

Skills for Employment Autumn Update



Welcome to the Autumn edition of Skills for Employment Update where we bring you the latest news on our *Skills for Employment programme*; and highlight the new opportunities for schools and colleges to benefit from future projects. In the Spring edition, I was delighted to announce the County Council would be investing a further £600,000 in the *Skills* programme over the next two years to continue to improve the employability skills of the county's young people, and to help schools and colleges meet the requirements of the new national Careers strategy. As the stories below illustrate, the new phase of the programme is now well underway with 12 grants awarded, and the introduction of new support for Careers Leaders.

We evaluate everything we do and are always on the look out for areas for improvement, or best practice that can be shared. Evaluation for current grant projects is underway and showing some excellent results. Following grants worth a total of £102,000 awarded last year, evaluation completed to date shows that so far more than 6,000 activities were funded and we expect that figure to rise to around 8,000 when all evaluation reports have been received.

10 Skills Challenge grants worth up to £40,000 were awarded to business/education partnerships last year and are now nearly all complete and currently being evaluated. The activities involving Balfour Beatty, HORIBA MIRA, Jaguar Land Rover and Severn Trent are especially pleasing to see, as the development of STEM skills and knowledge are of crucial importance to the career prospects of our young people and the continuing strong growth in the Warwickshire economy. We estimate more than 1,000 additional young people across a dozen schools and colleges have benefitted from these important projects.

Finally, a date for your diary: our annual Skills conference next year will take place on **6 March, from 8-10am at Stoneleigh Park** and I hope to see you there. Details of the conference will be sent to schools and colleges later in the Autumn and will be in the Winter edition of Skills for Employment Update.

I hope you find this latest edition of Skills for Employment Update as interesting and uplifting as I have.

New Capability and Capacity grants awarded.

This new grant was introduced to enable schools and colleges to address the requirements of the new national careers strategy. To be eligible for funding, activity proposed in applications must be sustainable when our funding ends. While the application window is open until 31 October 2018, several applications have been approved since the window opened on 1 June. So far, £3,000 grants have been awarded to: Alcester Grammar School, Avon Valley School, Kingsbury School and Studley High School.

- Activities being funded include: Achievement of the *Quality in Careers* Standard and the level 6 Diploma in Careers Guidance and Development.
- Training a range of staff on the requirements of the new Careers Strategy.
- Purchasing equipment and resources that can be used in careers hubs for several years.
- Engaging additional, long-term business partners to provide increased encounters with pupils.

If you would like to apply for this funding, the guidance and application form for the grant are available here: <https://www.warwickshire.gov.uk/sfelatestnews>

A summary of grants and activity funded by the £1.5 million awarded 2015-17 is here: http://edrm/REGED/_layouts/DocIdRedir.aspx?ID=WCCC-688-346

This summary does not include the Capability and Capacity grants currently being awarded for the 2018/19 academic year.

Support for Careers Leaders

Over the next 2 years *Skills for Employment* will be providing a range of new support to enable schools and colleges to meet the requirements of the new national Careers Strategy. Building on the success of the Careers Strategy Development Day in July, attended by 20 schools and colleges, we ran a workshop on Careers in the Curriculum on 3 October.



Careers Leaders discussing approaches to integrating careers in the curriculum at the Careers in the Curriculum workshop.

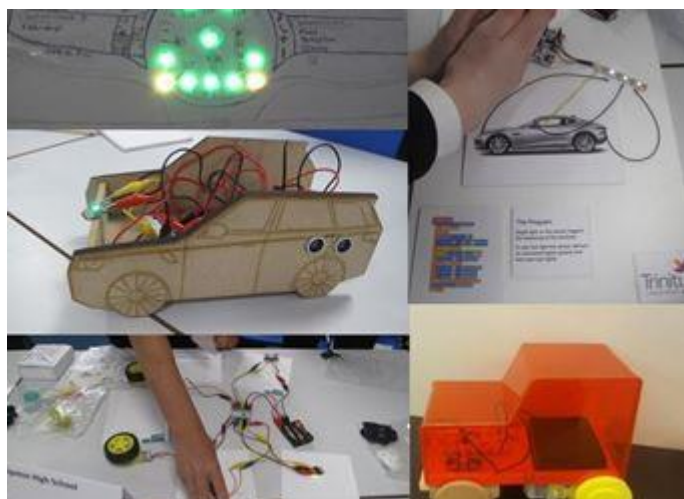
Local expert, David Wallace, Careers Manager at Stratford-on-Avon School, led the event providing advice and sharing his experience of successful approaches to meeting Gatsby Benchmark 4, which is one of the new national requirements. 90% of evaluation forms received from delegates rated the workshop “Very helpful” and the Careers Leaders said they had learned new approaches they would be able to introduce.

Finding out David Wallace is moving to a new post at a school in Suffolk later this month, *Skills for Employment Manager*, Glenn Robinson said: “David will be a big loss to the county as he’s provided strong leadership for other schools on the careers agenda as running this workshop demonstrates”.

