

# Buckinghamshire Skills Hub Update

December 2020

## Background

This paper seeks to bring the Bucks LEP board up to date on the activities of the Bucks Skills Hub, what it has achieved, how it is funded, and highlight new areas of work in the future. It further seeks to identify the future costs of maintaining such a Hub and the value it brings to the local economic landscape.

## Funding the Skills Hub and & the Sustainability Gap

The LEP core funding of £220,000 provided in 2015 created the initial seed funding for The Skills Hub to develop, match fund and cashflow the Skills Hub we have today. For an average £42,000 pa it now leverages just over £450,000 pa in income, in other words a return on investment of over 10 times. Few other schemes can create returns on this scale. However, this core funding will run out in the 2021/22 financial year.

The issue therefore, is how to sustain the momentum of the valuable work currently being undertaken and which is described in full in this report. Regardless of how many contracts the Skills Hub wins it will always have some core costs which cannot be covered, and the publicly funded projects inevitably need cash flowing as most funds are paid in arrears and on evidence of defrayal. As a comparison Buckinghamshire Business First received £287,000 from BEIS in 2020/21 to provide the core resources such as senior management, business engagement, data analysis and tendering activity which cannot be paid from its contracts, won as leveraged funding against these core funds.

Buckinghamshire Business First currently supports the Skills Hub with financial management, tendering, bid development and marketing and for this year most importantly with the development of a brand new, dynamic website for the Skills Hub, designed to suit those in school, in the workplace or those seeking work with all of the support they may wish to consider in one highly interactive single portal.

There is also an ongoing annual requirement of cash match for 50 per cent of the core salary costs of the Enterprise Coordinators in order to draw down the corresponding 50 per cent provided by the Careers Enterprise Company. This report makes the assumption that Buckinghamshire Council will continue to provide this cash match as they have done for the last 4 years. The match required in 2021/22 will be £82,000.

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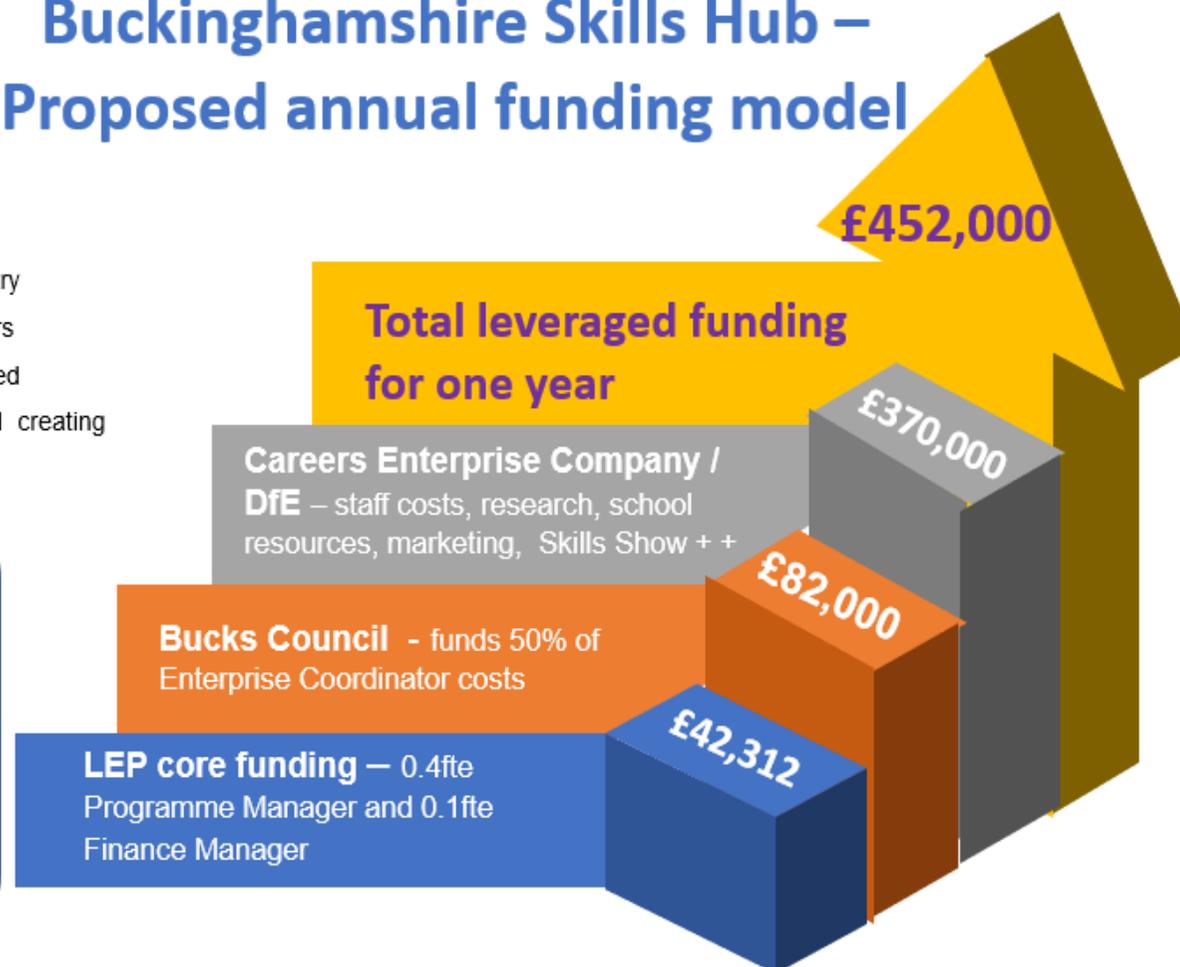
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## Return on Investment in 2019 / 20

