



SKILLS COMMITTEE	AGENDA ITEM No: 3.2
27 APRIL 2020	PUBLIC REPORT

WORK READINESS AND CAREERS ASPIRATION PILOT – HAMPTON ACADEMIES TRUST FUTURE FUNDING ARRANGEMENTS

1.0 PURPOSE

- 1.1 The purpose of this report is to update the Skills Committee on the future funding arrangements associated with this pilot as well as reassuring the Skills Committee that the good work achieved to date will continue through the Skills Talent Apprenticeships & Recruitment (STAR) Hub incorporating the Careers & Enterprise Company (CEC) contract and the Skills Brokerage contract) as well as the European Social Funds (ESF) funded programmes across the region.
- 1.2 The Work Readiness and Careers Aspiration pilot is currently being undertaken at the two secondary academies within Hampton, namely the Hampton Academies Trust (Hampton College and Hampton Gardens School). The pilot commenced January 2019 and having been reprofiled by the Combined Authority in December 2018 now runs for 18 months.
- 1.3 However, please note that due to Covid-19 the pilot is currently on hold as the schools remain closed. The completion date of August 2020 is now likely to be extended to December 2020.

<u>DECISION REQUIRED</u>	
Portfolio Holder for Skills:	Councillor John Holdich
Lead Officer:	John T Hill – Director of Business & Skills
Forward Plan Ref: N/A	Key Decision: No
The Skills Committee are asked to note:	Voting arrangements

<ul style="list-style-type: none"> • that the workstreams identified within this pilot will be subsumed into the Business Growth Service currently being procured and including; the Careers & Enterprise Company careers advice into schools, and the Skills Brokerage Services. • the good work achieved through this pilot will continue through the Business Growth Service. • the pilot benchmarking of achievements will be monitored and evaluated through externally funded provision and will be recorded in the Final Report due Spring 2021. As the pilot will finish by Spring 2021, no further funding is required. 	Simple Majority of all Members
---	--------------------------------

2.0 BACKGROUND

2.1 The Work Readiness Pilot approved by the CPCA Board in July 2018, was seeking to address the situation of engaging more students with local businesses to support STEM learning, careers promotion and earlier engagement of pre-NEETs learners. The pilot's original aim was to seek to remedy the emerging concern that too often school leavers do not possess some of the practical skills to function in the modern workplace, and that teachers and pupils lack knowledge of vocational career pathways.

Three identified workstreams below were identified:

- a. Promote STEM careers.
- b. Promote a parity of esteem between technical and academic pathways.
- c. Build links with local employers and establish progression routes to local traineeships/apprenticeships.

2.2 All of these workstreams are provided for, for all schools in the areas, within the Business Growth Service currently being procured.

2.3 The pilot was reprofiled in December 2018 following the creation of a project initiation document which highlighted the need for the business case to link to outputs and outcomes (see 3.0 below). It was recognised by the Combined Authority that this pilot could influence and strengthen the need for robust careers education, information, advice and guidance (CEIAG) across all schools. As a result, the activities, interventions and deliverables for this pilot have been integrated into the Service Specification for the new Skills Brokerage; a key element of the new Business Growth Service.

- 2.4 Through its funding of Adult Education and the new university for Peterborough, the CPCA will encourage FE colleges and HE institutions to further develop their work shadowing and work experience offers and establish progression routes to local traineeships/apprenticeships/degree apprenticeships.

3.0 PROJECT OUTPUTS AND OUTCOMES

- 3.1 Project outputs identified through 12-15 months of tracked activity are annotated within the data represented below as:

Project Outputs	2018 Baseline	2019 Target	2019 Actual	2020 Target
<i>Increase in Young People going into Apprenticeships</i>	Post 16 4% Post 18 12%	Post 16 5% Post 18 12%	Post 16 3% Post 18 4%	Post 16 8% Post 18 20%
<i>Increase in Young People moving into Technical/Vocational qualifications</i>	Post 16 65% Post 18 18%	Post 16 65% Post 18 20%	Post 16 66.5% Post 18 *50%	Post 16 70% Post 18 25%
<i>Increase in YP accessing HE locally</i>	Post 18 2%	Post 18 2%	Post 18 1.25%	Post 18 5%
<i>Reduce the number of NEETS from HATS</i>	Post 16 2.2%	Post 16 1.5%	Post 16 1.7%	Post 16 1%

*vocational degree courses at University (e.g. Nursing, radiography etc.) have been included in this calculation.

