



**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

Agenda Item No: 3.5

Expansion of the Careers Hub

To:	Cambridgeshire and Peterborough Combined Authority Board
Meeting Date:	08 June 2022
Public report:	Yes
Lead Member:	Councillor Lucy Nethsingha, Lead Member for Skills
From:	Fliss Miller, Interim Associate Director for Skills
Key decision:	No
Forward Plan ref:	n/a
Recommendations:	<p>The Combined Authority Board is recommended to</p> <ul style="list-style-type: none">a) accept and allocate Careers and Enterprise Company grant funding of £289,800 for an extended Careers Hub in 2022-23;b) to approve the recruitment of two new positions of Operations Manager and Project Officer Assistant, employed by the Combined Authority.
Voting arrangements:	<p>A simple majority of all Members present and voting.</p> <p>To be carried, the vote must include the vote of the Mayor, or the Deputy Mayor when acting in place of the Mayor.</p>

1. Purpose

- 1.1 The Combined Authority have been successful in its bid to the Careers and Enterprise Company (CEC) to expand the Careers Hub model so that all schools and colleges across the Combined Authority will be in a Careers Hub. This paper outlines the key considerations for taking this forward.
- 1.2 The Combined Authority Board are recommended to accept and allocate the grant funding of £289,800 for an extended Careers Hub in 2022-23.

2. Background

- 2.1 The CPCA have held a contract with the Careers and Enterprise Company for the delivery of the Enterprise Advisor Network since 2018. The Enterprise Advisor Network links schools and businesses to support careers education, benefitting young people with their future learning and career path.
- 2.2 In 2021, the Combined Authority was successful in its bid to the CEC for its first Careers Hub. 30 institutions, including mainstream schools, colleges and SEND and Alternate Provision from across the region have moved to the Careers Hub in the academic year of 2021/22 and to date these schools are performing ahead of their contractual targets with schools achieving an average of 5.5 Gatsby Benchmarks.
- 2.3 A proposal to extend the Careers Hub model to all Schools and colleges was submitted to CEC on 15 March 2022 and we were informed on the 29 April 2022 that the bid was successful. The additional grant award will fund two additional posts: a fully funded Operations Manager and a match funded part time Project Officer.
- 2.4 All schools will transition to the Hub model in the next academic year (2022-23). This will include an additional 42 schools made up of mainstream, SEND and Alternate Provision, including sixth form colleges.
- 2.5 Growth Works with Skills currently deliver the CEC contract and employ all the Enterprise Coordinators. This partnership model will continue, and the additional resource will remain in the Combined Authority as a requirement of the funding. As a part funded role, the Project Officer will support the administrative duties of the Careers Hub as well as the wider skills work within the CPCA. The Operations Manager will be responsible for ensuring the operational performance of the Growth Works with Skills Careers Hub delivery through matrix line management of the Enterprise Coordinators.

Significant Implications

3. Financial Implications

- 3.1 The additional funding for the 2022/23 academic year is £69,200, taking the contract value for staffing to £246,600. The total value of the contract, including the local hub fund is £289,800.
- 3.2 The original careers Hub funding was approved by the CA Board on 30 June 2021 and the additional funding was included within the 2021/22 medium term financial plan (MTFP).

However, the funding for the remainder of the academic year was not included in the 2022/23 MTFP, to address this the table below reflects the from the original funding and the new funding discussed in this paper.

- 3.3 While the grant award being accepted is for £289,000 for the 2022-23 academic year, the total effect on the MTFP, as shown in the table below, is £253,000 because:
- £16,800 of the £289,800 was already anticipated when the MTFP was set and thus was included in the CEC service budget line. However, due to the TUPE of a staff member to Growth Co this is now required within the Growth Co Service budget line
 - As mentioned in 3.2 above, there is an increase of £25,000 in the 22-23 financial year recognising the second part of the 2021-22 academic year reflecting the June 2021 CA Board decision

Financial change summary (£'000)			2022-23	2023-24	2024-25	2025-26
Change Requested	Careers & Enterprise Company	Approved	25	101	52	
		STA	-	-	-	-
	Growth Co Services	Approved	50	25	-	-
		STA	-	-	-	-
Revised MTFP	Careers & Enterprise Company	Approved	75	151	77	-
		STA	-	-	-	-
	Growth Co Services	Approved	3,918	941	-	-
		STA	-	-	-	

- 3.3 The match funding required for the new Project Officer is already budgeted for within the Skills Bootcamps Project as the Officer will support both contracts.

4. Legal Implications

- 4.1 There are no legal implications.

5. Public Health Implications

- 5.1 The report recommendations have positive implications for public health. Young people will receive advice and guidance on careers in health and social care through the work of the Hubs. Young people making positive choices about their career will also have longer term positive health outcomes.

6. Environmental and Climate Change Implications

- 6.1 The report recommendations have positive implications for the environment. The work of the Careers Hub informs students of the current and future green economy and therefore support the NetZero agenda.

7. Appendices

7.1 There are no appendices.

8. Background Papers

8.1 None.