

Baroness Nicky Morgan  
C/o The Careers & Enterprise Company  
120 Aldersgate St, Barbican,  
London  
EC1A 4JQ

Dear Baroness Morgan

4<sup>th</sup> July 2023

**GRANT VARIATION FOR The Careers & Enterprise Company, Commercial  
Reference Number 6925**

The variation order to our Grant Funding Agreement to take effect from 4 July 2023 is as follows:-

**Variation to the Grant Funding Agreement with:** The Careers & Enterprise Company

**Dated** 29<sup>th</sup> March 2023

**Variation Number:** 01

Clause 1 of this Grant Funding Agreement is amended to read as follows:

This letter confirms a variation to the grant that was awarded on 29<sup>th</sup> March 2023 to The Careers & Enterprise Company so that more young people benefit from high impact careers support. The value of this grant variation is £2,827,500 for the period 04/07/2023 until 31/03/2024 and is in addition to the core grant of £29,700,000 which is for the period 01/04/2023 to 31/03/24. This additional funding will build on the activities already agreed within the core GFA to ensure full roll out of careers infrastructure is achieved more quickly and Ministerial priorities are met sooner. This additional funding is subject to the Department for Education Grant Terms and Conditions in line with the 'Business-as-Usual' GFA.

Clause 4 is amended to read as follows:

This is the second version of the 2023-24 Grant Funding Agreement and covers:

- a. Updated Annex E which highlights the additional funding provided under this varied GFA.
- b. Addendum Annex F which includes an update to the cumulative figure for number of Careers Leaders trained and descriptions of additional activities and KPI's relating related to Objectives 1 and 2 and additional funding for those activities.

The Department may request the Company delivers additional activity during the year, subject to ministerial approval and budget being available. In such cases this Grant Funding Agreement will be revised to reflect the new arrangements. This Grant Funding Agreement may also be varied to allow for other changes and amendments as agreed between the parties.

We agree that all other terms and conditions of the Grant Funding Agreement remain unaltered and that no other liabilities, financial or otherwise, shall accrue to the Department because of the above amendment. We confirm acceptance of the variation on the terms specified above.

**Authorised to sign for and on behalf of  
the Secretary of State for Education**

**Signature** Neil Archbold  
Neil Archbold (Jul 4, 2023 12:14 GMT+1)

**Date 4<sup>th</sup> July 2023**

**Name in Capitals** NEIL ARCHBOLD

**Address in full** Department for Education  
Bishopsgate House, Feethams, Darlington,  
DL1 5QE

**Authorised to sign for and on behalf of  
the Careers & Enterprise Company**

**Signature** Morgan of Cotes  
Morgan of Cotes (Jul 4, 2023 11:29 GMT+1)

**Date 4<sup>th</sup> July 2023**

**Name in Capitals** BARONESS NICKY  
MORGAN

**Address in full** Careers & Enterprise  
Company, 120 Aldersgate Street, Barbican,  
London, EC1A 4JQ

**Annex E – Details of Grant Resource Budget Allocation; The Careers & Enterprise Company Commercial Reference Number: 6925**

<b><u>Activity</u></b>	<b><u>BAU Cost (FY 23-24)</u></b>	<b><u>Investment Funds cost (FY 23-24)</u></b>	<b><u>Total</u></b>
<b>1: Full national roll-out of Careers Hubs</b>			
Delivery against priorities 1-5 to enable Careers Hubs	£15,400,000	£1,425,000	£16,825,000
Support to enable Careers Hubs	£1,300,000	£515,000	£1,815,000
Staffing to support delivery of Objective 1	£2,100,000	£85,000	£2,185,000
<b>2: Careers and Education Leadership</b>			
Delivery of Careers Leadership Professional Development	£3,100,000		£3,100,000
Support to enable and improve Careers Leadership	£800,000	£727,500	£1,527,500
Digital tools to support Careers Leadership	£2,000,000		£2,000,000
Staffing to support delivery of Objective 2	£2,100,000	£75,000	£2,175,000
<b>Central Support Costs</b>			
Core staffing	£1,900,000		£1,900,000
Operating Costs	£1,000,000		£1,000,000
<b>Total Cost</b>	<b>£29,700,000</b>	<b>£2,827,500</b>	<b>£32,527,500</b>

**GFA Variation ANNEX F – List of objectives for which the grant is being paid  
The Careers & Enterprise Company, Commercial Reference Number 6925**

