

HEY LEP Employment & Skills Board

21st February 2022

Paper B – HEY LEP Careers Hub 2022-23 Forward Planning

1. Summary

- 1.1. This paper summarises the progress made by the HEY LEP Careers Hub and its proposal to expand in September 2022.

2. Recommendations

- 2.1. The board notes the progress made by the Careers Hub.
- 2.2. The board supports the expansion of the Careers Hub to include all in scope Hull & East Yorkshire institutions in September 2022.
- 2.3. The board notes the need to source a local partnership contribution to secure the grant funding for expansion.

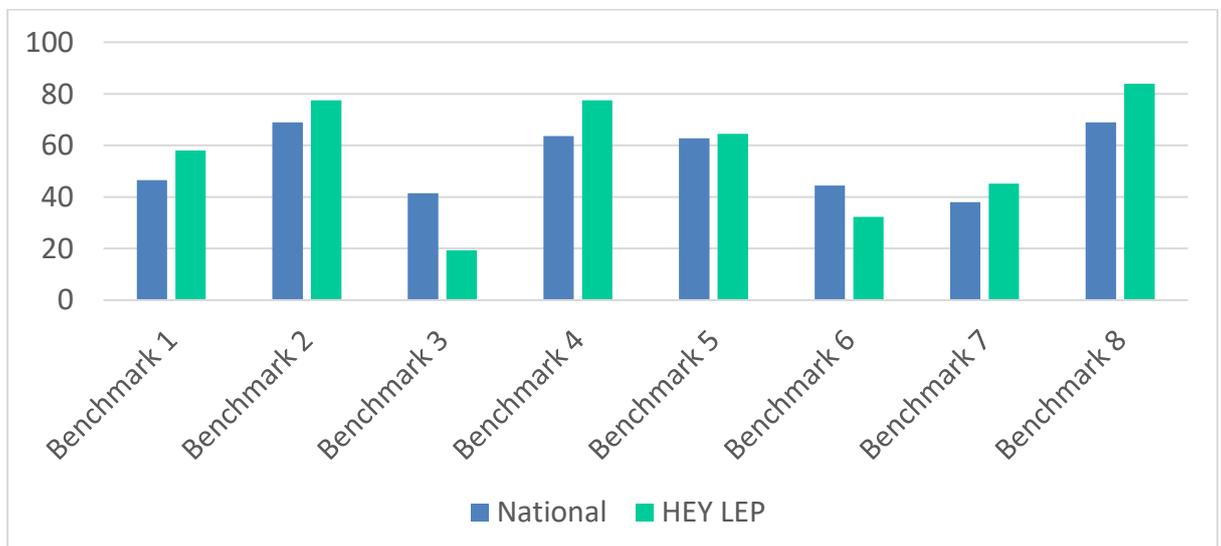
3. The Careers and Enterprise Company

- 3.1. The Careers and Enterprise Company (CEC) is a national employer-led organisation that has been set up to inspire and prepare Young People for the fast-changing world of work. Its role is to take an umbrella view of the landscape of careers and enterprise provision, enabling improvement programmes, filling gaps in delivery and ensuring coverage across the country.
- 3.2. Employers play a pivotal role in the project working directly with school senior leadership teams and link governors as “Enterprise Advisors”. These relationships are cultivated by the locally based Enterprise Coordinators who are employed by the Careers Hub. Employers also contribute to the work of the Careers Hub through a local “Cornerstone” group which comprises of local companies who come together to support the broader work of the Careers Hub.
- 3.3. The CEC received funding from the Department of Education to establish an initial 20 pilot Careers Hubs across England by September 2018. The Humber Careers Hub was one of this first Wave of Careers Hubs. Careers Hubs were set up to help transform careers education for Young People around the country. Further expansion has taken place and there are now 40 Careers Hubs nationally.
- 3.4. A Careers Hub is a group of secondary schools and colleges located in the same geographic area, working with universities, other education and training providers, employers and careers professionals to support them, and each other to meet the Gatsby Benchmarks. The Gatsby benchmarks are designed to improve careers guidance for young people and form part of the government’s Careers Strategy launched in December 2017.

