

REQUEST FOR ASSISTANT DIRECTOR DECISION

ADD2637 Funding for Careers Hubs Teacher Encounters Projects

Executive summary:

This Assistant Director Decision (ADD) seeks budget approval for £28,500 to fund the delivery of two Teacher Encounters projects in East and Central London. The Careers and Enterprise Company (CEC), co-funders of the London Careers Hubs, will fund these projects and grant applications were invited from London Careers Hubs. The Central Hub (Reed in Partnership) and East Hub (Local London) both applied to the CEC, were successful in their applications and have been awarded £8,500 and £20,000 respectively by CEC to deliver their projects.

The GLA as the CEC grantee for the London Careers Hubs funding is responsible for managing payments to the projects and reporting on delivery to the CEC.

The Teacher Encounters Project Fund was set up in recognition of the vital role that teachers play in the development of young people. The Fund supports Hubs to engage with employer partners to collaboratively provide opportunities for teachers to experience industry workplaces and increase their knowledge and understanding of the world of work.

Decision:

That the Assistant Director – Skills and Employment approves:

1. the receipt of a total of £28,500 from the Careers and Enterprise Company (CEC) to fund two Teacher Encounters projects as tendered by the CEC and delivered by the Central and East Careers Hubs; Local London and Reed in Partnership respectively
2. the award of the above funding as follows: £8,500 to the Central London Careers Hub (Reed in Partnership); and £20,000 to the East London Careers Hub (Local London), to deliver the projects as per their proposals submitted during the bidding process.

AUTHORISING ASSISTANT DIRECTOR/HEAD OF UNIT

I have reviewed the request and am satisfied it is correct and consistent with the Mayor's plans and priorities.

It has my approval.

Name: Michelle Cuomo Boorer

Position: Assistant Director, Skills & Employment

Signature:



Date:

20/03/2023

PART I - NON-CONFIDENTIAL FACTS AND ADVICE

Decision required – supporting report

1. Introduction and background

- 1.1. The London Careers Hubs are funded by the Careers and Enterprise Company (CEC) and match funded by the Mayor of London's European Social Fund (ESF) Co-Financing Programme. The London Careers Hubs are part of a national programme led by the CEC and funded by the Department for Education. Careers Hubs have been in operation in London since October 2021. The funding for Careers Hubs 2021-2024 is detailed in Mayoral Decision (MD)2796: Career Hubs, signed on 10 March 2021.
- 1.2. The GLA grant-funds a Careers Hub in each of the four sub-regions of London, responding to subregional and London wide skills and employment needs. Each Hub:
 - employs Enterprise Coordinators with caseloads of 15-20 schools or colleges – working directly with the Careers Leader to build and implement a quality, employer-led careers programme
 - matches a business volunteer (Enterprise Adviser) to each school and college to bring the business perspective and support engagement with senior leaders
 - builds strategic relationships with local businesses, providers and networks, so that the Hub works with the existing local infrastructure.
- 1.3. Prior to Careers Hubs, the CEC (working alongside the GLA) co-funded the London Enterprise Adviser Network (LEAN) (see [MD2262](#)). To fall in line with the rest of the country, the LEAN is being phased out and replaced by Careers Hubs, which have similar aims.
- 1.4. The GLA sign an annual grant agreement with the CEC to receive the Careers Hub funding. This means that the GLA are the Grantee for all CEC funding to the London Careers Hubs. The GLA will also receive funding from the CEC to deliver the Effective Transitions Project in London.
- 1.5. The CEC offered all Hubs nationally the opportunity to bid for additional funding to deliver pilot Teacher Encounters Projects. Both East and Central London Careers Hubs submitted a bid to the CEC. GLA officers were aware of these bids and agreed to support the delivery. The bids were assessed by the CEC in line with their requirements and both the East London and Central London were successful and allocated funds.
- 1.6. This decision approves the receipt of funding from the CEC, and the subsequent award of that funding to the successful bidders.