**OBJECTIVE 1 – DELIVER CAREERS HUBS**

Activities:	Key Performance Indicators:	FY 23/24 Costs inclusive of VAT and expenses:
<ul style="list-style-type: none"> <li>• Develop a model for Experiences with Employers</li> <li>• Develop a framework for high quality experiences with employers for disadvantaged young people</li> <li>• Facilitate experiences with employers focused on future industries</li> <li>• Facilitate virtual experiences with employers (virtual work experience) supporting coastal and rural areas, delivered by regional providers</li> </ul>	<p><b>Funded activities to conclude by March 2024, reporting to continue until August 2024:</b></p> <p>High quality experiences with employers for disadvantaged young people:</p> <ul style="list-style-type: none"> <li>• Provide Hub funds to reach up to 15,000 young people with the greatest economic disadvantage by the end of Academic Year 23/24</li> <li>• Work with 3-5 Hubs that have significant Gatsby Benchmark 6 gaps and disadvantage, with faster progress being made by institutions in the pilot</li> <li>• Tackle “cold spots” for experiences of the workplace while driving up Gatsby Benchmark 6 and strengthening the quality and scope of Experiences with Employers</li> <li>• Learnings from the pilots will be shared across Careers Hubs and more widely across the sector, including an end of year</li> </ul>	<p><b>£1,925,000</b></p>

report covering all three strands of  
Experiences of Employers

Experiences with employers focused on  
future industries:

- Provide Hub funds to reach up to 5,000 young people and work directly with employers from within key growth sectors by the end of Academic Year 23/24
- Work with 4 Careers Hubs that have significant links to key growth sectors e.g., Digital and Green
- Develop a programme in partnership with key growth sectors
- Focus on Experiences with Employers within the wider careers offer (including an offer of an 'Interview Guarantee' provided to all young people on the programme)

Virtual experiences with employers (virtual work experience) supporting coastal and rural areas:

- Procure a provider(s) to deliver meaningful virtual experiences with employers supporting coastal and rural areas, with support for up to 600 institutions by the end of Academic Year 23/24
- Tackle “cold spots” for experiences of the workplace strengthening the quality and scope of virtual experiences with employers

**All activities above to be reported on quarterly, to include updates on progress, as well as interim findings and learnings**

Provide contingency funding to cover gaps in local partner provision or match funding during devolution	<b>By March 2024 if required:</b> <ul style="list-style-type: none"> <li>Bridge funding provided where required for specific Careers Hubs</li> </ul>	<b>£100,000</b>
	<b>Total Maximum Cost</b>	<b>£2,025,000</b>

## OBJECTIVE 2 – Careers Leadership and Careers Hub Leadership

<b>Activities:</b>	<b>Key Performance Indicators:</b>	<b>FY 23/24 Costs inclusive of VAT and expenses:</b>
<b>Qualifications, Professional Learning and Development</b>	<b>By October 2024:</b> <ul style="list-style-type: none"> <li>The cumulative number of trained Careers Leaders revised down to 4,000 to reflect the reduced numbers that completed their training in FY 22-23 due to unforeseen circumstances in the school system</li> </ul>	<b>Nil additional costs (costs already included in core GFA)</b>
<b>Extension of the Careers Impact Review System rollout</b>	<b>By March 2024:</b> <ul style="list-style-type: none"> <li>Extend the pilot to include an additional 5 National System Reviews (30 in total), enabling testing of two models of system-wide</li> <li>Moderation model to include 20 Moderation Reviews</li> </ul>	<b>£52,500</b>
<b>Pilot full adoption of Independent Training Providers (ITPs) in Careers Hubs</b>	<b>By March 2024:</b> <ul style="list-style-type: none"> <li>Develop models to accelerate a national sector Community of Improvement for Independent Training Providers (ITPs)</li> <li>All ITPs (100% within the 2 Careers Hub areas) (TBC) to be invited to participate in a pilot of integration in those 2 Careers Hubs</li> </ul>	<b>£75,000</b>

<p><b>Expand all core offerings to be accessible for Independent Special Schools (ISSs)</b></p>	<p><b>By March 2024:</b></p> <ul style="list-style-type: none"> <li>• Extend the Activation Stage to invite up to 400 Independent Special Schools to prepare to join a Careers Hub, with 30% signed up, allowing access to: <ul style="list-style-type: none"> <li>◦ Funded Careers Leader Training</li> <li>◦ Inter-school learning and best practice sharing as Careers Hub members</li> <li>◦ Compass and Compass+ providing wider insight and understanding into the quality of careers provision</li> <li>◦ Careers Impact review System peer-to-peer review model to drive quality</li> </ul> </li> </ul>	<p><b>£75,000</b></p>
<p><b>Targeted post-16 transition support for socio-economically disadvantaged young people in Year 11</b></p>	<p><b>By March 2024:</b></p> <ul style="list-style-type: none"> <li>• Provide Hub funds for projects to deliver interventions to socio-economically disadvantaged young people in Year 11 who require additional support to secure a positive post-16 destination</li> <li>• Interventions delivered to 725 young people</li> <li>• Funds provided for 3-5 Careers Hubs</li> <li>• Bespoke student evaluation questionnaires designed and administered, to collect data pre- and post- intervention to enable longitudinal comparison, as well as individual project case studies</li> <li>• Report quarterly, to include updates on progress, as well as interim findings and learnings, with final insights and learnings shared</li> </ul>	<p><b>£600,000</b></p>

	with Careers Hubs and the DfE by August 2024	
	<b>Total Maximum Cost</b>	<b>£802,500</b>




# 040723 CEC Grant Variation Letter 23-24


Final Audit Report


2023-07-04


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