



<b>SKILLS COMMITTEE</b>	<b>AGENDA ITEM No: 2.2</b>
<b>DATE: 06 JULY 2020</b>	<b>PUBLIC REPORT</b>

## **CAREERS AND ENTERPRISE COMPANY (CEC) – ANNUAL REVIEW**

### **1.0 PURPOSE**

- 1.1 To provide an annual review update to the Skills Committee on the decision made by the Combined Authority Board on the 29<sup>th</sup> May 2019, to retain the CEC contract that was due to be terminated on 31<sup>st</sup> March 2019.

<b>DECISION REQUIRED</b>	
<b>Chair of the Committee:</b>	<b>Councillor John Holdich</b>
<b>Lead Director:</b>	<b>John T Hill, Director of Business and Skills</b>
<b>Lead Officer:</b>	<b>Fiona McGonigle Business Skills Manager</b>
<b>Forward Plan Ref: N/A</b>	<b>Key Decision: No</b>
<b>The Skills Committee is asked to:</b>  a) <b>Note the Annual Review applicable to the decision by the Combined Authority Board on 29th May 2019, to retain the Careers and Enterprise Company (CEC) contract a year on.</b>  b) <b>Note the update on the decision made on the management and delivery of the Careers and Enterprise Company contract, on 29th May 2019.</b>  c) <b>Recommend the Annual Review report to the Combined Authority Board.</b>	<b>Voting arrangements</b>  <b>Simple majority of all members</b>

### **2.0 REVIEW OF THE CAREERS AND ENTERPRISE COMPANY CONTRACT**

- 2.1 This paper gives an update to the Skills Committee on the decision made by the Combined Authority Board at the 29<sup>th</sup> May 2019 Board meeting, to retain the CEC contract that was due to be terminated on 31<sup>st</sup> March 2019.

- 2.2 This paper will demonstrate why that decision was made and the positive progress the contract has achieved in supporting schools and businesses to improve careers opportunities and increasing potential workforce.
- 2.3 The purpose of this paper is to review that decision, it is not a comprehensive review of the contract. The CEC continue to review progress at their monthly meetings with the Contract Manager.

### 3.0 **RECOMMENDATION AND DECISION MADE BY THE COMBINED AUTHORITY BOARD IN MAY 2019**

- 3.1 On 29<sup>th</sup> May 2019 the Combined Authority Board:
- a) agree to the grant of £272,500 for Skills Brokerage to Peterborough City Council as accountable body for Opportunity Peterborough for the delivery of the Skills Contract.
  - b) agree to a revised contract with CEC to August 2020 and linking the match funding provided to Peterborough City Council for Opportunity Peterborough.
  - c) agree to the grant of £37,500 to Form the Future, funded via the revised CEC contract, to provide 50% funding for 1.5 FTEs for Cambridge and South Cambridgeshire skills brokerage delivery.

### 4.0 **BACKGROUND**

- 4.1 A decision was taken in October 2018 as part of a realignment of priorities and as a cost saving exercise to terminate the CEC contract. This was due to the previous CEC team being redeployed into new roles. The contract was due to terminate on 31<sup>st</sup> March 2019.
- 4.2 As the Skills Strategy was being developed during this time and this was a period of pause and reflection and discussion around priorities, it was apparent that the CEC contract was a key element in the skills agenda.
- 4.3 It was agreed by the CA Board on the 29<sup>th</sup> May 2019 that the Careers and Enterprise Company contract should remain in Cambridgeshire and Peterborough (see background paper attached to Board paper) however the priorities and focus of the Combined Authority had to be realigned and hence new delivery partners were sought to deliver the CEC contract. The CPCA did not have the capacity internally to deliver the contract, due to the LEP merging with the Combined Authority. The delivery partners identified were the Skills Service and Form the Future.
- 4.4 The Combined Authority would retain the member of staff from the Opportunity Area of Fenland and East Cambs as this was a priority area for the Combined Authority. The Enterprise Coordinator post, is fully funded up until August 2020. As part of the review, a new Grant Offer Letter has been

received from the Careers and Enterprise Company (CEC) to extend the contract until August 2021 with an addition of 17 further schools.

- 4.5 The contract is for 4 FTE's; 1 FTE within the Combined Authority (OA) 1.5 FTE's within the Skills Service (North) and 1.5 FTE's within Form the Future (South). Each of the delivery partners have received funding from CEC via CPCA for £37.5k each. This must be 50% match funded by each partner.

