



enterprise **m3**

Delivering prosperity through innovation

CLUSTER MEETING

February 21st, 2024

THE **CAREERS &
ENTERPRISE**
COMPANY

AGENDA

- 1.45 Welcome & Introductions
- 2-2.30 Tour of the T Level Health Care facilities
- 2.30-3 Understanding destination data, post-16 and post-18
Rachael Ives, Hampshire County Council
- 3-3.30 Afternoon tea and Networking
- 3.30-4.15 EA and Employer panel – Local Industry needs:
Apprenticeships, Health & Social Care, Life Sciences, IT.
- 4.15-4.30 LSIP – Hampshire Skills Priorities
Jamie Mackay, Skills Strategy Manager | Enterprise M3 Local Enterprise Partnership
- 4.30-5 1 minute Updates & Networking



Hampshire Futures

Participation & Lifelong Learning

Hampshire Futures – who are we?

- Participation and Lifelong Learning
- Careers and work experience sold service
- Post 16 EET support – Specialist LAC team, BOOST, IAG
- Accountable for the LA's statutory reporting to the DfE
- Hampshire Youth Parliament and Youth Forum

Hampshire Futures Post 16 Destinations

Hampshire futures oversees the Local Authorities Statutory responsibilities for RPA

- Intended Destinations - Spring Term
 - Yr 11 Consent Forms – Spring Term
 - September Guarantee - September/October
 - Destination Tracking - December/January
 - Activity Survey Draft Booklet - December
 - Activity Survey Final Booklet – February
- ❖ *Activity Survey reports destination as of November 1st (DfE requirement)*

Hampshire Future Tracking Responsibilities

- All Hampshire residents AY 12/13
- We do not track Yr 14's - the statutory duty changed 7+ years ago

What can we feedback to schools?

- Young people need to consent to Hampshire Futures sharing their destinations back to their schools – Yr 11 Consent Form
- We are only able to share a young person's destination for the two terms after they leave school

Destination Trends

- Significant increase in the number of young people recorded as NEET
- Increase in the number of early leavers from post 16 destinations
- Increase in the number of young people in part time employment
- Increase in the numbers of young people who have poor mental health and low academic resilience
- Impact of the cost-of-living crisis
- Reduction in opportunities

Contact Details:

Rachael Ives – Hampshire Futures Programme Manager

Rachael.ives@hants.gov.uk

Jane Stocker – Hampshire Futures Team Manager

Jane.stocker@hants.gov.uk

NEET referrals from 28th June 2024

careers.service@hants.gov.uk

EA AND EMPLOYER PANEL – LOCAL INDUSTRY NEEDS: APPRENTICESHIPS, HEALTH & SOCIAL CARE, LIFE SCIENCES, IT.

