

Agenda Item No.4 (b)

DERBYSHIRE COUNTY COUNCIL

**MEETING OF CABINET MEMBER - STRATEGIC POLICY, ECONOMIC
DEVELOPMENT AND BUDGET**

15 December 2015

Report of the Strategic Director – Economy, Transport and Environment

CAREERS AND ENTERPRISE COMPANY

(1) **Purpose of Report** To seek the Cabinet Member's approval for £20,000 match funding contribution to support the delivery of the D2N2 (Derby, Derbyshire, Nottingham and Nottinghamshire) Local Enterprise Partnership (LEP) Careers and Enterprise Company (CEC) project for the 2015-2016 academic year, and to delegate authority to the Strategic Director – Economy, Transport and Environment to finalise the D2N2 LEP CEC Programme, subject to final agreement between the D2N2 LEP, local authority partners and the CEC.

(2) **Information and Analysis**

Background

In December 2014, the Secretary of State for Education announced the creation of the CEC for schools to transform the provision of careers education and advice for young people and inspire them about the opportunities offered by the world of work.

The CEC focus is on young people aged between 12 and 18 years old in helping them access the best advice and inspiration about the world of work by encouraging greater collaboration between schools and colleges and employers.

The main aim of the CEC is to broker relationships between employers on one hand and schools and colleges on the other. This will ensure employers are supporting young people with decision-making and career development at every stage of school life. The brokerage arrangement will enable employers to talk directly to pupils about the opportunities available and ensure they are able to consider all the options as they move through school.

The CEC Model

The CEC programme aims to create a brokerage service between employers and schools, enabling greater consistency and coverage of advice than currently exists. It will be backed by evidence of where employer-school

interactions are most effective in delivering positive outcomes for young people. The delivery model for each CEC 'delivery area' is made up of the following (but has flexibility to build on local provision):

- an Enterprise Coordinator to be employed or funded by the LEP;
- a Network of up to 20 Enterprise Advisers managed by the Enterprise Coordinator;
- Enterprise Advisers, drawn from the local employer community and attached to a local school; and
- regional clusters (e.g. LEP area) with a strong governance board made up of relevant local parties.

In June 2015, the CEC invited each LEP to bid for up to a maximum of £150,000 of match funding to implement and deliver the national CEC programme.

Working to a challenging timeframe, officers from Derby City, Derbyshire County, Nottingham City and Nottinghamshire County Councils worked alongside the D2N2 LEP to submit a bid for the maximum funding available.

In August 2015, the CEC informed the D2N2 LEP that its bid had been successful in obtaining a maximum grant of £150,000, subject to the D2N2 LEP matching the CEC grant offer. In addition, the LEP sought confirmation that match funding could be a mix of 'in-kind' staff salaries and 'clean' cash. In recent weeks, the D2N2 LEP (with support from local authority officers) has been refining the proposal and identifying options for raising the £150,000 match funding.

The D2N2 LEP Model

The D2N2 LEP CEC programme will build on the national CEC programme by creating a broker service between employers and schools, ensuring greater consistency by embedding the D2N2 Employability Framework (which was recently endorsed and adopted by the County Council) and coverage across the D2N2 area. The programme will be available to all 168 local schools and academies and some specialist schools and colleges.

The D2N2 approach centres on identifying suitably qualified staff from its key stakeholders, including the National Careers Service and recognised School Partnerships to act as the Enterprise Coordinators, who will link with a number of schools and/or colleges and work with the Senior Leadership Team in schools to:

- carry out a self-assessment evaluation of current Careers activity;
- develop and implement an Enterprise, Careers and Employability Strategy and action plan;

- access the European Social Funds (ESF) to support delivery of the D2N2 Employability Framework through the proposed “CAREERS Local” programme; and
- create a network of volunteer Enterprise Advisers, drawn from the local employer business base to support careers activity.

D2N2 and its local authority partners have agreed, with the CEC, an ‘in principle’ target of 110 schools as being in scope for the programme.

As stated, the other D2N2 local authority partners are currently identifying and securing the match funding required to deliver the ‘in-principle’ CEC grant offer.

