



enterprise **m3**  
Delivering prosperity through innovation

# EM3 23/24 DELIVERY PLAN END OF YEAR UPDATE


March 2024


## 23/24 DELIVERY PLAN AT A GLANCE

### Key messages for March 2024 Board

- In this sixth and final update to the Board on the 23/24 Delivery Plan, we are reporting on recent activities since the February Board meeting and the end of year status for each of the Enterprise M3 Deliverables. For several Deliverables, the updates also note any activities that are expected to continue into the next financial year once Enterprise M3 has closed on 31 March 2024.
  - 11 of the Deliverables are now **Complete** as their key activities for 23/24 have been delivered.
  - 2 of the Deliverables are **Partially Complete**:
    - The Future Fund deliverable was to support at least three new projects by the end of March 2024. The funding opportunity was run and projects were assessed and shortlisted on schedule. As of 12 March, work continues to finalise funding agreements for two projects; we are aiming for these to be signed by the end of March or early in Q1 24/25.
    - For the deliverable relating to developing the venture capital ecosystem, we have undertaken work with partners to explore options for a regional investment fund, but this is not complete. We will be sharing the work carried out to date with HCC.
  - 1 Deliverable (Fibre Spine) has remained unchanged in this financial year with a **Paused** RAG status because its procurement activity remains on hold. A document set has been prepared to support future local authority discussions about the project.


- Progress for each of the deliverables and activities is set out together with an indication of status on whether we are on track to deliver.
- The overall RAG status provided for each Deliverable is defined as:


 Progress is on track and as planned

 Slight issues or delays but plans in place to rectify

 Issues or delays and completion is outside LEP control

 Activity is on hold

 Activity is complete

 Activity is partially complete

|               |   |  |  |  |  |
|---------------|---|--|--|--|--|
| <b>VISION</b> | <b>Driving Low Carbon and High Growth</b>   |  |  |  |  |
|               | EM3's vision is to create a low carbon high growth region driven by innovation and enterprise<br>EM3 will be the leading business-led strategic economic partnership focusing on collaboration across sectors and all boundaries to help businesses and communities succeed |  |  |  |  |

**AREAS OF FOCUS**

|  |   |  |
|--|---|--|
| 1<br>Strategic economic planning               | 2<br>Support for business                 | 3<br>Nurturing high potential sectors and clusters |
| 4<br>Inward investment and international trade | 5<br>Public and private sector investment | 6<br>Employer perspective on skills                |

**PRIORITY ACTIVITIES**

|                                     |   |   |   |                               |
|-------------------------------------|---|---|---|-------------------------------|
| Strategic economic evidence         | Employer-led skills (SAP and LSIP)                | Careers Hub                             | EZ Strategy implementation & promotion    | Gigabit EM3 (fibre spine)     |
| Labour market analysis              | Growth Hub programmes – incl. business resilience | Multi-partner Inward Investment service | Funding Escalator – innovation & net zero |                               |
| Partnership working – rural economy | Net Zero support service (GH)                     | Cluster development & promotion         | Future Fund                               | Venture capitalist eco system |

All deliverables are aligned to EM3's Areas of Focus. Some deliverables align to more than one Area of Focus and all align to the Vision.

# 1 STRATEGIC ECONOMIC PLANNING DELIVERABLES (1)

(1) To support a globally competitive low carbon high growth region, gather strategic economic evidence and quality business intelligence in partnership with business organisations that clearly articulate the area’s economic priorities and high potential sectors. Identify actions needed to support priority sectors, economic growth and labour market needs.

