

Item 5 - Deep Dive into the Careers and Enterprise Company Agenda in Worcestershire.

WLEP BOARD RECOMMENDATION

Discussion on progress and next steps, awareness raising of the role of the work in supporting future economic priorities.

5.1 Background.

5.1.1 In 2012, Worcestershire LEP as part of its first skills strategy identified the need to connect Businesses in Schools to meet the following objectives: -

5.1.1.1 Support more effective Careers planning in schools.

5.1.1.2 Increase the number of encounters young people had with employers.

5.1.1.3 Highlight the Careers within Worcestershire and its industries to our young people.

5.1.1.4 Raise Aspirations of our young people to meet our future economic needs.

5.1.1.5 Decrease the attrition of young people who leave the county and do not return.

5.1.1.6 Reduce the numbers of young people who become NEET and Underemployed.

5.1.1.7 Support young people to be ready for the world of work.

5.1.2 Between 2012 and 2015 the LEP focused a programme on Work experience and raising the levels, noting that this would decrease the chances of young people being NEET whilst increasing knowledge levels around Worcestershire's employment opportunities. This programme whilst facing several challenges, not least a change in directive from the DfE meaning work experience was no longer mandatory in schools did highlight the agenda in both schools and employers and set the scene for 2015 when the Careers and Enterprise Company national agenda arrived in England.

5.2 The Careers and Enterprise Company – Introducing the Enterprise Advisor network.

5.2.1 The board were informed on 22nd Sept 2015 that the LEP had been awarded the contract with the Careers and the Enterprise Company, a total of £96k had been awarded to fund the development and implementation of an Enterprise Adviser network across Worcestershire.

5.2.2 The purpose of this network was to increase employer relationships in schools and to commence the delivery of a programme of employer encounters. The Enterprise Adviser role supported each school to think through how it would further engage employers into its careers planning for young people and increase the number of encounters young people had, in turn meeting Gatsby Benchmarks 5 and 6.

5.2.2.1 Encounters included:

- Offering work experience.
- Employer industry talks.
- Events highlighting careers to inspire and educate young people around industries. and employment opportunities.
- Support more "local" employer interventions within curriculum.

- 5.2.3** Opportunities, received from the CEC required match funding which was provided by the existing Connecting Schools and Business programme allocation provided by the WCC Open for Business programme.
- 5.2.4** The programme delivery initially required the recruitment of 32 x Enterprise advisers who were initially placed within the network of MAINSTREAM secondary schools across the county.
- 5.2.5** Recruitment activity was undertaken during the September to December 2015 period to secure a NEW Project Support Officer to work alongside Matt Tope and full delivery activity began on the programme in January 2016. The 2 x team members began the engagement of schools and the recruitment of Enterprise Advisers.
- 5.2.6** By the end of January 2016, the team had received firm participation commitment from 9 out of the 32 schools.
- 5.2.7** During 2015- 2017, the focus was on engaging schools into the programme and increasing employer encounters and Worcestershire saw great success achieving full county coverage of the network. This was highlighted nationally as best practice and Worcestershire received accolades including being Highly commended in the Careers and Enterprise Company awards.
- 5.2.8** A review of the governance structure (previously CSAB board) took place. This re-structure ensured that the WLEP met the governance structures set out by the CEC as part of their delivery contract. Worcestershire during this time set up the Board known as the “Future Skills Board” chaired by Ben Mannion to direct this workstream and the wider work of the Worcestershire Apprenticeships brand.
- 5.2.9** Following the initial success of the programme the Worcestershire LEP was awarded a contract extension until September 2017 and has continued to be awarded extensions annually to continue the development of their Enterprise Adviser network. Additional funding of £46k was also awarded to cover the associated staff related costs to cover this period. This additional funding required match funding which was provided by the Open for Business fund from Worcestershire County Council.
- 5.2.10** A key strand of work driven by the Worcestershire Employment and Skills Board, had been to hold annual skills show, the first of which happened in 2015 and saw 600 young people and around 30 exhibitors. In 2016 this picture expanded to 1100 young people and 44 exhibitors. Prior to Covid, where venue restrictions did not stifle attendance in 2020 at Chateau Impney, Droitwich saw 119 exhibitors, 55 schools and 5935 attendees.
- 5.2.11** In 2023, the event was reformatted to only focus on years 7 to 10 and attendance was around 3000 with around 65 exhibitors. Overall feedback was that the event was necessary and that schools value the opportunity to meet employers. For 2024 there is discussion around opening up the event into the evenings to include parents.

