

## APPENDIX 1: Employment & Skills Action Plan 2014 - 2020

Economic Strategy Theme	Rationale	Action	Output	Outcome	Lead
<b>SOCIAL MOBILITY</b>					
<b>17. Preventing low skills and worklessness in young people</b>	Reported issues of poor employability skills in School and University graduates.	<p>Ensure that there is an efficient &amp; effective package of support provided by all secondary schools, covering:</p> <ul style="list-style-type: none"> <li>• Information Advice &amp; Guidance</li> <li>• Employability &amp; Vocational training</li> <li>• Work Experience</li> <li>• Increasing participation</li> <li>• Entrepreneurship and self-employment</li> </ul>	Secondary schools working jointly with the Council on a programme that can provide the necessary careers and employability training to meet the needs of young people and employers , including the LEP Employability Charter Mark.	<p>An increase in the employability of school leavers and more informed career relevant education choices made.</p> <p>Increased take up of vocational employment /training opportunities.</p>	<b>Council</b> Support : Learning Partnership, LEP, secondary schools, VCISO
<b>Tackling unemployment and priority residents groups</b>					
<b>18. Young People Leaving Care 16-21</b>	On average 40% of looked after children in B&NES are reported to be Not in Education, Employment or Training (NEET)	<p>Worklessness Programme team providing whole Journey Pathway Management to B&amp;NES care leavers.</p> <p>Virtual School increasing participation of B&amp;NES Care Leavers in Further Education and Higher Education.</p>	35 Care Leavers per year participating in accredited learning and training and/ or entering sustainable employment.	<p>Reduction in the number of B&amp;NES children leaving care experiencing unemployment</p> <p>Increased independence of Care Leavers in managing their Economic Wellbeing.</p>	<b>Council</b>

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<b>19. NEETS</b>	4% of B&NES 18 – 24 year old not in education, employment or training (NEET)	Outreach, engagement, key worker and employment support programme in place, through the Youth Employment Programme	B&NES NEET population to be engaged into education, training or employment, with an overall 10% reduction in those not engaged.	Reduction in the number of NEETS and long terms 18-24 year old benefit claimants.	<b>Learning Partnership</b> Support : Council, DWP, Council, Bristol City Council
<b>20. Young People with Physical &amp; Mental Health Learning Difficulties &amp; Disabilities</b>	Issues of long term worklessness for young people with physical or mental disability, and learning difficulties.	Engage private and public sector to provide placements for relevant individuals and Project Search candidates linked to specialist support	Employment and training opportunities available for young people with physical & mental disability and learning difficulties.	Young people experiencing physical/ mental disability able to enter and sustain employment.	<b>Sirona</b> Support : Council
<b>21. Long term ESA claimants &amp; Older Claimants</b>	Over 4% of working age population claiming IB & ESA.  40% of all IB, ESA claimants over 50, approximately 60% claiming over 2 years.	Develop engagement and support programme to enable former IB and existing ESA clients to enter into training and employment	10% Increase in the numbers: Of ESA claimants progressing to employment Of older claimants progressing to employment	Reduction in the level of ESA claimants  Reduction in the level of 50+ long term claimants	<b>DWP</b> Support : Council & Sirona, VCSO

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<b>22.Young parents 16-19 &amp; Lone parents 19+</b>	More single parents to enter labour market due to Universal Credit change.	Develop package of engagement and support to enable young parents & lone parents to enter the labour market	Increased numbers of young and lone parents participating in learning & training and gaining employment	Reduction in the level of Lone Parent Income Support and JSA claimants.	<b>DWP</b> Support : Council, VCSO
<b>23. BUSINESS GROWTH</b>					
Social Enterprise	Value of social enterprise to the local community and wider economy	Targeted social enterprise start up and support service	Specific business support and start up IAG skills and set up of a small loans fund.	Increased social enterprise start up	<b>Council</b> Support : LP, Cool Ventures, Bristol & B&NES social enterprise network
Growth of employment opportunities through Inward Investment	Low growth of new start indigenous business	Develop a soft landing skills and employment package, delivering recruitment and training services for inward investors in partnership with DWP, LEP and training providers.	Information available for inward investors on the local labour market and the soft landing packages available. Including supported recruitment events and sector based work academies	Increase in the number of inward investors engaging skills and employment packages and increases in local residents employed through these opportunities	<b>Council</b> Support : LP, DWP, LEP

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<b>24. Core Sectors Job related Training/ work based learning/ Recruitment support</b>	Low productivity of B&NES work force	Engage businesses and employees to participate in work based learning opportunities through a coordinated business visit and events programme.  Coordination of employment opportunities especially in Health & Wellbeing, Tourism/ Leisure and Retail	Increases in participation of business and employees in work based learning opportunities.  Promotion of employment opportunities to priority residents Supported by at least one event per sector per year and on-going business visit and engagement programme.	Increased competitiveness of business and work force.  Decrease in worklessness in priority residents	<b>Learning P'ship</b> Support : LEP, Council
<b>25. Improving links between business &amp; education</b>	Reported issues in employability skills of young people and business struggling to recruit.	Develop network of business willing to link with schools, FE & HE by working with business support organisations including the FSB.	Coordinated access to work experience and employment opportunities.	More local business engaged with education provider	<b>Learning P'ship</b> Support : LEP, B&NES, Schools, business support networks

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<b>26. Key Growth Sectors</b>	Need to generate 10,000 new jobs.	<p>Promotion of sector based skills and employment activities through visit and events programme.</p> <p>Promotion of employment opportunities through sector support organisations.</p>	<p>Priority sectors benefiting from: enhanced interactions with FE/HE; support through LEP skills teams; support in advertising employment opportunities; access to skills funding for their work force</p> <p>Supported by at least one event per sector per year and ongoing business visit and engagement programme.</p>	Increased levels of employment growth	<b>LEP</b> Support : Council, sector support networks
<b>A LOCAL RETURN ON INVESTMENT</b>					
<b>27. Securing a local Return on Investment</b>	Council as significant employer, planning authority and procurer of goods works and services	<p>Ensure Targeted Recruitment &amp; Training (TR&amp;T) contribute to the social value tool kit within the “Think Local” procurement strategy.</p> <p>Include TR&amp;T outcomes in Planning Contributions Strategic Planning Document (SPD)</p> <p>Support the recruitment of apprenticeships and provision of work experience, internships and work placements.</p>	<p>10% increase in the: number of apprenticeships, work experience and training opportunities available through the procurement process</p> <p>Number of apprenticeships, work experience and training opportunities available on development sites &amp; offered by the Council.</p>	Reduced levels of unemployment in labour market deprived areas and priority residents.	<b>Council</b> Support : LEP Skills Team