- **Mary Barker**

Professor of Psychology and Behavioural Science, University of Southampton

Deputy Director, Institute for Life Sciences, University of Southampton

- **Mark Hammond**

Chief Executive Officer, Basingstoke ITEC Limited

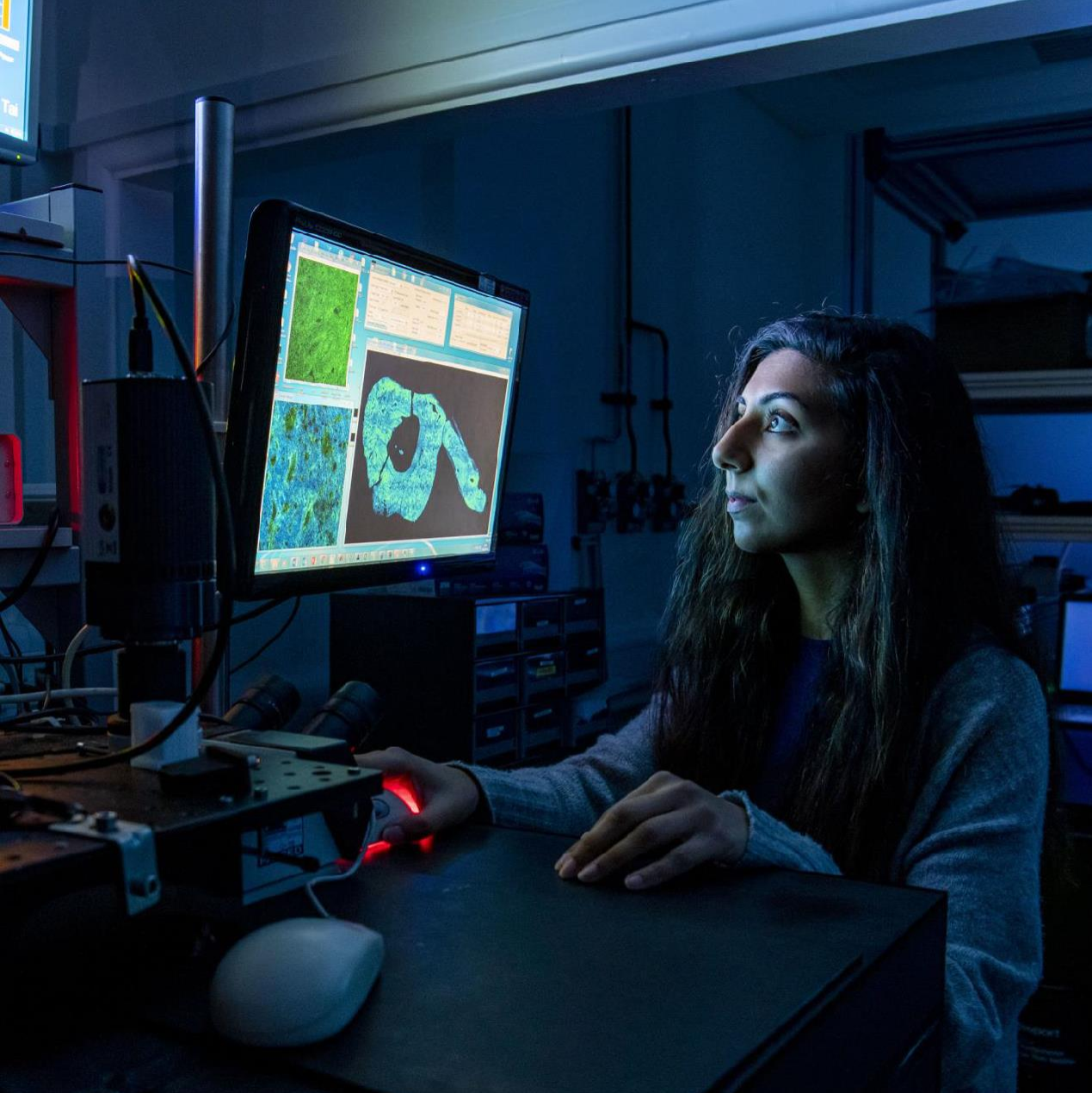
- **Emma Gotz**

NHS 350, T Level Strategic Lead



85 Life Sciences

"Life Sciences" is a broad field and includes any discipline with impact on our understanding and management of life and health



Helping us develop healthy bones – Engineering, Chemistry and Biological Sciences



Health & social care, e.g. designing and implementing robots to help carers lift patients



Health Sciences and Engineering – using digital technologies to help prosthetic limbs fit comfortably



Marine biology & environment – helping us protect our oceans



Life Technology: From Mars to
Humans



Electronics and
Art:
Smart textiles to
help treat pain or
detect anxiety

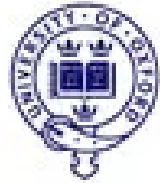


Maths and
computer
science: helping
the NHS to
manage
challenges like
the pandemic



Registered Charity
since 1985

We help employers develop tomorrow's workforce today



UNIVERSITY OF
OXFORD



BISON GRID



We help employers develop tomorrow's workforce today



Apprenticeships we offer

- IT solutions Technician
- Information Communication Technician
- Digital Support Technician
- Cyber Security Technician
- Cyber Security Technologist
- Software Development Technician,
- Software Developer
- Software Tester.
- Network Engineer
- DevOps
- Multi-Channel Marketer
- Business Administration



We help employers develop tomorrow's workforce today



Skills employers look for

- People skills
 - Customer Service skills
 - Team working
 - Work ethic
 - Organised
 - Analytical
 - Problem solving
 - Logical processing
 - Investigative
- IT skills/knowledge
 - Microsoft 365
 - Python
 - C++
 - SEO tools
 - Word Press
 - CRM
 - Security tools
 - Windows and linux os
 - Vulnerability tools
 - Installing and configuration
 - Networking