## **5.0 FEEDBACK FROM CEC REGIONAL LEAD ON PROGRESS**

- 5.1 Feedback on the new delivery model of the contract received from the CEC Regional Lead for progress to date up to March 2020 has been positive and encouraging. This has now led to the CEC adding 17 additional Special Educational Needs (SEND) Pupil Referral Units (PRU) and Alternative Provision (AP) schools to the contract as part of the Grant Offer Letter due to commence in September 2020. This is a positive sign that the contract is performing well, which has resulted in great feedback from schools and employers.
- 5.2 An Appendix has been attached to this paper as **Appendix 1** which benchmarks local and national data from the September 2019 of this year's contract to the end of March 2020. It is the most accurate reflection of performance to date. The next quarter data will be due at the end of July 2020.
- 5.3 The contract was restarted in May 2019 after the LEP merged with the CPCA and the associated staff were redeployed into new roles, leaving only one member of staff delivering on the contract in the OA.
- 5.4 A quote from the CEC Regional Lead on 8<sup>th</sup> June 2020 on progress of the contract stated "what was a slow start I am pleased to see how well the ECs have engaged with schools and businesses. It is clear that you have managed to focus both of the brokerage services who are now starting to achieve some very stretched targets".
- 5.5 "Schools sign-up and Enterprise Adviser (EA – Business Volunteers) matching is ahead of what I was expecting during this reporting period. Compass data shows an increase in benchmark completions for both benchmark 5 and 6. Given that some schools have only just been matched with an Enterprise Advisor, I would expect to see these scores improve further as EA support gets embedded in the school".
- 5.6 "The Opportunity Area (OA) continues to be one of the best performing in the country, with great support and buy-in from schools and local employers. School sign-up and EA matching is better than expected and compass data shows the OA schools outperforming the schools outside of the OA".

## **6.0 THE IMPACT OF COVID-19**

- 6.1 At this point it is worth noting that Covid-19 will have a big impact on employer engagement, and we would expect to see a dip in benchmark 5 and 6 scores.

However, with more employers looking at how they can support schools virtually we should start to see things level out mid-way through the next academic year.

- 6.2 The 1.5FTE based within Opportunity Peterborough have been furloughed as of 10<sup>th</sup> June 2020. This will impact the progress with schools during this period, as signs have shown across the network that Careers Leaders are now in a better position to review their Careers Strategies.

## **7.0 THE GATSBY BENCHMARKS**

- 7.1 To date all of our schools are engaged in the programme with a number of businesses/employers working with the schools. The remit is to connect each of the schools and colleges to an Enterprise Adviser who will support the Senior Leadership Team with their strategic careers plans, workforce development and curriculum planning.
- 7.2 The 8 Gatsby benchmarks that each school has to achieve are set out below in order to support careers progression for students and the National Careers Strategy. It is the role of the Enterprise Coordinators to support each school to achieve this.

<b>Benchmark</b>	<b>Description</b>
1	A Stable Careers Programme
2	Learning from Career & Labour Market Information
3	Addressing the Needs of Each Pupil
4	Linking Curriculum Learning to Careers
5	Encounters with Employers and Employees
6	Experiences of the Workplace
7	Encounters with Further & Higher Education
8	Personal Guidance

## **8.0 FUTURE PLANNING**

- 8.1 The CPCA region has an Opportunity Area (OA) in Fenland and East Cambridgeshire. This OA has been recognised in the top performing Opportunity Area's in the UK out of 12 Opportunity Areas nationally. This is due to the hard work and commitment by the Opportunity Area Enterprise Coordinator, employed by the CPCA.

- 8.2 The CPCA are working hard with the CEC to define deliverables to ensure quality across all schools in all areas as well as sharing best practice. Work has already begun to do some work with the additional 17 schools that will be added to the contract in September 2020.
- 8.3 It is the CPCA's intention through the STAR Hub (once procured) to flatline the offer to ensure a consistent message for all through the most appropriate Skills Brokerage service locally and linking the CEC contract to all CEIAG delivery. A paper will be taken to Skills Committee and CA Board in September 2020 with the Full Business Case (FBC) to seek final approval as part of the Business Growth Service.
- 8.4 The implementation plan for delivering a Skills Brokerage, CEC contract and cohesive Careers Advice is tabled below;

<b>Work Stages for Delivery</b>	<b>Timescale</b>
1. New contract with CEC signed	April 2019 <b>Actual: Decision at 29.5.19 CPCA Board</b>
2. Skills Service delivery of part of the CEC contract funded by CEC for 1.5 FTE's and 50% matched funded	April 2019 – Aug 2020
3. Form the Future delivery of part of the CEC contract funded by CEC for 1.5 FTE's and 50% matched funded	April 2019 – Aug 2020
4. New Contract start; with an additional 17 schools made up of SEND, PRU and AP	September 2020
5. Award of the Skills Brokerage Provider via the Growth Service Procurement – Mobilisation 1 <sup>st</sup> October 2020	August – October 2020

## **9.0 FINANCIAL IMPLICATIONS**

- 9.1 Current CEC funding covers 50% of the posts that are currently within the budget, and the continuation of the contract will maintain this, thereby having no direct financial implications. Future funding will be paid to the Growth Service/STAR Hub for the provision of these services and therefore will not impact on the CPCA budgets.

## **10.0 LEGAL IMPLICATIONS**

- 10.1 There are no legal implications associated with the activities outlined in this Report.
- 10.2 This Skills Committee meeting shall be conducted in accordance with Parts 2 and 3 of the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020 (SI 2020 No.392).

## 11.0 APPENDICES

Appendix 1 - CEC Annual Review Data up to March 20 report

<b><u>Background Papers</u></b>	<b><u>Location</u></b>
Combined Authority Board Decision 29 <sup>th</sup> May 2019	Link to the paper attached on the Board reports is <a href="#">here</a> . Page 342 of the document pack.