

Meeting of:	Date	Ward(s)
Children's Services Scrutiny Committee	28 February 2017	All
Delete as appropriate		Non-exempt

SUBJECT: Post-16 Education, Employment and Training: Witness Evidence Islington Schools/College Careers Cluster

1. Background

- 1.1 Careers Clusters were identified as a priority in the report "*London Ambitions: Shaping a successful careers offer for all Londoners*¹". The programme was developed by the London LEP with this report in mind. There are 12 clusters across London. The aim of the clusters is "to improve the labour market relevance of learning by supporting schools and college leaders in their development and implementation of a whole school approach to delivering high quality careers guidance and a careers curriculum." (ESIF Specification, p.3). The clusters are pilot projects and are meant to aid learning and trial innovative ways of delivering employer led careers education. They are also meant to ensure that when the cluster is completed, schools have developed a careers strategy that they are able to deliver. Targets for demonstrating the efficacy of the interventions form part of the contract.
- 1.2 The clusters are funded through the European Social Investment Fund and the Skills Funding Agency (ESIF/SFA) until March 2018.
- 1.3 Westminster Kingsway, City and Islington College (WKCIC) partnered with the council (iWork Youth Employment, Progress Team and Schools Improvement Team) to bid for the Careers Cluster contract, with WKCIC as the prime contractor. The contract was awarded in July 2016, while schools were on holiday, so work on the cluster began in September 2016. WKCIC have subcontracted out a significant part of the contract to the council and it is being delivered by the iWork Youth Employment Team and the Progress Team's Career Education, Advice and Guidance (CEIAG) Specialist.
- 1.4 The cluster is an exciting opportunity to further improve the careers offer in Islington, in line with the ambitions of the Employment Commission. It should also improve partnership working both within the council and with schools, WKCIC, external partners and employers, to ensure the best delivery of careers education in Islington secondary schools and the college.

2. The Islington Careers Cluster – ESIF/SFA requirements

- 2.1 ESIF/SFA required a minimum of 5 schools and 1 college to form part of the cluster. The Islington cluster has 9 schools together with WKCIC. Service Level Agreements had to be signed by the

¹ London Ambitions: Shaping a successful careers offer for all Londoners
https://www.london.gov.uk/sites/default/files/shaping_report_interim_19_june_sp.pdf

schools and submitted by the end of September to ESIF/SFA to ensure they could be included. Two schools missed this deadline; however findings from the pilot will be shared with the schools that are not part of the cluster. These schools continue to receive support through both the iWork Youth Employment and Progress Teams through traded services. Cluster membership includes: Saint Aloysius; Mount Carmel; Holloway; Samuel Rhodes; Elizabeth Garratt Anderson; Central Foundation; COLAi; Highbury Fields; St Mary Magdelene Academy and City and Islington College.

- 2.2 The cluster has to engage with 18 employers and Higher Education Institutes (HEI's). The following businesses and HEI's are part of the cluster: Arsenal in the Community; Green and Fortune; Berkeley Homes; Mears; Grant Thornton; Camden and Islington NHS Foundation Trust; London Fire Brigade; Step Ahead; Ticketmaster; Arriva; Institute of Physics; Almeida Theatre; Park Theatre; GLL; Slaughter and May; The Big Alliance; City University and the London Metropolitan University.

The pilot must ensure that there is sustained employer/HE activities in schools by identifying and supporting appropriate employer engagement for each institution. We must demonstrate an increase in the numbers of employers and HEI's engaged with schools/colleges. Employers will support the delivery of CPD (continuing professional development) for teachers to empower them to deliver employer led careers education. We are also required explore the use of technology to increase engagement of HEI/Employers in schools.

Employer activity must be sustained for 26 weeks and all employers have signed an agreement to this effect. Employers will also endorse the careers strategies that must be developed for each school.

