	<b>Cabinet</b> 15 July 2024
	<b>Report from the Corporate Director          of Neighbourhoods and          Regeneration</b>
	<b>Lead Member – Cabinet Member for          Employment, Innovation &amp; Climate          Action          (Councillor Jake Rubin)</b>
<b>Post 16 Skills Strategy</b>	

<b>Wards Affected:</b>	All
<b>Key or Non-Key Decision:</b>	Key
<b>Open or Part/Fully Exempt:</b> <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
<b>List of Appendices:</b>	One Appendix 1: Next Steps/Action Plan
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> <small>(Name, Title, Contact Details)</small>	Marc Jordan Head of Brent Start <a href="mailto:Marc.jordan@brent.gov.uk">Marc.jordan@brent.gov.uk</a> 020 8937 4599  Ala Uddin Head of Employment, Skills & Enterprise. <a href="mailto:Ala.uddin@brent.gov.uk">Ala.uddin@brent.gov.uk</a> 020 8937 2135

## 1.0 Executive Summary

- 1.1. This report sets out the main contents and concepts of the draft Brent Post-16 Skills Strategy, including supporting evidence from research of stakeholders. It outlines the high-level visions and expected impact. The aim is to ensure that residents are able to access skills which will enable them to gain employment, and progress within it. It also aims to support businesses with workforce development and the right skills amongst the population to enable them to grow. Implementation will be reliant on working with colleagues, external stakeholders and skills providers, businesses and funders.

## 2.0 Recommendation(s)

- 2.1 To note progress of the work on the Post-16 Skills Strategy and the accompanying research commission.

2.2 To endorse the strategy for progression to publication.

### **3.0 Detail**

#### **3.1 Cabinet Member Foreword**

3.1.1 As the Cabinet Member for Employment, Innovation and Climate Action, it is my pleasure to introduce the Post-16 Skills Strategy, which outlines our vision, objectives, and strategies for enhancing the skills landscape in Brent. In the wake of the challenges posed by Brexit and the pandemic, it is imperative that we invest in initiatives that foster economic recovery, empower our residents, and nurture a thriving community.

3.1.2 The Post-16 Skills Strategy is a collaborative endeavour that underscores our commitment to working hand in hand with businesses, educational institutions, and other stakeholders. At its core lies a shared goal: to equip residents with the skills necessary to secure high-quality employment opportunities.

3.1.3 Our vision is ambitious yet achievable. We aim to provide a unified approach that bridges the gap between skills supply and demand, thereby fostering inclusivity and prosperity within our community. By aligning our efforts with existing strategies, including coverage of borough plan objectives—best start in life, prosperity and stability in Brent, and thriving communities—in addition to linking well with the Council's strategic work streams of community power and resilience and strategic partnerships, we seek to address skills disparities and cultivate a workforce that is not only skilled but also adaptable to the evolving needs of the economy.

3.1.4 In summary, the Post-16 Skills Strategy represents a bold step towards building a brighter future for Brent. By harnessing the collective efforts of stakeholders and investing in the skills of our residents, we are laying the foundation for a more prosperous and resilient community. I would like to extend my gratitude to all those who have contributed to the development of this strategy, and I look forward to working together to turn our vision into reality.

3.1.5 The Inclusive Growth Strategy, the response to the Poverty Commission, the BCAP and the Borough Plan are all strategies that have informed the new Skills Strategy. The strategy takes into account the recent Skills Roadmap for London, with a particular focus on locally relevant skills provision and collaboration and partnership between businesses and skills providers.

3.1.6 The strategy, in part via the creation of a Board involving external partners, aligns with the Council's objectives of working with strategic partners to help deliver our (and their) objectives.