5.3 Independent Review of the work of the Programme.

- 5.3.1** During the October board in 2016 the findings of the independent review into the original Connecting Schools and Business programme conducted by Jane Owens were shared with the board. The review was tasked with looking at the potential directions and areas of focus for the programme post 2016.
- 5.3.2** Following this presentation, the recommendations to the Employment and Skills board included the following:

- Workstreams should align with the changes to government guidance on careers and work-related provision within schools.
- Consider how future programmes could address local social mobility issues in relations to careers guidance.
- Utilise the analysis of RONI and Destination data from schools.
- Develop community of practice meetings with Careers teams to enable sharing of best practice.
- Continue to deliver the Worcestershire Skills Show.
- Continue to support Worcestershire Apprenticeships Delivery.
- Develop local LMI information which can be shared with schools.
- Increase level of staffing within the CSAB team to enable effective delivery of current workstreams.
- Move away from central online WEX portal as now more emphasis being placed on parents by schools to arrange student experiences.

5.3.3 The Board felt that financial restrictions WOULD NOT enable all the recommendations to be implemented within the amended programme moving forward but the project focus delivery would be on the following:

- 5.3.3.1** Deliver the Careers and Enterprise Company, Enterprise Advisor programme including the facilitation of events across county and co-ordinate other CEC initiatives on behalf of the WLEP in county to offer overall support and improve schools' careers interventions for Worcestershire.
- 5.3.3.2** Facilitate the development of a range of materials which deliver a coherent Worcestershire careers message to young people, parents, schools and careers professionals around the future workforce and skills required for Worcestershire's future economy.
- 5.3.3.3** Support the development of Worcestershire Apprenticeships (WA), the partnership's brand and the Government's apprenticeship drive, including the delivery of the WA annual show and WA annual awards, support for implementation of the levy and continued efforts to secure funding to support the continuation of the aims and objective of the Worcestershire Apprenticeship Group (subgroup of the WLEP ESB).
- 5.3.3.4** Develop a signposting web resource for careers information from available sources, locally and nationally, to support Worcestershire's young people, parents, schools, and careers professionals therefore maximising access to both our existing tools and projects and other services available.
- 5.3.3.5** Decommission the Worcestershire Skills Central web portal by August 2017 in line with the review recommendations.
- 5.3.3.6** Build partnerships and coordinate activities with key organisations offering careers initiatives such as GCHQ and the Engineering Development Trust.
- 5.3.3.7** Bring together a programme of support for those young people with low social capital, such as our Looked after Children to find careers interventions and support with work experience placements as needed.
- 5.3.3.8** Continue to offer support to businesses with advice and expertise on how to develop work experience placement programmes within their organisations for schools.
- 5.3.3.9** Improved resources and LMI for all stakeholders to facilitate better partnerships and results.
- 5.3.3.10** Work with partners to improve the outcomes for careers related programmes in schools through enhanced facilitation, understanding and a partnership

approach to work in schools, whilst working towards a legacy of coordinated support for schools to call on beyond the life of this programme.

5.3.4. The board felt that this would form the delivery scope for the programme moving forward and that the focus would continue to be predominately on secondary schools but including the county's special needs schools and pupil referral units.

5.3.5 This review structured the focus of the work until further policy developments arrived in 2017 for implementation in 2018/19.

5.4 Building on the programme – the Careers hub

5.4.1. In 2017, the Careers and Enterprise launched its intent to change the model it was delivering in partnership with LEPs and offered 20 contracts across England to deliver its careers hub model. The model was aimed at supporting areas of low social mobility to focus on careers, at the time Worcestershire did not fit the model, so the board proposed an alternative to the Careers and Enterprise company offering a full county coverage model which was accepted to commence in 2018/19 academic year.

