

Enterprise Adviser Induction

THE CAREERS &
ENTERPRISE
COMPANY

Hertfordshire
Local Enterprise
Partnership



REWRITE THE STORY

Help schools and colleges to
shape future careers - your
experience matters

Volunteer to become an Enterprise Adviser

Hertfordshire
CAREERS HUB

THE CAREERS &
ENTERPRISE
COMPANY

Find out more



Steve Trotter

Careers Hub Operations Lead Hertfordshire

Hertfordshire
CAREERS HUB

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Agenda

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Today will cover:

- Who The Careers & Enterprise Company are
- The roles of the Enterprise Adviser & Careers Leader
- The eight Gatsby Benchmarks
- Performance
- HOP, Local Labour Market Information and LEP priorities
- Problem-solving, resources and key dates



COMPASS+

THE CAREERS LEADER DASHBOARD

COMPASS
CAREERS BENCHMARK TOOL



HOP
HERTFORDSHIRE OPPORTUNITIES PORTAL

Hertfordshire
CAREERS HUB

THE CAREERS &
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Our missions:

- To inspire and support young people in the transition to the fast-changing world of work
- Strengthen the links between education and employment
- Raise the profile and quality of Careers Education in schools and colleges by backing the 8 Gatsby Benchmarks
- Raise aspirations among young people in Hertfordshire and help every young person find their best next step



Our Vision:

- Help provide modern high quality, 21st Century careers education for all young people in Hertfordshire
- Support schools and colleges as much as possible to deliver brilliant careers education
- We want to support employers to engage with education with purpose and for the long-term
- We want to involve every young person in careers education regardless of their starting point or circumstances



Our priorities and coordinated actions:

To help every young person find their best next step

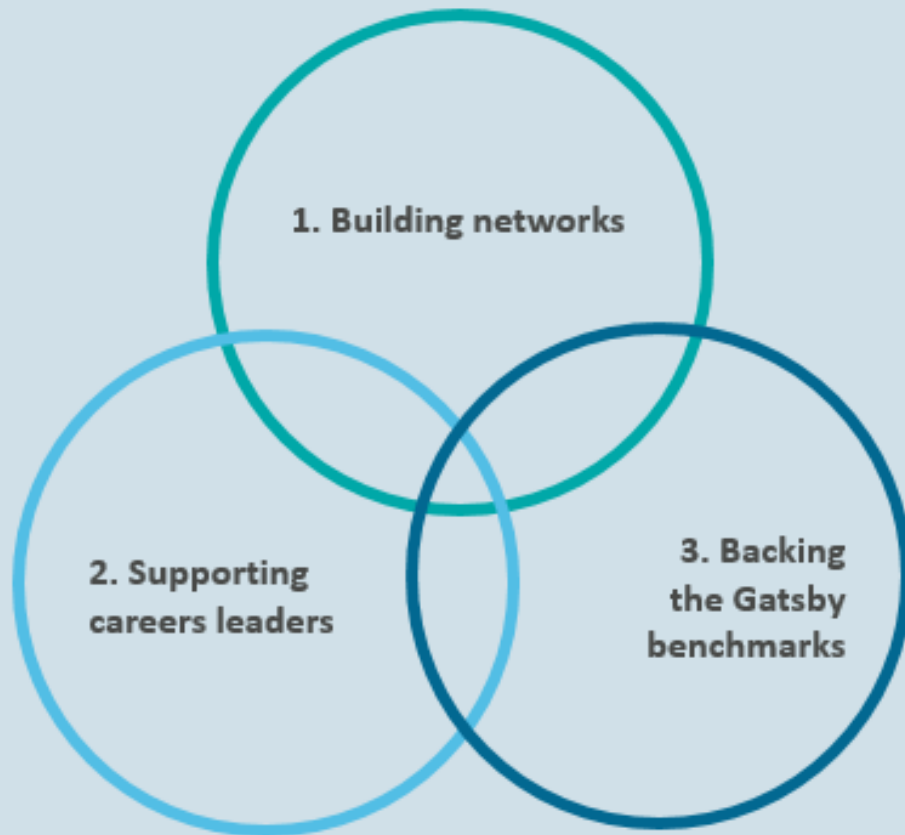
Priorities 23/24

- **Priority 1:** Raise the quality of careers provision in schools and colleges against the Gatsby Benchmarks through training for the education workforce, targeted support and quality assurance
- **Priority 2:** Drive more high-quality experiences with employers for students and teachers – with a focus on current areas of need
- **Priority 3:** Amplify apprenticeships, technical and vocational routes
- **Priority 4:** Focus on interventions for economically disadvantaged young people (FSM) and those who face most barriers
- **Priority 5:** Connect careers provision in schools and colleges to the needs of local economies



Encourage schools to start using the future skills questionnaire on Compass Plus

Our role:



Please click the video thumbnail or link below:



<https://youtu.be/B0RUJI-g0uw?si=b-yFxMXSPIN97ql1>

We work with schools,
colleges and employers to
help every young person find
their best next step.

Herts Careers Hub Team Structure:

Gareth Dace- Careers Hub Strategic Lead-Hertfordshire LEP



Steve Trotter- Careers Hub Operations Lead-Hertfordshire LEP, plus EC to Welwyn & Hatfield schools



Chris Dowton- Enterprise Co-Ordinator Hertfordshire LEP, Broxbourne & East Herts



NEW Enterprise Co-Ordinator tbc- HCC, Stevenage and North Herts schools



Shea Costello-Enterprise Co-Ordinator-HCC, Watford, Three Rivers & Hertsmere schools



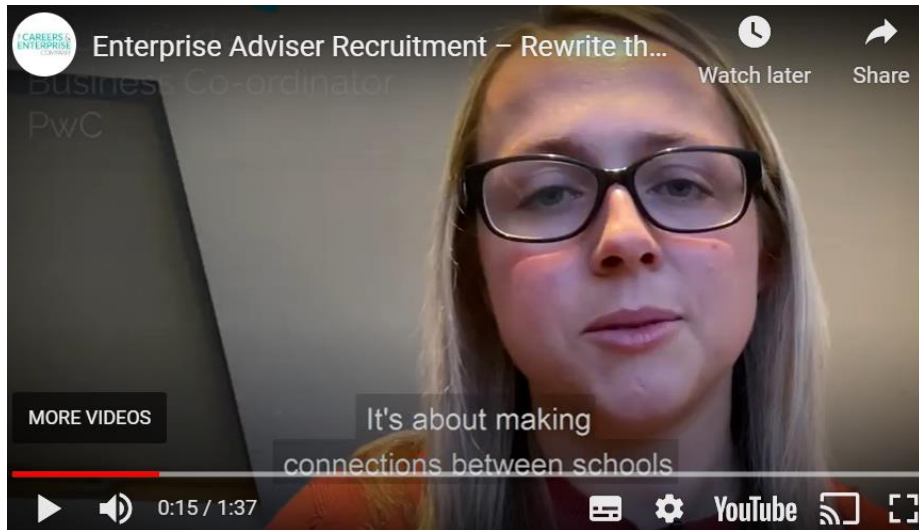
Lesley Leggett- Enterprise Co-Ordinator-HCC, St. Albans & Dacorum schools



Jacque Gascoigne- Enterprise Co-Ordinator-HCC, SEND schools

What is an Enterprise Adviser?

Please click short video for more info



Develop your skills in communication and strategy development
Support your local school or college to deliver world class careers guidance to their students.
Build strong working relationships with your local school or college and provide insight into your organisation/industry
Join a national and local network to develop your own skills.
Give back to your local community.
Better understand the education sector and the challenges faced

An Enterprise Adviser is...

- A business professional who comes from any industry sector or professional background, be that employed, self-employed or recently employed.
- Dedicated to making a lasting impact on the future outcomes of young people.
- Willing to volunteer their time to achieve positive change in local schools and colleges, using core skills including relationship building and being analytical.

What will they be doing?

- Supporting the school or college's senior leadership team strategically to develop and evaluate their careers plan.
- Providing a valuable employer's perspective on how a school or college can embed labour market information and opportunities into the careers programme.
- Engaging with local businesses and employers in your network to put a wide variety of careers opportunities at the heart of young people's education.

Why volunteer as an EA?