|   | Key Actions   | Progress and end of year status  | Lead | RAG                                 |
|---|---|--|------|-------------------------------------|
| 1 | <ul style="list-style-type: none"> <li>• Maintain effective B2B communications to promote the services and impact of the LEP, Growth Hub (GH) and Careers Hub.</li> <li>• Identify opportunities to expand the reach of EM3 communications to new stakeholders.</li> <li>• Gathering business intelligence from business support organisations and submit reports to Government.</li> </ul> | <ul style="list-style-type: none"> <li>• Stage II of EM3 website underway.</li> <li>• GH events digital campaign complete.</li> <li>• SkyTV episode on sustainability aired on SkyTV on 10 March and repeated on 13 March.</li> <li>• Newsletter disseminated w/c 11 March (focus on Careers Hub). Final newsletter due w/c 25 March.</li> <li>• Successfully helped HCC launch Skills Bootcamps project with support from Carswell Gould, including a new microsite framed to HCC corporate requirements.</li> <li>• Monthly business intelligence reports continue to be filed to Government and feedback received has been these are highly valued.</li> <li>• Policy projects near completion:               <ul style="list-style-type: none"> <li>• Green is Good (Sustainability Masterclass and Policy Roundtable remaining).</li> <li>• Investing for Impact (1:1 sessions remaining).</li> <li>• AI Readiness (workshops on 12 and 19 March).</li> </ul> </li> <li>• <b>End of 23/24 year status:</b> All key activities completed.</li> </ul> | SB   | <input checked="" type="checkbox"/> |



## 1 STRATEGIC ECONOMIC PLANNING DELIVERABLES (2)

(2) Within available resources, respond to stakeholder interests in specialist areas of the economy e.g. initiate work with District & Borough Councils to maximise the strengths within the rural economy.

(3) Provide tailored market analysis to support the work of the Careers Hub.

|   | Key Actions   | Progress and end of year status   | Lead      | RAG                                 |        |
|---|---|---|-----------|-------------------------------------|--------|
| 2 | <ul style="list-style-type: none"> <li>Delivery of a commissioned report into economic activity into Local Authority (LA) rural areas to include recommendations to boost economic growth.</li> </ul> | <ul style="list-style-type: none"> <li>Presentation of our findings to LAs in May, and presentation of results and recommendations of our analysis to Hants County Council and mid-Hampshire Council leaders in July.</li> <li>EM3 involvement is now complete but we remain available to provide further inputs and support if requested by LAs.</li> <li><b>End of 23/24 year status:</b> Completed.</li> </ul> | CB<br>FMc | <input checked="" type="checkbox"/> | 1      |
| 3 | <ul style="list-style-type: none"> <li>Provide bi-monthly insights into the local economy and labour market to help identify and inform priorities for skills work.</li> </ul>                        | <ul style="list-style-type: none"> <li>Production schedule on target:               <ul style="list-style-type: none"> <li>Last Dashboard scheduled for late March 2024.</li> <li>'Deep dive' on Green Economic Transition near completion</li> <li>'Beyond GVA' is in progress</li> <li>Refresh for LSIP evidence base in progress.</li> </ul> </li> <li><b>End of 23/24 year status:</b> Completed.</li> </ul>  | SB        | <input checked="" type="checkbox"/> | 1<br>6 |

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## SUPPORT FOR BUSINESS DELIVERABLES (1)

(4) Enable high potential businesses to grow and ensure resilience of SMEs throughout the current economic crisis through our Growth Hub\* services and all LEP business facing activities.

(5) Support our businesses to become net zero by continuing to deliver and promote our specialist Net Zero service.

\*progress against metrics are on slide 8

|   | Key Actions   | Progress and end of year status  | Lead     | RAG                                 |
|---|---|--|----------|-------------------------------------|
| 4 | <ul style="list-style-type: none"> <li>Gathering regular business intelligence and economic analysis as part of EM3's role as business-focussed strategic lead for the region.</li> <li>Convening key business representative organisations in the region to generate "on-the-ground" business intelligence.</li> </ul> | <ul style="list-style-type: none"> <li>Stakeholder group continues to meet business organisations across EM3 area. Regular intelligence reports compiled that capture economic data, trends and feedback and insights from businesses. The bi-monthly Dashboards continue to enhance data capture / analysis / reporting by EM3 and partners.</li> <li><b>End of 23/24 year status:</b> completion of all key activities.</li> </ul>   | ST<br>SB | <input checked="" type="checkbox"/> |
| 5 | <ul style="list-style-type: none"> <li>Net Zero service promotion on EM3 web site.</li> </ul>   | <ul style="list-style-type: none"> <li>Net Zero service enhanced, and commencement of 'Green is Good' programme. All activities on target:               <ul style="list-style-type: none"> <li>One to many webinars focused on Net Zero transition solutions for SMEs; last webinar was on 31 January.</li> <li>'Path to Sustainability' episode featuring leading businesses across Hampshire and Surrey aired on 10 March and repeated on 13 March</li> <li>Thought leadership by EM3 and partners on creating the right conditions to enable a green economic transition that will drive business growth, green skills, innovation etc. Completion date is 22 March.</li> <li>Sustainability masterclass to develop a pool of green business champions (and support GH KPIs) scheduled for 21 March</li> </ul> </li> <li><b>End of 23/24 year status:</b> completion of all key activities.</li> </ul> | SB<br>ST | <input checked="" type="checkbox"/> |