Derbyshire Delivery Model

The Derbyshire model of the D2N2 LEP CEC programme will provide the activities as described above, but will build on local expertise in this area of work and also the Council’s experience of delivering the Enterprise Advisor Pilot project in 2014-2015 (a precursor of the CEC programme).

Evidence from the Enterprise Advisor Pilot project shows that not all schools readily engage with this kind of programme. Therefore, it is proposed to engage with at least 30 Derbyshire secondary schools (including special schools), as an early target in the developmental stages of the programme, although all schools will be offered the opportunity.

To deliver the D2N2 LEP CEC programme to 30 Derbyshire schools, the CEC will fund 50% 1.5 full time equivalent (FTE) Enterprise Coordinators, with the County Council needing to find the other 50% as match funding.

In reviewing available financial resources, spare capacity within existing part-time staff and the length of the programme (until August 2016), it is deemed inappropriate to try and appoint new members of staff to act as Enterprise Coordinators.

As an alternative, and as part of supporting identified staff development requests, it is considered the Enterprise Coordinators can be drawn from existing, part-time staff within the Council (specifically Children Services and School Learning Partnerships) who have experience of delivering the original Enterprise Advisor Pilot programme and have the flexibility to work additional hours to make up the 1.5 FTE required for the period of the project which is January – August 2016.

Strategic Fit

The overarching CEC programme provides a critical strand of the 21 Century Guildhall principles by delivering stronger connections between future labour market (young people), skills (through schools) and the local economy (through

building links with employers). Although it is focused on young people, and not all job seekers, the programme is working with a critical cohort of the future labour market and will support the identification of positive destinations, ultimately helping prevent young people become not in education, employment or training (NEET).

Also, the D2N2 CEC delivery model will help achieve the second priority of the County Council's Youth Employment Strategy which is to "*equip ALL young people with the skills and qualifications to successfully enter the labour market*" and underpinning this priority are a number of specific actions that focus on delivering new and innovative approaches to Careers Education, Information, Advice and Guidance (CEIAG).

(3) **Financial Considerations** The Derbyshire delivery model of the D2N2 LEP CEC project is £75,000.

Project costs are outlined below:

CEC/D2N2 (50%)	£37,500
County Council – cash (27%)	£20,000
County Council – ‘in-kind’ salary match funding (23%)	£17,500
Total	£75,000

The County Council's match funding can be found from within the 2015-16 Economy and Regeneration budget.

The ‘in-kind’ salary match has been identified from existing resources within Children Services and School Learning Partnerships and has been approved by the CEC as being eligible match funding that can be used to lever in the CEC 50% (£37,500) cash contribution. The rate is based upon Council Grade 10 as these have been identified as the most appropriate staff to undertake the work within their existing job descriptions.

(4) **Human Resources Considerations** It has been agreed that the delivery model can be carried out by existing part-time County Council staff, within their existing job descriptions. These staff have the flexibility to work additional hours to make up the 1.5 FTE required to deliver the Derbyshire-specific element of the CEC programme.

Other Considerations

In preparing this report the relevance of the following factors has been considered: legal, prevention of crime and disorder, equality and diversity, environmental, health, property and transport considerations.

(4) **Key Decision** No.

(5) **Call-In** Is it required that call-in be waived in respect of the decisions proposed in the report? No.

(6) **Background Papers** Held on file by the Economy and Regeneration Service within the Economy, Transport and Environment Department. Officer contact details – Andy Williams, extension 38342.

(7) **OFFICER'S RECOMMENDATIONS** That the Cabinet Member approves:

- 7.1 A match funding contribution of £20,000 from the Economy and Regeneration budget towards the delivery of the D2N2 (Derby, Derbyshire, Nottingham and Nottinghamshire) Local Enterprise Partnership (LEP) Careers and Enterprise Company (CEC) project within Derbyshire.
- 7.2 Delegated authority to the Strategic Director – Economy, Transport and Environment to formally enter the D2N2 LEP CEC programme, subject to final agreement between the D2N2 LEP, D2N2 Local Authority partners and the CEC.

Mike Ashworth
Strategic Director Economy, Transport and Environment