I want to... <https://youtu.be/pluN1FJL7Vk?si=AoDRhYQl4PG3PgTa>

help young people
facing similar
barriers to those I
faced

do something to
help social
justice/social
mobility

give something
back

work directly with
young people

use my professional
skills and
experience

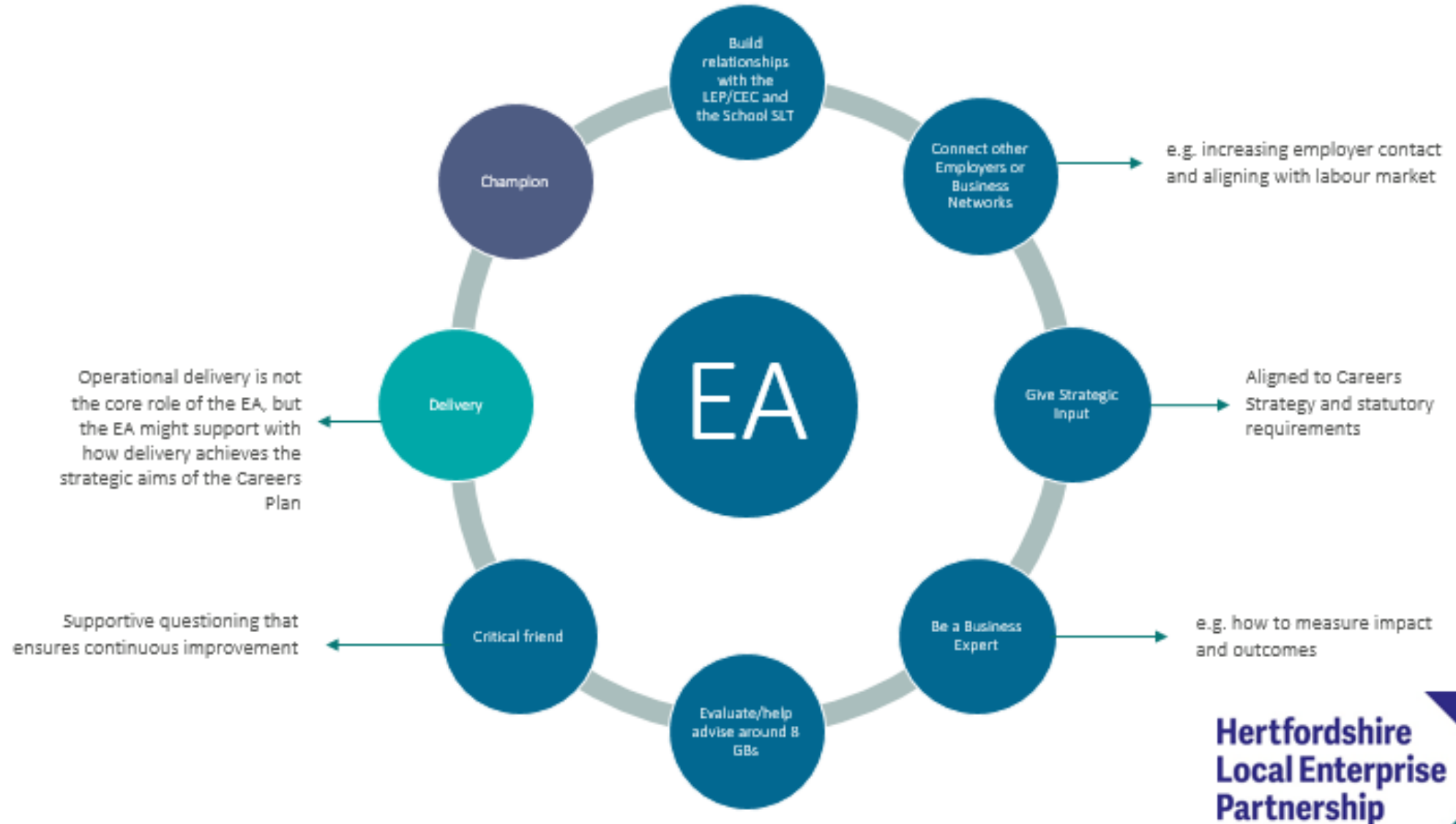
show young people
what my sector has
to offer and how to
access it

experience a new
challenge that will
help me develop

support specific
community

be part of strategic
change in a
school/college

What does an EA do?



Structure of what we do:

Careers Hub

Groups of schools, colleges, employers and providers within a local area working together to improve practice. Hub Leads oversee the work and target support to local priorities.

Careers Leader

A leadership role overseeing a college or school's provision. Careers Leaders implement and quality assure a careers strategy, network with employers and providers and coordinate the contributions of Careers Advisers and subject teachers.

Careers Adviser

A careers professional who provides personal guidance to students and may also have other roles in relation to the delivery of careers provision.

Enterprise Adviser

A volunteer from business matched with a school or college to provide strategic support on the careers programme.

Cornerstone Employer

Provides the employer voice and leadership within a Careers Hub and works nationally, with other cornerstones, on shared careers-related priorities.

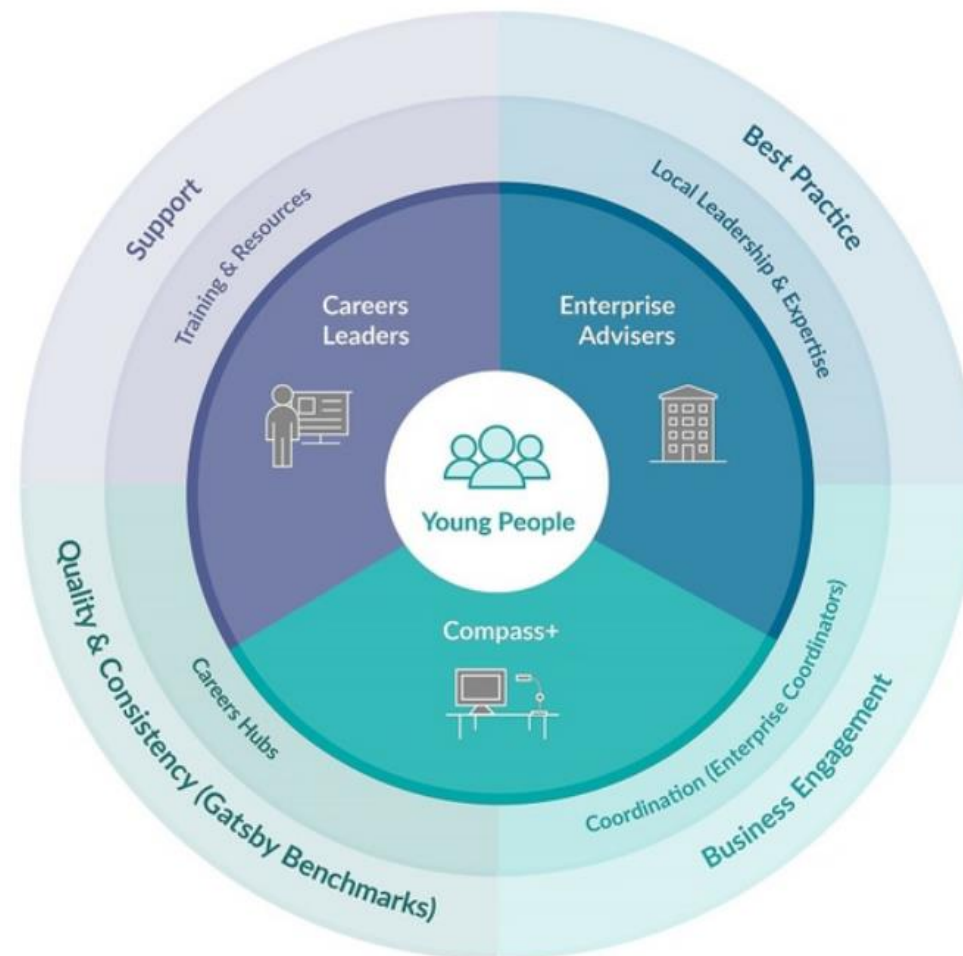
Careers Hub Key Partnerships



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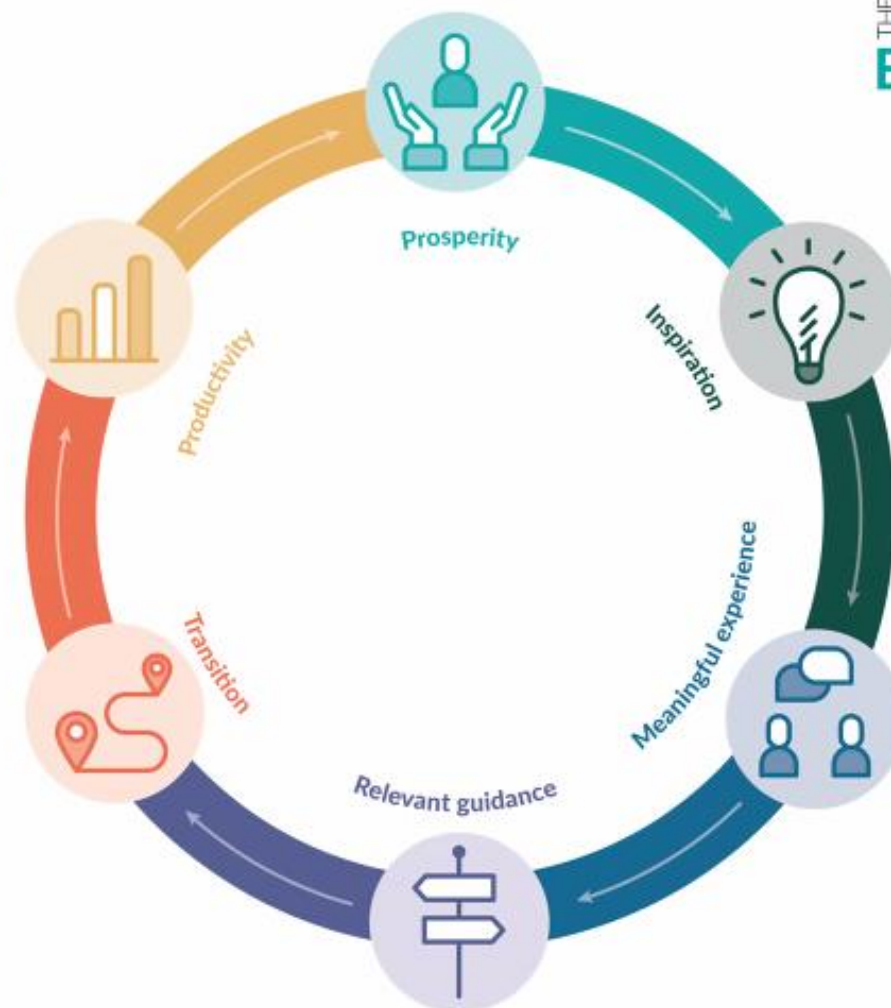
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The Careers & Enterprise Company's Model