5.4.2 The key hub components were:

5.4.2.1 A new staffing model, to include a management lead, working with Enterprise coordinators, to deliver against ALL of the Gatsby Benchmarks.

5.4.2.2 A small Central Hub Fund of around £1000 per school / college to support Hub in delivering its goals. This Hub fund provided the opportunity to invest in activities which would directly benefit schools and colleges, such as Careers and Apprenticeship events, production of information to support benchmark achievements and discretionary support for activity within schools.

5.4.3 The award of the hub enabled the WLEP to expand the CEC delivery team and to focus further on not just the employer element but the alignment of strategies for careers planning to include meeting the 8 Gatsby Benchmarks. The Gatsby Benchmarks would be used as the Key Performance measure for the programme, this included the supply of Independent Information, Advice and Guidance (IAG) for young people in schools.

5.4.4 The 8 Gatsby Benchmarks are:

1. A stable career programme
2. Learning from careers and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

5.4.5 Early evaluation of the LEPs approach gathered feedback as follows: -

5.4.5.1 The Hub is enabling its members to make significant progress towards the Gatsby Benchmarks and is seen by the CEC as being a 'forerunner' in this work.

5.4.5.2 Feedback from institutions, EAs and local stakeholders is positive, and everyone spoken with welcomes the initiative and the support provided by the Hub team.

5.4.5.3 The increased attention being paid by Ofsted to careers education, information, advice, and guidance (CEIAG) during inspections is helping to raise CEIAG's profile in schools.

5.4.5.4 Institutions are pleased with the Hub's decision to focus upon two specific Benchmarks each term.

5.4.5.4.1 The institution-focused support from the Hub team is valued, and all of those spoken with would like these 1-to-1 visits to continue.

5.4.5.5 Some institutions would also welcome a timeline/plan to help them to quickly identify what they need to do and by when and listing the support available to them at each stage.

5.4.5.6 Institutions value the networking opportunities provided by their district meetings, and schools are looking forward to their focus upon sharing ideas and good practice.

5.4.5.7 Some Careers Advisers regard these district meetings as their only opportunity for careers related CPD.

5.4.5.8 EAs value their district and county meetings, regarding them as effective networking, idea sharing and updating opportunities.

5.4.5.9 Where concerns exist in relation to the Hub, they are mainly in relation to the CEC reporting requirements rather than about decisions made by the Hub. These concerns focus upon the amount of administration required for reporting purposes ('Tracker' completion and destinations tracking) and the lack of funding available to support institutions with this increased workload.

5.4.5.10 There is also a concern that some employers are not offering work experience opportunities to some young people attending special schools due to the companies' lack of understanding about health and safety regulations.

5.4.6 These recommendations were quickly followed, and the operational delivery model changed, and resources created to support such as the work experience information for employers (Annex 5c includes)

5.4.7 At this time the team identified the challenge of the mix of two tier and three tier schooling models in the county, and therefore added additional support to engage those middle schools in Worcestershire who had Year 7 pupils to ensure that similar experiences were felt in careers no matter the postcode. The Careers and Enterprise Company co funded a post as a pilot to support this approach and this added 12 further schools into the mix. This pilot focused on increasing the number of employer encounters and not the whole careers framework of the Gatsby Benchmarks.

5.5 Skills for Worcestershire – The Careers website for Worcestershire – Launched in 2017

5.5.1 In autumn 2016 as part of the formal review of the programme, the schools highlighted the challenge of finding information around careers, both specific in its nature to Worcestershire but also the challenge of locating the best sources for their pupils. The website www.skills4worcestershire.co.uk was launched in early 2018.

