

Newsletter for Schools & Colleges

Spring Term 2024



Dear Colleague

Welcome to your quarterly newsletter from Adviza.

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Social mobility and young people: levelling the playing field

Mark Hilton, CEO, Adviza

In November, marking my six-month tenure as Interim CEO of Adviza, [I penned a piece](#) shedding light on our organisation's responsive approach to the ever-evolving landscape on the ground. We had witnessed a surge in demand for our intensive projects, revealing a stark reality – many individuals found it challenging to muster the motivation to handle even the most basic daily life tasks, let alone embark on a job search.

These individuals confronted a multitude of employment barriers, gradually disengaging from the social system. While the National Careers Service offers brief interventions for job seekers, it became evident that those facing multiple barriers needed more than just a fleeting encounter. They required time, patience, and unwavering support to rebuild their self-confidence before contemplating a job search or a return to further education. Our younger clientele, in particular, grapples with additional complexities compared to adults. They find themselves navigating a crucial phase of life where uncertainties abound, and self-doubt can be overwhelming. Many have endured profound traumas at a tender age, while others have been unjustly treated as worthless, internalising these harmful beliefs. I can empathise with such sentiments, having experienced them as a 15-year-old lacking the self-assurance to reject those who belittled me.

The limitations on social interaction imposed by the pandemic have contributed to the rise of anxiety among young people, who now struggle in situations that demand social engagement. Consequently, we have witnessed a surge in cases of anxiety and other mental health conditions. Addressing this issue has become a significant component of our intensive courses, aimed at rebuilding the confidence of young individuals, ultimately preparing them for employment or skills training. We are proud of our commendable success rates in this endeavour, even though it requires time to see the transformation. It is immensely rewarding to witness the personal growth of those who successfully complete our 12-week employability program. Nonetheless, the challenge has become so pressing that we are now exploring the possibility of developing a shorter course to accommodate those who are not mentally in a place to be able to complete the full version of the course. Furthermore, the young people in the 16-24 age group described earlier, are the harbingers of the next generation of **NEETs** (Not in Employment, Education, or Training).

We are keenly aware of this impending challenge and have proactively designed courses to pre-emptively support school-age young individuals who may be at risk of becoming future NEETs. While the landscape remains uncertain, we stand ready to lend our assistance.

However, the current reality presents a grim picture, with local authorities grappling with limited funding, and the state failing to address the issue effectively. Notwithstanding the moral argument that it is the right thing to do, somewhat ironically, the long-term consequences of this underinvestment will far outweigh the financial support required at this crucial juncture in these young lives.

In our bid to tackle this challenge head-on, we are actively working on developing our own funding sources to sustain both our pre-NEET initiatives and support the existing NEET cohort. Time may not be on our side, but we remain steadfast, poised to step in when the opportunity arises. At Adviza, we are driven by the belief that we truly transform lives for the better.

Preventing NEET in vulnerable students

Sandra Reynolds, Head of Delivery, Adviza

According to OxLEP, young people attending Alternative Provision institutions are more likely to not be in education, employment, or training (NEET) after the age of sixteen than their peers attending mainstream education: nationally in 2020/21, 41% of young people leaving AP were recorded as not having a sustained destination, compared to 9% of students attending mainstream schools.

The OxLEP and CEC-funded project, Oxfordshire [Positive Destinations](#), is an example of the DfE's ambition to tackle this. Adviza's delivery of the project will see us supporting 30 year 11 students at Meadowbrook College with the aim of helping them find sustained employment, education, or training within 6 months of leaving school.

During the 6 week programme, students will have a minimum of 3 employment/college placements to give an insight into the world of work and the opportunities within. The project will incorporate our [FIS](#) (Framework for Intensive Support) cards—part of our career toolkit for ages 11 – adult, which assess the competencies needed to enter and sustain employment, education or training.

FIS also provided the backbone of a six-week NEET prevention project Adviza delivered at a Berkshire school last year, funded by the Greenham Trust. Working from baseline FIS scores established in initial face-to-face assessments, we focused on enhancing students' understanding of their abilities in many areas including communication, resilience, work navigation and future planning, with post-programme assessments indicating positive developmental progress for the students and marked improvements in confidence, focus, happiness, and attendance.

Our second CEC-funded project, Horizons, will give Year 9 students the opportunity to experience the workplace for half a day, better-equipping them to prepare for their main work experience in year 10/11.