Structure of what we do:

A vision for the system...
*Meeting the ambitions of
Employers and Young People*



What we do:



92%

of secondary schools
and colleges in Careers
Hubs at end July 23



93%

of students are
receiving employer
encounters every year



x2

young people twice as
likely to report awareness
of apprenticeships
by Year 11



£150m

£150m saved each year
due to reduction in
NEET young people

Key deliverables



As many schools using Compass Plus and the Future Skills Questionnaire as possible

Compass Plus & Future Skills Questionnaire Training Tues 21st November for your Careers Leaders and Careers Admin Smile Building Tesco WGC

Hosting Teacher Encounters

Getting Teachers out to visit employers and gather real world scenarios and bring the curriculum to life in the classroom

Careers Leader Training

Careers Leader short courses and full FREE Level 6 Training (Has your Careers Leader signed up to this?)

Work Experience

We are working on a bid to help get more meaningful experiences of the workplace in Herts, and also research new models
We want to boost more varied types of placements can your EAs help?

New Enterprise Adviser structure

Over the last 7 years we have matched EA(s) to one school or college (1-2-1 support)

The Careers and Enterprise and Hertfordshire Careers Hub are happy for that to continue, but also move towards a more flexible approach where EAs can work with more than one school or in certain ways and match skills and needs e.g.

An EA may be more strategic and help a school working on their Careers Strategy, whilst also still supporting their current school (Targeted Support)

An EA who has capacity to be operational can help multiple schools in an ad hoc way for example support two schools with a provider access talk on apprenticeships and some other schools with mock interviews etc. (Agile EA)

We are also moving towards more local networking sessions supported by an employer, training providers/local college and in term time Careers Leaders as well as EAs

New f2f Networking sessions

Networking events to include Careers Leaders and Enterprise Advisers:
Please drop in when you can and stay as long as you are able to...

East Herts & Broxbourne IMI Thurs 28th Sept 3pm-5pm

Welwyn, Hatfield & Hertsmere Morgan Sindall Wed 11th Oct 3.30pm

Watford Mon 9th Oct 3.45 Warner Bros

Tbc Hemel and Dacorum

Tbc St Albans and Harpenden

Tbc Stevenage and North Herts

Tbc SEND networking session tbc Wed 8th November



An EA supports the Careers Leader- What does a careers leader do?

Careers leaders are responsible and accountable for the delivery of the school's or college's programme of career guidance

Careers leadership involves:

- planning, implementing and quality assuring a careers programme for the school or college
 - managing the delivery of career guidance
 - networking with external partners
 - co-ordinating the contributions of school or college staff
-
- On top of all this Careers Leaders are often Teachers or Senior Leaders in school so need as much and help and support that they can get from their EA and EC.

The jobs of careers leadership

Leadership

Management

Co-ordination

Networking

The role of careers leader: Leading

- Leading the team of teachers, administrators, external partners and others who deliver the careers programme
- Advising senior leadership on policy, strategy and resources
- Reporting to senior leaders and governors
- Reviewing and evaluating the careers programme
- Preparing and implementing a careers development plan
- Understanding the implications for career guidance of changes in education, training and the labour market
- Ensuring compliance with legal requirements to provide independent career guidance and access to providers of technical education and apprenticeships

The role of careers leader: Managing



- Planning schemes of work for careers education and other activities
- Briefing and supporting teachers delivering the careers programme
- Monitoring teaching and learning in careers education and delivery of the careers programme
- Supporting tutors providing initial information and advice
- Managing the work of the careers adviser and other staff, including the careers administrator
- Monitoring access to, and take up of, career guidance
- Managing the careers budget
- Managing own CPD and supporting CPD for the careers team

The role of careers leader: Co-ordinating



- Managing the provision of careers and labour market information
- Managing the careers section of the school's or college's website
- Liaising with the PSHE leader, and other subject leaders, to plan their contribution to the careers programme
- Liaising with tutorial managers, mentors, SENCO and head of sixth to identify pupils needing guidance
- Referring pupils to careers advisers

The role of careers leader: Networking

- Establishing and developing links with FE colleges, apprenticeship providers and universities
- Establishing and developing links with employers
- Negotiating service level agreement with the local authority for support for vulnerable young people, including SEND
- Commissioning career guidance services
- Managing links with the LEP and other external organisations
- Identifying sources of funding for careers related projects and writing bids
- Building a network of alumni to help with the careers programme

Careers roles in schools



Link Governor	Advocate for careers Support and challenge	
Senior Leader	Overall responsibility for careers and line manager for Careers Leader	assistant head or deputy head
Careers Leader	Day-to-day leadership and management for careers Middle leader	teacher, other professional
Careers Adviser	Provision of personal career guidance to young people	internal or external: professionally qualified at level 6 or above
Careers Administrator	More routine organisation and administration	support staff

Please take a few minutes to have a comfort break and grab a drink



The eight Gatsby Benchmarks

The Gatsby Benchmarks define what is considered world-class in careers guidance.



Gatsby Benchmark 1
A stable careers programme



Gatsby Benchmark 2
Learning from career and labour market information



Gatsby Benchmark 3
Addressing the needs of each pupil



Gatsby Benchmark 4
Linking curriculum learning to careers



Gatsby Benchmark 5
Encounters with employers and employees



Gatsby Benchmark 6
Experiences of workplaces



Gatsby Benchmark 7
Encounters with further and higher education



Gatsby Benchmark 8
Personal Careers Guidance

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The 8 Gatsby Benchmarks-Please click video below



https://youtu.be/G-4G4_W5kk8

Our digital tools



Compass: evaluation tool to audit a school/college's current careers provision against the eight Gatsby Benchmarks



Compass+: this is our new tool to help schools benchmark, manage, track and report on their careers programme.

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Takes around 20-30mins to complete
Ideally with CL, EA and EC present

Completed once a term/3times a year
(Dec/March/June)

Key benefits for Careers Leaders

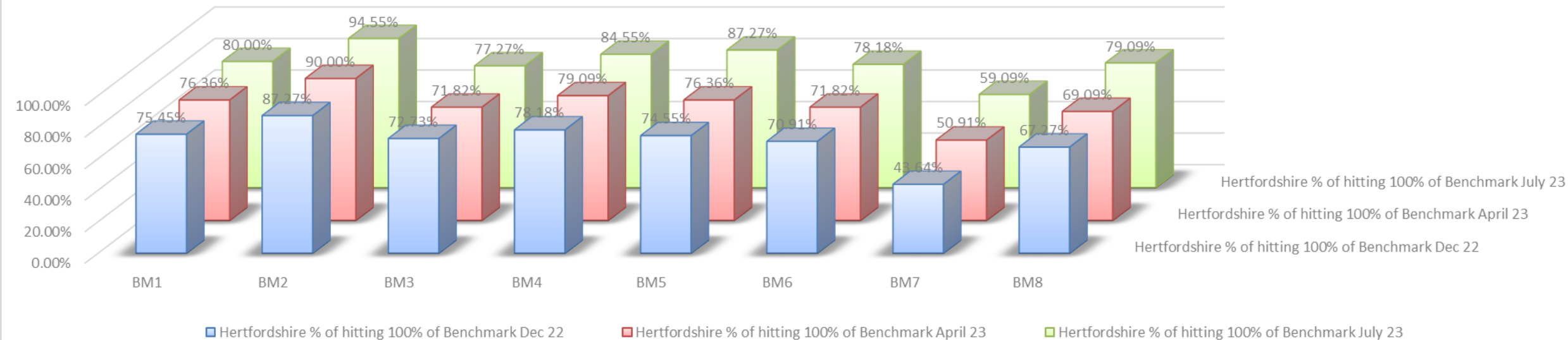
-  **Save time and plan with ease.** Quickly map out your careers programme for the academic year.
-  **Be more strategic and targeted.** Create custom cohorts so you can target relevant careers interventions to the students most in need.
-  **Measure and monitor effectively.** Create detailed reports and data visualisations to monitor performance.
-  **Collaborate with colleagues.** Encourage collaboration by allocating tasks, sharing contacts and allowing colleagues to contribute to your careers education programme.
-  **Reach and build a wider network.** Receive intelligent recommendations for activities and store your careers partners in one place.

