

PEOPLE SCRUTINY COMMITTEE REVIEW OF RPA – ACTION PLAN: 12 MONTH REVIEW

SCRUTINY RECOMMENDATION	PROGRESS TO DATE – MAY 2018	TIMESCALE (original)	
Careers Advice			
R1	<p>All East Sussex schools should attain the Investors in Careers (IIC) standard for careers advice services, or an equivalent alternative, to demonstrate to Ofsted and ESCC that they operate careers advice to the standard required by the Department for Education (DfE) statutory guidance.</p>	<p>Action: <i>1.1 All 27 schools encouraged and supported to work towards achieving full liC accreditation (or equivalent)</i></p> <p>Completed and ongoing</p> <p>SLES have continued to encourage schools to work toward the liC standard, by providing funding and support to achieve this award. To date 28 secondary schools and colleges have liC accreditation. Historically our colleges have not engaged in liC as they have their own matrix accreditation system, but this year Sussex Coast College Hastings have achieved the liC Full Award, and will now be working with Sussex Downs College to align practice across the newly merged college sites of the East Sussex College Group</p>	Dec 16
R2	<p>The Education Improvement Partnership Executive Committee should survey East Sussex schools to identify and disseminate examples of best practice for Careers Education, Information, Advice and Guidance (CEIAG) and in particular for the provision of work experience</p>	<p>Completed and ongoing</p> <p>SLES continues to co-ordinate and support a local CEIAG network, which consists of CEIAG leads from our schools and colleges and good practice is shared through these networks on a regular basis, as well as through individual meetings with schools via liC assessment and work experience visits. In addition, over the past 2 years, SLES has delivered 3 CPD events per year for CEIAG leads in school and colleges, sharing good practice both locally and nationally as well as updating on national policy. The feedback through evaluations has been very positive and informed future planning for training. A CEIAG Strategy briefing and workshop targeted at Headteachers and Governors was delivered in May 2018. (All briefings and CPD events</p>	Jul 16

		have incorporated the importance of work experience, through good practice example, evaluations and evidence based research)	
R3	All schools should appoint a Governor as careers advice champion.	<p>Action: 3.1 <i>CEAIG and employability sessions planned for Governor Area Meetings; will recommend Governor champions.</i></p> <p>Completed and ongoing</p> <p>SLES delivered briefing sessions for the Governors forum in 2017 and a CEIAG Strategy workshops for Headteachers and Governors in May 2018</p> <p>Relevant CEIAG related information is also is distributed via Governor newsletters and events. All the secondary schools that have the Investors In Careers award have an assigned Careers link Governor and a clear commitment from the school's Board of Governor to the liC award.</p>	<i>Feb/Mar 2016</i>
R4	All year 10 pupils should be offered work experience placements in conjunction with local employers.	<p>Partially completed and ongoing</p> <p>Last year SLES secured funding through CEC Progress project to help fund some additional WEX in schools. This funding has now ceased but schools continue to acknowledge the importance of WEX with 2171 of yr10 booked to going out on WEX by the end of this school year compared to 1988 last year. And a total of 2699 young people across all year groups (Yr10-Yr14) will have participated in work experience through our service by the end of this academic year compared to 2544 last year.</p> <p>Despite increased pressure on budgets, schools have maintained their commitment to work experience, acknowledging the benefit of this opportunity for pupils as well as the quality of the services provided.</p> <p>There is a resource implication for schools to fund this recommendation. The current cost to schools is £280 for an annual subscription to the work</p>	<i>Mar 16</i>

		<p>experience service and £14 per student, per placement.</p> <p>This recommendation is only partially completed as schools make their own decisions about whether to offer work experience and this is dependent on school's own priorities and resources.</p>	
Vulnerable Groups			
R5	<p>Schools, ESCC and its partners examine ways to support the 'next most at risk' young people who may not meet the official vulnerability criteria e.g. by expanding services in schools, subject to funding.</p>	<p>Actions:</p> <p><i>5.1 SLES to undertake more analysis of hard and soft data to help identify those most at risk</i></p> <p><i>5.2 Consider revising the schools Risk of NEET Indicator (RONI) and review discussions with colleges again re. post16 RONI</i></p> <p><i>Ongoing</i></p> <p>A review of our RONI indicators has been completed and young people are now being identified on our database system with a corresponding RONI score, so we can target resources accordingly.</p> <p>Post16 RONI: This was not progressed due to lack of capacity within the colleges.</p> <p><i>5.2 SLES to work with colleges and schools to ensure that Youth Employability Service (YES) help support those most at risk of dropping out of school/college</i></p> <p><i>Completed and Ongoing</i></p> <p>YES have partnership agreements with all our colleges and continue to provide drop-in sessions onsite at Sussex Downs College & Sussex Coast College for anyone at risk of dropping out of college and/or those unsure</p>	<p><i>Jan 17</i></p> <p><i>Jan 17</i></p> <p><i>Dec16</i></p>