We help employers develop tomorrow's workforce today



Emma Gotz

T-Level Strategic Lead and NHS Workforce
Skills Needs



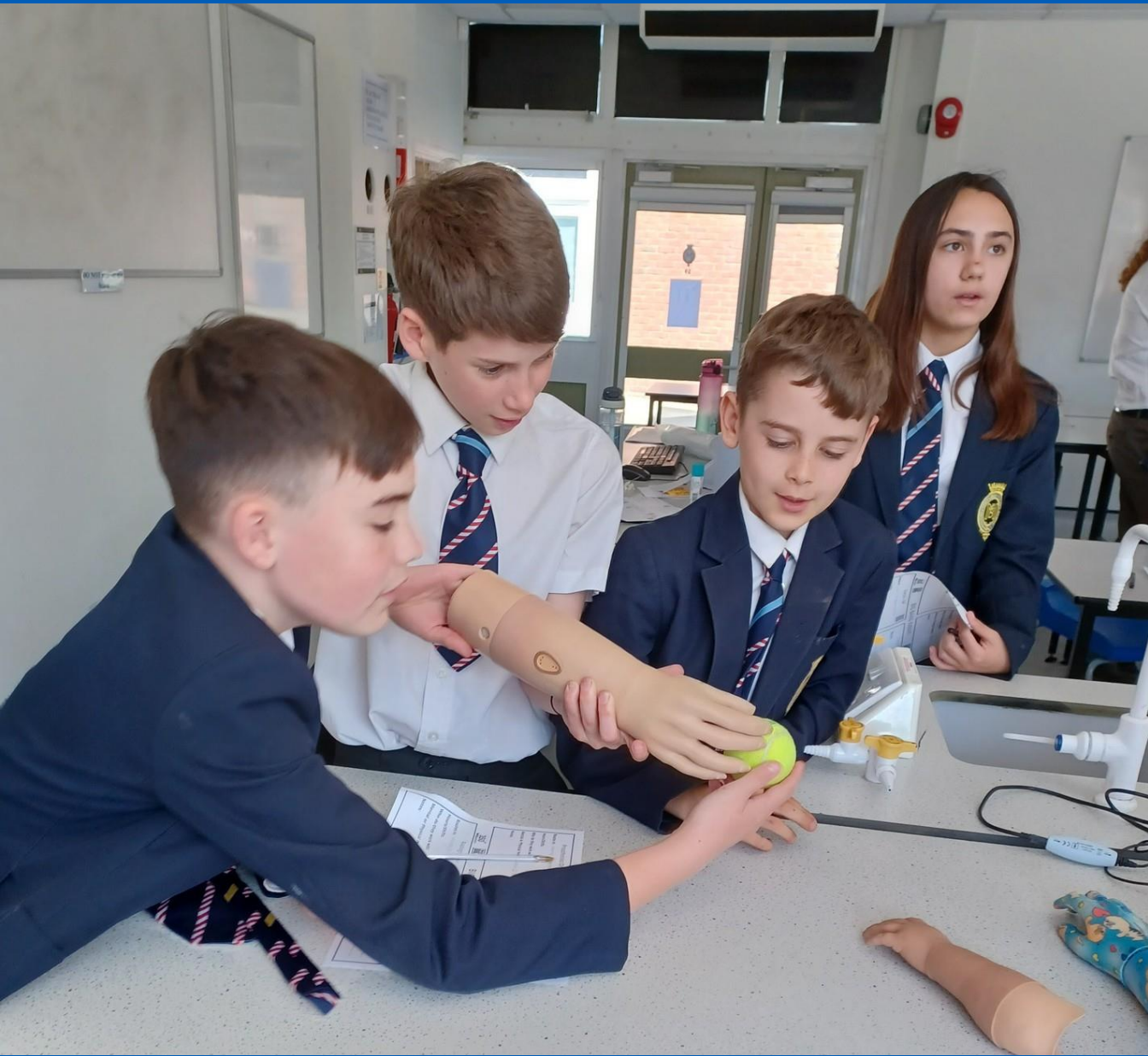
350+
NHScareers

@350_nhs_careers



350 likes





The need for our workforce to grow and evolve is evidenced the fact that there were over 112,000 vacancies across the NHS workforce in March 2023 without concerted and immediate action, the NHS will face a workforce gap of more than 260,000–360,000 staff by 2036/37.

- By 2036/37 the FTE shortfall in community nurses will be at least 37,000
- The mental health nursing and learning disability nursing shortfall will grow to more than 17,000 FTEs, and critical care nurses will remain at around 4,000 FTEs.
- The allied health professions (AHP), shortfalls will increase the most for paramedics, occupational therapists, diagnostic radiographers, podiatrists, and speech and language therapists.
- Within the non-registered workforce, healthcare support workers are anticipated to have the largest shortfall.
- Need to grow our workforce; our long-term assessment is that domestic education and training needs to expand by around 50% to 65% over the next 15 years.