Hertfordshire
CAREERS HUB

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Compass Data July 23 out of 8

Hub Overview Dec22 vs Apr23 vs Jul23



College Average	7.00
SEND Average	6.32
Average for all matched institutions (excluding other schools)	
LEP matched institution average (excluding other schools)	
National average (excluding other schools)	5.50
Hertfordshire Average	6.40

Hertfordshire currently averaging 6.40 up from 5.90 Gatsby Benchmarks

4644 schools in England
111 in Hertfordshire including SEND, Colleges and ESC's

Ask to see your school/college's compass report:

Institution Report

Bishop's Hatfield Girls' School

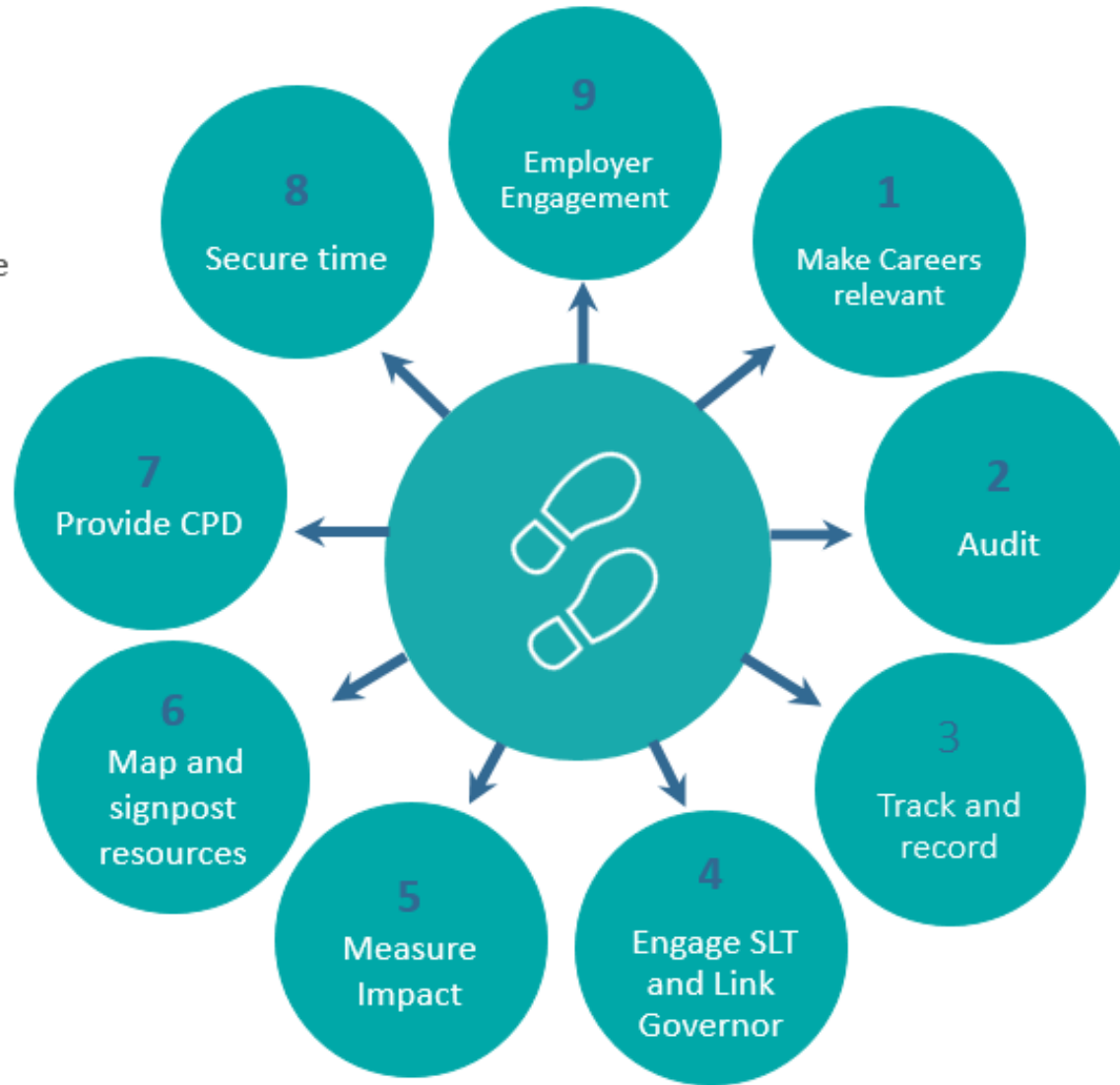
URN:	137757	Institution Opportunity Area:	—
LEP:	Hertfordshire	Burberry:	No
Date institution joined the network:	07-04-2016	Heathrow:	No
Is it currently matched:	Yes	National Grid:	No
CEC institution type:	Mainstream	Compass+ on boarding status:	Moved to compass+
Institution HUB:	Hertfordshire	Compass+ date of last on boarding status change:	17-09-2022

Latest whole Compass completion (31-03-2023)

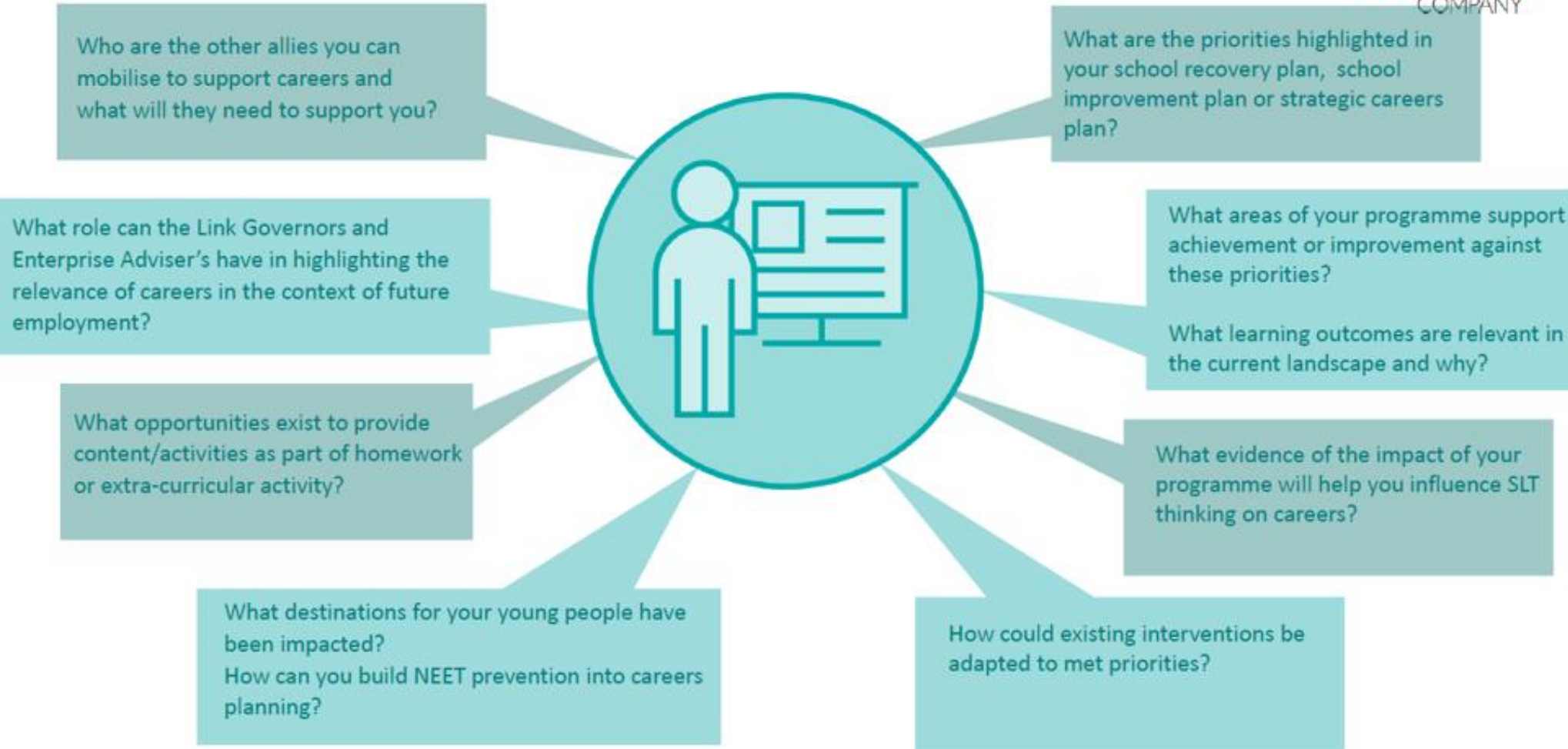
■ Benchmark 1	100%
Does your school have a careers programme that: - Is written down?	Yes
Does your school have a careers programme that: - Is approved by the board of governors?	Yes
Does your school have a careers programme that: - Has the explicit backing of senior leadership?	Yes
Does your school have a careers programme that: - Has resources/funding allocated to it?	Yes
Does your school have a careers programme that: - Is regularly monitored?	Yes
Does your school have a careers programme that: - Has both strategic and operational elements?	Yes



Your Enterprise Co-Ordinator will help and support you as the Enterprise Adviser and the school/college's Careers Leader to...