- 2.3 The pilot must also support school and college leaders to:
- Design a high quality careers guidance offer and a business informed curriculum
 - Develop strategies informed by local LMI and destination data
 - Share innovative practice across the cluster with all the schools and the college
- 2.4 The programme must consider 'current and future social economic indicators including LMI' and a 'comprehensive understanding' of the local employment market. WKCIC will provide a range of LMI data for the cluster. This will enable the cluster to use this data to inform the curriculum and understand the range of job opportunities available in specific subject areas
- 2.5 The council will work with school and college staff to support them to:
- Develop their understanding of employability skills and integrate them into the curriculum
 - Bring the employers into the school and build sustainable employer relationships
 - Understand why businesses want to work with schools
 - Increase awareness and analysis of destination data
- 2.6 Each school is required to have a Training Needs Analysis (TNA) and these individual training needs analysis will inform the development of a cluster wide TNA. The TNA for each school as well as the master TNA for the cluster have been completed
- 2.7 By March 2018 schools should have a sustainable careers offer that is relevant for their pupils, with teachers having received high quality CPD around careers education, and strong business links being developed further for participating schools.
- 2.8 The college will use some of the funding to support the schools to develop careers resources they can access once the cluster is finished.
- 2.9 Good practice and progress will be shared at termly cluster meetings, all schools and the college are required to attend these meetings with at least one employer in attendance.
- 2.10 We are also required to match young people to the Youth Talent Programme (another ESIF/SFA strand) who will support young people into work placements and internships. There are some risks associated with this outcome because the contract for delivering the placements sits with Seetec, who are currently struggling to broker paid internships.

2.11 Key performance indicators and outputs are:

Description	Contract outputs
Cluster established (minimum of 6 schools)	1
Production of full cluster training needs analysis	1
Engagement with Businesses/HEI's	18
Businesses/HEI's completing 26 weeks engagement	18
Pupils participating in employer/HEI activity delivered through the pilots	720
Teachers supported in CPD	150
Pupils to be referred to Youth Talent programme for work	300
Careers and employer engagement support for cluster schools and colleges – termly meetings	x 6
Work placement and internships programmes delivered - termly referrals	x 6
Production of an employer endorsed careers guidance strategy for each cluster school and college	x 1
Production of final report and cluster sustainability plan	x 1

2.12 Key unpaid outputs / outcomes are:

- Production and approval of a Theory of Change model to quantify outcomes
- Individual training needs analysis for all school/colleges
- LMI data fit for school use
- Increase in the number of YP entering Sixth Form or College
- Increase the number of YP entering university including Top Universities
- Increase the number of YP taking up an apprenticeship, traineeship or Internship
- Increase in employers' confidence in YP employability skills
- Increase in teachers' confidence of delivering careers support and knowledge of the labour market

3. Careers Clusters Activity to date

- 3.1 WKCIC, the council and partners all contributed to writing a Theory of Change. This has been submitted and identifies the outcomes the cluster will achieve. The document is at Appendix 1.
- 3.2 A Project Manager has been recruited to the iWork Youth Employment team. She is responsible for ensuring the council delivers the aspects of the cluster that the council has been contracted to provide and is working with schools, the college, employers and colleagues across the council to ensure the programme is well co-ordinated and meets all the required deadlines. A Project Officer has also been recruited to support the delivery of the programme.
- 3.3 iWork Youth Employment and iWork for Business have engaged with 21 businesses and 2 Higher Education Institutes. 16 of these are the primary employers, a further 5 will support the delivery of the cluster. An employers' cluster meeting has been held to induct the employers into the cluster.
- 3.4 The first cluster meeting was held where schools looked at potential models for delivery in advance of their Training Needs Analysis to support them to identify their needs. Berkeley Homes attended as an employer.
- 3.5 The CEIAG Specialist in partnership with the schools has completed 10 individual Training Needs Analysis in line with the London Ambitions Report and the Gatsby Benchmark (eight benchmarks that identify different dimensions of good career guidance).² These identify various careers education needs and the growth sectors that the schools will require employer engagement support with.

