

Hull and East Yorkshire LEP

Employment & Skills Board

12th September 2022

Paper B – HEY Careers Hub update and new governance proposals

1. Summary

- 1.1 This paper summarises the progress to date for the HEY Careers Hub and proposes that the Employment and Skills Board take greater oversight of the strategic delivery of the Careers Hub.

2. Recommendations

- 2.1 That the HEY LEP Employment & Skills Board takes on the strategic oversight of the HEY Careers Hub fulfilling the governance requirements of the Careers and Enterprise Company.
- 2.2 The Board supports the Careers Hub in exploring options to secure financial contributions to enable every school/college in the HEY region to join the Careers Hub.

3. Report

- 3.1 Careers Hubs are Careers and Enterprise Company initiatives which are delivered in line with LEP geographies. Delivery is contracted locally in most cases this is done through the LEP, as is the case in Hull & East Yorkshire.
- 3.2 The HEY LEP Careers Hub formed in September 2021 in line with the establishment of the HEY LEP following the disaggregation of the Humber LEP.
- 3.3 Of the 36 schools that are part of the HEY Careers Hub, all are actively engaged and in contract review meetings with the Careers and Enterprise Company the Hub was recognised as making good progress.
- 3.4 A key objective of the HEY Careers Hub which is in line the Career and Enterprise Company's national recommendations, is to secure enough additional financial resource to expand, allowing the incorporation of every school and college in the HEY region.
- 3.5 To date it has not been possible to secure the local partnership contributions necessary to do this and for the academic year 2022/23 resulting in the Careers Hub remaining at 36 schools and colleges, leaving 15 schools unsupported.

Careers Hub governance

- 3.6 All Careers Hubs are required to operate a supporting governance structure. The governance of the Careers Hub (HEY LEP and formerly Humber LEP) has been through a separate Steering Group with reporting lines to the HEY LEP Career Aspirations, Apprenticeship and Technical Education group and

Employment and Skills Board on an ad hoc basis. In addition, the Careers Hub lead attends other careers related working groups and partnerships.

- 3.7 The current Careers Hub Steering Group comprises of key stakeholders and match funding partners. To date, it has not included employers (although employers engage with the Careers Hub in many other ways). It provides both strategic oversight and also operational discussion about service delivery and collaboration with partners.
- 3.8 In order to improve strategic employer engagement with the Careers Hub, the LEP is proposing that strategic oversight of the HEY Careers Hub is transferred from the existing Steering Group to the Employment & Skills Board.
- 3.9 The HEY Careers Hub has a very committed steering group who in many cases are involved in multiple LEP and groups. The proposed approach will reduce the demands placed upon individuals time in attending multiple meetings and streamline conversations.
- 3.10 Current Steering Group stakeholders alongside employers, Cornerstone Employers and training providers are key to the development of the Careers Hub and will continue to be engaged. This will be done through regular meetings with the Careers Hub Lead to enable more detailed conversations relating to their particular area of interest and will be fed into strategic reporting to the Employment & Skills Board.
- 3.11 To reassure the Careers and Enterprise Company that there is a robust governance structure in place which integrates into the HEY LEP board structure and includes employers it is proposed that the Employment & Skills Board receives more regular reporting from the Careers Hub.
- 3.12 It is proposed that the Employment & Skills Board will receive a termly progress report (written with verbal report) from the Careers Hub relating to and including:
 - Progress towards key performance indicators
 - Employer engagement overview
 - Plans for growth
 - Termly progress updates on the delivery of the HEY Careers Hub Strategic Plan
- 3.13 The ESB will provide support and challenge in monitoring progress.
- 3.14 In addition to the proposed governance changes, the Careers Hub will pilot “Careers Summits”. These will be convened each term to bring together all stakeholders around a theme and map activity in the region to bring about greater collaboration, greater impact and reduce duplication. Feedback from

stakeholders is that they feel the previous Steering Group arrangements have not had the impact it was originally hoped.

- 3.15 Ongoing conversations are also being had in relation to the emerging Local Skills Improvement Plan and where the Careers Hub can input.

Careers Hub funding

- 3.16 Stakeholders have been invited to work with the Careers Hub to look at finding the local partnership contributions needed for the 2023/24 academic year. A request was made by existing funders to start these conversations earlier, so conversations are needed now relating to the forthcoming year.
- 3.17 The LEP and Careers Hub team continue to explore additional external funding sources to support Hub sustainability and expansion.