Questions for Careers Leaders



What type of EA do you think you will be?

	ATTRIBUTE	TYPICAL BUSINESS POSITION	KEY TRAIT	BENCHMARKS THIS WILL TYPICALLY SUPPORT	WHAT WILL THE EA GAIN (in addition to the individual traits listed above)					
1	LOCAL BUSINESS CHAMPION Make introductions to the local business community with your school developing new relationships and contacts to build menu of employee interactions, workplace visits and knowledge of the local labour market information	A local business owner or member of a local business network group, e.g. Business Bank Manager, local SME or standalone business owner	Pro-active approach Good local connections	2, 5, 6	Greater prominence in local business community as a connector to school(s)/college(s)	5	INNOVATOR AND VISIONARY Innovation and Creative Ideas. Able to suggest and carry out enterprising solutions to challenges either specific to careers education and/or wider school matters.	Entrepreneur.	Visionary; Problem Solver	ALL
						6	SECTOR SPECIFIC AMBASSADOR Provide Sector Specific Careers Information. Able to share knowledge and resources to a specific industry including the range of opportunities and career options within, future skills gaps and/or to explore the links between different curriculum and subject areas	Employed or previously employed within a specific industry with good, up to date, holistic knowledge of different careers and future opportunities. May be a member of an industry body or professional membership organisation	Deep understanding of an industry or sector able to facilitate connections with a broad range of sector experts	2, 4
2	EMPLOYER SPECIFIC AMBASSADOR Utilise companies own internal resources to support Gatsby Benchmark attainment. This could involve providing employees to visit school and/or interactions with students, inspirational support including tackling gender bias and perceptions, providing apprentices to interact with students. Providing work experience or offering workplace visits. Working with school staff to develop careers curriculum to match the needs of business.	Employed by a Medium or Large Organisation. Is able to influence in own organisation and has holistic contacts and knowledge of different roles and departments	Large company recruitment and skills/development expertise	2, 3, 4, 5, 6, 7	Able to secure future talent directly from a school/college and establish a talent pipeline into your organisation Build understanding of careers and education trends to identify future developments that will help businesses HR/Recruitment strategies.	7	ALUMNI ENABLER Alumni Networking An ex-student, member of staff, parent who has good knowledge of the school ethos and values and can align to industry and employability knowledge. Able to reach out to wider alumni network to provide student inspiration in form of employer/employee interactions, University, FE College advice and guidance.	An ex-student, staff member or parent with a good knowledge of school ethos and values. Any of the other listed attributes would be beneficial.	Personal experience of the school/college and local area. Personally motivated to support the work of EAs locally.	1, 2, 3, 5, 7
3	EMPLOYMENT AND RECRUITMENT EXPERT Share knowledge of recruitment processes ensuring that school has systematic activities in place to educate students about how to prepare for a recruitment process including knowledge of pro-active approaches (e.g. LinkedIn, CV writing) and an understanding of interview and assessment centre processes.	HR Professional; Recruitment Expert, either self-employed or working within a business	Recruitment and selection expertise. Basic employment law knowledge	5	As above	8	CAREERS EDUCATION EXPERT Provide detailed knowledge of Careers Education Policies and tactics to achieve Gatsby Benchmarks	Previous experience working in a School/College or in Careers Education industry.	Careers expert able to navigate through range of national, regional and local offerings	ALL
						9	OPERATIONAL SUPPORT Operational Support This is not really the description of an EA but can be of short-term benefit. Able to provide hands on support for existing careers activities	Knowledge and experiences in employment and in industry.		5
4	STRATEGIST Help develop school's Careers Strategy aligned to ongoing school development plans.	HR Professional. Strategy Consultant.	Well organised. Visionary. Strategic Mindset	1	Build understanding of careers and education trends to identify					

It is good to work through the careers programme for the year ahead
Look at or complete compass together once per school term
Look at/revisit careers strategic plan-what are the main aims this year?



Returning on Thursdays
4.30pm



WEBINARS FOR STUDENTS

Due to the COVID-19 lockdown, schools across the UK have been unable to meet the requirement to provide students with at least one meaningful encounter with an employer per year, traditionally achieved through careers talks and work experience opportunities. These encounters are a vital part of careers education, with research linking them to increased motivation, aspiration, and a greater chance for future success in the workplace.

So to support this Hertfordshire Local Enterprise Partnership (LEP) and Hertfordshire Opportunities Portal (HOP) are launching a new series of webinars featuring interviews with local employers.

To find out more or to get involved click [here](#).

New Labour Market Information Video and lesson plan

Herts LMI Video

<https://www.hopinto.co.uk/questions/labour-market-information/>

Quiz to go with it: <https://www.hopinto.co.uk/media/2531/lmi-video-guidelines-and-discussion-points.pdf>

In March 2021, the largest proportion of businesses in Hertfordshire fell into the following industry sectors:



Professional, Scientific & Technical 19.9%



Construction 15%

LMI Video '22



Information & Communication 11.1%

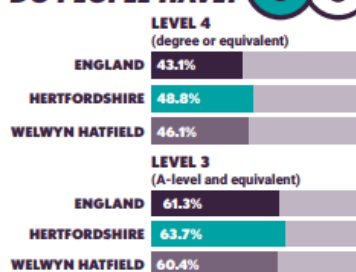
New Labour Market Information posters and growth sector posters on HOP

For Gatsby Benchmark 2 Labour Market Information/National Careers Week we have new Herts labour market information (LMI) posters to use with your students, parents and teachers with hard copies being sent to your Head:

<https://www.hopinto.co.uk/questions/labour-market-information/>

HOP LIVING AND WORKING IN WELWYN HATFIELD

WHAT QUALIFICATIONS DO PEOPLE HAVE?



HOW MUCH DO PEOPLE EARN ON AVERAGE?

	LIVING IN	WORKING IN
HERTFORDSHIRE	£36,045	£33,902
WELWYN HATFIELD	£33,947	£31,635
ENGLAND	£31,490	£31,490

SOURCE: NOMIS

GETTING AROUND

30 – 50 minutes by train to London
40 minute drive to Luton Airport
1 hour drive to Cambridge

TOP 5 EMPLOYMENT SECTORS

- WHOLESALE AND RETAIL**
Work in: Sales, Merchandising, Customer Service
- HEALTH**
Work in: Nursing, Social Care, Medical Practitioners
- BUSINESS ADMINISTRATION AND SUPPORT SERVICES**
Work in: Administration Support, Business Professionals, Marketing Specialist
- PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES**
Work in: Engineer, Tech Specialist, Law, Scientific
- ARTS, ENTERTAINMENT AND RECREATION**
Work in: Art & Illustration, Tourism, Photography

DISCOVER SOME OF THE AMAZING EMPLOYERS ON YOUR DOORSTEP...

TESCO is a leading retailer, with 360,000 employees, serving millions of customers every week, in their stores and online. Their mission is to be the champion for customers, helping them to enjoy a better quality of life and an easier way of living.

MORGAN SINDALL GROUP is made up of 6600 talented people working to create long-term, sustainable value in the Built Environment. They create inspiring places that enhance the communities in which we live, learn, work, play and care.

ROCHE is a global pioneer in pharmaceuticals and diagnostics. Their aim is to detect illnesses – such as cancer, infectious and cardiovascular disease – early, and treat them with life-saving and life-changing medicines.

COMPAUTACENTER is a leading independent technology provider trusted by large corporate and public sector organisations. They help their customers to source, transform and manage their technology infrastructure to deliver digital transformation, enabling users and their business.

CRANE & STAPLES has been providing expert legal advice to residents and businesses in and around Welwyn Garden City for over 80 years.

WORKING IN HERTFORDSHIRE'S FILM, MEDIA AND CREATIVE INDUSTRY

Hertfordshire has been a national centre for film-making for a century. It is home to Elstree Studios, Warner Bros. Studios Leavesden, Sunset Studios, Sky Studios Elstree and the BBC. A large network of media and production companies support the industry locally.

16,000 EMPLOYEES WITHIN THE INDUSTRY IN HERTFORDSHIRE

IS THIS THE INDUSTRY FOR YOU?
Film, media and creative services could be for you if...
YOU WANT TO BE PART OF THE EXCITING CREATIVE AND ENTERTAINMENT SECTOR.

DON'T FORGET

The industry offers a wide range of non film and media roles such as...
ENGINEERING, RESEARCH, MARKETING AND PUBLICITY



SOME OF THE MOST NEEDED FILM AND MEDIA ROLES IN HERTFORDSHIRE

- EVENT PRODUCER
- GRAPHIC DESIGNER
- SOCIAL MEDIA EXECUTIVE
- JUNIOR CREATIVE ARTWORKER
- PLUMBER, ELECTRICIAN, CARPENTER
- SET INTERIOR DESIGNER
- LIGHTING ENGINEER
- PERFORMANCE DANCE TEACHER
- COSTUME DESIGNER
- EDITOR
- WRITER

DID YOU KNOW?
THERE WILL BE MORE STUDIOS IN HERTFORDSHIRE THAN IN HOLLYWOOD BY THE END OF THE DECADE.







