



Investing in the workforce of tomorrow.

Executive summary

This report has been drawn up by the Humber Education Business Partnership following a meeting we had regarding forming connections between the Skills strand of the RGF and the Schools. It was felt that there was a gap in the provision of information between industry and the education and that HEB were trying to fill without any funding.

This report is therefore being brought to the Board in recognition that our young people play an integral role in developing the economy. Humber EBP would like the Board to consider the attached proposal that offers to provide a programme of interventions aimed at disseminating information regarding the Green Economy and what it means in terms of career opportunities into schools targeting students, teachers and parents.

Presently the Humber EBP are not a core funded body and therefore have to make a charge for the valuable work they do. This in turn means that some students and teachers never get the chance to learn about industry and what it might mean to them. By drawing on the RGF fund it would enable the Humber EBP to promote the opportunities being made available in the local area on a level playing field. This in our opinion would be a valuable piece of work forming a lead into the existing skills strand of the Green Port RGF programme.

The total funding required would be £156,250 over 2 years that would come initially from the Skills Strand funding and latterly from the interest accrued from the RGF fund.

Investing in the Workforce of Tomorrow

Introduction

Information about career opportunities for students is often influenced by awareness of teaching staff, parents and peer pressure, knowledge of work being gained from the media or personal experience (or lack of experience). Wherever students are educated the profile of the local economy will differ but we should not limit aspirations by what is around the corner, we need their education to be local, regional, national and global. It is also important that we raise awareness of progression and career pathways as varied and accommodating to different learning models.

In the Humber Sub region whilst we have many students wishing to access Further Education some may wish to do so through academic learning whilst others will prefer a more vocational route through Apprenticeships.

Many young people may become disengaged as a result of the structure of formal education but still have skills and abilities which can lead to progression to higher level qualifications.

The Humber Education Business Partnership

The Humber Education Business Partnership (EBP) was established in 2001 to coordinate links and activities between education and businesses across the Humber Sub Region. Grant funding was made available by the Government through the DFE (Department for Education) to ensure that all pre 16 students had access to work experience and curriculum enhancement activities aimed at helping them to develop skills for the workplace. Local programmes have been developed to link education activities with information relating to the changing local economy to ensure that students and teaching staff from across the sub region are aware of local, regional, national and global opportunities.

Due to Government changes in priorities and cuts in the economy, the grant for education business link activities was cut in March 2011. This resulted in a reduction in the offer that the Humber EBP could make and we now provide a traded service based on income generated from schools, employers and local grants.

We have found that although our services are reduced they are well respected and recognised as being relevant to economic growth and of high quality. We continue to have the endorsement of the Local Authorities and although providing a service across the Humber Sub Region for work experience, other enhancement activity tends to be focussed in Hull and the East Riding.

Our aim is to provide students in education with a range of enhancement experiences which will assist them in developing:

- Employability skills through activities such as work experience, mentoring, active engagement with business, mock interviews etc
- An awareness of training and development post 16 including a range of progression routes through LMI information and sessions

- Research skills to source information for themselves
- Awareness of the importance of gaining qualifications and the application of curriculum subjects
- An awareness of the local and regional economy and its implications for career progression.

Key targets will be to raise awareness of Apprenticeships, Progression to Higher Level Qualifications, Career Opportunities and Skills for employment. Much of this will highlight the importance of Science, Technology, Engineering and Maths (STEM).

How do we influence thinking?

We need to broaden the experience of those influencing career aspirations of the future workforce. This can be achieved in a number of ways, however, we do need to ensure that the messages are consistent to all by delivery partners.

- The provision of Labour Market Information accessible to students, teaching staff and parents through the LMI website, updates and information sessions.
- Enhancement days for students through which they can research and explore career opportunities. The initial model to focus on renewables and the supply chain. Our vision would be to develop this approach to include all employment sectors.
- Through a suite of lesson plans for Maths, English, Science and Technology using business and industry as a context for learning
- Through career aspiration and employability conference days to help students to develop key employability skills valued by employers
- By using the Employability Charter website to communicate, share and network ideas.

