

1.1 BOARD MINUTES

COMPANY CONFIDENTIAL

Date: 26th September 2024, 10am -3.30pm, FORA, Great Eastern Street, London

Present: Baroness Nicky Morgan (NM) (Chair)
Dame Julia Cleverdon (DJC)
David Baldwin (DB)
Ashwin Mistry (AM)
Neil McLean (NML)
Fiona Millar (FM)
Mohammed Samir (MS)
Oli de Botton, Chief Executive (OdB)
John Yarham, Deputy Chief Executive (JY)

Apologies: Mo Isap (MI)
Ife Awotunbo (IA)

In attendance: Paul Lewis, Chief of Strategy and Communications (PL), Nicola Hall, Director of Education (NH), Kevin Ronan, Director of HR & Compliance (KR), Max Rowe, Associate Director Grants and Development (MR), Lesley Thain, Head of Education Policy and Practice (LT), Laura Hawksworth, Head of Policy & Impact (LH), James Moon, Head of Network and Employers (JM), Elizabeth Kingsley, Head of Finance (EK), Sara Mohideen, Internal Operations Senior Manager (SM), Alice Coventry, EA to CEO/DCEO (AC)

Notes

1. Welcome and Introduction

NM opened the meeting and welcomed the Board and SLT to the meeting.

1.1. Minutes from the Last Meeting

The minutes from the board meeting on the 12th of June 2024 were approved as an accurate record of the meeting.

1.2 Table of Actions

The Board discussed the open actions.

1.3 Minutes from the Audit Committee

The minutes from the Audit Committee meeting on the 3rd of July 2024 were approved as an accurate record of the meeting.

NM and AM highlighted that they had met with the Auditor, which was positive and useful with no qualifications to report.

1.4 Minutes from the I&E Committee

The minutes from the Impact and Evaluation Committee meeting on the 10th of July 2024 were approved as an accurate record of the meeting.

DB noted the importance of our data, which influenced the later item in this Board meeting on data strategy. The committee had also prompted the Board item on partnerships.

1.5 Commercial Subgroup

JY outlined the proposal to convene a sub-group to provide input and guidance on commercial planning. The attendees have been confirmed and NML has agreed to Chair this sub-group.

2 Items to Note

2.2 CEO/DCEO Update

ODB gave an update on highlights since the last Board meeting, including the Equalex/Mbacc pilot in Manchester, and positive responses from the Employer Standards Survey.

The Board discussed the importance of having a balance of reporting on outputs and outcomes. Highlighting the real impacts to society and the system as being of key importance.

ODB and NH gave an update on the reinvention of work experience, and what it means in practice and how it ensures quality. The pilots will identify opportunities within delivery models as well as challenges and areas for development.

Action: NH to provide Board members with a deep dive on Equalex – the delivery model for reimagined, progressive work experience.

LT updated the Board on the Gatsby next 10 report which will be launched on 11th of November 2024. CEC's role will be to support schools and colleges to prepare for the changes.

The Board debated the various aspects that comprise career readiness such as confidence, character and familial influence.

2.2 Workstream Updates

The Board noted the following update papers:

- 2.2.1 Network and Employers

JM gave an update on devolution, including contracting, modelling and alignment. JM confirmed that the CEC have now contracted with all Combined Authorities across the country – who all now have a Careers Hub. The future focus of the devolution journey is partnerships with an outcome focus and to align and strengthen relationships with Mayors.

- 2.2.2 Data and Digital

JY informed the Board that the focus for digital development is to continue to increase embedded usage of our products, with roadmaps becoming longer term, with strong internal governance to guide the journey. The Board discussed Compass + and the feedback received from schools as well as the suggestion to look at the wider digital strategy at a future Board meeting.

Action: AC to arrange a demo of the Compass + interface for Board members.

- 2.2.3 Education Development

NH gave an update to the Board on priorities and activities since the last Board meeting – with a focus on the 'Start small, dream big' Primary project. The Board discussed capacity concerns relating to Primary teachers and the need to use existing structures of CPD rather than additional training where possible. NH highlighted the focus on turning the training into accessible bitesize opportunities, which can be driven by the need of the school.