Plans to:

- Double medical school places to 15,000 by 2031/32. increasing medical school places by a third, to 10,000 by 2028/29.
- Increase adult nursing training places by 92%, taking the total number of places to nearly 38,000 by 2031/32.
- Training places will increase by 38% for mental health nursing and 46% for learning disability nursing.
- Nursing associates (NAs) to 10,500
- Increase AHP training places to 17,000 by 2028/29,
- Increase training places by 26% for both clinical psychology and child and adolescent psychotherapy by 2031

Plans to:

- Expand training places for pharmacists by 29% to around 4,300 by 2028/29. This will put us on the path to increasing training places by around half overall to almost 5,000 by 2031/32.
- Increase training places for dental therapists and hygiene professionals to more than 500 by 2031/32, and dentists by 40% to more than 1,100. Increase training places for healthcare scientists by 13% to more than 850 places by 2028/29, putting us on the path to increase training places by more than 30% to over 1,000 places by 2031/32.
- Provide 16% of clinical training places as apprenticeships by 2028/29 compared to 7% now. This will offer greater access to training opportunities for local communities and put us on the path to offering 22% of clinical training places through apprenticeship routes by 2031/32.

The current NHS workforce largely concentrates on responding to care and health needs, rather than doing more to fulfil the role it can play in preventing ill health. Likewise, we will need to continue the shift over the coming years away from episodic care, towards a newer paradigm of ongoing, chronic care to support the increasing number of people with multimorbidity, frailty and complex needs. New and emerging roles, including advanced practice, are growing but not at a sufficient rate to fundamentally alter the overall shape of the workforce. There is a growing professional consensus that meeting the needs of patients, and changing population demands, will require a more flexible workforce with more generalist and core skills, alongside specialist skills. Genomics and artificial intelligence (AI) in particular will transform our ability to prevent, diagnose, treat and manage disease, supporting a shift towards better prevention of disease and more personalised care outside hospital.

Where are they now?

NHS Long Term Workforce Plan

June 2023



NHS Long Term Workforce Plan – June 2023 – Educational Target Areas

NHS Year	Current School Year	NHS Aim – Places & Role	Interaction age	LTW Plan page ref
2028/29	Year 9	10,000 Medicine	Under-grad (18+)	Pg 7, 18
2031/32	Year 6	15,000 Medicine	Under-grad (18+)	Pg 7, 18
2027/28	Year 10	5,000 GP training (400 Apprenticeships)	Under-grad (18+)	Pg 7, 19, 42
2031/32	Year 6	6,000 GP training (2,000 Apprenticeships)	Under-grad (18+)	Pg 7, 19, 42
2028/29	Year 9	28,000 Adult Nursing	Under-grad (18+)	Pg 7, 19
2031/32	Year 6	38,000 Adult Nursing	Under-grad (18+)	Pg 7, 19
2028/29	Year 9	44,000 Nursing & Midwifery training	Under-grad (18+), 20% through Apprentices	Pg 7, 19
2031/32	Year 6	58,000 Nursing & Midwifery training	Under-grad (18+), Funded	Pg 7, 19
2031/32	Year 6	11,000 Mental Health Nursing	Under-grad (18+)	Pg 43
2028/29	Year 9	1,000 Learning Disability Nursing	Under-grad (18+)	Pg 43
2028/29	Year 9	850 Medical Degree Apprenticeships	Under-grad (18+)	Pg 8
2031/32	Year 6	1,300/ 1,800 and 650 Health Visitor/ District or School Nurse	Post-grad (21+)	Pg 43
2031/32	Year 6	2,000 Medical Degree Apprenticeships	Under-grad (18+)	Pg 8
2028/29	Year 9	1,000 Dentistry training	Under-grad (18+)	Pg 8
2031/32	Year 6	1,100 Dentistry training	Under-grad (18+)	Pg 8
2028/29	Year 9	7,000 Nurse Associate training	Under-grad (18+)	Pg 9, 19
2031/32	Year 6	10,500 Nurse Associate training	Under-grad (18+)	Pg 19
2027/28	Year 13 (6th Form Year 2)	1,400 Physician Associate training	Post-grad (21+)	Pg 9
2028/29	Year 9	17,000 AHP training	Under-grad (18+)	Pg 19
2031/32	Year 6	18,000 AHP training	Under-grad (18+)	Pg 19
2031	Year 5/6	1,300 Clinical Psychology/ Psychotherapy training	Under-grad (18+)	Pg 19
2028/29	Year 9	4,300 Pharmacist training	Under-grad (18+)	Pg 19
2031/32	Year 6	5,000 Pharmacist training	Under-grad (18+)	Pg 19
2031/32	Year 6	500 Dental Therapists/ Hygienist training	Under-grad (18+)	Pg 19
2028/29	Year 9	850 Healthcare Scientists training	Under-grad (18+)	Pg 20
2031/32	Year 6	1,000 Healthcare Scientist training	Under-grad (18+)	Pg 20
Notes				
22% of Clinical Staff trained through Apprenticeship routes by 2031/32 – Current Year 6. Aim to reach 16% by 2028/29 – Current Year 9			Under-grad (18+)	Pg 7
In 15yrs time the NHS expects 9 – 10.5% of the workforce to be internationally recruited compared to 25% now.			Future Workforce	Pg 8

Do your students have **Horrid Hands?**

Our 'Horrid Hands' lesson discusses with pupils

- how to prevent germs being spread
- the use of vaccines

In support of the Schools Immunisation Programme.

