



The Gloucestershire Employment Charter

Wednesday 3rd November, 2021



Why an Employment Charter?

- A co-ordinated response to employers' concerns about current workforce needs and how to secure/retain future local talent
- A managed approach to support local education and skills providers with employer engagement and workplace interactions
- A key strand of the Gloucestershire skills strategy brokering support to and from education and industry partnerships
- Future proofing careers information, advice and guidance provided to 11 – 18 year old students, informed by leading-edge employers, (including evolving skills needs, employment and apprenticeship opportunities and the local economic landscape).

Benefits to.....

Employers

- Placed at the heart of inspiring the next generation of employees
- Raising the profile and reputation of their company as an employer of choice
- An enhanced understanding of the education and skills sector providing solutions to challenges faced to meet future skill needs
- Direct engagement with teachers and careers leaders to influence changes needed to the curriculum
- Opportunities to use young people's fresh ideas in business operations
- Early identification of talent
- Less bombardment from schools and colleges requesting on-going support

Education and skills providers

- Access to a network of employers offering a variety of workplace opportunities for students, teachers and careers leaders
- Structured model of support planned well in advance for all student year groups
- Supporting the achievement of Gatsby Benchmarks 2, 4, 5, and 6
- Foresight of evolving skills that will be needed by employers
- Up to date LMI on jobs, apprenticeship opportunities and local career awareness
- Greater access to sector resources and careers-related materials

Strong County stakeholder commitment so far:

- Gloucestershire Skills Advisory Panel
- Gloucestershire County Council
- Borough & District Councils
- GFirst LEP Employer Business Groups

Gloucestershire pupil census*: May 2021



Year 7	7,253
Year 8	7,384
Year 9	6,906
Year 10	6,692
Year 11	6,385
Year 12	3,409
Year 13	3,014
TOTAL	41,077

* School-only data

Time to move to agile!

- We're into the pilot phase
- Launch of the Employment Charter planned January 2022
- Initial project plan and project management arrangements in place
 - Anjie Winter, Gfirst LEP: Project lead & education and skills sector engagement
 - Paul Woodhouse, GFirst LEP: business engagement lead
 - Lauren Greening, Gfirst LEP: Education team and specialist provision lead
- Pilot schools, college and employers approached to join the pilot
- Working group Chair appointed
- Nov, Dec and Jan working group meeting dates agreed

Planned pilot schools

Six pilot schools and one college invited to join the Employment Charter pilot

	Cohort
• All Saints' Academy	11-18
• Cheltenham Bournside School	11-18
• Chosen Hill	11-18
• Five Acres High School	11-16
• Maidenhill	11-16
• Ribston Hall	11-18
• Cirencester College	16+

Research to understand education and skills providers' needs from industry

Undertake visits to the pilot education & skills providers to collate workplace/employer support needs based on the provider's careers and work-based learning strategy:

- requirements per year group: years 7 – 16 /7 – 18/16+
- employer type and sector/workplace engagement needed
- school/college 'calendar' of industry activity required across all years and specific programme requirements e.g. year 12/T Levels etc
- visits to industry-related events
- teacher cpd – the scale and frequency required/specific employer sectors or subject areas?
- challenges for schools/colleges e.g. H&S risk assessments for work experience/flexibility of freeing up curriculum time
- employers already engaged with schools/colleges and what type of support is in place on a regular basis
- knowledge of local employers, point of contact and availability
- how frequently do subject lead teachers engage with the careers leads to inform curriculum planning, e.g. STEAM/creative arts/sports science?

Research to understand employer capability and capacity to support schools and colleges

Schools and college research to be collated to produce a menu of work-related opportunities required to present to local businesses

Employer visits undertaken, (Paul) – the analysis of school and college needs, used to lead discussions and gain commitment to engage

Additional ideas from employers captured and added to the menu of opportunities available to schools and colleges.

Aspirational Employment Charter model