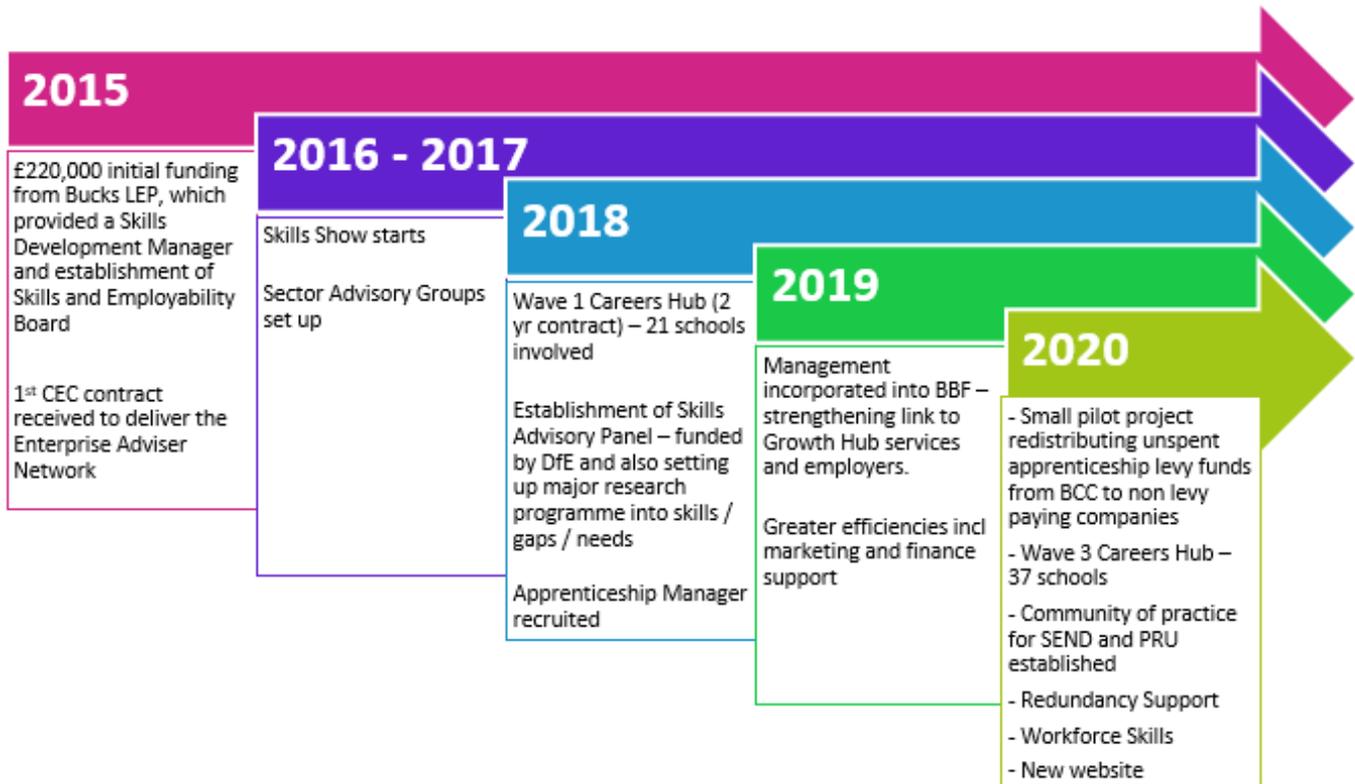
- ✓ Highest achieving Careers Hub in the country
- ✓ 300,000 student / employer encounters
- ✓ 83 Enterprise Advisers in all schools and college
- ✓ 100 apprenticeship opportunities supported
- ✓ 4,000 attendees at Bucks Skills Show
- ✓ Highest Gatsby Benchmarks for Careers education in the country
- ✓ Comprehensive economic research available for all stakeholders
- ✓ Unspent Apprenticeship levy pilot project - £100,000 redistributed
- ✓ Skills Advisory Panel – sharing knowledge, challenges and creating action

**For every £1 of core funding received by The Buckinghamshire Skills Hub, an additional £10.68 has been leveraged to support the skills agenda in schools, with residents, employees and employers, stimulating a stronger, more resilient and productive economic environment.**

## Buckinghamshire Skills Hub – Proposed annual funding model



## The History & Growth of the Bucks Skills Hub



## What value has been created from the investment?

### 1. The Work of the Under 19s Team

The team facilitate the strategic coordination of careers provision across Buckinghamshire to improve opportunities for young people by working closely with careers leaders in schools and colleges to develop effective employer engagement. The team work in partnership with The Careers and Enterprise Company to help young people reach their potential and attain the relevant skills and competencies ready for the world of work, supported by an Enterprise Adviser network of 83 volunteers who help unlock relationships with other local businesses.