2. Objectives and expected outcomes

- 2.1. The CEC launched a Teacher Encounters Fund in October 2022 in recognition of the need to increase teachers' understanding and experience of the workplace. Careers Hubs across the country were encouraged to bid for a maximum grant of £20,000 to deliver Teacher Encounters Projects. The funding will enable delivery of a number of opportunities for teachers to engage directly with employers, to see and learn about the different career pathways relevant to their subjects, and to observe how their subject is applied practically in business.
- 2.2. Both the Central and East Careers Hubs submitted funding bids and both were successful. The Central Hub has been awarded £8,500 and the East Hub has been awarded £20,000. The funding will pay for resources to source and train employers and cover the costs of supply teachers for the schools. See expected outcomes below.
- 2.3. The Teacher Encounters are expected to deliver the following short and long term outcomes:

2.3.1. Short term – teachers:

- raise the profile of the Careers Hub with the schools' senior leadership team (SLT) by supporting schools to deliver on their requirement to provide Continuing Professional Development (CPD) to teachers
- increase teacher awareness of the opportunities in key sectors and their relevant pathways
- develop resources for teachers to use in careers education that will be shared widely across the London Network
- build relationships between employees and teachers
- although the work is focused on placements for teachers, the development of virtual CPD for other teachers within the engaged establishments will also have greater benefits.

2.3.2. Short term – employers:

- increase employees' confidence and understanding so that they can engage with teachers to influence the development of the curriculum
- increase employers' understanding of the challenges faced by schools. This will support in the development of the working relationships between employers and schools, as one of the priorities for the Cornerstone Employer Group is to look at the processes of schools engaging with employers
- enterprise Advisers and Cornerstone Employers will be able to develop meaningful teacher encounters that enhance the curriculum.

2.3.3. Longer term – teachers:

- enable teachers to develop their subject teaching to ensure it is relevant to future career paths and most importantly increase their awareness of the education pathways, thereby raising standards of teaching and learning
- understand the recruitment practices of employers
- working to inspire the most deprived students through their studies
- develop our Careers Community to share the careers messages more widely
- the participating schools' GB4 Results/Compass Results will be monitored to consider whether these have been enhanced
- destination Data will be reviewed over the two-to-three-year period to consider impact of model
- enhance our materials on the Careers Hub website
- positive social media coverage on engaging teachers within industry
- raising awareness amongst key stakeholders of the benefits of the Careers Hubs in supporting collaboration between employers and education.

2.3.4. Longer term – employers:

- understanding the barriers faced by young people will enable employers to review how they recruit and engage young people with additional needs
- employers will be better able to ensure their recruitment practices engage young people
- increase the number of young people applying for apprenticeships and positions in their sector
- teachers and employers to build long term sustainable relationships which engage with the company in collaborative activities within the schools.

3. Equality comments

- 3.1. Under Section 149 of the Equality Act 2010, as a public authority, the Mayor of London must have 'due regard' of the need to eliminate unlawful discrimination, harassment and victimisation as well as to advance equality of opportunity and foster good relations between people who have a protected characteristic and those who do not.
- 3.2. The funding is open to all schools and the Hubs will use their knowledge and data of each school to target those that are most in need of these outcomes.
- 3.3. The Hubs will work with the school SLT to target appropriate teachers, particularly of key subjects, to attend the encounter and ensure that they are able to easily access the opportunity.
- 3.4. The project aims to increase the experience of the participating teachers so that this knowledge can be shared with students, so that all young Londoners are aware of the future career pathways that are available to them whatever their background or situation.

4. Other considerations

- 4.1. Officers have consulted with TfL Legal and the GLA will issue separate grants to the two Careers Hubs in question following the competitive process run by the CEC. Officers have reviewed other queries raised by legal, including around any potential GLA liabilities and CEC payment terms and believe they do not present any barriers to the GLA receiving and granting this funding onwards.
- 4.2. The GLA will pay the projects based on the costs incurred as described in their bids. The CEC will provide the GLA with funding up front. Claims will be submitted in line with the existing quarterly claims for the Career Hubs. A template is supplied by the CEC for submission and the delivery partner is asked to submit details of expenditure and retain evidence for audit purposes, following the CEC guidance.