- 3.5. Upon the geographical reorganisation of the LEP, a Hull and East Yorkshire Careers Hub was formed. The Hub built on the foundations of the Humber Careers Hub bringing 23 new schools and colleges into the Hub.
- 3.6. The HEY LEP Careers Hub has thirty six schools and colleges within it. The schools and colleges within the Hub are diverse, including two special needs schools, two alternative education providers, two sixth form colleges and three general further education colleges. The schools and colleges who joined the Hub were at different stages in relation to their careers guidance and delivery and this remains true.
- 3.7. The CEC has developed an online resource, the Compass self-evaluation tool. The Compass tool helps schools and colleges evaluate careers activity against the Gatsby Benchmarks.

4. The HEY LEP Careers Hub progress to date

- 4.1. The former Humber LEP and now HEY LEP Careers Hub has consistently achieved strong performance overall since its inception, including during the change in LEP boundaries and following a period of recent growth with 23 more schools onboarded to the Careers Hub in September 2021.
- 4.2. This is evidenced through a strong performance result against the 8 Gatsby Benchmarks. Most recent data shows a 4.4 average for the Hub. The national average for Hubs is 4.2.
- 4.3. Schools and colleges now complete Compass termly with 97% completing in the Autumn term. This self-evaluation tool helps schools monitor their progress and identify areas for development. The collective data for the Careers Hub also enables the Careers Hub Lead to identify trends and areas for support and development.
- 4.4. Most recent data suggests that they HEY region performs well compared to the national average in Benchmarks 1, 2, 4 and 8.



- 4.4.1. Benchmark 1 (A stable careers programme) – schools and colleges generally have the fundamentals in place relating to meeting statutory requirements, planning and assessment and engaging senior leaders.
- 4.4.2. Benchmark 2 (Education Learning From Labour Market Information) - schools and colleges are creatively making LMI available to students and parents to help them make well informed choices
- 4.4.3. Benchmark 4 (Careers in the curriculum) - schools and colleges are working hard to embed careers/LMI/employment opportunities within their lessons ensuring students get more exposure to career learning and it is relevant to their programme of study.
- 4.4.4. Benchmark 8 (Personal guidance) – 84% of schools and colleges are meeting the statutory guidance and are ensuring every student by the age of 16 has an individual careers guidance interview with an impartial and suitably qualified careers adviser and that by the age of 18 they have had 2.
- 4.4.5. Benchmark 6 (Experiences of the workplace) is an area for development this year. COVID impacted the previous year, but the Hub will work with Careers Leaders to deliver on plans for this year.
- 4.4.6. Benchmark 3 (Addressing the needs of every learner) has a requirement for schools and colleges to track their students' destinations after they leave – student level not cohort level. This is resource intensive (finance or staff) and this can be a barrier.
- 4.5. The HEY LEP Careers Hub has a Cornerstone group which comprises of eight employers; Copernus; Cranswick, Balfour Beatty, Equans, Neill & Brown, Arco, BAE Systems and Keepmoat Homes (Chair). The Cornerstone group work on collaborative projects to impact the whole region.
- 4.6. Currently there are 37 Enterprise Advisers (EAs) signed up to the Careers Hub, we have Enterprise Advisers matched to 34 of the schools and colleges. EAs work strategically with schools to support them in their role and make links to the world of work for students. EA retention for the Humber and now HEY is good, with EAs generally committing to the role for 20 months.
- 4.7. Forty Careers Leaders from HEY LEP have benefitted from the fully funded Careers Leader training offer from CEC. This opportunity is highly regarded by Careers Leaders who (without exception) say it has helped them in their role.
- 4.8. Twenty one schools (colleges are not eligible) have upgraded to the fully funded Compass+ system which enables them to plan and evaluate their careers programme whilst individually tracking students through integration with MIS systems.

- 4.9. The governance of the Careers Hub has been reviewed and a new membership agreed. The group are meeting monthly to keep all stakeholders informed of progress and activity. A strategic plan has been developed and shared with the group for input and comment.
- 4.10. The HEY LEP Careers Hub has worked well with the Humber Outreach Partnership and the close alignment and desire to avoid duplication and maximise impact in the region has been recognised beyond the region.