If you’d like to find more, head over to the new Careers Leader Resources area on the *Skills for Employment* website. It includes key advisory reports from the national Careers & Enterprise Company and an exemplar role description for a Careers Leader which can be accessed here: <https://www.warwickshire.gov.uk/sferesources>

Skills Challenge Grant: Schools work on future cars and responsible use of water

Trinity Catholic School in Leamington Spa was one of 5 schools working with Jaguar Land Rover on a project funded by a £38,508 *Skills Challenge* grant awarded to the Design & Technology Association (DTA). It provided Year 8 and 9 pupils with the opportunity to investigate the application for microprocessors within cars of the future and provides them with the skills to make use of programmable control. Pupils interacted with apprentices from JLR who joined in lessons to give advice on the pupils' designs and share their experiences of working at JLR.



Model designs produced by pupils on the JLR-led project

Simon Hill, Head of Design & Technology, at Trinity Catholic School said “This project has allowed us to work together to find out much more about automotive systems. Students had to research and think of creative ideas, and then work to find out how they could be realised. In the process we have had to think about organising teams, how we can work best as a team, planning research and solving difficult technical questions.”

Other schools that benefitted were: Rugby Free Secondary School, Shipston High School, Stratford Girls Grammar School and Stratford-on-Avon School. The project was jump-started with a training session for Design & Technology teachers to help them introduce and lead the project in their schools.

In a parallel strand of the *Skills Challenge* project, Severn Trent worked with Ashlawn, Aylesford, Nicholas Chamberlaine and St Benedict's Catholic schools on a challenge to design a portable display to promote responsible use of water and highlight environmental issues. Schools designed and made displays that were interactive, used water and were suitable for use at exhibitions and displays to inform a range of visitors in a variety of locations.

The Design & Technology Association (D&T) is keen to continue to support schools and has a range of support available including PowerPoint presentations, which can be used for: internal staff training, year group assemblies and D&T lessons. There is also a resource pack including posters, infographics and leaflets, which can be used for open evenings, options evenings, careers assemblies and student mentoring sessions.

The D&T can also provide links to existing high-quality careers material, case study and video produced by leading organisations including the IET and Tomorrow's Engineers. D&T can also provide bespoke training sessions for careers leaders, teachers within the Design and Technology department, and senior leadership teams.

For further details, please contact: emma.watson@data.org.uk

Balfour Beatty Employability Workshops inspires Charlie

In July, ten employees from Balfour Beatty conducted a series of Employability improvements workshops for the 270 Year 10 students at Myton School in Leamington Spa. They consisted of skill sessions about CV writing, public speaking and presentations, interview preparation and group task working – all skills that are required when progressing through Further Education or when trying to obtain a job.

One student, Charlie Kent, was interested in a career in construction. After attending the Employability improvement workshops, Charlie got into contact with Balfour Beatty asking about the possibility of work experience out on site. Through communication with the Balfour Beatty Vinci (BBV) HS2 Project Team, he was able to experience a week of life on a construction project in August and also see the civil works currently on the go.



Myton School student Charlie on site during his week with the Balfour Beatty Vinci HS2 Project Team.

After completing the week, Charlie said: “I really enjoyed my week with BBV because I was able to see the works currently taking place on site on HS2. My highlight of the week was seeing the drilling rigs working in the fields and being able to spend time on site out of the office! This week has confirmed I would like a career in civil engineering in a site based role. Hopefully once I complete my GCSE’s I will be able to do an engineering apprenticeship with BBV and be a part of HS2”.

25 Work Experience placements at HORIBA MIRA

Another Skills Challenge project started to make a major impact this year. HORIBA MIRA was awarded a grant of £36,000 to increase its work experience and STEM offer; working with local schools and colleges to offer focused placements that align with future job opportunities at the company, and other businesses on the MIRA Technology Park.

Over the summer, 25 work experience placements were provided for pupils drawn from all the secondary schools in Nuneaton, two schools in Rugby, and North Warwickshire and South Leicestershire College.

The programme offered the opportunity for young people to make the application themselves, which not only provided good experience of making an application, but also ensured they were clear about why they were applying and what they aimed to

get out of the work experience. HORIBA MIRA is keen to focus on young people with a genuine ambition to pursue a career at the company or in engineering.

The process for making applications was communicated to careers contacts in all schools earlier this year and will be repeated in future as the work experience programme grows. All opportunities are advertised on its recruitment platform (<https://advanced.advorto.com/HoribaMira/Search.aspx>) where work experience is listed as a contract type.

Situated on the county's northern border, HORIBA MIRA was also able to offer work experience placements to several young people from Leicestershire and Coventry, including a university student, as the company seeks to develop its recruitment pipeline widely in the region.

HORIBA MIRA has the vision 'that by 2025 every journey in the world will be positively influenced by us.'

Torin Spence, MIRA Technology Park Skills Manager said: "We recognise that in order to fulfil our vision we need to ensure a pipeline of future talent into the industry, we need enthusiastic young people bringing their drive and passions to join us and so we understand the importance as an employer of supporting our schools to provide the education and aspirations to our future workforce".

He added: "The Skills Challenge grant enabled us to put in place a new process for work experience, adding value to both the student and the business. Importantly, the work funded by the grant to make it happen has been justified to the business, meaning it will continue beyond the grant and is now part of our Future Talent offer."

HORIBA MIRA is a global provider of pioneering engineering, research and test services to the automotive, defence, aerospace and rail sectors. With over 70 years' experience in developing some of the world's most iconic vehicles, its engineers utilise the latest test facilities and simulation tools to make vehicles and journeys safer, cleaner, more efficient and rewarding.