In tandem with assessment tools such as FIS and RONI (Risk Of NEET Indicator), additional layers of support at the right point in education can have a levelling-up impact for disadvantaged students. It can deliver better chances in life.

Digital Services



What's new on the portal:

- **National Apprenticeship Week 2024 (NAW2024)** – For National Apprenticeship Week 2024 (5– 11 February), we have additional resources to support your students and parents/carers, as well as your colleagues:

Parent webinar: Apprenticeships

We delivered a parent webinar for NAW24, which gave students and parents/carers the opportunity to find out more about apprenticeships, how they work, what sectors apprenticeships are available in and how students can find an apprenticeship. If you missed it, you can watch the recording which will soon be available in the [Past Webinars](#) section of the Portal.

NAW2024 Events and Information

5-11 FEBRUARY 2024 #NAW2024

I ❤️ APPRENTICESHIPS

The theme for National Apprenticeship Week 2024 is "Skills for Life".
Click here for our events and information guide that will help you to keep track of all that is going on that week.

We know that there can be a lot of resources and events taking place for NAW, so we have made finding the right activities for you and your students a little easier with our new [NAW2024 Events and Information](#) portal page. We are continually adding to this as new events are released, so please inform your students.

- **Sector webinars** – We have more sector webinars coming over this term, including Veterinary Medicine and Radiology. *Please promote* and encourage students to book a place on relevant webinars. Recordings of both live and recorded events will be available within the [Past Webinars](#) section of the portal.

As always our webinars are open to students, parents/carers and teachers to attend and bookings can be made via the [Events page](#) of our portal. We hope you found your school booking figures that were provided in your termly report useful. We will continue to provide these at the end of each term and would appreciate continued promotion to ensure students and parents have access to this fantastic opportunity to link with our careers advisers, as well as employers and professionals who are specialists within their field.

- **Post 16 Options video** – We have created a short 10-minute video that introduces Post 16 options, which can be used within your schools. This was developed following a request for a short video that tutors could play to students and can be found by using the following link: <https://vimeo.com/872555576/ad762fc9ac?share=copy>

New portal content to come:

We are currently developing new/updated resources on the portal, including:

- A new career quizzes page
- SEND progression information
- Post 18 Options video

We would love your ideas and those of your students to help further develop this content. Please send to careersguidance@adviza.org.uk

IAG SharePoint

As a reminder and for those that may be new to role, we have the **IAG SharePoint** system in place. The SharePoint folder means that you will be able to access the resources as advertised on the [careers portal](#) (including those with pre-recorded elements) whenever you need them without having to request them. For this to happen, we require an email to which we can share the folder. It can only be accessed by that individual, however you can download all resources and store on the school system so they are available for all staff, if preferred.

If you would prefer to provide the email addresses of several staff members who would need regular access to the resources then please forward all email addresses to Lucy Warner, our Project Delivery Manager for Digital Services, at careersguidance@adviza.org.uk.



eCLIPS

And a final reminder. Accessing [eCLIPS from the portal](#) now requires a password to eliminate any misuse of the site.

The password to access eCLIPS is: **CGFY923**

'CGFY' is an acronym for *Careers Guidance For You*, which can be found at the top of our homepage.

Please ensure this password is displayed in relevant locations/departments of the school for your eCLIPS users. We have a selection of posters you can use which were included in the original email sent to career leads at the start of the new school year. If you need these, please speak to your school careers adviser or email eclips@adviza.org.uk.

Career Catapult



Exciting news! We are thrilled to announce the upcoming launch of **Career Catapult**, our brand new careers portal! With a secure log-in system, it has been developed in response to feedback from you and your students and features a user-friendly interface that integrates our familiar excellent resources while providing the flexibility for developing additional online tools to propel students into their career exploration!

You will find:

- Information to support careers exploration and employability skills
- Our comprehensive eCLIPS careers resource
- Links to inspiring, informative videos about a wide range of careers
- Our career chat podcasts, talking to real people in real jobs about their career journey
- Exclusive webchats with professional careers advisers
- Advice on options including apprenticeships and traineeships
- Local labour market information, detailing local employers and sector trends
- Details of upcoming webinars, events and virtual work experience opportunities.

All of our live webinars will continue to run regularly throughout the year to provide the latest information on options, qualification choices and valuable insights into career and training opportunities across various industries.

Additionally, we will have the capability to notify registered students, parents, and yourselves of new updates and event reminders, aiming to alleviate the load of contacting them yourselves (though, of course, any extra promotional support is always appreciated!).

If you have any questions please do get in touch:

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