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## 2 SUPPORT FOR BUSINESS DELIVERABLES (2)





(6) Support Innovation in the region by investing in high potential businesses via the Funding Escalator.

|   | Key Actions  | Progress and end of year status  | Lead | RAG                                 |
|---|--|--|------|-------------------------------------|
| 6 | <ul style="list-style-type: none"><li>To review the FSE II Fund and consider options for contract extension.</li></ul> | <ul style="list-style-type: none"><li>Following the 6-month extension to June 2024, HCC and SCC are reviewing contract terms to agree next steps and this action is ongoing.</li><li><b>End of 23/24 year status:</b> FSE investments are ongoing. HCC and SCC are currently reviewing the future of the fund for 24/25.</li></ul> | MB   | <input checked="" type="checkbox"/> |

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5 Public/private investment

| Performance  | Target | Progress*                        | Commentary  | RAG   |
|--|--------|----------------------------------|---|---|
| <b>Businesses with Growth Potential Receiving Medium/High Intensity Support</b>        | 190    | 193<br>➤ <b>102%</b> of target   | <ul style="list-style-type: none"> <li>The GH team has generated their own leads during 23/24, as well as receiving incoming enquiries from our partners and stakeholders, so that we can assist companies demonstrating business growth, or those that have been assessed as having real potential to grow.</li> <li>Specialist, medium and high intensity support is tailored for each eligible company and directly provided, primarily by EM3 Growth Champions, drawing upon the additional expertise of Associates, as required.</li> <li>Target exceeded for 23/24. We are in the process of planning a seamless transition to Hampshire 2050, on a 'business-as-usual' basis, to continue driving economic growth during 24/25.</li> </ul> |    |
| <b>Referrals to Specialist Business Support Services for medium and high intensity</b> | 96     | 226<br>➤ <b>235%</b> of target   | <ul style="list-style-type: none"> <li>Our significant level of referrals to external specialists such as DBT, Innovate UK, Help to Grow and FSE evidence the strong relationships in place with our partners and stakeholders.</li> <li>This target has been exceeded by more than double for 23/24, demonstrating excellent team-work by the Growth Hub, with referrals also submitted by colleagues across EM3.</li> </ul>   |    |
| <b>Business Enquiries to EM3 GH &amp; LEP</b>  | 1,950  | 2,078<br>➤ <b>106%</b> of target | <ul style="list-style-type: none"> <li>The 2,078 recorded business enquiries to EM3 Growth Hub / LEP means that the KPI target for the financial year has already been exceeded at 106%.</li> <li>For information, the total number of unique visitors to the EM3 Growth Hub website at 25.01.24 was recorded as 40,715, demonstrating a significant impact in raising awareness, profile and recognition of EM3 Growth Hub's services and events programme delivered during 23/24, which has resulted in generating increased enquiries for business support.</li> </ul>   |    |
| <b>Businesses Signposted to Other Business Support Organisations</b>                   | 830    | 395<br>➤ <b>47.6%</b> of target  | <ul style="list-style-type: none"> <li>As noted in the December 2023 update, the 830 target is very ambitious for 23/24. Signposting levels achieved in previous years have been c.300 per year; the 395 achieved to date has therefore exceeded that figure for 23/24.</li> <li>The Growth Hub team is confident that the target of 830 individual businesses being signposted to other business support organisations during 23/24 has been exceeded. The supporting data to evidence this has not yet been fully extracted from other reports or uploaded onto the new Evolutive system.</li> </ul>  |  |

\*Progress figures as of 12 March 2024



## 3 NURTURING HIGH POTENTIAL SECTORS AND CLUSTERS DELIVERABLES

(7) Maximise inward investment and economic growth opportunities by continuing to develop our existing clusters (Animal Health, Space/Satellite, Gaming, Jet Zero) and developing and supporting at least one new cluster for the region – potentially HealthTech and Creative Technologies.