Throughout the session we will also enlighten students to a number of careers within the NHS.

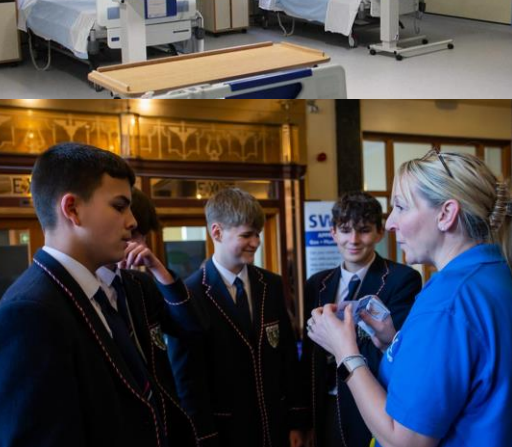
This session links to the following curriculum areas:

Key stage 1 and 2 - Science	Key stage 1 and 2 - Citizenship
• Living things and their habitats	• Developing a Healthy, Safer Lifestyle
• Animals, including humans	

We can work with whole year groups or individual classes.

NHS Solent NHS Trust **350+ NHScareers** **NHS Southern Health NHS Foundation Trust**

Contact us: HIOW350Careers@solent.nhs.uk



T-LEVELS
THE NEXT LEVEL QUALIFICATION



NHS Solent NHS Trust **350+ NHScareers** **NHS Southern Health NHS Foundation Trust**

Stop the Spread

HPV will infect most people at some point in their lives, making HPV the most common sexually transmitted infection, among people of all ages.

We have created our 'Stop the Spread' to discuss how vaccination against HPV can help prevent infections, in support of the schools Immunisation Programme.

This session is interactive and hands-on and can be delivered to whole year groups or individual classes.

- We incorporate National Curriculum LO's for Science, and RSHE objectives.
- Throughout the session we will also enlighten students to careers within this area in the NHS.

Contact us: HIOW350Careers@solent.nhs.uk

Dragons' Den - BRIEF **350+ NHScareers**

No-one wants to have to stay away from their home, without their own things and comforts around them. We would like to present our patients with a 'gift' to start their stay off to a positive start.

When staying away from home, have you ever received a free gift? What would you like to have? Remember, patients do not always have time to pack before being admitted to hospital.

Things to consider

- Consider costs of your gift. The NHS would look to fund these 'gifts' through charitable groups, so keep the costs as low as possible.
- Can the 'waste' created be recycled?
- Does it fit in the dimensions of lockable patient cupboard (50cm x 30cm)?
- Does it fit with the NHS Values and Principles of Care?

NHS VALUES

Principles of Care
Equality and Inclusion
Rights Partnership, dignity
Choice Independence Safety
Privacy Confidentiality Respect

Your Task:
To create a 'gift' for an adult patient who are required to stay in hospital.

You must:
- Ensure it will fit into the patient's lockable Cupboard
- Keep cost per 'gift' to a minimum
- Consider the environment.

Desirable:





hiow350careers.nhs.uk

Dr Jamie McKay,
Skills Strategy Manager. Enterprise M3 Local Enterprise Partnership

LOCAL SKILLS IMPROVEMENT PLAN (LSIP)