#### Enterprise Adviser Network

Enterprise Advisers are business volunteers who work in senior roles. They volunteer their time to help school and college careers leaders to increase their engagement with businesses and to access local careers resources. They work with headteachers and careers leaders to make sure these encounters between students and employers are the basis of a structured careers plan. This means that young people from all backgrounds can access the opportunities that Buckinghamshire has to offer. There are now 83 Enterprise Advisers from different industry sectors and professional backgrounds e.g. Cisco, McAfee, IBM, Align, EKFB, BLEEP, Verizon, John Lewis, Metrobank, Reaction Engines, HEE to name but a few. The group meets every two months to network, share good practice and have training. These meetings have been virtual since March 2020. The Enterprise Advisers meet

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with their school every half term (currently virtually) as a minimum to support their Careers Leaders with their Enterprise Coordinators and with Headteachers at least once a year.

The programme is guided by the Gatsby Benchmarks, a framework of 8 guidelines that define excellent career provision in secondary schools, supported by the Department of Education (DfE). The Careers Strategy is built around them, and they make a great place to start for planning or improving a school’s programme. From recent research, 94% of Careers Leaders believe that the Gatsby Benchmarks have helped improve careers guidance<sup>1</sup>

The Compass tool, provided by the Careers and Enterprise Company for schools and colleges in England, quickly and easily helps the team to evaluate the school’s careers activity against the eight benchmarks of best practice. Research shows a link between academic achievement and encounters with employers. For the first time in England, using a robust methodological approach (Randomised Control Trial) links have been demonstrated between young people’s engagement with the world of work through career talks and their GCSE attainment. This new research, entitled ‘*Motivated to achieve*’ shows that participation in career talks with volunteers from the world of work can change the attitudes of Key Stage 4 (14-16 years old) pupils to their education. This can influence their future plans and subject choices, motivate them to study harder and supports an improvement in academic attainment – even when taking place only a few months before their exams start. It showed, for the first time, that lower achievers and less engaged learners responded best to the intervention. The Under 19 team have supported nearly 300,000 employer-student encounters in the academic year 2019/20 ranging from small, focused events to careers fairs, assemblies and enterprise challenges with employers.

The table below shows benchmark performance in Buckinghamshire against the national average demonstrating very strong comparative performance.

### School and college Gatsby Benchmark achievements, July 2020

Benchmark	Buckinghamshire	England
1 - A stable careers programme	58%	35%
2 – Learning from career and labour market information	77%	60%
3 – Addressing the needs of each pupil	33%	29%
4 – Linking curriculum learning to careers	74%	51%
5 – Encounters with employers and employees	84%	63%
6 – Experiences of workplaces	49%	49%
7 – Encounters with further and higher education	51%	35%
8 – Personal guidance	61%	62%

The result of which is an above average performance against the eight Gatsby Benchmarks in 2020:

**Bucks Skills Hub average number of benchmarks achieved 4.9. National average of benchmarks achieved 3.6** *Source: July LEP Report, The Careers and Enterprise Company.*

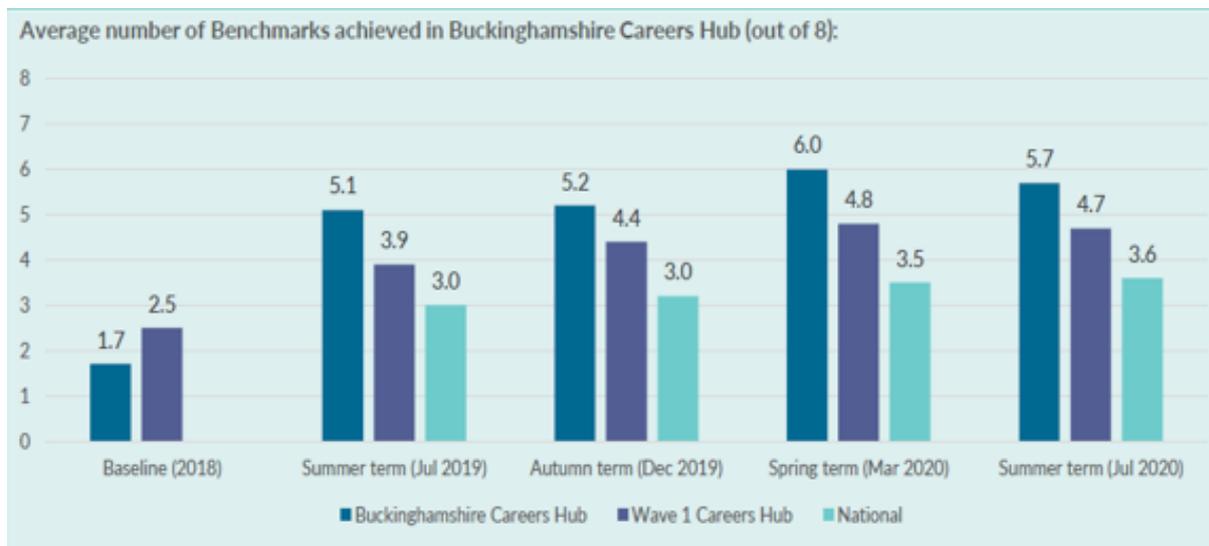
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### Careers Hub

Buckinghamshire is home to one of 20 pilot Careers Hubs in England launched in September 2018, expanded to include an additional 20 Hubs in September 2019, with further expansion in September 2020, as part of the established Careers and Enterprise Company programme, the Hub team work with universities, other education and training providers, employers and career guidance professionals to ensure the Gatsby Benchmarks are delivered in each school within the Hub and that careers outcomes are improved for all young people. The September 2020 expansion saw the Buckinghamshire Careers Hub expand to include **all 37 mainstream secondary schools**. The long-term ambition of the DfE is that all schools are in a hub and Buckinghamshire is one of the only areas to have achieved this.

