



CENTRE **for** LEADERSHIP PERFORMANCE

A decade developing Cumbria's leaders for today & tomorrow

ProjX Transport & Logistics

Centre for Leadership performance collaboration
with Cumbria Transport & Logistics

www.cforlp.org.uk

www.cforlp.org.uk



ProjX

The ProjX programme is brought to you by the Centre for Leadership Performance, a not-for-profit leadership development company working to develop Cumbria's Leaders for Today and Tomorrow and designed and delivered in partnership with a range of local business partners including local Councils and multinationals, as well as SMEs, business owners and micro businesses we may find typical work experience a barrier to engagement with young people.

ProjX has been successfully delivered to year 10 & 11 pupils in all West Cumbrian schools over the past three years, this programme was successfully adapted to online delivery in July 2020 to reflect new Covid-19 working practices. In 2021 this was then adapted to a blended delivery, 2022 saw this return to fully face to face. The success is its flex and adaptability to fit with school and pupil needs. Sellafield Limited currently fund 5 ProjX weeks for pupils in West Cumbria , this sees young people working along side businesses within their supply chain to work on real life business challenges which have been linked to town centre regeneration , providing meaningful youth engagement and consultation.

ProjX has involved over 20 business partners, including SMEs and micro businesses who cannot commit to work experience opportunities within their businesses (typically a week). The commitment to ProjX may be an hour or a day, ultimately making it easier to engage, therefore giving micro business and SMEs access to future generations of talent.

offering opportunities for young people to have their views and ideas listened too

This model can be adapted and flexed and we therefore would love to work with Cumbria Transport and Logistics Group and their members to remove barriers to engagement with their future workforce and provide meaningful development and volunteering opportunities for the current workforce through supported meaningful engagement with young people.

The project brief will be based on a key challenge or issue the sector face and provide meaningful consultation and diversity of thought and innovations to the sector.



ProjX

CforLP would work with Cumbria Transport and Logistic group and members to fully scope new Projx briefs and programmes aligned to key business challenges; examples below

- Attracting and developing the future workforce
- Challenging current perceptions of careers and opportunities
- Electric Vehicleless

Student 'employees' would come together to work on their exciting brief which will deliver value back to the partners businesses and the sector, whilst young people gain exposure to a range of employers and professions. The programme raises awareness of how collaboration is needed on any project whilst showcasing the different range of roles needed, HR, health and safety, project management, marketing and communications, planning, logistics, controls , driving , engineering ,law, accountancy and quality. Students also gain awareness and experience of the different skills and behaviours needed to succeed in delivering successful projects

The partner companies guide the students through the various sessions, providing focused input and expertise to the project. They will be able to explain to the students how their business works, share their career journeys, the kind of job roles and skills required.

The ProjX programme will engage and empower young people across Carlisle in meaningful conversations and offer them the opportunity to collaborate and share ideas and thinking into local issues and challenges as part of this exiting work awareness programme, whilst gaining vital development skills and an insight in the roles and range of exciting careers available in the local area.



Outcomes for Students

- Students are provided with the opportunity to work with local role models from the sector working along side a range of local sme's and large business offering an insight into the range of roles and skills needed to deliver against any professional project developing key employability skills and confidence
- Students get access to a range of local businesses and positive local role models to understand the breadth of opportunities and equal access to these opportunities by providing a simple inclusive application process to help make more informed choices about future career pathways .
- This will help develop a number of transferable skills, including communication, interview and application writing skills, problem solving, leadership & teamwork which will enable them to be better prepared for the future in accessing high quality local jobs , apprenticeships and training
- The program offers students applying the chance to get their ideas heard and visualise how they see the future of their towns and local area helping to develop that sense of place and connectivity to their local areas
- Young people get the opportunity to build support networks with other young people
- Higher aspirations and motivated will improve performance at school and give them the tools needed to apply themselves at school, put themselves forward for other opportunities and reduce the likelihood of becoming neet or disengaged from learning
- Young people can build connections with local employers and see how learning links to real world of work
- Different perceptions of the sector and a better understanding of career pathways and jobs



Outcomes for Partners

- Removes barriers to engagement with young people and provides businesses in the sector to showcase the breadth of opportunities within their organisations and raise their profile
- The programme will ensure young people are developing key skills needed and are exposed to positive role models from the local business community helping to develop a future talent pipeline and retain the future workforce
- Seeking young people's views on some of the challenges will help inform partners and provide fresh ideas and perspectives which future proof their organisations and deliver better decision making. It also enables organisations to understand what young people want from a local employer in terms of working for them
- With limited time and resource this programme will allow local sme's and micro organisations to connect to future talent and nurture and ignite aspirations and showcase critical skills for the future
- The ProjX programme will support and raise profile of the sector to young people in the local area
- Developing initiatives to connect young people with their peers and employers in the area to share experiences and build networks will help young people to feel inspired, engaged, empowered and this can help to address social mobility and aspirations
- Provide young people, especially those from disadvantaged backgrounds with equal opportunities to develop the confidence and skills needed to take advantage of opportunities to improve their lives and succeed, a sense of efficacy and agency* and will provide a more motivated skilled ambitious workforce for the future
- Meaningful volunteering for the employees is proven to increase motivation and job satisfaction and well being which leads to a content and more productive workforce
- Volunteering provides the Employee volunteers with development and leadership opportunities