DISCOVER SOME OF THE AMAZING EMPLOYERS ON YOUR DOORSTEP...







- WARNER BROS. STUDIOS LEAVESDEN** offers 350,000 sq. ft. of sound stages, Europe's biggest tanks, a 100-acre back lot and extensive workshops and offices.
- SKY STUDIOS ELSTREE** is a brand new state-of-the-art film and TV studio launched in partnership with NBCUniversal. It has ambitions to become the world's most sustainable studio.
- ELSTREE STUDIOS** offers over 60,000 sq. ft. of filming space, 3 live audience ready stages, 44 production village companies and 95 years of filmmaking experience.
- IGL FILMS** (Welwyn Garden City) is an award-winning production company and creative agency that creates video and animation to help businesses bring their products and brands to life.
- PEARLDROP** (Stevenage) creates video content for everything from customer-facing viral marketing campaigns to internal training and health and safety packages.

Hertfordshire Skills Framework:

Hertfordshire Skills Framework

The skills that Hertfordshire employers value

Personal & people	Hertfordshire understanding
Motivation and ambition 	<ul style="list-style-type: none"> ▶ Actively participate ▶ Show enthusiasm ▶ Knowledge of the sector ▶ Pursue aspirations and goals
Confidence 	<ul style="list-style-type: none"> ▶ Willing to meet new people ▶ Able to hold conversations with peers, managers and customers ▶ Recognise own strengths and able to present these
Respect and good manners 	<ul style="list-style-type: none"> ▶ Listen and learn ▶ Recognise the feelings of others ▶ Be polite ▶ Remain calm
Determination and resilience 	<ul style="list-style-type: none"> ▶ Commitment to get things done ▶ Learn from mistakes and accept criticism ▶ Resist distractions ▶ Adapt to changes
Adaptability 	<ul style="list-style-type: none"> ▶ Flexible to cope with changing demands ▶ Able to apply knowledge to different situations
Teamwork 	<ul style="list-style-type: none"> ▶ Cooperate with others ▶ Recognise skills in others ▶ Value contribution from others

Technical & practical skills	Hertfordshire understanding
Numeracy 	<ul style="list-style-type: none"> ▶ Apply simple mathematical concepts ▶ Understand simple arithmetic ▶ Understand costs and expenditure
Literacy 	<ul style="list-style-type: none"> ▶ Able to express yourself in writing ▶ Understanding of business etiquette verbally and in writing ▶ Able to explain yourself verbally
Business and customer awareness 	<ul style="list-style-type: none"> ▶ Understand commercial realities ▶ Able to professionally communicate with customers ▶ Manage your time effectively
Analytical and problem-solving skills 	<ul style="list-style-type: none"> ▶ Investigate systematically ▶ Identify problems ▶ Look for better ways and suggest solutions ▶ Plan and organize tasks
Digital technology 	<ul style="list-style-type: none"> ▶ Understand the development in technology for business ▶ Basic knowledge of IT
Qualifications 	<ul style="list-style-type: none"> ▶ Achieve qualifications valued by employers

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Generation Careers Fair Events- Reach local young talent

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**MORE GENERATION EVENTS BROUGHT TO YOU BY HOP –
CONNECTING EMPLOYERS TO LOCAL TALENT IN DACORUM, HERTSMERE, WELWYN/HATFIELD
BROXBOURNE & STEVENAGE AREAS**

Generation Dacorum (Wednesday 27th September - Shendish Manor)

Lesley.Leggett@hertfordshire.gov.uk

Generation Hertsmere (Wednesday 15th November - Double Tree Hilton Borehamwood)

Shea.Costello@hertfordshire.gov.uk

Generation Welwyn & Hatfield (Friday 9th February-Fielder Centre Hatfield)

Gareth.Dace@hertfordshirelep.co.uk

Generation Broxbourne (Wednesday 6th March - Spotlight Theatre Hoddesdon)

Chris.Dowton@hertfordshirelep.co.uk

Organised in association with the local councils and Hertfordshire Careers Hub we have some exciting events to highlight job opportunities open in these areas now and in the near future: these events will give young people an opportunity to meet employers with schools and colleges having slots during the day.

These events also operate a Twilight session from 4-6pm and any local school or college students are welcome to attend to meet with local employers and learn about the many career opportunities available. Parents/Carers are also more than welcome to accompany their child.

Attending one of these events will:

- Help young people gain meaningful encounters with employers
- Highlight to young people about a variety of local jobs and industries
- Informing students about the varied routes into work

HOP
HERTFORDSHIRE OPPORTUNITIES PORTAL



GENERATION

Provider Access Legislation (PAL)

What is the provider access legislation?

The provider access legislation introduced in January 2018 requires all maintained schools and academies to publish a policy statement setting out opportunities for providers of technical education and apprenticeships to access Year 8-13 pupils, and to make sure the statement is followed.

What are the new requirements of the provider access legislation?

The updated provider access legislation specifies schools must provide at least six encounters for all their students:

- Two encounters for pupils during the 'first key phase' (Year 8 or 9) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'second key phase' (Year 10 or 11) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'third key phase' (Year 12 or 13) that are mandatory for the school to put on but optional for students

To promote the quality and consistency of provider encounters, the legislation includes a new set of minimum information that the school must ask the provider to give pupils during each encounter.

When will the updated provider access legislation be enacted?

The updated provider access legislation came into force on 1 January 2023.

What support is available to Careers Leaders to help meet the requirement?

- Several resources will be released in November to support your understanding and implementation of PAL
- Compass+, the online self-evaluation tool will also be updated to enable you to record, track and evidence against the new requirement
- If your school is in a hub, your Enterprise Coordinator is available to help signpost you to relevant information and support conversations about PAL with your Senior Leadership Team. More info will become available here: <https://www.careersandenterprise.co.uk/fe-skills/provider-access-legislation/>

If you have any further questions, please do not hesitate to contact: provideraccess@careersandenterprise.co.uk



Theme weeks NAPW Feb NCW March

National Careers Week 2023

In Hertfordshire there are industries that require talented people now and in the future, so it is important when choosing your career to have an understanding of the main purpose of these industries, what skills are needed and why the sector could be right for you. [Hertfordshire Opportunities Portal](https://www.hopinto.co.uk/) showcases careers across many industry sectors. Explore the sectors below to find out about some of the employers near you, watch videos that will describe how other residents have found great careers in Hertfordshire's local industries and search for live jobs, courses and apprenticeships.

Start exploring these exciting career pathways now! <https://www.hopinto.co.uk/sectors/>

National Apprenticeships
Week 2024 (NAPW) 7th Feb

National Careers Week 2024
(NCW) 4th March

International Women's Day
2024

Friday 8th March 2024

Film, media and creative services	Is this the industry for you? Film, media and creative services could be for you if... You want to be part of the exciting creative and entertainment sector.	
Health and social care	Is this the industry for you? Health and social care could be for you if... You want to help others and make a difference to their lives.	

Life sciences	Is this the industry for you? Life sciences could be for you if... You want to make a positive impact on people's health.	
Technology	Is this the industry for you? Technology could be for you if... You want to work with the latest technology and solve problems.	

Further research if of interest

What are the Gatsby Benchmarks?

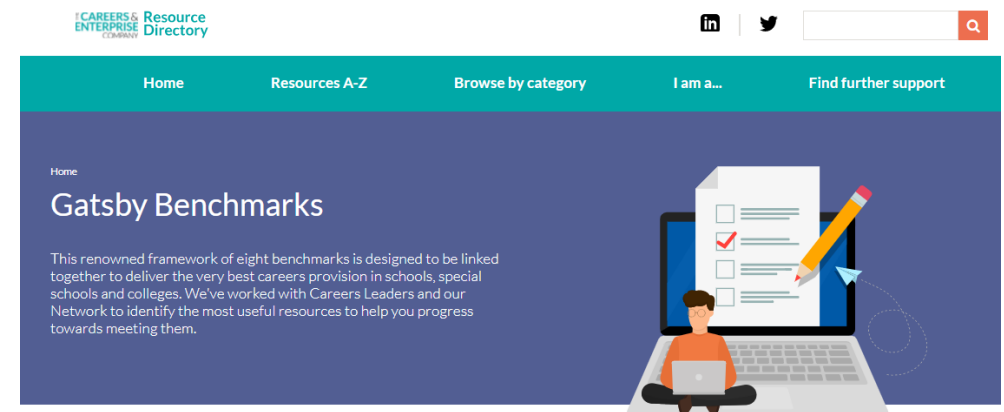
The Gatsby Benchmarks were developed on behalf of the Gatsby Foundation by Sir John Holman, which aimed to highlight what 'good careers work' looked like. They provide a clear framework for organising the careers provision at your school or college.

These benchmarks have been accepted as best practice by the Government and as a Careers Leader, it is your responsibility to oversee the implementation of the benchmarks in your school, special school or college.

