



Agenda Item

**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**MEETING OF CABINET MEMBER – CLEAN GROWTH AND  
REGENERATION**

**21 October 2021**

**Report of the Executive Director – Place**

**Funding to Support Careers and Enterprise Advisors in Derbyshire**

**1. Divisions Affected**

1.1 Countywide

**2. Key Decision**

2.1 This is not a Key Decision.

**3. Purpose**

3.1 The purpose of the report is to request £61,000 from the Covid-19 Recovery fund to support the delivery of the Derbyshire Careers Hubs in Derbyshire for the year 2021-2022.

**4. Information and Analysis**

4.1 The D2N2 (Derby, Derbyshire, Nottingham and Nottinghamshire) Enterprise Adviser Network (EAN) is run in collaboration with the Careers and Enterprise Company (CEC), strengthening links between education and employers. The work forms part of the delivery of the 2017 Careers Strategy, supports schools to achieve the Gatsby Benchmarks and aims to inspire and prepare young people for the fast-changing world of work, improve social mobility and deliver access to opportunities for all.

- 4.2 The EAN consists of Enterprise Coordinators (ECs) who build careers and employer engagement plans with educational institutions and match them with Enterprise Advisers (EAs) – senior volunteers from local business – who support the school’s work to strategically embed careers and employability within the curriculum and school thinking and connect schools with other local employers. The CEC has always committed 50% of the funding for the network, with the match being secured from local sources, which in Derbyshire has traditionally been through the County Council and its districts/boroughs.
- 4.3 In 2019, D2N2 Local Enterprise Partnership (LEP) was successful in its application to bring 21 schools in North East Derbyshire to be a part of a National Careers Hub Pilot. This demonstrated that additional levels of targeted support and increased collaboration can improve and accelerate the quality of careers provision and associated outcomes for young people. Through the Careers Hub model, the LEP is now delivering accelerated levels of careers education performance and areas of disadvantage are amongst the best performing.
- 4.4 Schools and colleges in the North Derbyshire Careers Hub have made the fastest progress towards achieving the eight Gatsby Benchmarks of good practice compared to schools elsewhere in the network. By harnessing powerful relationships with employers, Careers Hubs provide young people with the opportunity to connect closely to local skills and economic need.
- 4.5 Following the successes that have been witnessed in North Derbyshire Hub during this pilot, it is the strategic intention to scale out this model further to include every school across Derbyshire by the creation of a Hub covering the rest of the secondary schools and colleges in Derbyshire.

4.6 **Strategic Alignment**

The proposals set out in “Vision 2030” articulates D2N2 and partners’ commitment to supporting the provision of purposeful careers education, information, advice and guidance to help young people make informed choices about their future career and their education, training and development, and to better connect local labour market supply and demand.

- 4.7 The D2N2 Board and People and Skills Advisory Board have reiterated their commitment to continuing the Council’s work with schools as a high strategic priority, by creating a new Careers and Young People Sub Group who will coordinate this work, and ensure clear line of sight

and governance exists from Board level through to operational delivery. The Council's collective focus is on building long term, sustainable relationships between its industries and education system to close the gap between the skills and aspirations of Derbyshire's population and the needs of the local labour market, which is going to be even more imperative as the effects of the pandemic are recovered.

- 4.8 Equally, the Employment and Skills Board has received updates on the progress of the Hubs work, in particular, the development of the "My Futures" virtual Careers platform which received wide approval at the Board by all members. In addition, these proposals have been shared with the Employment and Skills Recovery Cell and Vision Derbyshire, where they have again received approval. The proposal is, in fact, one of Vision Derbyshire's Accelerated projects under the Relentless Ambition Theme.
- 4.9 The Hubs strategic plans are already in line with the Skills for Jobs White Paper, and its direction for the future of careers education for young people in England. It recognises the positive progress made and builds on the firm foundations that are in place. Careers Hubs, Careers Leaders in schools and colleges, and the dynamic partnership between employers and education will be front and centre of driving careers education across the country. It recognised that the Careers Hub infrastructure, pioneered over recent years, is at the heart of future careers education development and delivery.
- 4.10 In Derbyshire, careers education is pivotal in helping Derbyshire's next generation make informed choices as they move from education into employment – raising ambition, aspiration and levelling up opportunity. Not only will this improve the quantity and quality of the skills base but will expand choice and equity in outcomes for young people. It will play a critical role in the recovery from the pandemic and future competitiveness in the region and nationally.

#### 4.11 **Benefits for Derbyshire**

The benefits of the Careers Hubs are:

- Involvement will result in a unified approach across Derbyshire. Ensuring both upper and low tier authorities work are aligned and working together to improve outcomes for young people and provide opportunities for all.
- Ability to innovate and ensure Derbyshire continues to lead the way on this work. The North Derbyshire Careers Hub has been

acknowledged as the most improved Hub in the country for 2020-21, with its collaborative projects such as:

- [www.myfuture.org.uk](http://www.myfuture.org.uk), [www.startind2n2.com](http://www.startind2n2.com), Special Educational Needs and Disability (SEND) Community of Practice, Decisionz student magazine, Not in Education, Employment, or Training (NEET) reduction programme, Women in Construction mentoring scheme. All of these being hailed as pioneering projects. The Council is keen to ensure this work not only continues but it is enhanced for 2021-22 right the way across the County.
- Establish a Skills and Employability Community in Derbyshire. Connecting schools and colleges with their local networks, thereby facilitating partnerships between schools, colleges, employers, learning providers, local Government leadership, and other initiatives.
- Investment in this work will provide a viable response to some of the biggest challenges that are facing Derbyshire's young people today. Rising unemployment, because of Covid-19, has affected 16-24 year olds the most out of any age group. Out of the 76,135 claimants in D2N2, 21% were from the 18-24 age bracket. This work is crucial to ensuring that young people across Derbyshire receive consistent, high quality provision which will translate into viable career opportunities.
- Ability to strategically influence the skills and employability agenda in schools across the County.
- Be a part of shaping national policy regarding 'what works' in Careers Education.
- Provide a clear mechanism allowing businesses to engage with young people and schools.

