

Committee/Board Name and Date of Meeting:
Education Skills and Employability Board

Meeting Date:
12 December 2022

Report Title
South Yorkshire Careers Group (All Age)

Is the paper exempt from the press and public?	No
Reason why exempt:	Not applicable
Purpose of this report:	Governance
Is this a Key Decision?	No
Has it been included on the Forward Plan?	No

Director Approving Submission of the Report:
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Executive Summary

Following the grant approval and formation of the Careers and Enterprise Company (CEC) funded Careers Hub, it is proposed that a sub group, the South Yorkshire Careers Group (All Age), be established that would offer strategic direction of the Careers hub and All Age provision in the South Yorkshire region and report into the ESE board. The group would offer support and challenge, share learning and good practice, ensuring that the group direction remains current and does not duplicate existing activity whilst supporting meeting the careers and skills needs for South Yorkshire.

What does this mean for businesses, people and places in South Yorkshire?

The meetings will facilitate strategic conversations with key stakeholders regarding careers and skills in South Yorkshire. Reporting to the ESE board will enable high level insight in the activities and strategies of the group. This would support offering the right interventions for

each Local Authority and give the ESE board more information to build a more comprehensive strategic overview.

Recommendations

That the board:

1. Support the formation of a sub-group to the board from the All-Age Careers group
2. Agree the terms of reference proposed in Appendix A

Consideration by any other Board, Committee, Assurance or Advisory Panel

None.

1. Background

- 1.1 The Careers and Enterprise Company work nationally to improve careers provision in publicly funded secondary schools, SEND schools, Pupil Referral Unit (PRU) centres and Further Education colleges. As per the grant offer agreement, the MCA receives funds of £392,500 towards the hub, £326,500 towards staffing with a hub fund to deploy of £66,000. A central team within SYMCA consists of a Strategy Lead, Operational Lead, a project Support Officer and a team of 8 Enterprise coordinators that liaise with schools to offer support and guidance.
- 1.2 The Enterprise Coordinator team are match funded by each Local Authority and by HEPP (UniConnect) to maximise its impact
- 1.3 The Careers Hub performance is measured against the 'Gatsby Benchmarks', a series of measures that characterise effective careers provision, as well as centre participation and school uptake in reporting and use of reporting software. The Careers Hub are have established a network of Enterprise Advisors and volunteers that work with centres with the aim of matching 98% of schools. This is nationally recognised to be the best way to measure careers provision in schools.
- 1.4 The CEC have developed a National Strategy plan which is to be used by each hub to set out their local objectives. The current plan has been backed by the CEC and has been shared with key stakeholders.
- 1.5 It is proposed to establish a South Yorkshire Careers Group (All Age) to support delivery and ensure the plan is delivered in a way that supports local need across a broad range of stakeholders providing careers and information, advice and guidance services to residents.
- 1.6 The CEC expect that careers be strategically embedded within the systems of governance at SYMCA to ensure that strategic decision makers are aware of the synergies across the education, skills and employment landscape in the region.
- 1.7 The formation of the South Yorkshire Careers Group (All Age) would enable staff to be able to coordinate careers for young people and all age careers with both elements considered to support future planning and skills needs in the long term.

2. Key Issues

- 2.1 As a region we are currently underperforming compared to national figures. It is acknowledged however that this is likely be due to the stage of the hub's development and there is significant potential to improve.
- 2.2 EC's are currently working within each LA where they are match-funded by the LA. This requires careful management, coordination, and organisation.
- 2.3 The hub is currently re-establishing and re-branding itself after significant staff turnover.

3. Options Considered and Recommended Proposal

3.1 Option 1

Establish a sub group to the ESE board with a standing agenda item to ensure that careers strategy can inform and support decision making through the ESE Board.

3.4 Option 1 Risks and Mitigations:

The group is ineffective at delivering the support and challenge to the projects required. The information passed to the board does not support its objectives. Minor reputational damage to SYMCA is a risk for stakeholders involved.

To Mitigate:

- Membership is developed gradually over time with input from SYMCA and the CEC
- Existing groups in other regions used as examples of good practise
- Include member that reflect a range of stakeholder viewpoints such as employers, government officials and education specialists.
- Members are required to declare any relevant interests relating to the agenda at each meeting.

3.5 Option 2

No reporting system established, and the team continue without structured methods to feed into the board

3.8 Option 2 Risks and Mitigations:

There is a strategic risk that Careers and Skills projects would work in silo and would miss the opportunity to access the more high level support and leadership of the board.

3.13 Recommended Option

Option 1

4. Consultation on Proposal:

- 4.1 All stakeholders have been consulted within the current group membership.
- 4.2 A dialogue between the CEC and SYMCA has been ongoing at SYMCA and regional level at the CEC.

5. Timetable and Accountability for Implementing this Decision

- 5.1 The group would meet termly to have the opportunity to assess provision at key data points starting with the first meeting in January. The reporting system would come into place after the first meeting.

6. Financial and Procurement Implications and Advice:

- 6.1 There is no current budget allocated to this. Any funding requirements for this Group will need to be identified within existing budgets.

7. Legal Implications and Advice:

- 7.1 N/A

8. Human Resources Implications and Advice

- 8.1 There would be a small increase in admin to incorporate the reporting structure

9. Equality and Diversity Implications and Advice

- 9.1 Appropriate equality and diversity considerations are taken into account as part of the assessment of the programme delivery models.

10. Climate Change Implications and Advice

- 10.1 N/A

11. Information and Communication Technology Implications and Advice

- 11.1 N/A

12. Communications and Marketing Implications and Advice:

- 12.1 N/A

List of Appendices Included.

- A Terms of reference and Membership

Background Papers

None.