|   | Key Actions  | Progress and end of year status   | Lead | RAG                                 |
|---|--|---|------|-------------------------------------|
| 7 | <ul style="list-style-type: none"> <li>• Jet Zero: Delivery of evidence base document, action plan and sector proposition document.</li> <li>• Deliver evidence base for Life Sciences sector.</li> <li>• Further sector action plans commissioned to examine potential new clusters: Creative industries, Gaming, Animal Health.</li> </ul> | <ul style="list-style-type: none"> <li>• SQW presented their Jet Zero evidence base document, action plan and sector proposition to the Board in October. The evidence base confirms there is a credible, but embryonic cluster of business activity and innovation taking place in the region.</li> <li>• A Hampshire/Surrey Jet Zero Partnership was launched to include core members from the Steering Group. FAC are developing a proposal to create a hydrogen infrastructure accelerator for local SMEs.</li> <li>• A strategic life sciences event with Wessex Health Partners/Wessex Innovation at the Future Towns Innovation Hub on 8 March. There were some very encouraging conversations and agreement to form a working group to establish a Value Proposition for the sector.</li> <li>• The Economics Team in Hampshire have produced some benchmark business and employment data for our key sectors so we will be able to more accurately measure their growth profile going forward, although we will need to add some more qualitative information.</li> <li>• The University of Surrey is launching the UK's first business incubator dedicated to the animal health sector with business mentoring from Set Squared and access to academic expertise. The launch event will be held on 17 April.</li> <li>• <b>End of 23/24 year status:</b> Completion of key activities. We expect sector activities to continue into 24/25 and are liaising with HCC/SCC colleagues on these. Notably we believe that the Hampshire/Surrey Jet Zero Partnership and work on the Animal Health Innovation Network will gain traction into the next financial year.</li> </ul> | CB   | <input checked="" type="checkbox"/> |

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## 4 INWARD INVESTMENT & INTERNATIONAL TRADE DELIVERABLES

(8) Drive the appeal of the region to high growth low carbon companies by activating and promoting the new Enterprise Zone Implementation Plan.

(9) Strengthen our relationship with DBT and local authorities and adopt a multi-partner inward investment service

|   | Key Actions  | Progress and end of year status  | Lead | RAG                                 |
|---|--|--|------|-------------------------------------|
| 8 | <ul style="list-style-type: none"> <li>Completion of the new Enterprise Zone Implementation Plan.</li> <li>Enterprise Zone Business Directory published.</li> <li>New Enterprise Zone Marketing Plan – early 2024.</li> </ul>  | <ul style="list-style-type: none"> <li>Cushman and Wakefield completed their report and BRIG forecasts in November. Partners to begin the work of which scenario and investment options they will consider taking forward, as well as developing the Marketing Plan.</li> <li>A 'Deep Dive session' with HCC and SCC colleagues was held in February to focus on the EZ, in particular future governance arrangements with the Upper Tier Authorities taking the lead for the Zone. These were presented to the EZ partners in March 2024.</li> <li><b>End of 23/24 year status:</b> A prioritised list of investments and marketing plan that partners can work to deliver into 24/25</li> <li>A decision was made to postpone the EZ Steering Group planned for March as HCC and SCC are finalising governance arrangements. HCC and SCC plan to bring Hampshire and Surrey partners together after 1 April 2024 to outline the new arrangements.</li> </ul> | CB   | <input checked="" type="checkbox"/> |
| 9 | <ul style="list-style-type: none"> <li>Providing responsive support to potential inward investor enquiries directed to EM3 from DBT.</li> <li>Establishment of multi-partner investment service.</li> <li>Inward investment model to be in place by end of 2023/24.</li> </ul> | <ul style="list-style-type: none"> <li>We continue to provide inputs to support new enquiries received.</li> <li>We continue to work effectively with DBT on an inward investment model involving the local authorities and as part of transition discussions with HCC are producing a detailed report on previous performance of FDI, availability of sites and options on how inward investment will operate in the future.</li> <li><b>End of 23/24 year status:</b> 24 successful projects in February 2024. With 27 in the active pipeline.</li> </ul>  | CB   | <input checked="" type="checkbox"/> |

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## 5 PUBLIC AND PRIVATE SECTOR INVESTMENT DELIVERABLES (1)

(10) Review the success of the pilot 'Future Fund' and support at least three new capital growth projects in 2023/24.

