

## **Skills & Employment : Update to May 2012 Report**

Acting Director Regeneration, Skills & Employment

### **1. Introduction**

- 1.1. This paper provides an update on the Skills & Employment report which the Panel received in May 2012.
- 1.2. The paper sets out the progress that has been made against the key work areas outlined in the Report, headlines specific outcomes achieved and provides an overview of planned activity in 2013/14.

### **2. WORKLESSNESS**

- 2.1. Within B&NES there are over 8,800 benefit claimants, of which approximately 6,000 have been claiming for upwards of two years. The Worklessness Programme Team focus on two particular client groups
  - Young Care Leavers at risk of not being in Education, Training or Employment
  - Long term (2 years+) out of work benefit claimants over 25 years old
- 2.2 Two Engagement Officers have been recruited to work with the Worklessness Programme Manager to develop a programme of effective engagement with the target client groups.

#### ***Worklessness Placement Programme***

- 2.3 In recognition of the particular issues faced by individuals in the client groups the Worklessness Team has developed a flexible "Whole Journey Pathway Management" Programme to provide individual clients with flexible solutions tailored to their needs and requirements.
- 2.4 The programme has two main components:
  - (i) Work Sector Pathways
    - a five stage support programme linked to specific employment sectors
  - (ii) My Base-Line Skills Workshops
    - Linked to the Work Sector Pathways these seek to develop an individuals life skills and provide relevant employability skills.

#### ***Other Initiatives***

- 2.5 To support and enhance worklessness initiatives the Team has also progressed:
  - (i) Joint working on NEETS across People & Communities including the on-going delivery of Project Search
    - The percentage of 16-18 year old NEETs has dropped from 5.1% to 4.6% in the year to March 2013
    - The number of 16-18 year old NEETs moving into employment has increased during the first quarter of 2013

- (ii) A Healthy Steps to Employment Pilot
  - engaging with Sirona and the Clinical Commissioning Group on the development of a coordinated approach to clients facing health barriers to moving into or staying in employment
- (iii) A "Man, Van and Apprentice" Project
  - engaging with local SME's and sole traders, particularly in the green and elementary trades, who would benefit from access to temporary placements and would in turn provide valuable work experience.
- (iv) A Business Case for Intervention
  - a series of cost benefit case studies based on clients the Engagement Officers have worked with and progressed forward.

### **Outputs for 2012/13 and Targets for 2013/14**

- 2.6 During the past financial year the team engaged 46 clients in individual work experiences and/or the commencement of accredited training which have led to 26 paid outcomes which have removed claimants from out of work benefits.
- 2.7 In 2013/14 the team are targeted to achieve:
  - 40 clients achieving 16 hours and weekly paid activity for 6 months+
  - 40 significant entry level work experience opportunities
  - 15+ clients progressing towards gaining relevant qualifications
  - 15 new employers/organisations engaged in the Worklessness Programme

### **3. SKILLS**

- 3.1 Access to a skilled workforce is a key consideration for businesses. Overall B&NES has a highly skilled workforce, however there remains a significant proportion of working age residents without qualifications. In addition, there is an on-going need to ensure pupils in education have relevant workplace skills.
- 3.2 The Economy, Enterprise & Business Development (EEB) Team within Regeneration, Skills & Employment has undertaken a range of initiatives during 2012/13 to address the local skills agenda.

### ***Data, Knowledge, Action***

- 3.3 Smart Growth Analytics were commissioned to produce a comprehensive labour market analysis, including future labour market trends, needs and pressures. This is being used as the basis for developing a B&NES Employment & Skills Plan that will be produced and delivered jointly with the B&NES Learning Partnership.

### ***Partnership Development***

- 3.4 The EEB Team supports and provides funding for the B&NES Learning Partnership which bring together education providers and key labour market agencies operating in B&NES. The team also work closely with the skills team in the WoE Local Enterprise Partnership. The focus of this work is to make sure the needs of B&NES residents are met by education and job agency providers as well as being articulated through LEP economic and skills initiatives.
- 3.5 The EEB Team also link with the Learning Partnership to promote opportunities for work placements/apprenticeships/graduate internships to local companies. The “Get Hired” event in May 2013 will bring together 25+ local employers to participate in an apprentice speed dating event offering 6 minute interviews for live vacancies.
- 3.6 The emerging B&NES Employment & Skills Plan will guide the development of this partnership working including addressing the issue of graduate retention, taking forward the findings of the Scrutiny Day held by the Economic & Community Development Panel.

### ***Development Obligations and use of Section 106 Agreements***

- 3.7 The EEB Team have been successful in securing a range of targeted employment & training (TET) outcomes on the Crest Nicholson Bath Western Riverside development. To date 10 apprentices, 10 unemployed skilled trades and a total of 125 up skilling outcomes have been achieved.
- 3.8 In procuring the City Casino operators licence the EEB Team have negotiated contractually the employment of 70% of the workforce to be B&NES residents and that at least 30% of the workforce will be engaged, trained and employed through a Job Centre Plus pre-employment programme, plus the provision of three apprentices. There are also conditions in the construction phase to ensure that 95% of net new jobs will be B&NES residents and that there will be 10 apprenticeships and 10 employment opportunities for Job Centre Plus clients.
- 3.9 The EEB Team are also working closely with Planning Policy on the development of the Core Strategy and the revised Planning Contributions SPD to ensure that skills and training obligations can be progressed as part of all major developments both during the construction phase and post-construction employment.

### ***The Council as an Employer***

- 3.10 As a major employer and procurer of services the Council can make a significant contribution to skills and employability and two initiatives are currently being developed:

- (i) Value Based Commissioning
  - The EEB Team are currently leading on a project to develop a framework for council officers when procuring works, goods and services which will ensure TET outcomes. This is being driven by the Council's newly adopted strategic procurement strategy and the Social Value Act. Key resident groups will include children leaving care and those on the Work Programme.
  - In delivering the Keynsham Town Hall Regeneration scheme a range of outcomes including 3 x apprenticeships, 4 x Children Leaving Care work experience placements and 7 x JSA client employment opportunities have been achieved.
- (ii) The Council as Employer
  - The EEB Team are delivering a policy to Cabinet in June to ensure that the Council operates to a corporate standard and looks to deliver a coordinated approach to engaging apprentices, work experience placements, internships and volunteers.

### ***Early Years/School Engagement***

3.11 Engaging schools in understanding the scope and shape of future employment opportunities is an important element in the skills agenda. The EEB Team has worked with partners to engage with school students:

- (i) The B&NES "Have a Go" event organised by the B&NES Learning Partnership delivered over 4500 taster apprenticeship sessions to over 1000 B&NES school students in February 2013.
- (ii) Severn Wye Energy's 'Your Green Future' two day event in March 2013 saw school children undertake interactive education sessions to understand future careers in the low carbon/environmental goods and services sector.

### ***Targets for 2013/14***

3.12 Key skills and employability targets for 2013/14 include :

- Finalising and adopting the B&NES Employment & Skills Plan
- Developing partnership working at a B&NES and WofE level
- Ensuring role out of the corporate policy on apprentices, work experience placements, internships and volunteers and engaging with the Public Services Board to encourage wider take-up across the public sector
- Completing the Procurement & Planning Obligations Study and incorporating Employability & Skills provisions in the revised Planning Contributions SPD
- Incorporating Employability & Skills outputs into emerging major development proposals including :
  - Bath City Riverside future phases
  - MOD sites
  - Somerdale Keynsham