



**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

Agenda Item No: 4.6

Careers Hub

To:	Cambridgeshire and Peterborough Combined Authority Board
Meeting Date:	30 June 2021
Public report:	Yes
Lead Member:	Mayor Dr Nik Johnson
From:	John T Hill, Director of Business and Skills
Key decision:	No
Forward Plan ref:	n/a
Recommendations:	<p>The Combined Authority Board is recommended on receipt of the funding agreement to:</p> <ul style="list-style-type: none">a) Approve the acceptance of the section 31 Local Authority Act 1972 Act grant paid by the Careers and Enterprise Company Limited on behalf of the Department for Education to the CPCA. The grant is £172,100 for the academic year of 2021/22;b) Delegate to the Director of Business and Skills, in consultation with the Deputy Section 73 Officer and the Monitoring Officer, authority to pay the section 31 grant to Growth Co;c) Delegate authority to the Director of Business and Skills to vary the Contract between Cambridgeshire and Peterborough Business Growth Company (Growth Co) and Gateley Economic Growth Services Limited (“Gateleys”) to now include the provision by Gateleys of a Careers Hub Service; and

- d) Approve the TUPE transfer of one member of CPCA staff to Gareth Preece Consulting which is a sub-contractor of Gateleys, the consortium lead contracted to deliver Growth Works.

Voting arrangements: A simple majority of all Members present and voting.

1. Purpose

- 1.1 To inform the Combined Authority Board of the successful award of a grant offer to deliver a Careers Hub for Cambridgeshire and Peterborough from the Careers Enterprise Company (CEC) Limited, a subsidiary of the Department for Education (DfE). This paper outlines the key considerations for taking this forward.
- 1.2 To request that the Combined Authority Board accept the funding and to extend the existing contract with Gateley Economic Growth Services Limited (“Gateleys”) for the delivery of the Business Growth Service in accordance with the DfE Grant Funding Agreement.
- 1.3 At the time of publication the Official Grant Funding Agreement had not been issued. The recommendations sought in this report are upon receipt of the funding agreement, to avoid delay in the delivery of a Careers Hub for Cambridgeshire and Peterborough.

2. Background

- 2.1 The CPCA has held a contract with the CEC for the delivery of the Enterprise Advisor Network (EAN) since 2018. The EAN - supported by Enterprise Coordinators – creates connections between local businesses and schools and colleges in the region to support careers education and to provide young people access to a wide range of employer engagements and activities.
- 2.2 A Careers Hub offers a more focused service with a greater level of funding. Hubs work with a group of between 20 and 40 secondary schools and colleges in a dedicated area. Collectively they deliver the Gatsby Benchmarks collaborating with business partners, the public, education, and voluntary sectors.
- 2.3 Careers Hubs have access to additional support and funding to help them meet the eight Gatsby Benchmarks of excellent careers education. This includes:
 - A ‘Strategic Hub Lead’ to help coordinate activity and build networks
 - Access to bursaries for individual schools and colleges to train Careers Leaders
 - Central Hub Fund of equivalent to £800 per school or college
- 2.4 As part of the Careers Hub we will actively encourage employers to become Cornerstone Employers. Cornerstone Employers act as champions to encourage new businesses in the area to get involved in supporting schools and colleges, as well as encouraging their own staff to become volunteer Enterprise Advisers.
- 2.5 Data from the first wave of Careers Hubs shows that schools and colleges outperformed the national average of all aspects of careers education.

- 2.6 Careers Hubs exist in 32 Local Enterprise Partnership (LEP) areas and it is the ambition of the Careers and Enterprise Company to roll out hubs nationally in all 38 Local Enterprise Partnership (LAP) areas.
- 2.7 A competitive bid was submitted in February 2021 by the CPCA for the Cambridgeshire and Peterborough area to form a Careers Hub.
- 2.8 30 schools and colleges, including four Special Educational Needs and Disabilities (SEND) schools, and one Alternative Provision (AP) provider of a total of 72 schools and colleges from across the region have been identified to join this Careers Hub for the academic year of 2021/22. All eligible secondary schools and colleges in the region were asked to complete an expression of interest as a part of the application process.
- 2.9 It is the intention that the Combined Authority will apply for a second Careers Hub in the next academic year, so that all 72 schools and colleges in the CPCA area will be able to join a Careers Hub. The CEC advised the Combined Authority to take a staged approach implementing the lessons learned from year one.

Staffing - TUPE

- 3.0 Currently the Senior Enterprise Advisor is employed by The Combined Authority as a condition of the funding; this post is 100% funded to cover the Opportunity Area. This funding will be reduced to 50% upon commencement of the Careers Hub.
- 3.1 All other Enterprise Advisors are employed or contracted by Gareth Preece Consulting, part of the Gately Consortium who deliver Growth Works with Skills.
- 3.2 It is proposed that the identified post is TUPE'd to Gareth Preece Consulting in-line with other Enterprise Advisor roles.
- 3.4 It is proposed that the TUPE process will conclude by September 2021.
- 3.5 The current CEC contract forms a part of the wider Growth Works With Skills contract. To allow for delivery of the Careers Hub, the contract (Business Growth Service Agreement) between Growth Co and Gateleys will need to be varied to reflect the changes.

Significant Implications

4. Financial Implications

- 4.1 The Grant Funding from the CEC for the academic year of 2021/22 is £172,100. This is an increase from the funding received in 2020/21 by £47,100.
- 4.2 The funding allocated is to support the following job roles:
 - 3x Enterprise Coordinators
 - 1x Senior Enterprise Coordinator

- 1x Strategic Hub Lead

The Strategic Hub Lead is fully funded by the CEC. The four other roles require a 50% match.

- 4.3 In previous years the Senior Enterprise Coordinator was fully funding by the CEC, as the role was attached to the Opportunity Area. This funding will stop at the end of the 20/21 academic year and be replaced by the new grant as outlined above, therefore requiring additional funds from the Combined Authority to fund 50% of this role for the period Sept 2021 to March 2022
- 4.4 Currently the Senior Enterprise Coordinator is employed by the Combined Authority.
- 4.5 The Enterprise Coordinator roles are currently employed or contracted by Gareth Preece Consulting, part of the Gately Consortium delivering Growth Works with Skills.
- 4.6 The Strategic Hub Lead is a new role and will be employed by the CPCA as per the conditions of funding.
- 4.7 It has been identified that an additional £22.5k is required this financial year. This will be resourced from existing Business & Skills budgets until March 2022. Approval will be sought for the additional budget requirements to be funded via Medium Term Financial Plan from April 2022.

5. Legal Implications

- 5.1 None

6. Appendices

- 6.1 None

7.1 Background papers

- 7.2 None.