(11) Procure and contract with a supplier in order to deliver the Gigabit EM3 Fibre Spine in 2023/24 and explore potential for extensions with district and borough councils.

(12) Work with our investment community and local authorities to develop the venture capital investment ecosystem

|    | Key Actions   | Progress and end of year status  | Lead | RAG                                 |
|----|---|--|------|-------------------------------------|
| 10 | <ul style="list-style-type: none"> <li>• Due diligence of shortlisted projects (Oct and Nov).</li> <li>• EM3 Board review of shortlisted projects (Dec).</li> <li>• Further due diligence of projects to be funded (Dec-Feb).</li> <li>• Drafting and signing of funding agreements (Dec - Mar).</li> </ul> | <ul style="list-style-type: none"> <li>• Two of the projects shortlisted in December 2023 are no longer being taken forward under the Future Fund.</li> <li>• Drafting of remaining funding agreements underway with HCC Legal and Finance.</li> <li>• <b>End of 23/24 year status:</b> aiming for funding agreements signed before end of March 2024 or in early Q1 24/25.</li> </ul>   | MB   | <input checked="" type="checkbox"/> |
| 11 | <ul style="list-style-type: none"> <li>• Collation of all key and relevant supporting documentation, creating a catalogue of information that can be used by future LEP successor bodies to make informed decisions about the future of the project.</li> </ul>   | <ul style="list-style-type: none"> <li>• Following discussions with the Local Authorities (LA's), the project remains on hold awaiting further review once the completion of the LEP transition has taken place.</li> <li>• A handover document has been prepared to ensure the LA's have the information needed to make an informed decision about the future of the project.</li> <li>• <b>End of 23/24 year status:</b> Project remains paused. Collation of all materials is complete and a lead official at Surrey County Council has been identified to work with EM3 to ensure a comprehensive handover.</li> </ul> | MB   | <input type="checkbox"/>            |

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4 Inward investment      2 Support for business

## 5 PUBLIC AND PRIVATE SECTOR INVESTMENT DELIVERABLES (2)

(12) Work with our investment community and local authorities to develop the venture capital investment ecosystem

|    | Key Actions  | Progress and end of year status   | Lead            | RAG                                 |
|----|--|---|-----------------|-------------------------------------|
| 12 | <ul style="list-style-type: none"> <li>Explore options for investment fund.</li> </ul> | <ul style="list-style-type: none"> <li>Following initial discussions, EM3 and FSE will continue to explore funding options.</li> <li>Local partners, particularly the Set Squared universities, continue to explore options both for specific funds focused on spin outs and for a broader sub-regional fund.</li> <li><b>End of 23/24 year status:</b> Work on options explored for an investment fund will be shared with HCC.</li> </ul> | SM<br>KL<br>FMc | <input checked="" type="checkbox"/> |



## 6 EMPLOYER PERSPECTIVE OF SKILLS DELIVERABLES

(13) Deliver our Careers Hub\* service to help employers, schools and colleges prepare young people for careers and develop the future workforce, deliver local skills projects and deliver KPIs set by the CEC.

(14) Support employer-led skills provision, by convening partners through the Skills Advisory Panel and supporting them to develop and implement a Local Skills Improvement Plan (LSIP).

