

The Middlesbrough Achievement Partnership Priority Action Plan: *Priority 3*

Strategic priority	To develop a bespoke careers and employability offer in Middlesbrough
Aim	<p>To co-ordinate an careers and employability offer in Middlesbrough</p> <p>To ensure children and young people have a comprehensive CEIAG offer</p> <p>To support the development of links with employment sectors and agencies</p>
Diagnosis and position statement	<p>Evidence indicates that four engagement intervention activities with employers increases attainment levels. However, the Careers and Enterprise Company's (CEC) research paper 'the state of the nation' (October 2017) states that the current careers provision in schools typically falls short of standards set by GATSBY Benchmarks. 20.6% of schools are not achieving any benchmarks and on average schools are only meeting 1.87 (out of 8) of the benchmarks.</p> <p>The DfES document 'careers guidance and inspiration in schools' (April 2017) sets out the statutory requirements in relation to CEIAG in schools and since September 2013, Ofsted has been giving careers guidance a higher priority in school inspections. A significant section of this document is around the monitoring and evaluation of the effectiveness of careers advice and guidance. The Department for Education stress the importance of using destination data in this process.</p> <p>There is some work to do in Middlesbrough and there are some very effective tools and tracking systems such as Compass which can be used as an effective mechanism to provide a confidential report on how schools compare to the Gatsby benchmarks. This tool does not appear to be used consistently across the area.</p> <p>Poor sharing of destination data is also problematic, the current NEETs figure for Middlesbrough is 6.3% compared to 4.25% nationally. Also, the sharing of transition data could result in extending and identifying the support children and young people need to move onto the next stage of their educational pathway effectively.</p>
Key Development Areas	<ul style="list-style-type: none"> • Development of a Middlesbrough Careers Guidance Guarantee • Successful audit of current provision to identify local good practice, avoid duplication and identify gaps in practice • Research existing good practice • All schools making significant progress in meeting the 8 Gatsby benchmarks • All schools to sign up to the TVCA Enterprise Adviser Network and complete the CEC Compass Tool and Tracker. • Development of a Careers Advisor Network • Development of an annual Careers 'Sharing good practice' event. • Support Governors, SLT and staff in schools to ensure that careers advice and guidance meets the national quality benchmark

	<ul style="list-style-type: none"> • Engagement of more employers/industrial links • Development of a Middlesbrough Calendar of Events • Development of a Careers and Employability Portal for all M'bro Schools • Ensure all parents/young people make informed career choices through having the relevant information • Improvement in data sharing to identify destination/potential NEETs and enhance transition process
Links to other MAP groups	<ul style="list-style-type: none"> • Transition • Careers and Employability • Parental and family engagement
Key Performance Indicators	<p>Key indicators are promoting required sustainable improvement through a series of actions.</p> <p>KPI's to follow</p>
Resources	<p>Funding:</p> <p>Year 1 & 2 - £10,000</p> <p>Year 3 - £5,000</p>
Evaluation Methods	<p>As indicated, the identified actions have been planned over a 3 year period, however, the plan is for the actions to produce sustainable change which are intended to continue.</p> <p>There are 3 Key documents which will be used to drive and promote action:</p> <ol style="list-style-type: none"> 1. MAP School to School Support – 3 Year Plan (Version 5) September 2017-August 2020. 2. MAP Priority Action Plan (One plan for each of the 4 key priorities indicated in the 3 year plan). 3. MAP Annual Delivery Plan <p>Action plans 2 and 3 are predominately evidence led and progress will be RAG rated. The MAP Priority Action Plan indicates the key actions over a 3 year period. This action plan has been developed into an annual delivery plan as indicated in the timeline section of the priority action plan, i.e. The key actions for year 1 will be... and the actions will be RAG rated on a termly basis. Actions which will run concurrently over a 3 year period will have incremental progress checks to evaluate progress throughout the key action period. It may be worth noting at this point that the impact of some key indicators may not be evident by the very nature of the actions planned; using a triangulated approach of evaluating evidence from a variety of sources could help to mitigate some of the issues in collection of evidence and evaluation of impact.</p>

	Wherever possible the use of qualitative and quantitative evidence and research will provide a triangulated approach to validate outcomes and impact.
Annual Delivery Timetable	See above section

Key Actions and Impact		Responsible	Timeline			RAG rated progress			Progress/Review Comments
			Year 1	Year 2	Year 3	Yr 1	Yr 2	Yr 3	
3.	Careers and Employability								
3.1	Carry out audit of existing provision. (TVCA – Kelly Britton-Hawes currently auditing current provision and TVCA are planning to develop a framework)	Lead? Sub group members?	√						
3.2	Develop a one-stop bespoke offer to schools following audit.	TVCA/MAP delivery Group							
3.3	Increase the number of schools who sign up to the TVCA Enterprise Advisor Network.	MAP/Karyn Vose	√						
3.4	Support schools to meet Gatsby benchmarks through a bespoke service.	Kim Upex MAP/Karyn Vose	√	√	√				
3.5	Governance – a governor with responsibility for careers on each school governing body to raise awareness of the statutory career and employability guidance and requirements. Then identification of CPD requirements to facilitate this.	MAP	√	√	√				
3.6	Development of a Careers Advisor Network. Identification of CPD for staff delivering CA in schools and discuss a bespoke CPD offer.	School CEIAG staff/TVCA/ Careers Service/MAP	√						

3.7	Develop a chart of what every child is entitled to in relation to careers guidance and send it out to schools with new Government guidance.	School CEIAG staff/TVCA/ Careers Service/MAP	√					
3.8	Development of an annual careers advisor event – Headteachers/Governors/staff responsible for CEIAG in schools, Updates/new statutory guidance/TVCA updates. Opportunity to share good practice in schools.	Delivery group to decide on format and MAP to co-ordinate						
3.9	Development of a Careers and Employability section of MAP website for all Middlesbrough schools. This could include research findings, e.g. CEC ‘what works’ packages; Companies and agencies which support careers advice and guidance; statutory guidance and updates. Add link to TVCA Careers and Employability portal on MAP Website. Ensure schools are aware of Careers and Employability portal.	TVCA/ LA Regeneration Team & Economic Growth Team Sub-group to research best practice and source expertise to design portal	√ √ √	√	√	√		
3.10	Ensure schools receive new careers statutory guidance when it is published by DfE. https://www.gov.uk/government/news/careers-guidance-for-modern-country-unveiled https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf	TVCA/MAP	√					

3.11	Development of a Careers and Employability bespoke offer for both primary and secondary schools.	MAP/TVED	√	√	√				
3.12	Offer of support to embed CEIAG in lessons and subjects – mapping CEIAG opportunities in curriculum areas/ subjects.	Delivery sub-group/MAP	Pilot √	Roll-out √	√				
3.13	Promote Effective sharing of data and information by schools to support the September guarantee.	All Schools/MAP/LA	√	√	√				
3.14	Set up a pilot to explore sharing information at the key transition points KS4-KS5 and KS5-KS6, to reduce potential NEETs.	Via Careers Advisor Network?	Pilot √	Roll-out √	√				
3.15	Development of post-16 transition form (Cath Cook) and CPD for schools re: transition form.	All schools	Pilot √	Roll-out √	√				
3.16	Pilot Global Bridge as a digital CV and engagement of employers – employers sign up.	Volunteer schools/MAP	Pilot √	Roll-out √	√				
3.17	Support for parents/carers supporting children in progression to the next key educational phase.	TVCA/MAP/Volunteers?		√					