5.5.2 Skills4Worcestershire offers a signposting service and provides information to support the following areas:

- Worcestershire Labour Market Information by District and also by Industry
- Careers Advice
- Apprenticeships in Worcestershire
- Job Markets
- Employability Support
- Post 16 Options in Worcestershire and Next Steps
- School Careers Adviser Support
- Career Pathways
- Not in Employment, Education or Training Support
- Careers Events
- Support for Worcestershire's Employers
- Specialist Education Support
- Resources for Schools to support the development of their Careers programmes

5.6 The Next phase – Embracing the Middle Schools

5.6.1 In late 2019/2020, Worcestershire LEP applied to the Careers and Enterprise to formalise the Middle school pilot and create a second Careers hub known as a Wave 3 hub. This bid was successful and allowed us to embrace the whole framework for Middle schools. This allowed for all school's post Year 7 up to Year 13 to be part of a framework for Careers planning for education and strengthen employer links across the county for Careers awareness.

5.7 The impact of Covid on delivery

5.7.1 During the entire Covid 19 period, the focus of delivery changed where schools focus was away from careers and the delivery team adapted to react to the changing needs of career's leaders.

During this period, the team delivered:

- 5.7.1.1** Created and designed over 120+ careers resources which can be used by Careers Leaders / Students in both a virtual and a classroom environment.
- 5.7.1.2** Continued to review and develop the content on the Skills 4 Worcestershire website.
- 5.7.1.3** Delivered of a series of post 16 transition webinars to students in years 11 and 13
- 5.7.1.4** Delivered 2 x post exam results day webinars to support students follow the release of their GCSE and A Level Day.
- 5.7.1.5** Completed the review of the "Inspiring Worcestershire" employer pledges with 100+ employers continuing to pledge their support covering the 2020 / 2021 academic year.
- 5.7.1.6** Completed a survey of Careers Leaders within Worcestershire Schools to determine any correlation between the investment allocated by individual schools for the purpose of careers activity and the individual schools compass performance results.
- 5.7.1.7** Developed and released the Employer Guidance Summer Statement document.
- 5.7.1.8** Supported the CEC by sharing multiple examples of best practice which was used within the "My Choices – My Week of Work" campaign delivered in partnership with the DFE and the National Oak Academy
- 5.7.1.9** Hosted multiple online webinars to celebrate the participation of over 70 Enterprise Advisers working as volunteers within Worcestershire Schools

- 5.7.1.10** Continued to operate the “Careers Worcs” telephone helpline, manned by qualified professionals, to offer impartial Information, Advice and Guidance to students and parents living or attending schools within Worcestershire.
 - 5.7.1.11** Based on results of the Summer Term Compass evaluations individual Activity plans have been created for each of our Careers Hub member schools for delivery during the Autumn term 2020.
 - 5.7.1.12** Launched the “EA refer a Friend” recruitment campaign to increase the number of volunteers supporting our hub member schools as Enterprise Advisers.
- 5.7.2** Alongside this Worcestershire had opportunity to bid on small sums of money, around £20k to support the delivery activity, this included:
- 5.7.2.1** Continued to facilitate our SEND Community of Practice and focused on the creation and design of Careers related resources to be used specifically by the 11 x SEND Hub member schools.
 - 5.7.2.2** Completed the initial creation, design, and distribution of a series of Transition related documents to support students across KS3 / KS4 and KS5 as part of the Transitions Funding received by the CEC.

5.8 Strengthening Employer Links

- 5.8.1** Over the years, different marketing approaches and methods of engaging employers have been used from strengthening the relationships with the Chamber of Commerce and Growth Hub to promote the work and to support employer challenges to now a directly employed Employer Engagement team member who sits within the Growth Hub.
- 5.8.2** The team’s role is to promote all needs of education around employers so whilst the focus is on getting more employers into schools, promotion also happens around T Level work placements, apprenticeships and others.
- 5.8.3** To date the programme has around 200 employers who are on board to support the programme. These offers of support are registered on a database and schools can access to gain the support they need.
- 5.8.4** The challenge of measuring the number of interventions is significant and the programme could not resource this, however there is an annual refresh of the pledge list and talk to all employers about the roles they wish to take over the following 12 months. As part of this the focus is to plug them into specific initiatives such as the Virtual Work experience platform programme and You tube video library where appropriate.