\*updates on delivery of the 23/24 metrics are on the following slides

|    | Key Actions   | Progress and end of year status   | Lead | RAG                                 |
|----|---|---|------|-------------------------------------|
| 13 | <ul style="list-style-type: none"> <li>• Delivery of key action areas as per plan agreed with CEC.</li> <li>• Closer working with EM3 Growth Hub.</li> </ul>  | <ul style="list-style-type: none"> <li>• Improvement in Gatsby Benchmarks, Compass Plus Engagement. The number of schools engaged with Enterprise M3 Careers Hub is 88% against a target of 95%. Careers Hub involved in HSDC LSIP fund. Hub in quartile 1 nationally in Gatsby BM 8.</li> <li>• Careers Hub information about recruitment of Enterprise Advisors, and employers for the Cornerstone Employer Group, has been shared with the Growth Hub team for onward promotion to raise awareness and increase engagement.</li> <li>• <b>End of 23/24 year status:</b> Completion of key activities. Delivery of Careers Hub metrics are for the 23/24 academic year and therefore continue until end of August 2024.</li> </ul>  | SD   | <input checked="" type="checkbox"/> |
| 14 | <ul style="list-style-type: none"> <li>• Provision of bi-monthly insights into the local economy and labour market.</li> <li>• Delivery of LSIP (led by Surrey Chambers of Commerce).</li> <li>• Enable delivery of the Skills Advisory Panel.</li> </ul> | <ul style="list-style-type: none"> <li>• Bi-monthly insights delivered and published to help identify and inform priorities for skills work and policy recommendations for EM3 and partners to consider.</li> <li>• 'Future Skills Hub' (LSIP) continues to deliver with particular focus on employer engagement and supporting brokerage activity with providers. A large chunk of the road map will have been delivered by end of March 2024 alongside additional, complementary activity. EM3 FE Principals' group will have become an LSIP strategic group.</li> <li>• Local Skills Improvement Fund (LSIF) delivery continues, with support from EM3 and Surrey Careers Hubs and a focus on Revenue activity.</li> <li>• <b>End of 23/24 year status:</b> all LSIF Revenue activity has been delivered, together with the last EM3 Skills Advisory Panel.</li> </ul> | JM   | <input checked="" type="checkbox"/> |




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## CAREERS HUB METRICS FOR 23/24 ACADEMIC YEAR (1)

| Performance                           | Target - 23/24 academic year  | Progress* | Commentary   | RAG   |
|---------------------------------------|---|-----------|--|---|
| <b>Full Roll-out of Careers Hubs</b>  | All eligible institutions are offered the opportunity to join a Careers Hub (CH).<br>Every CH institution to complete Compass every term.   | Ongoing   | The Careers Hub has increased the number of schools to 88% - the target is 95%. There are 56 eligible schools and 49 schools currently engaged.  |  |
| <b>Gatsby Benchmark (BM) Progress</b> | <b>1.</b> An average of 5.5 Gatsby BM achieved across CHs; faster progress for schools serving the most disadvantaged young people including Special Schools and Alternative Provision. | Achieved  | <b>1.</b> 23% of institutions achieving all 8 BMs (target 20%)<br>96% achieving floor targets (target 90%)<br>BM1 – 70% - quartile 2<br>BM6 – 68% - quartile 2<br>BM8 – 95% - quartile 1   |  |
|                                       | <b>2.</b> 90% of all institutions in Careers Hubs achieving at least 3 Gatsby BMs.  | Underway  | <b>2.</b> Priorities for 2023/34 are to increase Gatsby BM 1 - a stable and comprehensive careers plan - and a steady increase in Gatsby BM 5 and 6 – engagement with employers and experiences of the workplace throughout the year.<br>In Sept. 2023, an online workshop with schools' careers leads to increase Gatsby BM 1 began, with an audit, training session led by ECs for Careers Leaders in schools below benchmark. Additional support in January 2024 with a repeat session and lunchtime drop-in workshops for further support. The above work will increase impact.<br><br>Additional Gatsby benchmark 1 support was given in two additional online sessions in Term 1 and in one-to-one meetings.<br><br>A Provider Access Legislation (PAL) programme of work began in November 2023 with HCC colleagues to ensure PAL information is evident in schools. This began on 30 January and continued into February 2024. |  |



\*Progress figures as per February update, will be updated late March 2024

## CAREERS HUB METRICS FOR 23/24 ACADEMIC YEAR (2)

| Performance  | Target - 23/24 academic year   | Progress*    | Commentary   | RAG   |
|--|--|--------------|--|---|
| <b>Gatsby Benchmark (BM) Progress</b><br><br><i>Continued...</i> | <b>3.</b> At least 20% of institutions in a Careers Hub achieving all 8 Gatsby BMs.                | Underway     | <b>3.</b> Projects planned to increase employer engagement, specialist support for SEND schools and a SEND Training Conference has taken place. Feedback positive.<br><br>The SEND Training Conference took place in HCC's Ashburton Hall, Winchester in March 2024. This event was organised in collaboration with HCC's SEND team.   |    |
|  | <b>4.</b> At least 20% of schools completing at least 100 Future Skills Questionnaires (FSQ) each. | Currently 5% | <b>4. In February 2024,</b> the Careers Hub hosted further Compass Plus and FSQ workshops to ensure all schools in the region adopt the system. Colleagues from the Careers and Enterprise Company led the session to support engagement with Compass Plus and the Future Skills Questionnaire. Five colleagues from schools, including deputy head teachers and one governor attended the event. Feedback was positive and requests for a further workshop in January 2024 will be actioned. Increased Compass Plus usage will improve FSQ participation. |    |
|  | <b>5.</b> At least 80% of eligible schools to have upgraded to Compass+                            | Underway     | <b>5.</b> The Careers Hub appointed Nicki Morgan-Potter to take on the role of Compass Plus Champion to lead on this objective and work towards 80% of schools upgraded to Compass Plus by August 2024.  |  |