Enterprise M3 (including all of Surrey) area

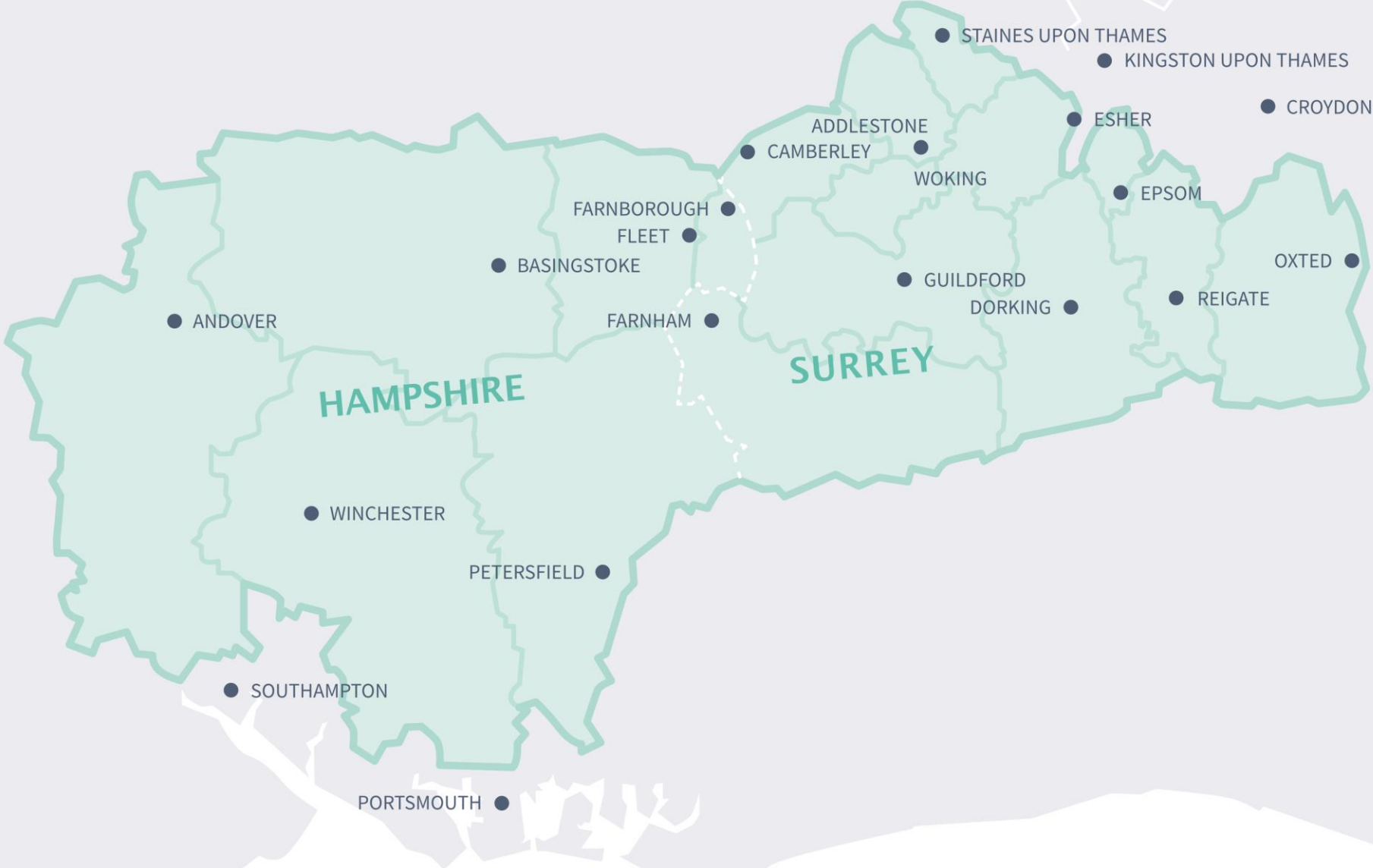


Funded by
UK Government

<https://www.surrey-chambers.co.uk/future-skills-hub/>



The LSIP area



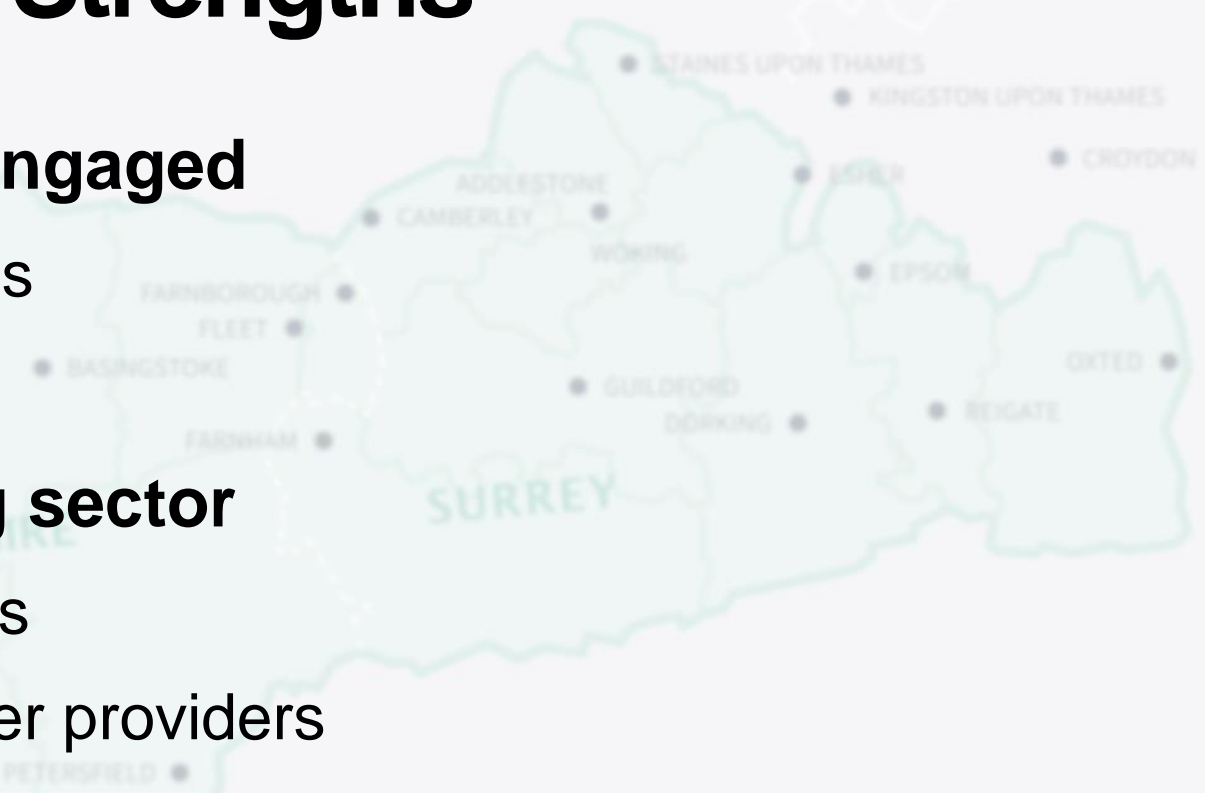
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The LSIP area | Strengths