Key risks and issues

- 4.3. The key risks and issues are set out in the table below.:

Risk	Likelihood	Impact	Mitigation	RAG Rating
Targeted schools do not engage in the programme	Low	High	<p>The Hubs can select other schools if the initial targeted schools do not wish to engage.</p> <p>The projects have been designed to meet the needs of schools.</p>	Green

Placement teachers do not follow through on the production of lesson plans after their encounter	Low	High	SLT signs a commitment statement to ensure staff engage in the programme. The bursary will only be paid on completion of the Lesson Plan.	Green
Teachers are unable to attend the placement days	Medium	Medium	Wherever possible the programme lead will ensure the events are tailored around the teacher's timetable, as well as the employer's. Teachers will be given at least two months' notice of the industry placements and the follow up sessions.	Amber

Links to Mayoral strategies and priorities

- 4.4. The funding outlined in this Assistant Director Decision (ADD) form will be used to support the mission-based approach that the Mayor has adopted for London's economic and social recovery.
- 4.5. Careers Education, and the GLA Careers programmes including London's Careers Hubs form part of the Good Work for All (GWfA) mission. The priority is on supporting Londoners into good jobs with a focus on sectors key to London's recovery.
- 4.6. The delivery of the Careers Hubs supports three of the four GWfA key themes by:
 - supporting Londoners hardest hit by the pandemic – Careers Hubs target interventions at disadvantaged groups
 - coordinating skills, careers and employment support – Careers Hubs align work with local skills priorities and the National Careers Service; and link up with Department for Work and Pensions programmes, including through the Mayor's No Wrong Door initiative
 - through the Hubs, schools and colleges link with the sector specific Mayor's Academies Programme hubs to ensure that young Londoners are aware of the future job opportunities available to them and the pathways to get there.

Consultations and impact assessment

- 4.7. Consultations and Equalities Impact assessments were undertaken for the above-mentioned relevant strategies and the [Skills Roadmap for London](#). As this funding will help deliver the objectives of these strategies, the original impact assessments are still relevant to the programme.
- 4.8. No GLA officer involved in the drafting or clearance of this ADD is aware of any conflicts of interest with the proposals set out in this form.

5. Financial comments

- 5.1. This decision seeks approval for the following.
- receipt of a total of £28,500 from the Careers and Enterprise Company (CEC) to fund programmes of work as tendered by the CEC and delivered by the East and Central Careers Hubs; Local London and Reed in Partnership respectively
 - expenditure of this funding through the issue separate grant agreements to the following delivery partners for the amounts indicated below, and delivery as per their proposals selected for funding by the CEC:
 - Reed In partnership £8,500
 - Local London £20,000.
- 5.2. The £28,500 funding from the Careers and Enterprise Company (CEC) is to be received this March 2023 and the CEC have granted permission for this funding to be carried forward to next financial year 2023-24 to be spent in line with the timeline as outlined in paragraph 6.1.

6. Planned delivery approach and next steps

- 6.1. The projects were due to start at the start of the new term (5 January 2023). The first claim is due on 14 April 2023 for costs incurred during the first quarter of delivery. The project activities should be completed, and all funding spent by 31 July 2023. The final claim from the delivery partner must be submitted by 14 September 2023.

Appendices and supporting papers:

None

Public access to information**Public access to information**

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FoIA) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after it has been approved or on the defer date.

Part 1 - Deferral

Is the publication of Part 1 of this approval to be deferred? NO

Part 2 – Sensitive information

Only the facts or advice that would be exempt from disclosure under FoIA should be included in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form – NO

ORIGINATING OFFICER DECLARATION:

Drafting officer to
confirm the
following (✓)

Drafting officer:

Clare Ludlow has drafted this report in accordance with GLA procedures and confirms the following:

✓

Corporate Investment Board

A summary of this decision was reviewed by the Corporate Investment Board on 20 March 2023

✓

ASSISTANT DIRECTOR OF FINANCIAL SERVICES:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature:**Date:**

21/03/2023

PP Tricia Clark on behalf of Anna Casbolt