5.9 Where are we now.

- 5.9.1** In 2023/24 Worcestershire now has a contract to deliver across 62 educational institutions and has several planned work elements covered in Annex 5b, the contract in 2022/23 was worth £266k for staffing elements and part funds 4.2 Enterprise Coordinators, 1 Employer Engagement EC, 1 Strategic Hub Lead, and 1 Operational Hub Lead working with schools. The CEC then add an additional £50k for other activity, alongside this Worcestershire County Council fund £120k annually into staffing which adds an Intern and Project Support into the team.
- 5.9.2** Ofsted plays a larger role in the delivery of careers in schools and continues to strengthen its position, with new legislation meaning that not complying will affect Ofsted grades and outcomes, specifically around compliance with the new Provider Access legislation that pushes a focus on Technical and Vocational Education choices to young people alongside traditional academic routes.

5.9.3 To date the programme has 85 Enterprise Advisors working across 62 organisations and around 200 employer pledges at any one time to support schools.

5.9.4 The team has its mainstream role to support schools to meet an ever-changing careers agenda and alongside this operate a number of discreet programmes including:

5.9.4.1 Review of the Worcestershire Risk of NEET indicator – this supports schools and the local authority to identify support needs for those young people most at risk.

5.9.4.2 WA Account – Finance to support the development of an expression of interest for young people to explore apprenticeships

5.9.4.3 SEND Curriculum Employability pathways – the creation of a set of resources aimed at SEND students and awarding them with qualifications for the completion of the industry pathway exploration.

5.9.4.4 Virtual School Community of Practice – working with Worcestershire Childrens First, the team have developed a community of practice to work with those teachers with responsibility for young people in care (some of those most at risk of being NEET)) to understand the careers practice of schools and the support those individuals can receive.

5.9.4.5 Power Up Mentors – working with Redditch Business Leaders, the programme supports through marketing, admin and DBS checks the setup of a mentoring programme for young people to support those most at risk.

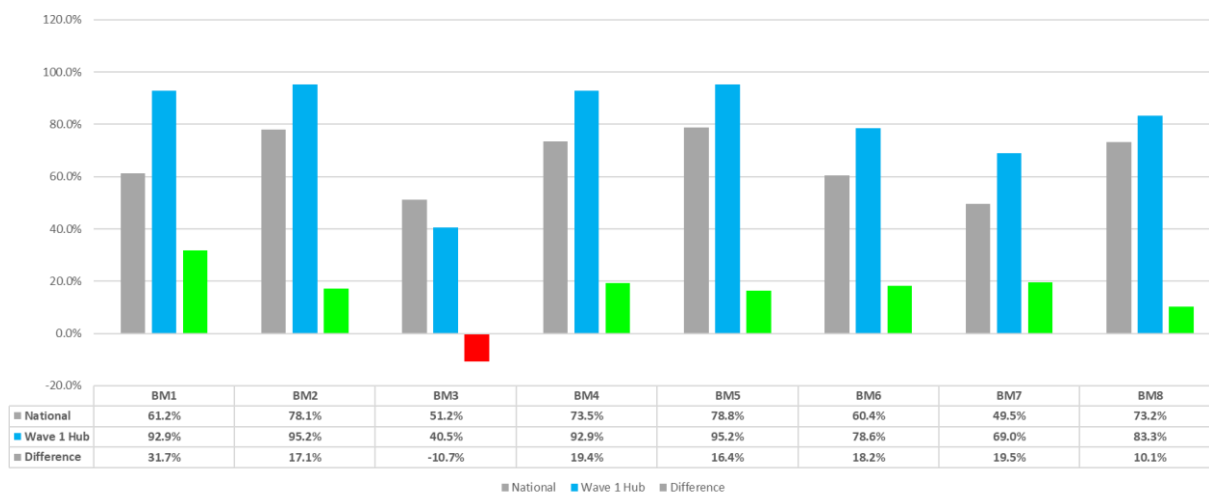
5.9.4.6 Year 11 Information Advice and Guidance for young people at risk of being NEET, as part of our Careers Worcestershire programme, the team offers support into schools to cover IAG sessions for these young people. To date the team has worked with around 227 young people.