		<p>about their next steps, this now includes a more targeted approach to support transition to year 13.this quarter. In addition YES have established joint working relationship with independent training provider, helping them shape their programmes to meet the needs of more vulnerable learners, as well as provide support and advice for those who are struggling with attendance and/or are unsure about progression options/next steps. MY Trust who deliver YES have also now sub-contracted with local provider DV8 to deliver an 18wk study programme targeted at those young people who are NEET, focussing on improving their employability skills to help progress them into employment/ apprenticeships. YES continue to engage well with our schools and have secured an increase in Yr11 transition referrals from 700 last year to in excess of 900 this year, as they encourage schools to refer those 'next most at risk', as recommended by Scrutiny Review Board.</p>	
R6	<p>ESCC and its partners explore how mental health awareness and support services to vulnerable young people in schools and colleges could be enhanced.</p>	<p>Ongoing</p> <p>Across East Sussex, partners have worked together to publish and implement the Children & Young People's Mental Health and Wellbeing Local Transformation Plan 2015-20 to promote and protect the emotional wellbeing and mental health of children and young people. This work is being led by Public Health Colleagues and through various workstreams, including the creation of a recently published guide for East Sussex Schools: 'Supporting children and young people in their mental health'. and a recent</p> <p>The delivery of Mental Health First Aid training sessions to schools/colleges continues through the bank of trainers in our schools,colleges & YES,. The Mental Health trainer training was funded through the post16 Education Improvement Partnership.</p> <p>Improving Mental Health and Resilience is one of the 4 priorities for the Hastings Opportunity Area (HOA), with plans to extend Sussex Partnership NHS Foundation Trust's i-Rock project to enable it to deliver an expanded service for children and young people. And to extend ESCC's Parenting</p>	<p><i>Dec 2016</i></p>

		Support programme. SLES membership on HOA Board and Programme Director based within SLES	
R7	Post 16 providers and ESCC take into account the difficulty some young people, from the northern and western parts of the county, experience in paying for travel to access suitable post 16 provision when targeting travel support.	<p>Completed and ongoing</p> <p>SLES continue to work with post 16 providers to ensure that provision is as accessible as possible and includes working with providers/new contractors to discuss locations. .</p>	Jul 2016
Meeting Employers' Needs			
R8	Commend the idea of an Employability Passport and encourage its swift development. Work should be undertaken where possible to make the Employability Passport regionally and nationally accepted and recognised.	<p><i>Actions</i></p> <p><i>8.1 Employability Passport pilot to be completed by Sept 2016:</i></p> <p>Completed</p> <p><i>8.2 Independent evaluation of our Employability Passport to be completed by October 2016, this will include bringing together learning from Mozilla and Careers Enterprise development/pilots:</i></p> <p>An evaluation of the Employability Passport was undertaken in July-September 2016. Recommendations were made to seek a digital/online solution to the passport, and to take part in the Careers and Enterprise Company (CEC) passport. The CEC have yet to produce a national passport, but the Sussex Downs College Digital Badges have been easily adapted to the Employability Passport and there are plans to integrate this in to any future developments (as per discussions with CEC).</p> <p>Completed</p> <p><i>8.3 Employability Passport to be rolled out from academic year 16/17</i></p> <p>Ongoing</p>	<p>Sept 16</p> <p>Oct 16</p> <p>Sept 2017</p>