A Careers Hub is a group of secondary schools and colleges in a dedicated area who work together to deliver the Gatsby Benchmarks. Collaborating with business partners, the public, education and voluntary sectors, they help deliver the Benchmarks and improve careers outcomes for young people. Members of the Hub have a shared vision of how they'll work together to improve outcomes for the young people in their area guided by our steering group. Working with 21 secondary schools in Wave one, significant progress has been made through a combination of business engagement, enterprise challenges, staff CPD, production of resources and promoting a community of best practice.

**At the end of the 2020 academic year the Buckinghamshire Skills Hub was recognised as the second highest achieving in the country.** Progress can be seen in the table below throughout the year from a baseline which was below national average. Note decrease in summer term which starts to see impact of Covid.



### SEND Schools

Spring 2020 saw the launch of the SEND Community of Practice, including secondary schools with Additionally Resourced Provision (ARPs). The Bucks Skills SEND Forum aims:

1. For members of the forum to work collaboratively to share best practice within careers education in Buckinghamshire, so that young people with SEND can have the opportunity to make progression into sustainable employment.
2. To develop different employment pathways for young people with SEND that allow for a range of entry points whilst supporting a variety of needs.

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3. To make information on Buckinghamshire's offer available to individuals, parents, employers, and professionals.
4. To provide support and act as a 'critical friend' for professionals involved in SEND careers education.
5. To promote the inclusion of all voices in building local networks with employers, businesses, key stakeholders, higher and further education providers.
6. To promote employer engagement through the Enterprise Adviser Network and the Buckinghamshire LEP.

A half termly newsletter with a SEND focus is produced and distributed to keep schools up to date and connected. The latest can be seen [here](#)

### My Choices

In summer 2020, the Careers and Enterprise Company launched the My Choices project aimed at responding to the altered choices and options that young people face when leaving education this summer or next. The national strand kicked off in early August, focusing on standard pathways available for young people and national support services and resources available to help them. £20,000 of funding was awarded to support young people in Buckinghamshire. Thus ['What's right for me?'](#) campaign was launched in August 2020, offering 1:1 expert carers advice for young people in Buckinghamshire. The careers advice has been sub-contracted to Adviza who provide personalised careers information, advice and guidance to our young people. Although off to a slow start, momentum is picking up for this service amongst young people.

### Activities

One of the unique strengths of the Bucks Skills Hub is the practical support put in place for schools and our collaboration with businesses and partnership organisations.

- ❖ **Competitions** - Organising inter-schools' *competitions* with key employers which develop both curriculum-linked skills and softer skills in our young people making them more work ready.
- **National Film & Television School Commercials Challenge** was adapted for a virtual environment which allowed for expansion to include 10 schools launched in September 2020. The [challenge](#) presents students with an opportunity to tell the world what is special and unique about their school - what would they 'advertise' about their school to get the attention of local parents and young people.
- 'Big Bucks' Sales Challenge ran in January 2020 in collaboration with various supporting businesses including **ANT Telecom, Verizon, Thomas Intl., Align, Serious Brands, Lotus**. Students in year 12 were able to have their in-school sessions with winning teams having a workplace visit to their



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supporting company. The final due to take place at Silverstone Park was cancelled due to Covid.

- ❖ **Workplace visits** - are regularly organised and a highly important aspect of the Skills Hub work. However, 2020 has necessarily required this activity to be paused during the Coronavirus pandemic.
- ❖ **Teacher CPD** – Sessions on Gatsby benchmark achievement, the post-covid economy, writing a strategic careers plan, using careers management tools etc are. have been well attended and have received excellent feedback. Face to face sessions on careers in the curriculum and progression to FE were held in January 2020.

*'Well done Marina and team for all their hard work on this, great job all of you, kudos from across the network for leading the way!'*

**Kerry Senatore,**  
**Regional Lead CEC**

**Naomi Rogers,**  
**Holmer Green**  
**school**

*'thanks for the careers in the curriculum training - I thought it was absolutely inspirational and would love to do more'*

- ❖ **Engaging with Headteachers** - the yearly headteacher event went virtual in 2020 and had more engagement than ever! The team were honoured to welcome Sir John Holman, author of the Gatsby Benchmarks, as a guest speaker along with Nicola Hall, CEC Head of Education, industry leaders and headteachers, introduced by Professor Gavin Brooks, Provost and Deputy Vice-Chancellor, BNU and Chair of the Skills Advisory Panel, Buckinghamshire LEP.