5.10 Performance over time.

5.10.1 The perhaps most important measure over time has been the number of benchmarks that schools meet to support young people with careers. In July 2018 when the measures were introduced Worcestershire was in the bottom three of performance against the cold spot indicators that were created as a precursor to this work, the measure at this time was 1.93 BMs out of 8, at the end of the last term in April 2023 the measure is at 6.48 BMs with a number of schools completing a total of 8 BMs.

5.10.2 Worcestershire was in the top 3 LEP areas and is known as the area that has travelled the most distance on this agenda.

WAVE 1 HUB National Performance Comparison - APR 23
% Schools Completed BMs



5.11 NEW CEC Contract 23/24

5.11.1 Staff Funding

- 5.11.1.1** On the 24th of April 2023 the CEC shared with us a Grant Offer Letter covering the 23/24 academic year. This year more than ever before has seen the CEC make significant changes to the asks of the 38 x LEP areas delivering this initiative across the country.
- 5.11.1.2** The CEC have released a NEW funding model which has been based on the total school numbers within each individual area.
- 5.11.1.3** As part of this NEW funding model the CEC have withdrawn funding for the Employer Engagement Enterprise Co-Ordinator who had previously been funded under this contract.
- 5.11.1.4** The CEC have also changed their expected caseloads for each Enterprise Co-Ordinator being funded from 15 x establishments each in 22/23 to 20 x establishments during the 23/24 academic year. The CEC have in turn based their funding contributions to our staffing costs on these revised caseload numbers which has meant an overall reduction in our funding.
- 5.11.1.5** It is also worth noting that the CEC will be increasing caseloads for EC's again in 24/25 to 25 establishments and further rise to 30x in 25/26.
- 5.11.1.6** As Worcestershire currently only has 62 hub member schools this decision will have a significant impact on the funding received, effectively forcing us to cut staff members within the delivery team and will be detrimental to the team's capacity to contribute to workstreams outside of the CEC programme moving forward.
- 5.11.1.7** The funding offer for Worcestershire totals £281k which represents £231k for staffing and £50k towards activity. The programme will cost Worcestershire around £490k in the 23/24 financial year, there is a contribution from Open for Business within the County Council of around £140k and the other £70k will be found from within other programmes in the Skills and Investment team.

5.11.2 Delivery Funding

5.11.2.1 The CEC has also introduced this year a new set of "Key Strategic Priority Areas" which hubs are to deliver any planned activity against.

5.11.2.2 These priorities are as follows:

1. Key priorities for 2023-24 to ensure Hubs achieve maximum impact:

Priority 1: Improve careers provision in schools and colleges against the Gatsby Benchmarks through support, training for the education workforce and quality assurance

Priority 2: Provide more high-quality experiences with employers for students and teachers – with a focus on current 'cold spots'

Priority 3: Amplify apprenticeships, technical and vocational routes – including supporting the implementation of the Provider Access Legislation (PAL)

Priority 4: Target interventions for economically disadvantaged young people (Free School Meals (FSM)) and those who face barriers

Priority 5: Connect careers provision in schools and colleges to the needs of local economies (as articulated through Local Skills Improvement Plans (LSIPs))

5.11.2.3 The CEC have then added funding limits on the "Central Hub Fund" as follows:

- **Priority 2** - Provide more high-quality experiences of the world of work for students.
(c30% of funds @ £15'000)
- **Priority 3** - Amplify apprenticeships, technical and vocational routes
(c30% of funds @£15'000)
- **Priority 4** - Target interventions for economically disadvantaged young people, those who face barriers, under-represented groups and those at risk of becoming NEET
(c30% of funds @ £15'000)

And

- **Priority 5** - Local Priorities – this may include for example, general Benchmark improvement (c10% of funds @ £5'000)

5.11.3 Day to Day Delivery

5.11.3.1 As it stands, whilst in the process of contractual negotiation it is difficult to know what exactly what all these contractual changes may all look like in practice but a plan has been formulated to deliver against each priority, it is likely these changes may have a considerable impact on the level of support provided across the entire network of schools and some impact on the localism agenda.