		Sussex Downs College have been piloting Mozilla digital badges to evidence skills on vocational courses. Through our discussions with the college, they have agreed to take forward the Employability Passport in a digital badges format. Over 10 schools have signed up to pilot the Employability Digital Badges in 2018/19. Discussions have taken place with CEC about integrating the Sussex Downs College Employability Passport Digital Badges in to any future developments.	
R9	Promote a single point of contact for businesses eager to be involved in work experience opportunities possibly through the new Enterprise Advisor Coordinator post or expansion of the ESCC work experience service.	<p>Completed and ongoing</p> <p>SLES were successful in a bid to secure Enterprise Co-ordinator posts as part of the Government's Career Enterprise Company (CEC), which was set up to improve links between schools and employers. These Enterprise Co-ordinators, whose role is to recruit and support a network of volunteer Enterprise Advisors from the business community and link them to local schools, are currently funded to July 2019 (with 50% match from ESCC). And we will be seeking to extend these roles further through another bid to CEC for a 'Career Hub' (Refer to R12)</p> <p>The Enterprise Advisor Network is well established. All 40 schools/ colleges, including special schools, are now engaged, 36 Enterprise Advisor recruited and 29 have been 'matched' with a school or college.</p>	Sept 2016
R10	The Standards and Learning Effectiveness Service (SLES) be requested to seek to match the demand and supply of traineeships to identify whether current provision can be expanded, and together with partners, seek to moderate the high expectations of employers regarding apprenticeships.	<p><i>Actions:</i></p> <p><i>10.1 Work with colleges and training providers to improve the take up of Traineeships</i></p> <p><i>10.2 Increase the number of young people on Traineeship</i></p> <p>Completed and Ongoing</p> <p>The offer and take up of Traineeships nationally has been exceptionally low, due to restrictions inflexibility in model and outcome measures. However we have seen a slight increase in take up from 23 in 2017 and 27 in March 2018</p>	Dec 2016

		<p>We have focused our resources on trying to address the significant change to the apprenticeship policy & funding. We anticipated a decline in new apprenticeships starts as a result of those changes and have been lobbying hard directly and via networks/partnerships. We have seen a 26% decrease in new apprenticeships starts compared to the same period last year -Qu2. Hastings it's more than 30% down.</p>	
R11	<p>Actively encourage the extension of the provision of Careers Fairs (including apprenticeships), following an evaluation of the Sussex Chambers events, to create a network of Careers Fairs to serve all schools across the County.</p>	<p><i>Actions</i></p> <p><i>11.1 SLES to support the Sussex Chambers and other good quality Careers Fairs</i></p> <p>Completed and ongoing</p> <p>SLES have no dedicated resource to support these events, but we have continued to commit staff time and expertise to help co-ordinate, promote, attend and contribute to the planning and implementation of career events and fairs across East Sussex.</p> <p>SLES did secure some National Careers Service funding to commission Apprenticeships Roadshows aimed at 15-18 year olds and parents, and included panels of employers, training providers and apprentices talking about traineeships, apprenticeships and degree apprenticeships, and employers offering vacancies. Over 800 young people and parents attended these events in Eastbourne and Hastings in March 2018.</p> <p>SLES staff have also contributed to Bexhill Chambers Careers Fair, Hastings Chambers Careers Fair, Big Futures Careers Fair and Wealden Careers Fair.</p> <p>We are also continuing with our 'Open Doors', programme of site visits to employer premises with talks and demonstrations are given, enabling young people to gain better insight the range of possibilities in terms of learning and</p>	Dec 2016

		<p>career paths. This was very well received last year with 300 pupils visiting employers, from 18 schools and with 25 business/employers signed up to the visit programme. This year in November our goal is for 400 students, from 20 schools and with 40 businesses signed up</p> <p>We have also continue to support and promote STEAMfest – a festival of learning and aspiration activities that promote Science, Technology, Engineering, Arts & Mathematics, aiming to inspire young people to take up learning and careers in the engineering/science/digital sectors (as well as challenge gender stereotypes).</p> <ul style="list-style-type: none"> • 	
R12	<p>Seek longer term funding for the Skills East Sussex Enterprise Advisor project, upon successful completion of the pilot scheme.</p>	<p>Completed and ongoing</p> <p>We have secured an additional Enterprise Co-ordinator for Hastings, as part of the Hastings Opportunity Area (2yrs). We are also submitted a bid to the Careers Enterprise Company (CEC) for a Careers Hub, which will bring in additional capacity to the team and enable us to further support our schools and colleges to help achieve all 8 Gatsby benchmarks in accordance with the DfE Careers Strategy. In addition we are hoping to secure a further Enterprise Co-ordinator, as part of the DfE grant to help improve and promote Supported Internship and other preparation for employment activity with match for the additional post from CEC.</p>	<p><i>Jul 2016</i></p>