- Vibrant economy of around £80bn and a major contributor to the Exchequer
- Highly productive with strong concentration of high-value jobs
- A highly qualified workforce
- High employment and low unemployment
- Strong tradition of young people continuing into education & training
- Collaboration...

The LSIP area | Strengths














- **1,000+ businesses engaged**
 - Individual businesses
 - Business networks
- **Education & training sector**
 - Schools and colleges
 - Universities and other providers
- **Local government**
 - County councils
 - Districts and Boroughs
 - Local Enterprise Partnerships



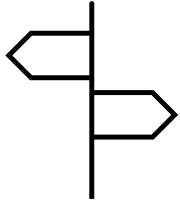
The LSIP area | Challenges

- A tight labour market
- Talent competition with London and other, high-wage urban areas
- High cost of living
- Demographics of the regional workforce
- Recruitment challenges faced by colleges and training providers

A focus on Sectors and Skills

Key sectors for the LSIP					
	Advanced manufacturing & engineering		Hospitality & tourism		
	Aerospace, space & satellite		IT		
	Construction		Land based (incl. Animal Health and welfare)		
	Creative		Professional services		
	Health & Social care		Green economy		
Cross-cutting skills for the LSIP					
	Employability skills		Professional skills		Digital skills

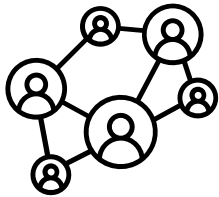
LSIP Priorities for action | *A responsive, local education and skills system*



IMPROVE INFORMATION, ADVICE AND GUIDANCE



FACILITATE RESPONSIVE AND INCLUSIVE CURRICULA



COORDINATE NETWORKS AND COLLABORATION



BUILD DYNAMIC RELATIONSHIPS BETWEEN BUSINESSES AND PROVIDERS

Getting involved

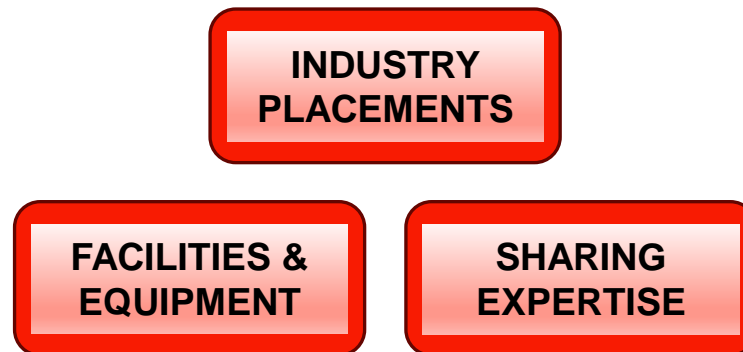
- **Future Skills Forum**
 - Over 70 delegates
 - Presentations
 - Discussions
 - Commitments
 - More to come!