The 8 Gatsby Benchmarks are:

- 1 A stable careers 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

For more information on the Gatsby Benchmarks visit The Careers and Enterprise Company resource directory by clicking the below page:



Another useful resource is the Gatsby Benchmark FAQs please click on this thumbnail for more info:



FREE Careers Leader Induction Modules:



Hertfordshire
Local Enterprise
Partnership

- **Module 1. Careers leadership & the careers landscape**

- The value of careers
- The role and value of Careers Leader
- Key statutory duty relating to careers inc. PAL
- The Gatsby Benchmarks
- The role and value of Careers Hubs
- The role and value of an EA
- Effective use of Compass+

- **Module 2. Strategic planning and impact evaluation**

- The value of a strategic careers plan
- Impact evaluation
- Parental engagement within the careers programme

- **Module 3. Labour Market Information and Pathways**

- Available routes at key transitions including technical and vocational
- How to access labour market information & intelligence

- **Module 4: Linking careers to the curriculum**

- Career related learning outcomes
- Supporting staff to highlight the relevance of their subject to future careers

- **Module 5: Encounters with employers & providers and experiences of the workplace**

- What makes an encounter with an employer/provider meaningful
- What makes an experience of the workplace meaningful

- **Module 6: Personal Guidance**

- Approaches to personal guidance

- **Module 7: Funded Careers Leader Training**

- The value of funded Careers Leader training

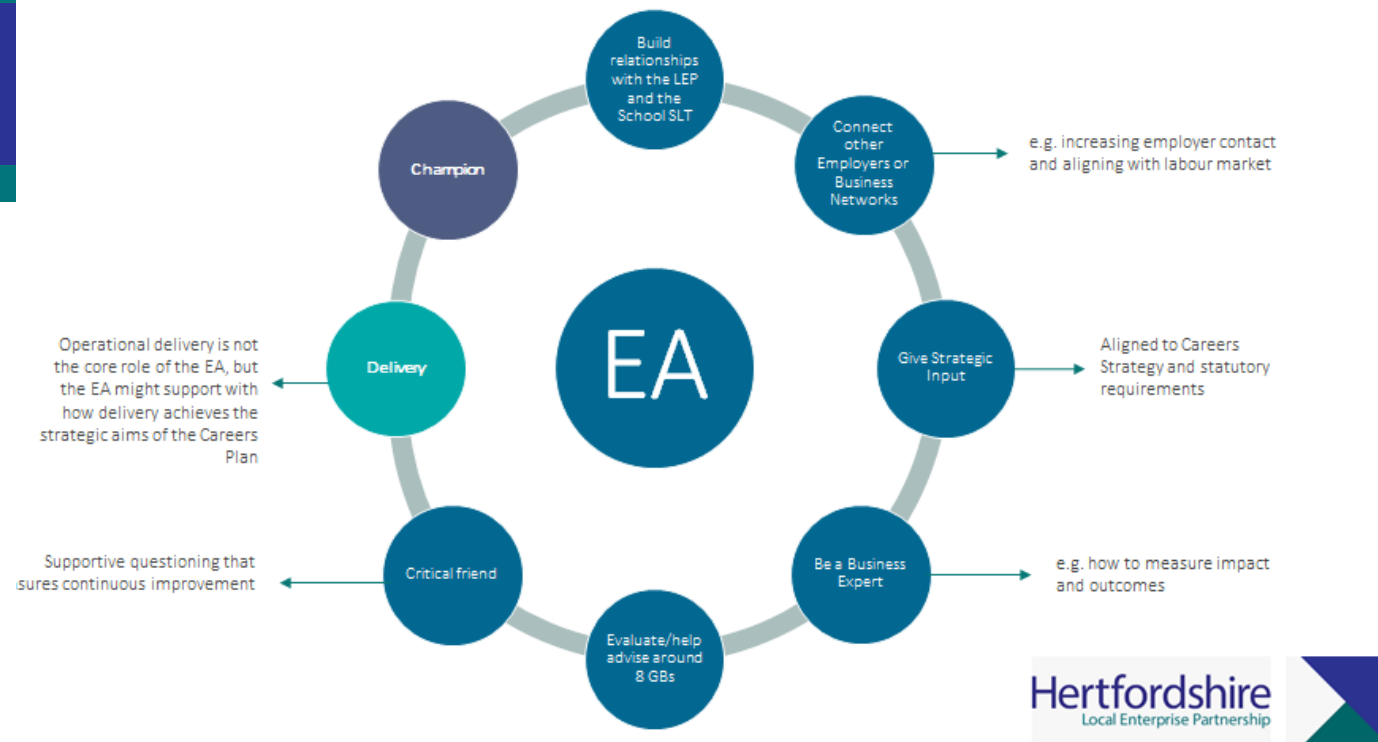
Are you a new Careers Leader?

Access our FREE online induction learning modules to better understand the value of the role and the careers education landscape in all settings.

[Online learning modules >](#)

Quick Quiz







- Q: What does EC stand for?
- A: Enterprise Co-Ordinator
- Q: What is Gatsby Benchmark 4?
- A: Careers in the curriculum
- Q: How many Gatsby Benchmarks in Hertfordshire currently hitting on average out of 8?
- A: 6.40/8
- Can you name a role of an EA?
- Q: Roughly how long does the Compass Audit take?
- A: 20-30mins
- Q: Can you name a skill from the Hertfordshire Skills Framework?









Hertfordshire Skills Framework:

Hertfordshire Skills Framework

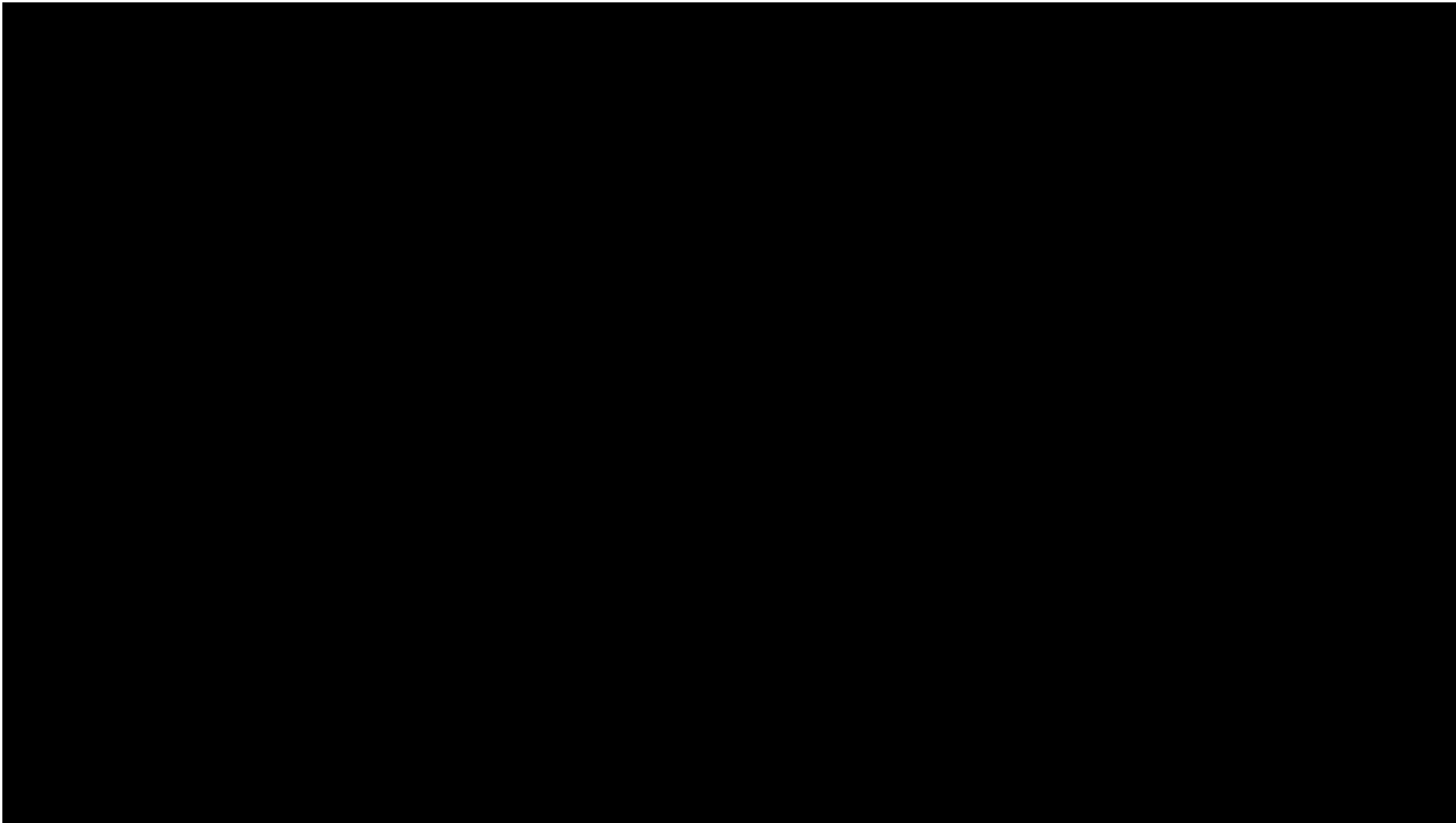
The skills that Hertfordshire employers value