Delivery

Organisations would be supported by CfLP to deliver the sessions linked to their area of expertise. This would provide an opportunity for the students to engage with a range of businesses and understand more about their career journeys and specific skills needed in their professions.

The programme would be fully managed by the CfLP who would work with the partners to scope the brief and develop their sessions and would act as mentor to students throughout the fully project managed programme, CfLP will ensure we build in skills and leadership development for the students involved. The student teams would present their ideas at the end of the programme to the partners involved who could then continue to build on this experience by looking at how some of these ideas can inform and be implemented.

Option 1	Option 2
Programme delivered over 1 week in pupils work experience weeks	Programme delivered over a 5/ 6 week (one half term) in school time
Applications open to all 14-16-year olds and promoted through the schools. Would hope for about 20 – 30 applications.	Establish a particular school to work with, potentially work with a whole year group.
Students work in teams to complete their project. This will be delivered in person but partners have the option of delivering in person or online.	Students would work in small teams to complete their project ideas
A fully face to face or blended approach to delivery in line with school and pupil needs and partner preferences.	Blended or face to face approach to delivery



Commitment

Commitment from partners :

- To act as the Client and work with CfLP to create and hone the ProjX brief
- Local businesses to deliver a session on their area of expertise
- Explore funding to support the management of the programme

What CfLP can offer:

- Expertise in fully project managing the programme, including timetable, engagement and support for volunteers including training, recruitment of students and management of all information.
- Proven engagement with the local schools and students
- Expertise in setting up and facilitating the face to face and online sessions using MS-Teams and Zoom
- Meeting all consent and safeguarding considerations
- Supporting local businesses and young people throughout to ensure everyone gets maximum benefit from the programme
- Act as student mentor throughout, setting goals and building in leadership and skills development, providing students with learning logs to capture learning
- Monitoring of the impact of the programme



Cost Breakdown

	Activity	Day rate	No of days	Total cost
1	Partner recruitment and briefing and facilitation of meetings held to scope brief	420.00	1	420.00
2	Marketing of Prox providing PR templates and media pack for employers and schools.	420.00	1	420.00
3	Planning and Design of the week, identifying the brief and projects, creating resources and content for the week. Designing feedback and evaluation forms and producing a summarised report	450.00	2	840.00
4	School Recruitment Project Management eg, co-ordinating info from schools including all safeguarding and parental consents etc, coordinating workshop information from businesses	420.00	2	840.00
5	Facilitation of week/coaching the teams and delivering leadership and team work sessions and setting goals with pupils and supporting all partners	450.00	5	2250.00
6	Design and set up online application and management of student applications.	420.00	1	420.00
7	Co-ordinating and facilitating interviews for applicants and training for delivery partners.	420.00	1	420.00
	Set up of the programme (items 1,2,3)			£1650.00
	Cost per week to deliver (items 4,5,6,7)			£3930.00
Total Cost Per Programme	Based on delivering 1 Projx programme			£5580.00



Time line and next steps:

- We have broken the costs down, showing set up fee and delivery. We assume each Projx week could engage new partners, be a new ProjX brief and be tailored to the young people and school needs and location but they could all be the same partners and briefs thus reducing costs as the number of weeks increases
- Based on latest conversations. We would be looking at delivering 1 Projx programme, which would be funded by the business partners in the network, starting as soon as possible and fitting in with school plan and W/E weeks for 2023
- CfLP will draft a communications piece to send to schools that needs to be approved
- CfLP will work with the Transport and Logistics Group to fully scope and agree the brief for the ProjX programme
- We will be looking to engage those schools where there are high levels of pupil premium or in greatest need or decided by the partnership
- Once we find out when the schools work experience weeks are or if they prefer to deliver over a longer period within the school setting we would develop a timeline and project plan
- We also have the option of running a Projx programme within the summer holidays 2022 and open to all young people across Carlisle which has worked well before.
- We would suggest that we come and present to the partners to get their support and buy in and secure funding .
- We will work with you to ensure each Projx programme delivers the right outcomes, each Projx week can flex and change in terms of brief and partners



Thankyou

For more info:

Sarah Glass

Executive Director

E:sarah.glass@cforlp.org.uk

M:07809 436190