As the project commenced in January 2019, we had always anticipated that the impact on student destinations would not be seen until 2020. However, the interim data above taken from Summer 2019 shows the following improvement/outcomes across the whole Hampton College cohort:

- Strong take up of technical/vocational pathways at 16+
- Strong take up of technical/vocational pathways at 18+; mostly through the choice of vocational degrees
- Reduction in overall NEETs in the Year 11 cohort.

These findings and the good work achieved through this pilot will need to be added to the milestones for delivery for the Skills Brokerage being procured.

- 3.2 The project outcomes will be used to inform and align The Hampton Academies Trust's CEIAG Strategies and pilot the culture change required to ensure young people make informed decisions about their future pathways recognizing the value of a Technical route as well as an Academic route.

4.0 CONTINUATION OF THIS PILOT AS PART OF THE SKILLS BROKERAGE FUNDED BY THE CPCA, CEC AND ESF

- 4.1 Since the commencement of this pilot the Combined Authority has published the Skills Strategy in line with the people pillar of the Local Industrial Strategy. We have also been working with a range of providers who are aligned to the Skills Brokerage under procurement for delivery between 2020 and 2023.

- 4.2 The CEC concentrates on linking schools with businesses through the Enterprise Adviser Network, supported by a network of Enterprise Coordinator's working with schools to carry out their Compass Tool to meet the Gatsby Benchmarks. This underpins the Careers Strategy December 2017 with employer engagement across the region. This is currently being delivered by The Skills Service (TSS) operated by Opportunity Peterborough in Peterborough and Form the Future (FtF) for Cambridge. Both TSS and FtF have employer engagement brokerage services so they are well placed to strengthen their employer engagement offer wider across the area. They ensure that all school interventions related to working with employers are offered, rather than only working with employers to just meet the Gatsby Benchmarks set out within the CEC programme. As a result of this widening participation work, they have the ability to be more focused/tailored in the future to enable work encounters to lead to job opportunities/apprenticeships and/or further training including strengthening the offer to incorporate T levels and the work placements associated therein. The Skills Brokerage currently being procured to replace both TSS and FtF, as well as the Hampton Pilot, will also work with schools to promote STEM careers and learning. Many skills providers and employers have a highly successful STEM programme through their links with schools supported by some of the most influential STEM based companies in the UK including ARM, Marshalls, Astra Zeneca, Addenbrookes Hospital, to name a few.

- 4.3 In addition, the ESF programmes running across the region include the Pre-NEET and NEET programmes being delivered by TCHC through their "My Futures Programme" – see IP 1.2 Young People in Appendix A. This work will complement the planned Skills Brokerage, to support at risk learners in

schools/colleges to re-engage with learning and to follow vocational pathways. The Skills Brokerage is also referred to therein in IP. 2.2 of Appendix A that connects all of this activity into a single front door for schools and employers to be directed to.

5.0 FINANCIAL AND INVESTMENT IMPLICATIONS

- 5.1. The CPCA funding for this pilot over the 18 month period is £164,500 and to date £109,647.51 has been claimed with £54,852.49 of outstanding claims. This funding will be claimed during the FY 2020/21. The Business Growth Service which incorporates the STAR Hub with a £4m Skills Brokerage offer is set to run over 3 years and will effectively embed the key workstreams of this Pilot as well as extending further, the work already undertaken through deliverables, activities and interventions attached to this new funding stream.
- 5.2 The impact of COVID-19 will be taken into consideration on the length of the term for the pilot.

6.0 LEGAL IMPLICATIONS

- 6.1. There are no legal implications associated with the activities outlined in this report.

7.0 APPENDICES

- 7.1 Appendix A - ESIF AREA (GCCP/CPCA) ESF PROVIDERS FORUM – TABLE OF PROJECTS V1-2 (DATA AS OF SEPTEMBER 2019)

<u>Background Papers</u>	<u>Location</u>
NONE	