

Area Board Project

1. What is the project?

Careers Guidance

A project to extend the mentoring programme at Devizes School through the use of a consultant to improve provision for careers guidance

The Devizes area board are asked to support the project and provide 50% of the funding (£2,500)

2. Background

Links between business and Devizes School have already been strengthened through the introduction of a mentoring scheme in 2012. This has proved to be successful, but it is recognised that much more need to be done in order to secure the future of students and prepare them for entering the world of work.

Since Sep 2012 schools have been legally responsible for securing access to independent and impartial careers guidance for all their students.

A report published by Ofsted in September 2013 found that the arrangements for careers guidance in schools are not working well enough. Three quarters of the schools visited for the survey were not implementing their duty to provide impartial careers advice effectively. The survey also finds that guidance for schools on careers advice is not explicit, the National Careers Service is not promoted well enough and there is a lack of employer engagement in schools

The employment of a consultant can focus on distinct areas highlighted by this report that Devizes School may find difficult to release staff for.

3. Proposal

It is proposed that a consultant who has good business links in the Devizes area is hired to achieve the following three objectives:

- I. *Continue with the mentoring scheme that has been established but improve the number of businesses participating (from 11 currently) to at least 20.*

The Ofsted report highlighted that links with employers were the weakest aspect of career guidance in the 60 schools visited.

II. Establish which businesses in the area offer apprenticeships and work in partnership with them to raise student awareness of the local opportunities including arranging visits to these businesses.

The Ofsted report stated that most of the schools visited, especially those with sixth forms, were generally poor at promoting vocational training and, in particular, apprenticeships. According to their data, of the 55 schools that provided training, only half of them had students who progressed to apprenticeships in 2011/12. The proportion of the Year 11 cohort entering an apprenticeship in these schools was very low.

III. Set up, co-ordinate and manage a day within the school for mock interviews with employers (year group and time of year to be decided. CV preparation done in advance by students).

The Ofsted report highlighted that the most common response was that the students would like more careers guidance activities, in whatever form, to be carried out by individuals such as specialists, teachers and employers

4. Where is the project taking place?

Devizes School to start with. If successful then this model may be rolled out in other schools including Lavington.

5. When will the project take place?

Devizes School working with the consultant and local business will decide upon the most appropriate time for each part of the project. (No later than November 2014)

6. What are the Community benefits/evidence of need/desired outcomes?

The key benefits for the community are:

- Young people are more prepared for work and in a better position to obtain employment.
- Young people will have access to more opportunities for work experience
- Young people will receive improved careers guidance and awareness
- The partnership between business and schools will be strengthened
- Teachers will be freed up to focus upon other demands.
- The outcome of the above benefits is to improve the local economy and create a more resilient community

7. Who will manage/be responsible for this project?

The project will be managed by the consultant who will report to Devizes School Governors. Devizes School working with the consultant will produce an evaluation report with any recommendations that will be made available to Devizes area board.

8. Costs/quotes/ match funding?

- **A total of 200 hours (28 days) will be allocated to the project**
- 30 hours spent with local businesses/mentors
- 30 hours working with mentees
- 20 hours spent on identifying businesses that offer apprenticeships
- 20 hours – partnering students and discussing apprenticeship options
- 20 hours CV guidance in school
- 20 hours 1:1 with students working on guidance for future careers
- 60 hours setting up and managing interview practice day

The total cost will be £5k. Devizes School gave agreed to fund 50% of the project and the area board are being asked to fund the remaining 50% (£2,500)

9. Additional information

Three clear priorities in Wiltshire Council's new business plan are to:

- To protect those who are most vulnerable
- To boost the local economy – creating and safeguarding jobs and;
- To support and empower communities to do more for themselves.

This project clearly addresses all three priorities.