*'This was such a great event, thank you for organising. So encouraging to see the momentum that is building with both schools and businesses in Bucks. Thank you for all of the work that you are doing - it is appreciated.'*

**Elaine Pope, Interim Workforce**  
**and Organisational Development**  
**Lead, Buckinghamshire**  
**Healthcare NHS Trust**

**Mrs. Sweta Thakrar, Careers Department**  
**Dr Challoner's High School**

*That was a really useful & insightful session. Thanks for having me- I took away a lot from it! Much appreciated!!*

- ❖ **Newsletters** - A half-termly newsletter aimed at careers leaders highlights main local resources and events which receives excellent feedback and engagement.
- ❖ **Youth voice** - In Spring 2020 saw the launch of the **Bucks Student Careers Leader Forum** made up of representatives from our schools feeding in their opinions on all things careers and acting as careers ambassadors in their schools. They have fed into planning the Bucks Skills Show, their experience of virtual work experience and what they would like to see included. As a result of their feedback events are currently being promoting to young people through Instagram [@bucksskillshub](https://www.instagram.com/bucksskillshub) and they have been tasked with creating content for the page.
- ❖ **Careers Leader training** - Careers Leaders are encouraged to complete Careers and Enterprise Company Career Leader Training to better understand their role and to develop the skills required

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to help strategically and successfully embed a careers program in their school or college. A high proportion of Careers Leaders have taken up training bursaries to undertake this training.

- ❖ **Enterprise Coordinator training** - The CEC has focused on training for Enterprise Coordinators this academic year. The Under 19 team have embraced this and have attended all possible opportunities for CPD e.g. Managing Opportunity and Challenge, Upgrade to Compass+, Curriculum Masterclass BM4, Creating a stable careers programme BM1, EC Competency Framework, How to deliver effective group training interventions, Delivering Training in Groups Online CPD Day, Getting Ready for Ofsted masterclass to name but a few.



**BUCKS SKILLS**  
**SHOW** Online 2020

The annual Bucks Skills Show is the county's largest interactive and experiential skills festival, and this year the event took place entirely virtually between the 9th-13th November, with a focus on careers in the curriculum. The event which last year attracted 4,000 visitors to the Aylesbury Gateway reached even higher numbers with 5,000 virtual visitors. The employer led curriculum sessions aimed to embed careers within the curriculum and help students to understand the relevance of their subjects to future careers. Sessions for young people and their parents/carers explored the different options available to them.

The event was split into two, the first part 'Bringing Lessons to Life' included inspirational speakers from businesses such as McAfee, Esri, Capgemini and BAM Construct who demonstrated how the curriculum is used in their every-day-jobs. Teachers and students picked from a timetable of 25 x 30-minute live online employer-led careers in the curriculum lessons for Year 9 students. A wide range of subjects were covered from Maths and English to Physics and Music. The speakers spoke about their career journeys giving young people a wealth of advice and helpful messages about routes into their industries and skills required such as resilience, problem solving, persistence and enthusiasm. They encouraged students to follow their interests and passions.

The second part of the event entitled 'Understanding the job market: what's on your doorstep?' on 12<sup>th</sup> November, included an update on the local economy post-19 as well as representatives from Buckinghamshire's growth sectors – creative, space, health and care, digital, high performance engineering and construction. The aim of the session was to inform about future career paths and inspire students about the great opportunities available to them.

This year's Bucks Skills Show was also mentioned in Parliament. *"Will my right Hon. friend welcome this initiative (Bucks Skills Show) and the work of Buckinghamshire Business First, as well as the Bucks Careers Hub, which was named the top performer in the country? Does he agree that their support for young people facing increasing challenges to kickstart their career post-virus shows what can be achieved by a successful partnership between business, the Bucks local enterprise partnership, the council and the Careers and Enterprise Company."* Dame Cheryl Gillan MP.

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See [here](#) for further information on the Bucks Skills Show and to view videos of this year's presentations and workshops.

## Covid Support and consequences for the Careers Hub

This has been a period of unprecedented change and turbulence in schools. The closure of schools on 20 March 2020, other than for vulnerable pupils and children of key workers, and national exams being cancelled, will have a deep and long-lasting effect on the lives of all young people. During the lockdown period the team were able to meet virtually with Careers Leaders in schools and whilst the focus was off encounters, worked hard on updating their school careers strategies, strengthening performance in BM1 – EAN **58%** achievement (NA 35%), Hub **76%** achievement (NA 54%) with the emphasis on how careers forms part of the school strategic development plan. Careers Leader meetings went online which resulted in higher attendance and more frequent meetings – going from once a half term to once every two weeks. Careers Leaders had the ability to upskill because of this and run training sessions more frequently. Instead of the regular newsletter, a series of resources for young people were produced: [Isolation Inspiration #1](#) Explore careers, [Isolation Inspiration #2](#) Find your future, [Isolation Inspiration #3](#) Life Lessons from Lockdown

Though pupils returned to school in September, this term has so far been very challenging as 'bubbles' have been required to close and teachers have been made to isolate. Stress levels have been very high with new procedures, new ways of working, uncertainties and a plethora of government updates. Though the team have met remotely with all schools since September, the emphasis has been on an empathetic approach rather than being overly target driven and they have appreciated this support. The team are looking at innovative solutions to the problems which the pandemic presents in achieving the benchmarks. No face to face encounters will take place this term, the emphasis must therefore be to provide support in using the many virtual resources being made available in a meaningful way, bearing in mind the ever-changing environment and structure.

