83% said students' employability has improved through the EAN (national 66%)

96% would recommend the EAN to other schools (target 70%)

#### Feedback from Enterprise Advisers

76% of EAs are advising the school/college on careers strategies (national 53%),  
90% are satisfied with the training they received from ECs (national 84%),  
62% of EAs connect schools with other employers (national 53%)

This has to be encouraging for the future as more Enterprise Advisers join the network.

### How OFSTED is changing

Phil Crompton, former Headteacher, MAT CEO and D2N2 LEP Careers Champion for 2018/9, had looked at recent OFSTED reports and found some encouragement. Amanda Spielman's (OFSTED Chief Inspector since 2017) view that examination data should not be quite so dominant seems to be influencing inspections. There are examples of great careers practice being noted and poor practice being highlighted too.

A report on a school in Doncaster in early 2019 said:

“Careers education is strong.

Pupils learn about **vocational** options from key stage 3 onwards. Leaders regularly evaluate the careers education curriculum against **national benchmarks**.

The vast majority of pupils who responded to Ofsted's pupil questionnaire said that the school provides them with information about their next steps.

By the time they are in Year 11, many pupils have a clear idea of **what career they would like to pursue** and how they will do so.”

And a school in Sheffield that seems to have neglected careers education had the following in its report in March 2019:

“Pupils lack opportunities in PSHE curriculum to gain information about the full range of career pathways and apprenticeships to develop employability skills and experience the world of work.”

**And they must concentrate on.....**“Providing an effective careers programme that offers advice, experience and contact with employers to encourage pupils to aspire, make good choices and understand what they need to do to reach and succeed in the career to which they aspire”

Headteachers and Governing Bodies will become increasingly aware of the need to establish effective careers provision as they notice inspectors showing interest and commenting.

## Group work



In small groups, delegates met to discuss impressive practice they knew about before discussing barriers they hoped could be overcome. Healthy conversation and comprehensive notetaking led to the following league tables.

### 5 highlighted pieces of best practice

- Teachers given training to help embed careers in the curriculum
- Careers awareness starting at Year 6 /7 transition
- Recording of activity through SIMS and Unifrog
- Year 11 taken off timetable across 3 schools in a trust – each focussed upon a different pathway
- Setting up a Board of Employers

### 5 frequently mentioned barriers

- Careers Leaders often don't have enough time or enough authority
- Contacts change too often – at schools and at workplaces
- Finding and making good use of Labour Market Information
- Danger of Gatsby Benchmarks becoming just another exercise in ticking boxes
- Overcoming the red tape and time pressure around work experience

## The showcases



Everyone had the chance to see 2 of 3 presentations by schools about the work they were doing with employers. At Hayes we heard from teams from Lees Brook in Derby, Quarrydale in Ashfield and The Holgate School in Hucknall. At Excelsior the Carlton-le-Willows, Farnborough and East Leake Academies explained how their relationships with employers were improving year on year. So impressive. So much gratitude to those who spent the time to prepare and deliver at the event. They even got chocolates.

### **The panel**



Both events ended with a D2N2 version of Question Time (Brexit did not crop up once!). The panel consisted of Rachel Quinn and Will Morlidge at both events. At Hayes the other seats were filled by Education Adviser Claire Talati and Careers Leader Tracy Horton from Shirebrook Academy. At Excelsior the Education Advisor was Clare Garner from the NHS and the Careers Leader was Nicky Brown from Nottingham Academy.

Some questions from the audience and replies from the panel were:

#### **What did you want to be when you were 14?**

Teacher said a non-teacher, a Marine Biologist said the Skills Lead for D2N2, a nurse, a journalist, an officer in the RAF. Amazing how things change. And this led into.

#### **How can we balance the opportunities indicated by LMI with the dreams of young people?**

The answers related to the chances of actually getting a job, the earning potential and reality. Hard edged but if it starts early enough the disappointment will be less and the future brighter.

#### **Any ideas about how careers can fit into an already crowded curriculum?**

Add to initial teacher training, teachers spend time with a different employer, make use of materials on CEC website - there's a lot there, if careers lead is a non-teaching role then support can be provided.

### **How much time does it take to be an effective Enterprise Adviser?**

Regular contact is essential, 1 meeting per half term might be enough when strong relationships have been established, seems to vary, concerns about cancelled meetings. There seems to be a discrepancy between the written expectation of 7 hours a month and what can be delivered in reality. Simple answer is what the school needs balanced against how much time the EA can give.

### **What actually is the role of the EA?**

To help with strategic planning, to provide advice re type of initiatives that work, to offer contacts. But not to operate as a delivery – certainly not until strategy is in place. Meeting the Head and the Governors helpful.

### **What would you like to be different by this time next year?**

Still fully staffed with good Enterprise Co-ordinators, more Gatsby Benchmarks being hit, links with employers sustained, strong EA/ school relationship.

### **How about work experience placements?**

Work placement opportunities are advertised on websites; range and choice of work experience placements are important, not just offsite opportunities but also exposure to variety, work experience brings challenges such as staff resource, safeguarding, appropriate experience; 175 pupils at one school had found 1 week work experience placements

Not possible to list all the questions nor all the responses but suffice to say the participants were so good they earned a mini rose from Asda!

And so....

The evaluations suggested the events were appreciated. The aim was to showcase and share best practice. This seems to have been achieved but there was also a chance to find out how D2N2 sees things and how the Careers and Enterprise Company is supporting – and seeing the developments across – D2N2.

### **Presentations from the events**

[D2N2 Labour Market: Challenges & Opportunities](#)

[Careers & Enterprise Company](#)

[Lees Brook School](#)

[Quarrydale Academy](#) and presentation by their [Enterprise Adviser](#)

[The Holgate School](#)

[Carlton-le-Willows Academy](#)

[Farnborough Academy](#)

[East Leake Academy](#)

THINGS ARE HAPPENING ACROSS D2N2

THE CAREERS &  
ENTERPRISE  
COMPANY