The Humber EBP is well positioned to develop the future workforce of the Humber Sub Region having strong links with 58 educational establishments at Secondary School level and above and over 7,000 employers. We also have significant engagement at the Primary School phase.

In making this proposal we hope that we can influence the use of RGF funding to invest in pre 16 outcomes and outputs to increase awareness and opportunities of our work based, economy, progression routes to sustainable employment opportunities.

Outputs and outcomes
Year One

Proposed Activity	Outputs/Outcomes	RGF	Matched in kind
Teaching staff in all Hull and East Riding Secondary Schools to have access to sources of labour market information (LMI). Including ongoing development of LMI resources.	31 schools have access to information for use by all teaching staff. Average pupil access based on historical data 17,900 per year	£8,500	
Local Economy Presentations developed for use with pupils, teaching staff and for use at parents' evenings.	20 delivered in schools. 3 LMI Sector Specific CPD opportunities for teaching staff and students	£10,000	Approx: £2,000
Curriculum Enhancement Days 'Job Hunt Days' developed and provided, including preparation of prototype and recruitment of business support.	Minimum 5 schools	£10,000	£10,000
Lesson Plans developed for each of Maths, English, Science and Technology to influence student performance and perceptions, particularly relating to the local economy. Teacher assessment of students, particularly on students at risk of becoming, (NEET).	8 lesson plans 4 schools 8 businesses 240 students benefitting	£5,000	£2,000
The provision of one careers focussed event for Y10 pupils outlining key employability skills and competencies, qualifications and progression routes.	10 Schools within the first year. 100 students	£15,000	£2,000
Careers / sector days which are open to schools and NEET young people. These days will provide a mixture of sector based career planning supported by the private sector and education planning supported by local Colleges, universities and training providers.	3 events 1,000 students minimum, 40 Providers, 30 businesses	£30,000	£15,000
	<u>Total RGF Year 1</u>	<u>£78,500</u>	Matched £31,000

Outputs and outcomes
Year Two

Proposed Activity	Outputs/Outcomes	RGF	Matched in kind
Teaching staff in all Hull and East Riding Secondary Schools to have access to sources of labour market information (LMI). Including ongoing development of LMI resources.	31 schools have access to information for use by all teaching staff. Average pupil access based on historical data 17,900 per year	£7,750	
Local Economy Presentations developed for use with pupils, teaching staff and for use at parents' evenings.	30 delivered in schools. 3 LMI Sector Specific CPD opportunities for teaching staff and students	£10,000	Approx: £2,000
Curriculum Enhancement Days 'Job Hunt Days' developed and provided, including preparation of prototype and recruitment of business support.	Minimum 6 schools	£10,000	£10,000
Lesson Plans developed for each of Maths, English, Science and Technology to influence student performance and perceptions, particularly relating to the local economy. Teacher assessment of students, particularly on students at risk of becoming NEET .	8 lesson plans 4 schools 8 businesses 240 students benefitting	£5,000	£2,000
The provision of one careers focussed event for Y10 pupils outlining key employability skills and competencies, qualifications and progression routes.	10 additional Schools within the first year. 100 students	£15,000	£2,000
Careers / sector days which are open to schools and NEET young people. These days will provide a mixture of sector based career planning supported by the private sector and education planning supported by local Colleges, universities and training providers.	3 events 1,000 students minimum, 40 Providers, 30 businesses	£30,000	£15,000
	<u>Total Year 2 RGF</u>	<u>£77,750</u>	Matched £31,000
<u>Total all years</u>	<u>RGF</u>	<u>£156,250</u>	

- All aspects of this work will seek to engage collaboration with other providers in the locality seeking to enhance and broaden provision.
- All schools will be invited to participate in activity and this will be offered to them free of charge, take up will be monitored.
- We currently hold a database of all Primary, Secondary, FE, HE and Special Schools and over 7,000 employers. The majority of our employers offering work experience to pre and post 16 students.

Local Authority	Hull	East Riding	North Lincolnshire	North East Lincolnshire
Students on work experience 2012/2013	1790	2834	1109	1034

- Dissemination of information will be a requirement of activities where places for students are limited.