### The short, medium- and long-term impacts of the pandemic on young people's career development

- Changing employment landscape
- Uncertainty
- Gaps in provision
- Continued emergence in digital practice and expected competency
- Impact of digital poverty
- Impact of results day

- LMI data emerging and getting stronger; rolling changes as different sectors recover at different rates; new growth sectors
- Multiple transition points, securing suitable employment
- Accessing quality careers guidance at continuing points in their medium-term journeys
- Risk of increased number of young people who are NEET and increased youth unemployment

- Younger cohorts suffer mustn't suffer and slip backwards as a consequence of mitigating for older cohorts
- The need to develop more skills
- Dips in salaries for entry level jobs?
- More competitive employment market

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## 2. Workforce Skills

If there is one benefit from the Covid-19 crisis it is the fact that there is now a renewed and heightened awareness of the skills required to enable economic advantage through supporting our businesses and ensuring they have the talent pools they need to tap into to resource their changing business needs. In June 2019, the Bucks Skills Hub moved to be managed by Buckinghamshire Business First which immediately brought about an alignment of work providing more efficient delivery of services and it has allowed the skills hub team to access important support services such as marketing and finance support.

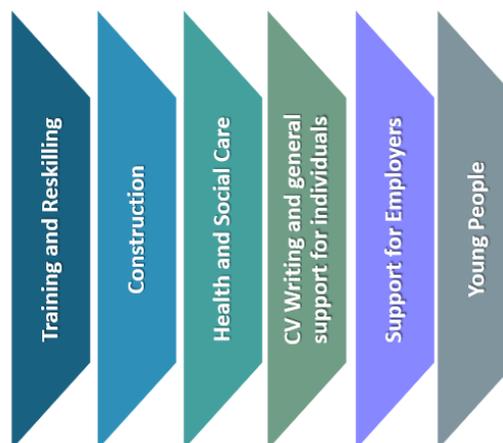
### Apprenticeships

Throughout the last 5 years, The Skills Hub has worked to promote the benefits of Apprenticeships both in schools as a future qualification and in the creation of opportunities with employers. The Skills Hub benefitted from the employment of a part time Apprenticeship Manager who together with the work of Buckinghamshire Business First and its reach to 34,000 businesses in the county has supported over 450 apprenticeship opportunities being created in a county which has a low record of apprenticeship starts.

**Apprenticeship Levy Pilot Project** - In January 2020, a small pilot project emerged from a series of conversations initiated by Bucks Skills Hub with a number of locally-based apprenticeship levy-paying organisations to determine how feasible it would be to 'pool' apprenticeship levy funds that were likely to be unspent by the organisations holding them. As a proof of concept, Buckinghamshire County Council agreed to work with Bucks Skills Hub to test the model with a view to extending the scheme with other employers' post April 2020. The scheme attracted much interest and just over £100,000 was redistributed in funds and it was concluded that the best way of operating such a scheme would be through an Apprenticeship Training Agency (ATA) in order to create a single organisation as a beneficiary of unspent funding in the county.

### 2020– Covid-19

The Skills Hub took the initiative to establish a Redundancy Taskforce in May, in order to consider what actions needed to be taken as a priority to support employers who may have to make redundancies and to support individuals who have been made redundant or who are under threat of redundancy. Over 40 organisations were brought together to identify all the resources that are available in the county to support businesses and

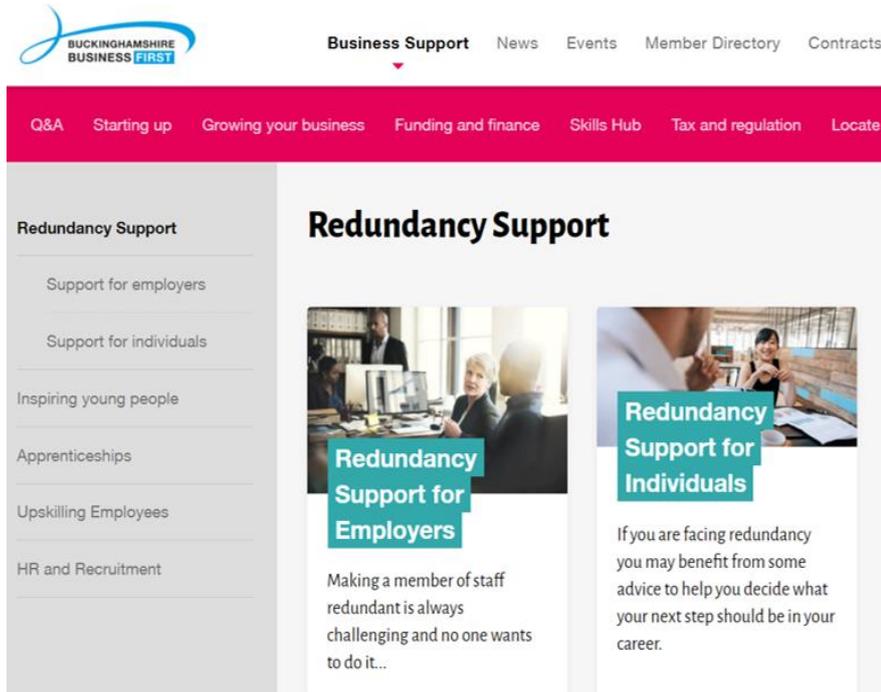


#### Questions:

- What is the current offer for this group?
- What could be offered, but isn't, which would really help?
- What else can partners deliver that is missing currently without further funding?
- With additional resource what else could be provided?
- Where could funding come from?
- Who should/could deliver the various offers?