5. The Careers and Enterprise Company (CEC) September 2022 onwards

- 5.1. The current HEY LEP grant funding agreement from the CEC runs until August 2022 and is for the delivery of support to providers within the HEY LEP Careers Hub (36 schools and colleges).
- 5.2. The CEC have verbally confirmed that they have had positive indications from DfE that funding is in place for the academic year 2022/23 however this has not been confirmed and subsequently details are not known at this stage. However HEY LEP has been asked to model for the forthcoming year on existing details and express interest (in principle).
- 5.3. The recent Skills for Jobs White Paper indicates the expectation that all schools and colleges will become part of a Careers Hub by 2024. As such, the HEY LEP must have a plan in place to meet this expectation and level the playing field for the 12 (eligible state schools) in the region.
- 5.4. The CEC Careers Hub model is one that is implemented nationally but delivered locally so it can meet the needs of the locality. The preferred delivery partner for the Careers and Enterprise Company is a Local Enterprise Partnership as this is the model which facilitates a close alignment to the business community from their experience. This is the current and continuing model for the HEY Careers Hub.
- 5.5. The Careers Hub Lead is fully funded via the CEC and has the strategic oversight for the Careers Hub and the 36 institutions of which it comprises. Enterprise Coordinators are funded at a 50% rate and are expected to have a caseload of 15 schools.
- 5.6. CEC funding methodology requires local partnership contribution to meet the remaining 50% cost of Enterprise Coordinator posts at £25.5k per FTE.
- 5.7. Current stakeholders who make a local partnership contribution are Hull City Council, East Riding of Yorkshire Council and the Humber Outreach Partnership.
- 5.8. To ensure full coverage of all schools and colleges, there will be a need for an additional EC bringing the predicted need for a Local Partnership Contribution of £76.5k for the academic year 2022/23.

5.9. There are 3 potential models for the forthcoming year with varying Local Partnership Contributions needed:

Post August 2022 – Option 1 (all in with specialist SEND EC)

Preferred option



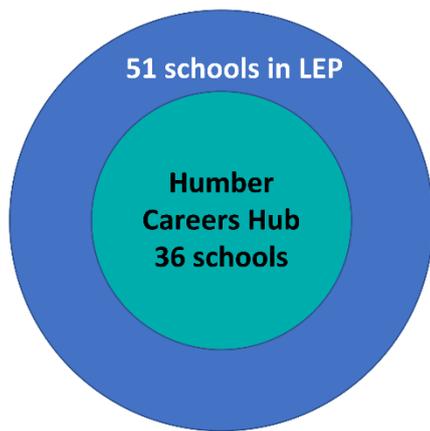
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|---------------------------------------|--|---|---|---|
| | Hub Lead | 1 Enterprise Coordinator | 1 Enterprise Coordinator | 1 SEND Enterprise Coordinator |
| Caseload | | 16 schools | 16 schools | 15 schools |
| Funding (%) | 100% CEC | 50% CEC | 50% CEC | 50% CEC |
| CEC Funding (£) | £141,500 | | | |
| Local Partnership Contribution needed | £76.5k | | | |
| Local Partnership Contributors | | | | |

Post August 2022 – Option 2 (all in)



| |  |  |  |  |
|---------------------------------------|--|---|---|---|
| | Hub Lead | 1 Enterprise Coordinator | 1 Enterprise Coordinator | 1 Enterprise Coordinator |
| Caseload | | 16 schools | 16 schools | 15 schools |
| Funding (%) | 100% CEC | 50% CEC | 50% CEC | 50% CEC |
| CEC Funding (£) | £141,500 | | | |
| Local Partnership Contribution needed | £76.5k | | | |
| Local Partnership Contributors | | | | |

Post August 2022 – Option 3 (status quo)



| | 😊 | 😊 | 😊 |
|--|-----------------|-------------------------------------|-------------------------------------|
| | Hub Lead | 1 Hub Enterprise Coordinator | 1 Hub Enterprise Coordinator |
| Caseload | 4 schools | 16 schools | 16 schools |
| Funding (%) | 100% CEC | 50% CEC | 50% CEC |
| CEC Funding (£) | £116,000 | | |
| Local Partnership Contribution needed | £51k | | |
| Local Partnership Contributors | | | |