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**Report to:** Employment and Skills Panel

**Date:** 30 May 2019

**Subject:** **Careers policy statement**

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## **1. Purpose of this report**

- 1.1 To seek comments from the Panel on the draft policy statement on All Age Careers Education, Information, Advice and Guidance.
- 1.2 To seek approval for the policy statement from the Panel.

## **2. Information**

### **Employment and Skills Plan Policy Statements**

- 2.1 At the September 2018 meeting of the Employment and Skills Panel it was agreed that the refreshed Employment and Skills Plan will consist of thematic policy statements, each of which will be separately developed and approved by the Panel.
- 2.2 The statements will ultimately be presented via an online resource (currently under development) that will incorporate the LEP's entire policy framework. This will provide a more agile and flexible system which will be easier to update and will be accessible to the public.
- 2.3 Two policy statements have been approved by the Panel to date, relating to higher level skills and apprenticeships.

### **Careers policy**

- 2.4 A topic insight workshop on careers was run at the November 2018 meeting of the Panel. This provided an overview of the key issues surrounding careers in the Leeds City Region and was followed by a discussion by the Panel, focusing on potential practical responses and the key elements of a policy position for the Leeds City Region.

- 2.5 Two workshops have been run (in October and March 2018) to develop citizen personas. Personas map individuals' pathways through the skills system and help to identify where the current system fails certain groups/individuals, providing an input into policy development. Although this is work in progress, the personas have already highlighted a number of learning points for careers policy.
- 2.6 As a follow-up to the topic insight session on skills obsolescence at the September meeting of the Employment and Skills Panel, an agile squad workshop was held (November 2018) to explore issues around the future of entry level jobs. This session also adopted a persona approach to identify the key issues facing workers in entry level occupations arising out of automation and other changes in the labour market and to highlight ways in which the skills system should be improved to address their needs. A number of conclusions arose from the workshop that have implications for careers policy and delivery, including:
- The need for careers advice that takes account of the opportunities available in the local labour market and which is based on up to date intelligence.
  - The growing importance of careers advice for employed individuals
  - The importance of face-to-face guidance and support.
- 2.7 The Future-Ready Skills Commission, chaired by Councillor Hinchcliffe, has careers information and inspiration as one of its three key themes, along with technical education and training and workforce skills. The Commission's future recommendations are expected to be relevant to thinking around local careers support. They will be considered by the Panel as they become available and incorporated into our policy-making as appropriate.
- 2.8 Comments from Local Authority Officers were sought, with the feedback incorporated into the statement where appropriate. The comments also indicated areas for further consideration across the skills landscape, and will feed into both the Skills Commission and future delivery around this policy:
- The need for career information and inspiration to be available at each and every life stage from primary school age to adults.
  - The importance of the availability of impartial careers advice for all ages.
  - The need to do more to with FE and HE to support productivity and issues with underemployment.
- 2.9 A draft policy statement on careers has been developed, taking into account the outcomes of the topic insight session and the additional work on personas described above. The draft statement is included at the appendix to this paper for comment and approval.

### **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, work will be completed within current staffing structures.

#### **6. External Consultees**

6.1 No external consultations have been undertaken.

#### **7. Recommendations**

7.1 That Employment and Skills Panel Members:

- Comment on and approve the draft policy statement on careers.

#### **8. Background Documents**

None.

#### **9. Appendices**

Appendix 1 – Draft Policy Statement on Careers.