

SKILLS & EMPLOYMENT THEMATIC BOARD

6 August 2019

The SCR Enterprise Adviser Network

Purpose of Report

To present the arrangements in place to deliver the Enterprise Adviser Network across the SCR, for the academic year 2019/20.

Thematic Priority

Develop the SCR skills base, labour mobility and education performance.

Freedom of Information

This paper is not exempt from FOI requests and will be published in line with the Combined Authority Publication Scheme.

Recommendations

That the Board agree to continue programme arrangements for the academic year 2019/20, the final year of the current CEC grant.

1. Introduction

- 1.1** On the 18 September 2018, the MCA accepted the Grant Offer from the Careers and Enterprise Company (CEC) covering the two academic years 2018/19 and 2019/20, at this meeting they accepted the grant for the first financial year. The MCA received a request to accept the final year of that grant allocation in their 29 July 2019 meeting.
- 1.2** The Enterprise Adviser Network (EAN) is a national initiative of the Careers and Enterprise Company (CEC). South Yorkshire were one of the first wave of pilot areas in 2015 as part of the growth deal with the LEP. The programme aims to create linkages with volunteers from businesses and schools.
- 1.3** The EAN is designed to support secondary school engagement with business to support the schools' achievements of Gatsby Benchmarks 5 and 6 for good careers advice (Benchmark 5- encounters with employers and employees and Benchmark 6 – Experiences of workplaces). A network of Enterprise Coordinator's (ECs) work with on average 20 schools and support the recruitment of a bank of volunteers from business (Enterprise Advisors- EAs) to work strategically with a school to develop their careers

strategy. Schools self-assess their progress against the benchmarks through a national tool provided by the CEC.

2. Proposal and justification

- 2.1** The SCR delivery model agreed by the previous Executive Board in conjunction with the LEP was to directly sub-contract delivery to Local Authorities, in recognition of the expertise and capabilities which sit within the Local Authorities. Local Authorities provide the necessary match funding for the project (the exception is the Opportunity area EC in Doncaster who is fully funded by the CEC). The grant is distributed subject to CEC terms and conditions as follows:
- £50,000 fully funds one FTE Enterprise Co-ordinator for the Doncaster Opportunity Area Enterprise Co-ordinator
 - £125,000 provides a mandatory 50% contribution to 5 FTE Enterprise Co-ordinator's in partnership with the four Local authorities (in addition to the Doncaster OA post). This is pro rata based on the number of schools in each Local Authority.
 - £5,000 provides an uplift to one of the Enterprise Co-ordinators designated as a Senior Enterprise Co-ordinator. This enhanced role is recommended by the CEC providing additional support across the network on matters of quality and impact.
- 2.2** The SCR EAN network has delivered against targets set by the CEC (appendix 1) in summary:
- 110 Schools/Colleges are in the network
 - 106 are engaged (target 100)
 - 82 are matched with an Enterprise Adviser (target 75)
 - There are 88 Enterprise Advisors
 - 88% of EAs report they are very satisfied/satisfied (target of 70%)
 - 95% satisfaction from schools (target of 70%)
- 2.3** In addition to outputs in relation to the network, 2018 was the first year the CEC introduced an impact assessment measure around school's achievement of Gatsby Benchmarks 5 and 6. This a voluntary self-assessment by the school on the achievement of all the Gatsby benchmarks. The outcome of this assessment will support discussion with schools and the CEC on targeting of EAN activity in schools that are finding achievement of the benchmarks challenging in 2019/20.
- 2.4** Around a third of our educational organisations are yet to complete their careers benchmark assessment in this academic year and although the snapshot from December 2018 shows that our schools are behind target (appendix 1), financial investment from the CEC to key schools as well as the introduction of a Senior EC in September 2018 should help to improve this performance as we enter the final weeks of the academic year.

3. Consideration of alternative approaches

- 3.1** The model for delivery of the EAN across the country differs, with some LEPs (through their accountable bodies) directly employing Enterprise Co-ordinators (EC). The SCR LEP has been unable to do this because we have been unable to provide the 50% match for each EC role.
- 3.2** At various points since 2015, under the auspice of the Skills, Employment and Education Executive Board, representations have been made to government and to the CEC that funding channelled for careers programmes should be devolved locally to develop a more comprehensive impactful approach. Nationally however there has been minimal traction for this argument, and the CEC remains governments preferred route for channelling careers funding to LEP areas.

4. Implications

4.1 Financial

The acceptance of grant for this programme was taken to the 29th July CA for approval.

The CEC funds this programme at £180k per academic year, with match funding provided by the local authorities via in kind match.

The grant is spent as shown in paragraph 2.1. No funds are retained by the SCR Executive to support delivery of the network or contract management, as stated in paragraph 2.6.

The risk to the SCR Executive of clawback is mitigated via sub-contracts to the local authorities.

4.2 Legal

The MCA has formal funding agreement with each of the four LA's, which specifies the contractual targets to be achieved as part of their contracts with the SCR MCA.

4.3 Risk Management

No funds are received by the SCR Executive to support delivery or contract management of this programme, which has increasing reporting requirements. In conjunction with the Senior EC, the Executive and delivery partners consideration is being given to exploring options to more rigorously monitor both the activity of EAs and their relationships with schools and the EA relationship with their EC to ensure activity for schools and young people is meaningful. This is above the contractual requirements set out by the CEC.

4.4 Equality, Diversity and Social Inclusion

The EAN programme targets all secondary schools in the four South Yorkshire authorities with 100% coverage a key requirement of the contract. This ensures all young people have equal and fair access to the opportunities the EAN presents. It also actively targets young people with special educational needs (SEN) to support them to gain confidence and understanding of the world of work

5. Communications

5.1 The EAN is a branded LEP programme. For this academic year, the network will continue to work with the 100 education organisations involved in the SCR EAN and their Enterprise Advisers, some examples of planned engagement activities include:

- **A welcome and thank you** - beginning the academic year with a letter issued to EA and schools welcoming them and thanking them for their involvement/continued involvement on behalf of the LEP.
- **SY Regional Events** – 3 times a year, all education organisations and employers come together to important updates and to share good practice.
- **LA level activity** – each area has its own LA level network activity for careers leaders and/or Enterprise Advisers to encourage greater levels of collaboration
- **SEN-Dream Teams** – following a successful partnership event with Jobcentre Plus in June, each LA area will be working with their SEND (Special Educational Needs and Disabilities) school Enterprise Advisers and their education organisations to deliver LA level events around progression pathways to employment for SEND young people
- **FE/HE collaboration** –with educators and Enterprise Advisers to raise awareness of the progression pathways to employment through FE & HE

6. Appendices/Annexes

6.1 Appendix 1 – Contractual Target Performance

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Background papers used in the preparation of this report are available for inspection at: 11 Broad Street West, Sheffield S1 2BQ

Other sources and references:

- <https://www.careersandenterprise.co.uk/>
- <http://www.gatsby.org.uk/education/focus-areas/good-career-guidance>