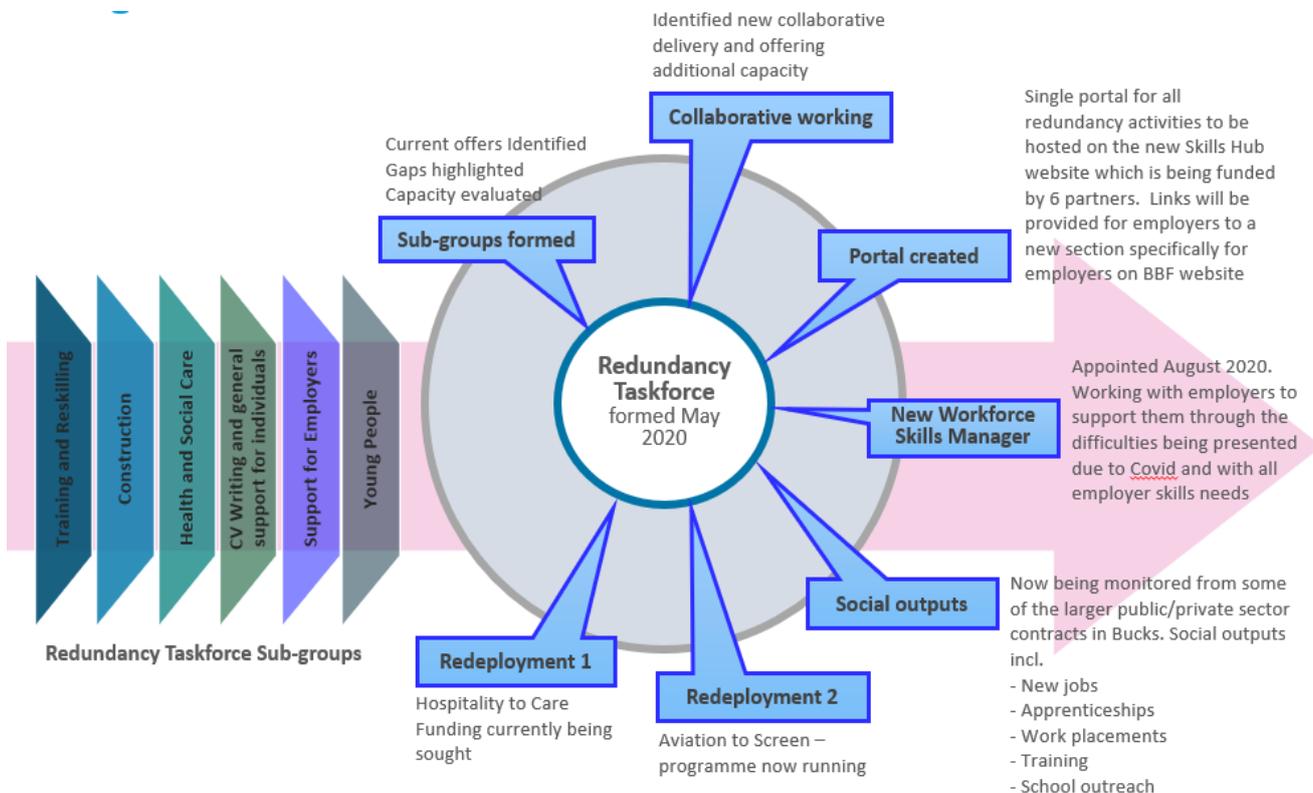
individuals affected by the impact of the pandemic. To do the work justice, the taskforce split into 6 sub-groups and sought to answer the questions as outlined above..

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The resounding need that was identified by every member of the groups was that a single portal was needed to showcase all of the support that is available for both employers making staff redundant as well as support for the individuals to regain employment. To that end BBF undertook to gather all of the support available and has listed it on its [website](#). This is a temporary fix, whilst a brand new website for the Skills Hub is being created and which will act as the match funding required to provide the additional redundancy support information and inspiration which is so needed on one portal. This new website will go live in early 2021.

Other activity which has taken place as a result of the Taskforce and Covid is summed up in the diagram below.



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**Workforce Skills Manager** - In August 2020, a Workforce Skills Manager was employed directly as a response to Covid-19 to manage Redundancy Support and also to work alongside the Business Advisers supporting businesses with issues regarding training, HR and recruitment. More specifically, these activities include:

- Identifying skills gaps and brokering solutions
- Recruitment and training needs
- Apprenticeships – including recruitment opportunities, the Apprenticeship levy and use of Apprenticeship standards
- Opportunities for T Level placements
- Redundancy support
- Provide workshops and presentations on skills issues as required.
- Work closely with the Under 19s Team to ensure mutual support and beneficial working with employers
- Work closely with the Skills Teams at Buckinghamshire Council on related adult skills issues
- Support the employer sector groups.

### 3. The Role and Work of the Skills Advisory Programme

Throughout the last 5 years The Skills Hub has facilitated what was originally called the Skills and Employability Board which later morphed into being the Skills Advisory Panel. Through discussions with this group in 2017 an initial skills strategy was developed to help guide the future work programme of the Skills Board, and the strategy was instrumental in supporting the area review of Further Education which helped support the establishment of the Buckinghamshire College Group and supported the development of the Skills Advisory Panel.