Personal & people	Hertfordshire understanding
Motivation and ambition 	<ul style="list-style-type: none"> ▶ Actively participate ▶ Show enthusiasm ▶ Knowledge of the sector ▶ Pursue aspirations and goals
Confidence 	<ul style="list-style-type: none"> ▶ Willing to meet new people ▶ Able to hold conversations with peers, managers and customers ▶ Recognise own strengths and able to present these
Respect and good manners 	<ul style="list-style-type: none"> ▶ Listen and learn ▶ Recognise the feelings of others ▶ Be polite ▶ Remain calm
Determination and resilience 	<ul style="list-style-type: none"> ▶ Commitment to get things done ▶ Learn from mistakes and accept criticism ▶ Resist distractions ▶ Adapt to changes
Adaptability 	<ul style="list-style-type: none"> ▶ Flexible to cope with changing demands ▶ Able to apply knowledge to different situations
Teamwork 	<ul style="list-style-type: none"> ▶ Cooperate with others ▶ Recognise skills in others ▶ Value contribution from others

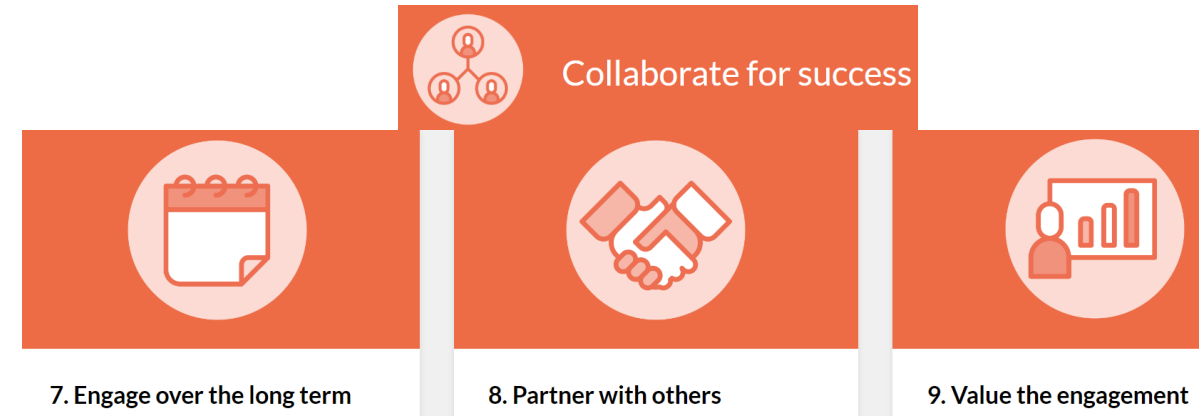
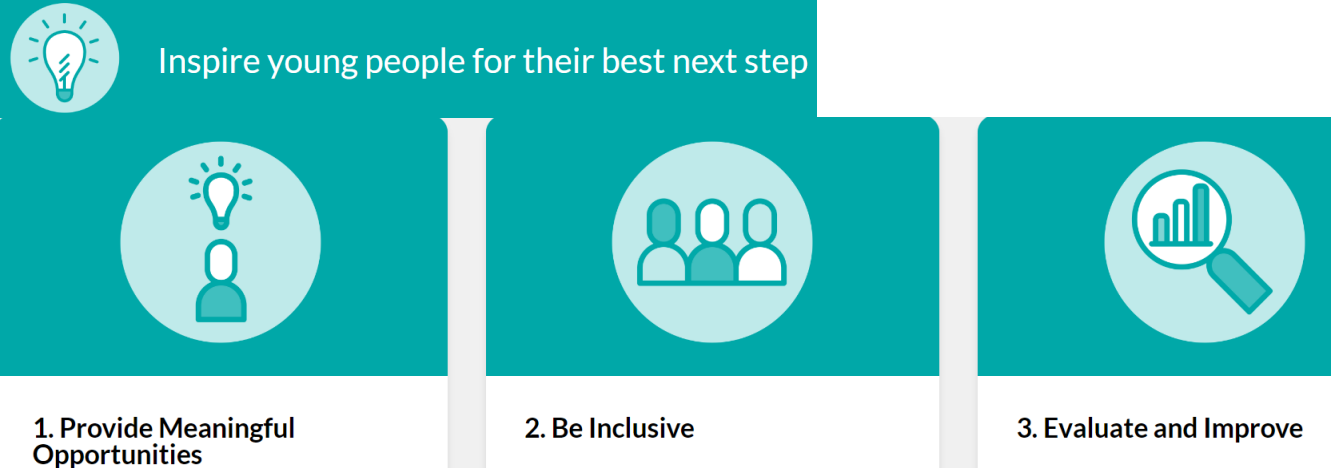
Technical & practical skills	Hertfordshire understanding
Numeracy 	<ul style="list-style-type: none"> ▶ Apply simple mathematical concepts ▶ Understand simple arithmetic ▶ Understand costs and expenditure
Literacy 	<ul style="list-style-type: none"> ▶ Able to express yourself in writing ▶ Understanding of business etiquette verbally and in writing ▶ Able to explain yourself verbally
Business and customer awareness 	<ul style="list-style-type: none"> ▶ Understand commercial realities ▶ Able to professionally communicate with customers ▶ Manage your time effectively
Analytical and problem-solving skills 	<ul style="list-style-type: none"> ▶ Investigate systematically ▶ Identify problems ▶ Look for better ways and suggest solutions ▶ Plan and organize tasks
Digital technology 	<ul style="list-style-type: none"> ▶ Understand the development in technology for business ▶ Basic knowledge of IT
Qualifications 	<ul style="list-style-type: none"> ▶ Achieve qualifications valued by employers

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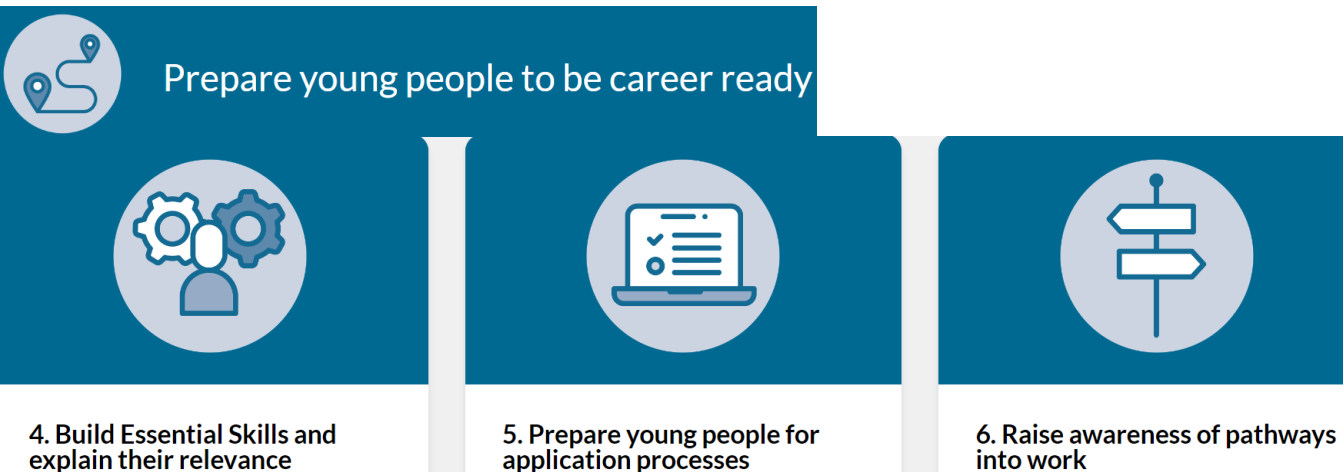
Why are Enterprise Advisers so important to our mission



Employer Standards



<https://resources.careersandenterprise.co.uk/employer-standards-resource-directory>



From late **Oct 23** we will need Hertfordshire employers to complete the Employer Standards (like Compass/Gatsby for employers)

All Cornerstones to complete and Encourage EAs

Next Steps:

- **Read the safeguarding** information provided, EA Roadmap and Compass results for your school/college
- **Provide a signed MOU** and Data Sharing Agreement to your LEP and CEC
- Send the LEP any information not yet submitted for your DBS check
- Check the CEC website for the resources referenced in your resources list <https://resources.careersandenterprise.co.uk/>
- Plan for your first meeting with your matched school and college
- Look on HOP Hertfordshire Opportunities Portal for resources and ideas <https://www.hopinto.co.uk/>
- Invites to events



The Careers & Enterprise Company Enterprise Adviser Network and Careers Hubs
Memorandum of Understanding (MoU) between
[INSERT SCHOOL/COLLEGE NAME] and HERTFORDSHIRE Local Enterprise Partnership (LEP)

School/College

Organisation Name	
Registered Address	
Telephone/Email	
Named Contact (Careers Leader or designated SLT member responsible for Careers)	

HERTFORDSHIRE LEP

Organisation Name	HERTFORDSHIRE LEP
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Good luck and thanks for volunteering 😊

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