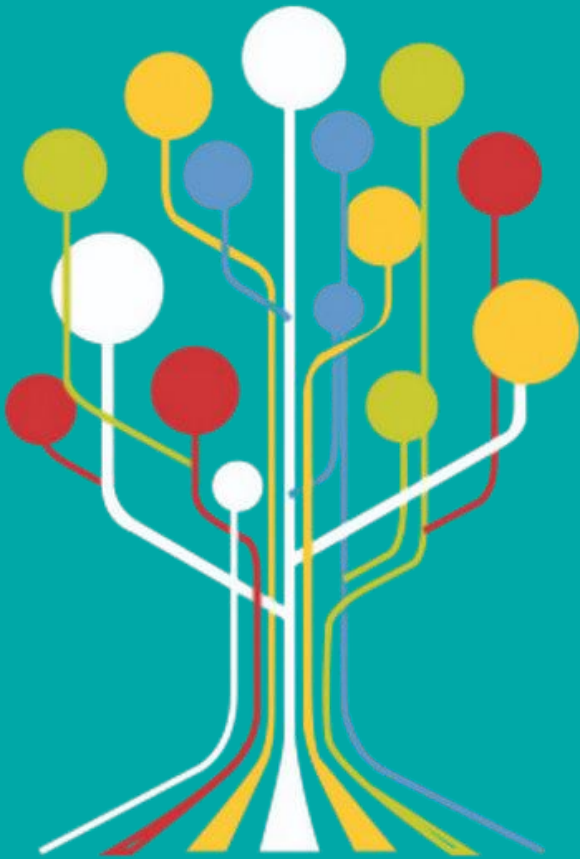


Workshop 1

Key Stage 3 Transitions



Lancashire Careers Hub Conference 2024

Youth Future Foundation Connected Futures

Chris Maddock, Deputy Career Hub Lead at Lancashire
Careers Hub

Michelle Walker, Project Manager at Business in the
Community

plus panel guests.



Background

- Project began in October 2022, led locally by Right to Succeed
- Original delivery partners of BITC, Blackpool & Fylde College and Blackpool FC Community Trust and Blackpool Council – extended to Lancashire Careers Hub, Public Health and Blackpool Coastal Housing
- 12 months discovery programme focused on identifying “the key barriers and finding the possible solutions to the challenges young people face in progressing into Education, Training and Employment in Blackpool”



Research and Consultation

- BITC – employer survey and focus group
- B&FC – Education professionals survey and focus group
- BFCCT – youth survey and focus groups with young people
- Blackpool Council – Big Education Conversation event/ Systems mapping workshop



Initial findings:

- Employers have the jobs but can't find employees with the right skills and work readiness
- Survey of 750 Young people - they said they want to be better prepared for life after school and learn the skills and capabilities that prepares them for this
- Careers Hub has provided capability and capacity to develop structures and systems to support careers education. We are able to point to huge numbers of business engagements and improved Gatsby benchmarks, but these outputs are not yet matched by equal numbers of work-ready Young People
- Careers Lead feedback suggests behaviour and cultural issues are an increasing challenge so embedding Careers/Character building into the curriculum will help confront this issue using a "whole school" approach



What the evidence and research tells us:

- Employer encounter should be inspirational yet believable, hands-on, real-life, relevant, and that the employers emphasise the employability skills required to be work ready – young people also want to learn life skills that will see them well in the future
- In order to have the most impact, Careers provision needs to start in Year 7 (Ideally in Primary Schools)
- The importance of linking careers to the curriculum or delivering careers in subject time
- Careers Education should be a coordinated careers programme rather than a one-off activity and each encounter should be ‘meaningful’ and a process, what’s the follow on?
- We need a whole school approach which includes teacher engagement with business



What the evidence and research tells us:

- Tailored to the students interests and abilities
- Various pathways needed - mainstream, SEND, AP, Vocational - not one size fits all, and guidance needed
- Employers want 'Plain English' guidelines, make it simple for them
- Utilise Universal Skills Builder – so a common language is used by students/ teachers and employers
- Use employer time efficiently
- We need to consider parents/carers influence, and our communication & education for this group



Our pilot

- Develop a whole town, whole school approach to delivering high impact careers education and workplace encounters that develop life and employability skills.
- Identified two schools and two local employers to partner up and create a workplace encounter pilot with year 8/9 students.
- Used the evidence to create an employer guide and map the pilot to as much as our research findings as possible.
- Youth Advisors to be central to the planning of workplace encounters using their own lived experience



Our pilot continued...

