

# Hampshire & Surrey Careers Hubs

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# What are Careers Hubs?



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COMPANY

**Creation of Careers Hubs Inc. Enterprise Adviser Network**

*Vision: To create a networked school and exposure to the world of work for all*



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**Contract holders to establish and deliver the Careers Hub programme, aligned with local skills strategies**



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1. Raise the quality of careers provision in schools and colleges against the Gatsby Benchmarks

2. Provide more high-quality experiences with employers for students and teachers

3. Amplify apprenticeships, technical and vocational routes - including by supporting Provider Access Legislation

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

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

**5 Priorities**

# What does a Careers Hub do?

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We locally tailor the national strategic priorities of The CEC.



We support schools, special schools and colleges to compliant with the [DfE's statutory guidance for careers education](#), including the [Provider Access Legislation](#) and create careers strategies and programmes aligned to school improvement outcomes.



We create and signpost other resources to aid Careers Leaders in their roles.



We collaborate, co-design and fund projects and activities that provide young people and their influencers (parents/carers & teachers) with improved understanding of local education, training and employment pathways.



We elevate & provide training for Careers Leadership in all educational settings.



We enable employers and businesses to engage and inspire their future workforce and their influencers and create a pipeline of local talent.

\*Cornerstone Employers inc. Ringway, AtkinsRéalis, Macro, NHS.



We connect people, projects, places and providers.

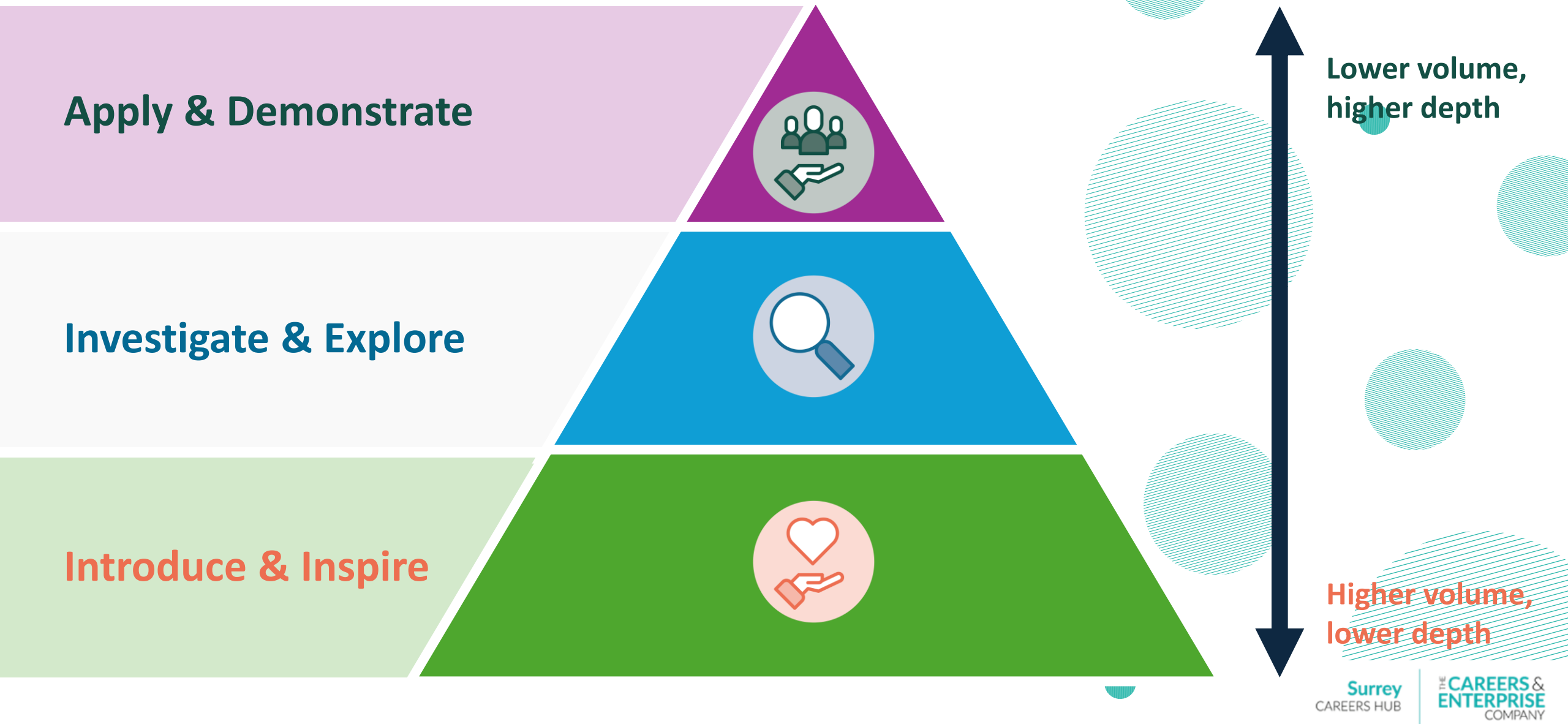


We facilitate & coordinate collaborative working across education and business through a lens of future skills demand. We recruit employers and volunteers from business to work with schools & colleges.

# Work Experience

- Government manifesto commitment, follow up in policy
- What is coming down the track?  
2 weeks worth of work experience (from site tours to Open Doors visits, to immersive experiences and traditional placements, from Yr 7 –Yr 11)
- Statutory Guidance update expected for next academic year
- Capacity and changes to the landscape (home working etc.)  
hybrid and virtual worlds
- Re-imagining work experience - equalex model
- Careers Hubs will be supporting schools, colleges and businesses to approach work experience in new ways

# Workplace experiences as a progressive programme



# Why take a progressive approach?

Traditional

equalex

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Year 7

Year 8

Year 9

Year 10

Year 11

Post-16

Work  
Experience

Work  
Experience



Progressive programme of workplace experiences



Introduce & Inspire



Investigate & Explore



Apply & Demonstrate

# The **equalex** Learning Outcomes:

Each of the learning outcomes have up to 3 learning objectives.

For example:

Introduce and Inspire	
Learning Outcome	Learning Objective
<b>Developing Self-Awareness</b>  Students are aware of their passions, skills and work preferences and understand how these could inform their career choices	Students recognise essential workplace skills and are able to self-assess their current skill level.
	Students can identify their passions, interests and skills and consider how they might inform potential jobs or career pathways.
	Students can describe their work style and ideal working environment and can give examples of workplaces that would and would not suit their preferences.

# Employer benefits

Employers delivering the highest quality 'meaningful opportunities' (including workplace experiences) are 2x as likely to say their work is helping close skills gaps.

Employers proactively targeting their activities to under-represented groups are 1/3 more likely to say that their education outreach is helping them to develop new talent pipelines.

Overall:

- **81%** of employers say their outreach is helping to develop new talent pipelines
- **67%** say it's helping to improve the diversity of their workforce
- **87%** say it's encouraging young people to take up careers in their sector





# Employer benefits

Offering workplace experiences can provide opportunities for staff to engage, supervise and mentor young people, providing opportunities to realise unidentified skills and develop other professional and personal skills.

According to [NCVO](#), volunteering also drives a more engaged, confident, and mission-focused workforce.



1. **Making a difference:** Nine in ten volunteers (89%) agreed that it makes them feel like they are making a difference



2. **Wellbeing:** Three-quarters (75%) reported that volunteering improved their mental health and wellbeing



3. **Connectivity:** Almost nine in ten volunteers (87%) connect to new people