#### **4.12 Request for resourcing support**

The LEP has appointed a fully funded strategic Careers Hub Lead to lead on this work across the County. The LEP has successfully bid to the CEC to fully fund two Deputy Hub Leads who will support the roll out of the Council's Careers Hubs next year. In addition to this direct investment, business volunteers within the project will continue to contribute time, expertise and case studies for careers events, workshops, teacher training and work experience. D2N2 will support the strategic development and governance through the Head of People and Skills.

#### **4.13 The CEC will commit to fund Careers Leader development training, additional Continuing Professional Development (CPD) sessions for**

both internal and external colleagues and activities and learning outcomes with schools. This funding, worth in excess of £50,000 in previous years, is expected to be part of the 2021-22 contract.

- 4.14 The current contract with the CEC is £381,942, with £150,000 of this directly supporting the development of skills and enterprise support for schools in Derbyshire. Confirmation has also been received that a further £150,000 in delivery project funding will be made available to support careers activity in D2N2 Career Hub schools over the 2021-2022 academic year.
- 4.15 The CEC has contractually accepted the Council's new model and agreed to match fund the team of 8.6 Coordinators across D2N2, with 3 covering Derbyshire, plus 0.6 full time equivalent (FTE) shared with Derby City covering SEND schools. This extension will be subject to continued availability of local match funding for Enterprise (Hub) Coordinator roles.
- 4.16 The original plan for match funding of the Derbyshire Hubs and staff has been impacted upon by Covid. Delays in the development and delivery of an European Social Fund (ESF) programme (the result of delays at Department of Work and Pensions (DWP)) have resulted in the match that had been earmarked now not being available until later in 2022. This has therefore left a significant shortfall in funding of £61,000, which is the total match required to continue to support delivery in Derbyshire. Funding has been secured for other parts of D2N2. Without the match funding, there will be a significant drop in the delivery of this important aspect of Derbyshire's recovery.
- 4.17 Consideration has been given to asking colleagues to contribute to the shortfall, but due to the lateness of the request for match, it would not be possible for districts/boroughs to necessarily commit to funding in this during this financial year, which would put the project at the funding from CEC at risk.
- 4.18 Therefore, there is a request to access the Covid-19 Recovery Fund for these monies, as they are a direct consequence of Covid, with no other sources of funding available this financial year. This would support 3 x Enterprise Coordinators from September 2021 to August 2022.

## **5. Consultation**

- 5.1 No wider public consultation is required for this. The proposal has been discussed with our partners and fits within the priorities of both the Council and Vision Derbyshire.

## **6. Alternative Options Considered**

- 6.1 The alternatives include asking the Districts and Boroughs to help finance the shortfall. This has been rejected on the basis that this could not happen until the next financial year, when they are setting new budgets. This would require delaying work until April 2022 which was felt unacceptable given the importance of the work as part of the Covid-19 recovery plans.
- 6.2 The do nothing alternative was also rejected on the basis that the project would be delayed in the same way as it would be in 6.1 above.
- 6.3 Use another source of funding from within the Employment and Skills Service. This was rejected as there are no funds available from this source.

## **7. Implications**

- 7.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

## **8. Background Papers**

- 8.1 [Careers Hubs | The Careers and Enterprise Company](#) – explains background to Careers Hubs.
- 8.2 [D2N2 scales-up Careers Hub | D2N2 \(d2n2lep.org\)](#) – gives background to the improvements Careers Hubs in Derbyshire can expect.
- 8.3 Other papers available from Andrew Marsh, Head of Employment and Skills.

## **9. Appendices**

- 9.1 Appendix 1 - Implications.

## **10. Recommendation**

That the Cabinet Member:

- a) Approves the sum of £61,000 to support the Derbyshire Careers Hubs.

## **11. Reasons for Recommendation**

- 11.1 The funding will support the work of the Derbyshire Careers Hubs which is an integral part of the Employment and Skills Covid-19 recovery plans.

## **12. Is it necessary to waive the call in period?**

- 12.1 No.

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**This report has been approved by the following officers:**

<b>On behalf of:</b>  Director of Legal Services and Monitoring Officer Director of Finance and ICT Managing Executive Director Executive Director(s)	
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### **Implications**

#### **Financial**

- 1.1 £61,000 from the Covid Recovery Fund which has currently in excess of £10 million within the budget to be allocated.

#### **Legal**

- 2.1 None.

#### **Human Resources**

- 3.1 None.

#### **Information Technology**

- 4.1 None.

#### **Equalities Impact**

- 5.1 No Equality Impact Assessment required, as it is an extension to an existing project delivered by partners. The addition of a SEND element will increase the impact on more vulnerable groups.

#### **Corporate objectives and priorities for change**

- 6.1 The Council Plan identifies that in the next year the County Council will implement year 1 of the COVID-19 Employment and Skills Recovery Action Plan including delivery and expansion of a careers hub and development and implementation of a youth hub

#### **Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

- 7.1 None.