- **Armfield Academy with Victrex (Mainstream version)**
 - Full year group of Year 8 students (approx. 160)
 - Design Engineering challenge set over 6-week period
 - Group activity resulting in Dragons Den style presentation
 - Winning groups (decided by Victrex staff) to attend a workplace encounter at Victrex (15 students) composing of mini site tour, employability skills exercise and employee panel discussion
- **Park Academy with Blackpool Transport (SEND version)**
 - 12 x Year 8/ Year 9 Students
 - Students applied for a role at Blackpool Transport
 - Visit to Blackpool Transport site composing of activity and introductions with all departments including mini-interviews with Organisational Development, boarding a bus and paying for a ticket with Finance and design competition with Marketing.



Measurement

- Pre-project survey with students
- Post-project survey with students
- Focus Groups
- Evaluate with employers
- Evaluate with school
- Review the evidence
- Iteration of project with learnings



Youth Advisors

What is a Youth Advisor?

As a youth advisor who has just left education my role is to bring in my lived experiences into the council to give an understanding of why students can be at risk of becoming NEET and how to prevent this from happening in the future by working with staff in different departments, employers or schools. We work together as a team from all different backgrounds, areas, schools and collaborate where we struggled in education and understanding the common root to these problems and how to tackle this for future generations.

What was their input?

Our input in the pilot was to give an outsider perspective from those who work within the school or workplace and the ideas of someone who has recently been in education and someone who understands the current system from being in it.

Primarily we understand students' opinions and ideas on what is happening by being there ourselves not too long ago and giving a contrasting judgement on what will better the pilot and the students engagement.



Youth Advisors continued

Why is it important?

Youth involvement is important for a number of different reasons. Students will feel like they are being heard as they often do not relate or recognize the support from a teacher or employer however someone similar to their age who has recently been in that place themselves can help them understand that they are getting support and that changes are being made. They may also feel more comfortable and open to speak to someone on their level.

Teachers and other school staff may have the same opinions from working in the similar environments which sets youth involvement apart as we give that difference in opinions and a different perspective as to how they see things.



Powered by

INSPIRA
inspiring you

LANCASHIRE SKILLS
& EMPLOYMENT HUB



The results from our pilot

- On the whole, extremely positive survey results which supported the evidence that students who experienced a workplace encounter feel more confident in areas such as:
 - Understanding the different types of jobs available
 - What skills and experience would help them in future
 - Approaching the business for work experience in future
 - Understand the process for applying for jobs and how to get support with this
 - Understand different benefits of being in work beyond salary
 - Feel motivated to learn more about the steps to take towards the work I want to do

“I feel reassured that I don’t need to choose my future yet and have time to decide what I want to do”

Armfield Student



Powered by

INSPIRA
Inspiring you

LANCASHIRE SKILLS
& EMPLOYMENT HUB



Learnings

- Provide more information at the start of the project for students
- Ask business to provide more information about the different roles/departments in their organisation
- Explicitly link activities to future careers beyond the specific employer they are working with
- Encourage more practical activities on the workplace visit
- Include more on life skills such as budgeting/finance
- More time, less rushed!



The vision

- By the end of Phase 2, Year 3 (subject to funding), all secondary pupils will be benefiting from a coherent programme of evidence-led careers education in each year of secondary school
- **By Year 3, all secondary schools in Blackpool will have benefitted from implementing a 'best practice workplace encounter' programme with Year 8 students.**
- Secondary school teachers will have the opportunity to spend professional development periods in local businesses, to take the learning back into the classroom via Lancashire Careers Hub's Teacher Encounter programme
- The system and cultural changes necessary to fulfil this aspiration will be fully embedded in schools, businesses and other support partners
- All primary schools will be implementing best practice careers education
- The careers programme will be supported by an attainment dashboard and data will be shared to facilitate the tracking of individuals through the process



The impact

- Young people will have increased employability skills
- Young people will have more of an understanding of what career options and pathways, and what steps are needed to access them
- Young people will have more 'life skills' that will support them in their journeys in education, employment and training
- Young people will have increased confidence, self-belief and resilience relating to their journey to work



The panel

- Vicky Clegg, Blackpool Transport
- Georgia Thomas, Victrex
- Kim Helm, Lancashire Careers Hub
- Niamh Barrass and Riyaadh Choudhury, Youth Advisors



Activity

- How do you or how can you involve young people in the creation and evaluation of your careers activities?
- When you think about your plans for next year, where do you see opportunities or barriers to develop these type of workplace encounters for your institution or business?
- Any other reflections/comments?

The Blackpool Youth Futures Foundation pilot



<https://forms.office.com/e/XDKzeudzZ6>



Powered by