5.11.3.2 In order to focus on these priorities, schools will RAG rated in terms of their performance and engagement levels and efforts will be in accordance with these ratings, the CEC also require the focus on schools who have been deemed as having higher numbers of “Free School Meals” (FSM) students on role. This fits with Worcestershire LEPs strategy around all young people and supporting to improve the social mobility of some of our most deprived communities.

5.11.3.3 The CEC are also starting to change the role of the volunteer Enterprise Adviser (EA) in order to offer curriculum focus and expertise. In addition to an expectation that 85% of our hub member schools having a designated EA assigned the focus will be to create a bank of Enterprise Advisers to be deployed based on individual institution need and framed around the CEC and Careers Hub priorities. A minimum of 80% of schools within the career’s hub will receive this targeted support at least once during the academic year.

5.11.4 Cornerstone Employers

5.11.4.1 Over 2023/24 there is a need to reflect on our Cornerstone Employer group and reset the agenda. The CEC are requesting that Cornerstone Employers support activity taking place within institutions who fall within the “upper Quartile of FSM, SEND institutions and AP schools across Worcestershire. This maybe challenging within Worcestershire, as it may not fit the priorities of that employer where SMEs dominate and there is less room for nice to do when they are looking for future workforce.

5.11.4.2 Cornerstone activity for 2023/24 will be focused on teacher encounters and events.

5.12 Other Work streams for 2023

5.12.1 Over the last few years, whilst working with the University of Worcester across other priorities, suggestions have been made about supporting systemic change within Education teaching from Worcestershire and the inclusion of Careers modules into teaching. Over the last few months discussion has commenced with the University over how to support this pilot for England, in July 2023 a meeting has been put together with the CEC to discuss piloting and supporting this intervention. Following the Careers Education review from the Education Select Committee published in July 2023, it seems that this direction will be welcomed and supported by the DfE.

5.13 Careers Related Events Planned for 23/24

5.13.1 Summer Advice Clinics 2023

*Worcestershire Careers @ The Hive, Worcester 27th June, 25th July
Redditch Library, 18th July and 29th August
Kidderminster Library 8th August and 5th September*

Designed to offer support to students with GCSE and A Level Results over the Summer period to successfully transition to next steps in September.

5.13.2 Careers and Apprenticeship Roadshows 2023

Thursday 5th October 2023 - County Hall, Worcester – 1600 – 2000, Tuesday 17th October 2023 -- HOW College, Peakman Campus , Redditch 1600 – 2000

Annual event open to students and parents within years 10 to 13 to explore their potential transition pathways and meet local employers offering apprenticeship and other vocational qualifications. Now being offered in Redditch

5.13.3 Life Beyond School Event 2023

*Wednesday 25th October 2023 –
Sixways Stadium – 9am to 4pm*

Annual event open to students and parents of young people who hold an EHCP to explore their potential transition pathways and meet local employers to discuss their next steps.

5.13.4 Worcestershire Skills Show 2024

*Wednesday 6th March 2024 -
VENUE TBC – 9am to 7pm*

Annual event open to students and parents within years 7 to 10 to explore their potential transition pathways and meet local employers offering apprenticeship and other vocational qualifications.

5.14 Questions/Next Steps to consider for the LEP Board

- 5.14.1** How do we amplify these messages for Worcestershire to continue to engage employers and schools in this agenda?
- 5.14.2** What should be the priorities of the team around this agenda to meet the goals for Worcestershire Economic Strategy ? Is their activity the board wishes to see over and above other activities?
- 5.14.3** Note the challenges of funding and therefore maintaining current staffing levels to ensure provision of enough cover to ensure the continuation of and delivery of core activities post Sept 2024
- 5.14.4** Can the board support the Cornerstone delivery and educate more teachers in both careers and to appreciate the outcomes of education and the need to integrate careers into education more widely ?
- 5.14.5** Ask the board to support recruitment of Employers and to consider how to amplify the messaging and increase support to schools.

Judy Gibbs
Director of Skills, Worcestershire LEP