\*Progress figures as per February update, will be updated late March 2024



## CAREERS HUB METRICS FOR 23/24 ACADEMIC YEAR (3)

| Performance   | Target - 23/24 academic year   | Progress*        | Commentary  | RAG   |
|---|--|------------------|---|---|
| <b>More High-Quality Experiences with Employers</b> | 80% of Careers Hub institutions fully achieving Gatsby BM 5 – Encounters with Employers – with faster progress made by institutions in the upper quartile of FSM, Special Schools and Alternative Provision and faster progress for schools serving the most disadvantaged young people including Special Schools and Alternative Provision. | Events confirmed | <p>Projects designed to improve progress by institutions in the upper quartile of FSM, Special School and Alternative Provision are included in 2023/24 hub plan. SEND Training Conference to be held on 25 March 2024, followed by employer contact programme in April and May 2024.</p> <p>Our objective is to ensure faster progress for schools serving the most disadvantaged young people including Special Schools and Alternative Provision.</p>  |  |
|   | <p>70% of Careers Hub institutions fully achieving Gatsby Benchmark 6 – Experiences of the Workplace – with faster progress for schools serving the most disadvantaged young people including Special Schools and Alternative Provision.</p> <p>This is a further increase in performance from term 1.</p>                                   | Events confirmed | <p>The following events will provide high quality experiences for the above groups and those at risk of becoming NEET.</p> <ul style="list-style-type: none"> <li>• Sponsored digital and space event 6-7 March 2024 (300 pupils attending).</li> <li>• SEND training conference 25 March 2024.</li> <li>• Employer events organised with SEND schools, April and May 2024.</li> <li>• Sponsored Get Inspired event February 2024.</li> <li>• Degree Apprenticeship event confirmed at Sparsholt College, March 2024.</li> <li>• 15 parent events in schools where there are pupils in the two upper quartiles of FSM and at risk of becoming NEET, May 2024.</li> <li>• Introduction of a Cornerstone Group has taken place on 13 March 2024.</li> </ul> |  |

\*Progress figures as per February update, will be updated late March 2024



## CAREERS HUB METRICS FOR 23/24 ACADEMIC YEAR (4)

| Performance   | Target - 23/24 academic year   | Progress*     | Commentary   | RAG   |
|---|--|---------------|--|---|
| <b>Skills-based Volunteering</b>                                | <p>Careers Hub will have a bank of Enterprise Advisers to be deployed based on institution need and framed around the CEC's and Careers Hub's priorities.</p> <p>A minimum of 80% of institutions in the Careers Hub will receive EA support at least once during the academic year.</p> | Underway      | <p>Six new Enterprise Advisers have been recruited. Training sessions continue to be held.</p> <p>Agile EAs will work with more than one school according to skill gaps and regional needs.</p> <p>New EAs in existing schools are in place. Coverage will increase to above benchmark when DBS checks and MoUs are completed.</p>   |  |
| <b>Amplify Apprenticeships, Technical and Vocational Routes</b> | <p>Careers Hub will deliver at least one initiative to improve the ability of young people to take up apprenticeship and technical education pathways under CEC's ATE Framework.</p>   | Event planned | <p>Degree Apprenticeship Fair confirmed for March 2024, Sparsholt College. 30 businesses recruited.</p> <p>In 2024, 15 parent events to explain apprenticeship and technical education routes will begin.</p> <p>Live Toolkit for apprenticeship and technical education routes launched January 2024. New videos, LMI information on space, digital and engineering lesson plans have been uploaded to new web pages.</p> |  |

\*Progress figures as per February update, will be updated late March 2024