In 2018, and with the advice and suggestions of some of the Board's members, The Skills Hub established Sector Advisory Groups in the areas of construction, the creative industries, space and life-sciences to provide more in-depth insight into the skills and training needs of these sectors. The collaboration enabled programmes of activity to be developed including the Innovative Open Doors event at Pinewood Studios giving the local community the opportunity to see behind the scenes at the film studio and to hear from industry experts about how to grow a career in that sector. This work has now been broadened within some of these groups to include identifying gaps in the provision of business support.

Also in 2018, LEPs were charged with establishing Skills Advisory panels by DfE and were awarded funding from the Department of Education to support the establishment of the new panels and to support research activity into the local labour market and skills landscape. Having already established a Skills and Employability Board this was easily undertaken by expanding the membership to include representatives from the Local Education Authority, the DWP and the Department of Education and by employing a dedicated skills research lead, managed within the BBF structure.

The aim of the panel is to bring together local employers and skills providers to pool knowledge on skills and labour market needs, and to work together to understand and address key local challenges.

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This includes both immediate needs and challenges and looking at what is required to help local areas adapt to future labour market changes and to grasp future opportunities. This helps colleges, universities and other providers deliver the skills required by employers, now and in the future.

Panel members work to identify local skills priorities, based on analysis of the local area, and agree how these will be met through local education and training provision, both in the immediate future and looking ahead to the next decade. DfE also expect Skills Advisory Panels to be able to advise on, and help implement, funding and investment decisions for local skills and employment provision. They also have an advisory role regarding their LEP with the following responsibilities:

- Provide a strong leadership role on skills in the local area, engaging with employers and providers and providing skills advice to the accountable board of the LEP.
- Developing a clear understanding of current and future local skills needs and local labour market as well as the present skills and employment support provision in the local area.
- Building on this high-quality analysis to develop a clear approach to addressing skills and employment challenges within the local area, including by looking ahead to likely skills priorities in the coming decade.
- Understanding the wider dependencies in the local area and working together with other parts of the LEP
- Acting as co-ordinator of local skills providers.
- Working closely with careers advisory services (National Careers Service and Careers Enterprise Company) to ensure that potential learners are informed about potential career routes within a local area, and that all careers information and guidance is informed by up-to-date local labour market information.
- Raising the profile of apprenticeships with local employers and providers.
- Advising where skills and labour market resource should be directed to support local employers and residents, using its understanding of existing employment support provision in the local area and the needs of the local labour market.
- Sharing analysis and best practice, as widely and transparently as possible, with central government and other Skills Advisory Panels to learn from each other and tackle wider skills challenges

## Future Work of the Skills Hub

Building on the high levels of current activity undertaken by the Skills Hub already outlined in this report, it would seek to develop and build on the following areas of activity.

- ✓ **The Bucks Skills Hub to become a “First Stop” Skills Hub of support** - (as in the Brokerage model of the Business Growth Hubs) for all those of any age seeking new careers. This would include a brokerage and referral model for all career changers, redeployment and encore careers. It would not be the case that the Skills Hub undertook the delivery of advice, more that it referred and signposted to it.

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 ENTERPRISE  
 COMPANY**

**Buckinghamshire Skills Hub**  
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- ✓ **Careers support expansion into state funded junior schools** - The aim of the project being to advise schools on a school strategy on careers and career-related learning and would encompass supporting activities that involve employers' raising aspirations and broadening children's horizons (through careers insights and 'what's my job' events etc) and careers in the curriculum (through topic-based activities, discrete lessons and/ or themed weeks) designed to motivate children, to give them self-belief and to connect learning to life. This would also include children learning to improve their non-academic skills (i.e. activities often based in the curriculum but geared more towards improving enterprise and life skills, financial awareness, socioemotional skills and behaviours).
- ✓ **To create a 'Work Readiness Bridging Programme' for the county** – Aimed at school leavers to run for periods of 2 months plus providing a combination of training and work placement. It is envisaged that for school leavers programme would work with Traineeships, providing a mix of unpaid work experience, voluntary work and classroom programmes. To attract more employers to this scheme, there would be heavy promotion through BBF's normal business engagement channels, using the current £1,000 incentive to create more work experience opportunities than present. This programme would link to the new national Kickstart Programme recently launched by DWP which is likely to run for 2 years.
- ✓ **Expansion of Workforce Skills support** – As Bucks has some of the lowest training budgets amongst its businesses in the country, The Skills Hub will seek to expand its work with businesses by working closely with the Advisers in Buckinghamshire Business First providing 'needs analysis' both at organisational and individual levels. This activity would provide the prompts required for employers to consider training and training plans can be supported by the Hub on a 1:1 basis, with brokerage to the appropriate training identified

By undertaking the activities outlined above in conjunction with the existing work being undertaken, the ultimate goal of addressing employability, skills gaps in the workplace and the future workforce will be resolved.

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In partnership with:

**Buckinghamshire**  
LOCAL ENTERPRISE  
PARTNERSHIP  
THE ENTREPRENEURIAL HEART OF BRITAIN



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