² Good Careers Guidance, Gatsby

- 3.6 A full cluster Training Needs Analysis has also been completed and this shows the needs across the whole cluster and will inform the programme delivery.
- 3.7 Meetings have been planned with each school and the college to follow up on the Training Needs Analysis and begin to develop their individual careers strategies.
- 3.8 Those schools signed up to the cluster have been offered fully funded Present Yourself Days (employer led employability days) for the life of the project in order to extend the reach of these highly successful days.
- 3.8 The contract began in September and schools activity began in the latter half of the Autumn term. This was delayed in order to complete schools Training Needs Analysis to ensure delivery fitted with the needs identified. Some of the issues identified from each school's Training Needs Analysis are being examined to ascertain the resources that can be offered in order to address the gaps identified. Since then we have delivered:
- Three 'Apprenticeship Awareness Assemblies' delivered by the Youth Employment Officer. Cluster employers including Mears (Construction) and the London Fire Brigade supported the delivery of information session to around 300 14/15 year olds on the range of apprenticeships available, entry requirements and the roles and responsibilities of an apprentice working within these organisations.
 - 2 Present Yourself Days with support from a number of employers, including Mears and Breyer from the cluster.
- 3.9 Teachers CPD:
- Ten year 10 teachers have received training from the CEIAG Specialist in 'Initial Conversations with Students' session. This included training on discussing career choices with students and how to motivate, guide and support students who are unsure of what they would like to do as a career.
 - The iWork Youth Youth Engagement Officer delivered 2 CPD sessions to around 35 teachers in schools, helping to raise awareness of the current legislation around apprenticeships, as well as ways in which teachers can ensure that students are choosing the right apprenticeship, with the right provider.

4. Future Plans

- 4.1 The following school activities are being finalised:
- Targeted sessions for students interested in specific apprenticeships
 - Employer led employability skills for students
 - Work experience placements
 - Undergraduate mentoring from University College London, the Institute of Physics and London Metropolitan University. The undergraduates will support school students with homework, preparation for college and university, as well as introducing them to some of the topics that they are studying at university.
 - 'Employer Meet School' round table event where 10 employers and schools' staff (careers teachers, subject teachers etc.) will discuss how teachers can prepare students for the workplace, what employers are seeking in young people, when they start working for their organisation and a general discussion regarding the available apprenticeship/work experience

The following ideas are being explored:

- University tours in the process
- Employer taster days with a view to introducing Saturday jobs in some cases
- Theatre workshops to support students to 'think on their feet', teachers will be involved with a view to developing skills to deliver the workshops

- Industrial placements for teachers are being sourced
- Employers working with specific subject teachers on enriching the curriculum they teach

4.2 Careers Strategies for each school will be completed by June 2017. The careers strategies for each school will be informed by the outcomes of the Training Needs Analysis.

5. Measures of Success

5.1 We will be measuring success through both quantitative and qualitative data.

Quantitative data: For each school ESIF/SFA expect the cluster to demonstrate an increase in numbers going to university, accessing apprenticeships and a reduction in NEET figures (See 2.12). Considering this is a pilot project and the life of the project is less than 2 academic years we anticipate these numbers to be small, but to successfully demonstrate that targeted specialist careers support to teachers, as well as employer-led careers education and support to teachers does have a positive impact on destination.

Qualitative data: Each event will be measured using 'before' and 'after' questionnaires for teachers and students to demonstrate how useful participants found the events, as well as an increase in knowledge and/or change in attitude.

5.2 The council will write an evaluation on the aspects of the programme it has delivered. A full evaluation will be written by the college.

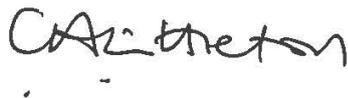
Appendices:

- Appendix 1: Theory of Change document
- Appendix 2: Presentation to be delivered at the meeting

Background Papers: None

Final report clearance:

Signed by:



16 February 2017

Corporate Director of Children's Services

Date

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