MR outlined the key findings from the published Effective Transitions Fund (ETF) report which found that:

- 94% of pupils entered a post-16 destination.
- 93% of pupils sustained their education and training after 6 months, compared with 87.8% of disadvantaged young people and in line with the 93.6% of all young people.
- 90% of the cohort in the Fund were happy with their destination, course choice and provider, suggesting they would continue to engage in the 16-19 phase.

These findings were well received across the sector and particularly by JP Morgan. CEC are participating in a global community of practice for all JP Morgan grant recipients facilitated by Teach for All.

- 2.2.4 Strategy and Communications (S&C)

<p>PL updated the Board on the key activity currently taking place in S&C team, such as new Government engagement, the exceeding of 800 employers signing up to Employer Standards. PL outlined the priorities for the team over the next quarter.</p> <ul style="list-style-type: none"> • 2.2.5 Operations <p>KR provided an overview on recent activity within the Operations team, including the positive data returned from the Employer Engagement survey. 98% of CEC workforce roles are filled, which puts us in a good place to deliver the GFA.</p> <p>2.3 Management Accounts</p> <p>EK presented the July Management Accounts outlining spend against the budget. A mid-year reforecast is underway.</p>
<p>3 <u>New delivery approaches in response to Government priorities</u></p> <p>OdB took the Board through the three policy commitments from the Labour party manifesto that relate to CEC's work and how this might affect CEC's work and future strategy.</p> <p>The Board highlighted the focus within skills on technical and vocational and discussed the gap in focus of personal skills and how this can be brought to the forefront and considered essential when referring to career readiness.</p> <p>A discussion took place around the inclusion of personal/soft skills in Equalex.</p> <p>OdB outlined key data insights regarding work experience and our delivery approach both nationally and regionally. The group discussed careers advice and possible approaches.</p>
<p>4 Approach to Partnerships</p> <p>JY highlighted that this paper resulted from a conversation at the Impact & Evaluation Committee about how we approach constructing partnerships with key organisations.</p> <p>The Board discussed the paper and what the key considerations should be. A discussion took place regarding social mobility and the CEC's role within this area.</p> <p>The following principles for developing partnerships were agreed as:</p> <ul style="list-style-type: none"> • To partner with delivery organisations that results in young people being more equipped to make their best next step; • To align our approach with relevant organisations for broader positioning, to build trust and to be recognised as integral to the system; • To partner with organisations that enable an increase in CEC's non-DfE income.
<p>5 Data Strategy</p> <p>LH presented an outline of the CEC's data insights strategy. The analysis and triangulation of our data enables us to shine a light on what works, and where more focus is needed. Three technical papers have been created out of the Now and Next report.</p> <p>Other insights include for example, a link between good careers education and NEET reduction, and data showing that where students are more career ready, they are more likely to made decisions that align with the local labour market due to more informed choices.</p> <p>A discussion took place on Year 11 and 13 average career readiness scores and what we have learnt so far through FSQ about how these change marginally each year. Currently we observe that good careers education is positively associated with small increases in these scores, and we will continue to interrogate these trends over time. This will be followed up by the Impact and Evaluation Committee.</p> <p>The Board discussed best routes to reach various audiences and how insights could be effectively communicated. A discussion took place about the crisis surrounding the mental health and wellbeing of young people and how CEC might input into this agenda.</p>

Action: LH to look at the data for correlations between career readiness and the mental health and wellbeing of young people. Career readiness to be delved deeper into by the Impact and Evaluation Committee.

6 External Speaker – The Future of Work

NM welcomed Peter Cheese, Chief Executive of the Chartered Institute of Personnel and Development (CIPD) to the meeting to discuss the future of work.

PC highlighted that the future of work is driven by principles which could shape the future including access to work, the nature of jobs and their purpose, wellbeing and responsible business. Multiple topics regarding the future of work were discussed including the fifth industrial revolution, geopolitical concerns, skills investment, human-skills into curriculum, life-long learning, role of women in the workforce, flexible working, digital/AI implications and generational shifts. The Board had a fruitful conversation and were grateful for PC's attendance.

7 Any Other Business

AC will be sending round a skills audit questionnaire for Board members to complete.

Date of next meeting: Tuesday 3rd December 2024, 10.00 – 13.30, London