<https://www.surrey-chambers.co.uk/future-skills-hub/reports/>

Getting involved

- **Future Skills Hub** | surrey-chambers.co.uk/future-skills-hub
 - News, Reports, Events, Training, Sector Profiles...
 - **NEW!** Opportunities platform:



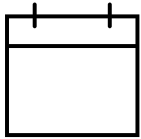
- An *interactive* platform for employers and providers
- Providers put a call out for placements or sector input
- Employers can choose an opportunity to pursue
- Providers can also share opportunities with each other
- Facilities can be made available

Supporting Apprenticeships

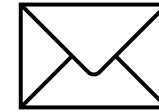
- Improved CEIAG support including LMI training
- Improved business development capacity, reach & impact
- Continue to evolve the Future Skills Hub website
- Roll out of Skills Bootcamps across Hampshire & Surrey
- Continue to collaborate



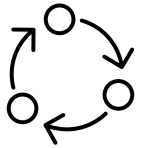
Stay in touch



Attend our **Events**



lsip@surrey-chambers.co.uk



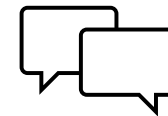
Engage and widen your networks



01483 735540



Sign up for our **monthly newsletter**



Connect on **LinkedIn** and **X**



[Future Skills Hub - Surrey Chambers \(surrey-chambers.co.uk\)](http://surrey-chambers.co.uk)

MANAGEMENT OF THE EM3 CAREERS HUB

I am writing to update you on a change to the management of the EM3 Careers Hub.

To date, the EM3 Careers Hub has been supported by the Enterprise M3 LEP and The Careers & Enterprise Company. However, from 1 April 2024, the EM3 Careers Hub will be managed by Hampshire County Council to reflect the government's transfer of LEP functions and responsibilities to upper tier local authorities.

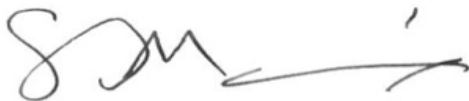
It's still business as usual for the Careers Hub as it continues to deliver on its strategic plan for the 2023/24 academic year. The Careers & Enterprise Company will continue to oversee the Careers Hub Network nationally and will support Hampshire County Council in their delivery. The aims and objectives for the Careers Hub remain the same and your support of the Careers Hub remains invaluable. Your contributions to the work of the Hub have been greatly appreciated and we hope your support for the Hub's work will be ongoing, helping to ensure that careers provision in the area continuously improves, delivering high quality for all young people.

Hampshire County Council is pleased to inherit a successful Careers Hub. The next few months will see the launch of a new Cornerstone Employer group, a SEND training programme, bespoke sectoral events for institutions.

We thank you for your support to date and look forward to continuing to work with you from 1 April, at which point your data will be processed by Hampshire County Council. The data processed and purposes for processing will be unchanged. Should you wish to sign a new Memorandum of Understanding (where applicable) please do advise us at partners@careersandenterprise.co.uk and this will be arranged.

If you wish to discuss any matter related to the future of the Careers Hub, please do not hesitate to contact me.

Yours sincerely

A handwritten signature in black ink, appearing to read 'S Martin', with a long horizontal flourish extending to the right.

Stephen Martin
Managing Director
Enterprise M3 LEP

Provider Access Legislation year 8&9



Two videos for ALL students:
Health & Social Care and,
Business Admin, employers, training provider and apprentice.

Watch prior to the LIVE event. Submit questions in advance.
LIVE event: 28 February specifically for year 9, and 26 & 28th March, year 8&9.

PAL encounter must be interactive, hence students put forward questions and the LIVE events.

Higher and Degree apprenticeship fair

Enterprise M3 CAREERS HUB | THE CAREERS & ENTERPRISE COMPANY

Higher & Degree Apprenticeship Fair

Thursday 14 March, 2024

Save The Date



- Open to students years 10 to 13
- Booking slots available from 12pm to 7pm
- More information to follow soon

Sparsholt College
Westley Lane, Sparsholt Hampshire. SO21 2NF

Enterprise M3 CAREERS HUB | THE CAREERS & ENTERPRISE COMPANY

EM3 CAREERS HUB HIGHER AND DEGREE APPRENTICESHIP FAIR



BOOKING SLOTS

12:00PM - 13:00PM	13:00PM - 14:00PM
14:00PM - 15:00PM	15:00PM - 16:30PM
17:30PM - 18:15PM	18:15PM - 19:00PM

 SPARSHOLT COLLEGE Westley Lane, Sparsholt Winchester SO21 2NF	 THURSDAY 14 MARCH 2024	 FREE	 OPEN TO Students in years 10 - 13 and parents/carers
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01256 262 764 | enterprisem3.org.uk/careershubs | careershubsenterprise3.org.uk

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- [All our Talents flyer - 25 Mar 24.pdf](#)

All Our Talents: Positive Progression for young people with SEND

Monday 25 March 10:00am to 3pm
Ashburton Hall, Winchester

