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**Report to:** Employment and Skills Panel

**Date:** 2 March 2018

**Subject:** **National Careers Strategy**

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## **1 Purpose of this report**

- 1.1 The purpose of this report is to update Panel members on the National Careers Strategy and what this means for the Leeds City Region and provide information regarding the Skills Advisory Panel pilot.

## **2 Information**

- 2.1 The Government's Careers Strategy was published on 4 December 2017. The strategy stresses the important links to Industrial Strategy and the new technical routes, and that having clear routes and information (including labour market information) is vital to helping career choices and ensuring the country has the right skills for the future.
- 2.2 The strategy should be welcomed, as it seeks to put in place access to advice for all ages and backgrounds, bringing together all the different elements of the careers system. It sets out ambitions and plans to expand the quality and quantity of provision. Not everything will be in place straight away so it remains to be seen how successful implementation is.
- 2.3 The key aspect for many will be the adoption of the eight Gatsby Career Benchmarks of good practice<sup>1</sup>. The Gatsby Foundation benchmarks play a central role in delivery of the careers and enterprise provision envisaged in the strategy. These have been widely endorsed and the Government expects all schools and colleges to use them, with Ofsted on hand to scrutinise.

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<sup>1</sup> A stable careers programme; Learning from career and labour market information; Addressing the needs of each pupil; Linking curriculum learning to careers; Encounters with employers and employees; Experiences of workplaces; Encounters with further and higher education; Personal guidance.

- 2.4 The strategy includes £5 million for developing 20 career hubs in disadvantaged areas and £4 million for a careers leader in every school and college in the country. This will be led by the Careers and Enterprise Company (CEC) and launched by September 2018.
- 2.5 The 20 careers hubs will be developed in the areas of the country most in need and will link schools and colleges with local universities and employers to help broaden pupils' horizons. These will be supported by a coordinator from the CEC.
- 2.6 The £4 million is to ensure that every school and college has a dedicated careers leader in place by the start of the new academic year, who can give advice on the best training routes and up-to-date job information on the jobs market and help young people make decisions about their future. This emphasis on the importance and quality of labour market information is welcome, the Leeds City Region has long recognised the importance of labour market information in this area.
- 2.7 In addition £5 million will be available in the form of an investment fund launched by the CEC to support the most disadvantaged pupils. "To target more support on those who need it most, the government will invest £5 million during 2018 in a new round of the CEC's investment fund. This will help disadvantaged pupils to get the additional support they need to prepare for work, including opportunities for mentoring and guidance."
- 2.8 Schools and colleges will be expected to publish details of their careers programme for young people and their parents by September 2018 (School Information Regulations will be amended), when Ofsted will also have to comment in college inspection reports on the careers guidance provided to young people. A named careers leader should lead the careers programme in every school and college by September 2018.
- 2.9 Secondary schools should offer every young person at least seven encounters with employers during their education, with at least one each year from years 7-13.
- 2.10 Government will also be testing what careers activities are appropriate and work well in primary schools, providing £2 million for new programmes or expanding current ones.
- 2.11 The CEC will have an expanded role to support schools and colleges. The strategy outlines plans to allow all colleges to access an enterprise advisor by 2020.
- 2.12 The National Careers Service will provide specialist advice for adults who need it most, including the long-term unemployed and those with additional needs, and will also have an updated 'one-stop shop' website. This new website, to be launched by the National Careers Service this year, will bring together careers information to support people at the start of their careers or who want to retrain or upskill.

- 2.13 There will be a new strategy for the communication of T Levels for parents, teachers, students and careers professionals – the date for this has not been announced.

### **Key opportunities for the region**

- 2.14 The potential key opportunities for the region are:
- Confirmation that schools must give providers of technical education and apprenticeships the opportunity to talk to all pupils about jobs and courses they offer.
  - The new investment fund of £5 million to support the most disadvantaged pupils
  - The 20 “careers hubs” to be funded by government and supported by a coordinator from the CEC. Hub activities will be focused on groups of young people and areas most in need of targeted support, to help deliver improvements in social mobility.
  - Careers Leaders training funded for 500 schools and colleges.
  - All schools and colleges will have access to an Enterprise Adviser.
  - The CEC will work with LEPs to help Enterprise Coordinators in those areas with lowest uptake of STEM qualifications to make sure that STEM encounters are built into careers and enterprise plans.
  - Government will work closely with combined authorities to trial approaches that ensure local priorities directly inform the provision of careers advice.
  - Analysis of skills needs from Skills Advisory Panels (Leeds City Region is included in the phase one roll out of Skills Advisory Panels) will be used to inform support provided by careers leaders in schools and colleges.
- 2.15 The Careers and Enterprise Company will be publishing a full implementation plan in March. The Combined Authority will monitor developments to ensure that we engage with emerging opportunities as soon as arrangements become clear.
- 2.16 At this moment, the area with the least clarity is what will the careers hubs look like and how will they operate. The Combined Authority is already working with DfE as a pilot area for the Career Learning Pilot and the Skills Advisory Panels. The careers hub could be the missing link in all of this, helping to put the information gained through Skills Advisory Panels into action and testing a fully joined up approach. The policy and strategy team and the employment and skills team think that local enterprise partnerships must be part of the design and want to lead delivery in the City Region and test the model – this is core Leeds City Region Enterprise Partnership territory in terms of labour market information being put to effective use.

### **Future Developments - Skills Advisory Panels**

- 2.17 Skills Advisory Panels were first mentioned in the Conservative Manifesto and then further developed by Department for Education (DfE). They are being tested and rolled out in stages, the first seven areas are West Midlands,

Greater Manchester, Lancashire, Leeds City Region, Greater Lincolnshire, Thames Valley Berkshire, Cornwall & Isles of Scilly.

- 2.18 They are part of the Government's ambition to work closely with local areas on meeting existing and emerging national and local skills needs. DfE want to look at what provision there is in terms of advisory panels/boards across different areas, look at what works and the information that is used. The aim is for areas to produce analysis that both local areas, and central government can use.
- 2.19 DfE want the analysis to look at:
- Demand: What skills are in demand in the labour market now and in the future. This is to inform decisions locally (e.g. what courses providers offer or what careers advisors recommend) and to identify trends nationally.
  - Skills issues: Whether the skills system is adequately meeting local demand or whether there are persistent problems that may require a policy response – e.g. skills shortages, weak skills demand. This is to inform both local and national policy.
- 2.20 The City Region has an effective Employment and Skills Panel, and produces detailed labour market information – DfE recognises this. This presents an opportunity to raise our regional profile within DfE and further the case on how local labour market information can lead to local interventions to address skills shortages in key areas.
- 2.21 Officers are currently in discussion with DfE on the best way to design the process and analysis.

### **3 Financial Implications**

- 3.1 There are no financial implications directly arising from this report.

### **4 Legal Implications**

- 4.1 There are no legal implications directly arising from this report.

### **5 Staffing Implications**

- 5.1 There are no staffing implications directly arising from this report.

### **6 External Consultees**

- 6.1 No external consultations have been undertaken.

### **7 Recommendations**

- 7.1 That Panel members:

- note the key points from the Careers Strategy and the opportunities for the region;
- give their views on what would make a successful careers hub to enable officers to respond to any proposals put forward by the CEC;
- note the information regarding the Skills Advisory Panel and consider what additional labour market information would be beneficial.

## **8 Background Documents**

None.

## **9 Appendices**

None.