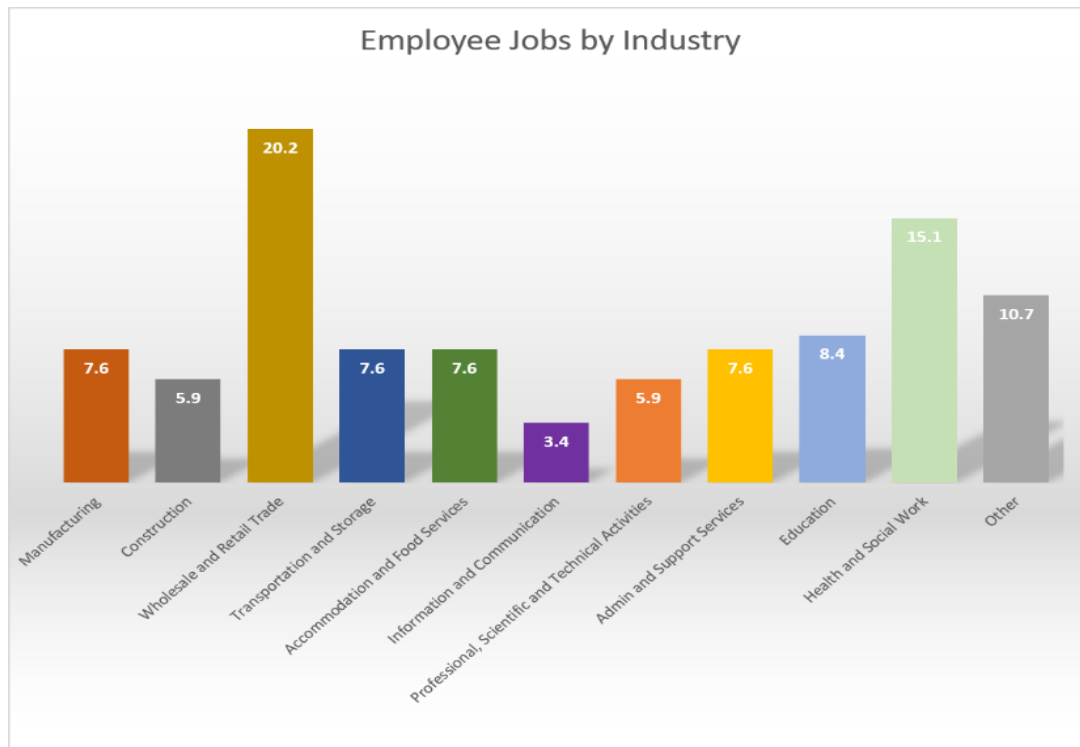
#### **4.1 Background**

4.1.1 The strategy focusses on a set of objectives to tackle unemployment and career progression, poverty and social exclusion. The aim is to increase employment,

improve skills, make national and local employment programmes work to raise incomes and address local priorities. This can only be achieved by Council services working together, along with external stakeholders. The delivery of the strategy will be led by Economic Development, Skills and Enterprise, working across the Regeneration department, and the Council as a whole to ensure a focus on particular groups such as care leavers, and align with other work relating to health and employment.

4.1.2 The Skills Strategy will recognise the importance of young people and the need for them to be positively engaged in education and training, as well as seeking opportunities for older people to re-enter, or progress, in employment.

4.1.3 Brent has an economy of around £10B, (ONS 2020) and has more than 18,215 businesses, mostly small to medium enterprises, (ONS Census 2022, published Nov 2023). Over 152,000 residents are employed, however, 27.8% of the workforce worked in the sectors affected adversely by the pandemic (20.7% in the retail sector), which has contributed to the high unemployment rate in Brent.



4.1.4 The unemployment rate in Brent is above the London average; data for December 2023 shows 5.7% of the Brent population are claiming out of work benefits, compared to 5.0% in London and 3.7% nationally.

### Employment and unemployment (Jan 2023-Dec 2023) (NOMIS Data)

	Brent (Numbers)	Brent (%)	London (%)	Great Britain (%)
All People				

## Employment and unemployment (Jan 2023-Dec 2023) (NOMIS Data)

	<b>Brent (Numbers)</b>	<b>Brent (%)</b>	<b>London (%)</b>	<b>Great Britain (%)</b>
Economically Active†	159,800	70.9	78.6	78.8
In Employment†	152,800	67.6	74.6	75.8
Employees†	119,100	54.4	62.8	66.3
Self Employed†	33,200	13.2	11.6	9.3
Unemployed (Model-Based)§	9,200	5.7	5.0	3.7

In addition, Brent's median annual wage for full-time employees is £33,805. This is the third lowest level in London after Hounslow (£32,516) and Barking and Dagenham (£32,931), and are 10% below the London median of £37,500 (Annual Survey of Hours and Earnings).

4.1.5 With skills, Brent has a lower number of those with NVQ Level 3 and Level 4 below compared to London.

## Qualifications (Jan 2023-Dec 2023) (Nomis)

	<b>Brent (Level)</b>	<b>Brent (%)</b>	<b>London (%)</b>	<b>Great Britain (%)</b>
RQF4 And Above	110,100	53.1	60.7	47.3
RQF3 And Above	150,500	72.6	74.9	67.8

4.1.6 We want to establish a more integrated skills and employment system to enable more seamless transitions as people move through different stages of learning and work towards the excellent opportunities in our local and the wider London economy. By doing this we hope to realise the following:

- Increase in the employment rate for disabled residents
- Increase in the employment rate for Black residents
- Reduction in unemployment claimant count for working age residents
- Increase in number of residents starting an apprenticeship
- Increase in number of residents completing an apprenticeship
- Increase in proportion of 16-18-year-olds participating in education, employment or training.
- Increase the number of females into work
- Reduction in unemployment claimant count for 18-24-year-olds
- Reduction in unemployment claimant count for 50+
- Reduction in proportion of working age residents with NVQ1 or below
- Reduction in skills shortages in health; digital and creative; and low carbon sectors
- Reduction in jobs paying less than London Living Wage

- 4.1.7 Brent, like the rest of London, has relied on European (EEA) workers. With 15% of jobs in London held by workers born in the rest of the EEA in 2019, the economic contribution of EEA workers is far greater in the capital than in the rest of the UK. Post-Brexit, London employers have faced challenges filling roles with a heavy reliance on EEA workers. This includes those recruiting for workers in Construction, Childcare and Health related positions and hospitality.
- 4.1.8 Around 28% of vacancies reported by London employers were hard to fill in some form: 21% for skills shortages and 7% for other reasons. The construction sector had the lion's share of skills shortage vacancies in the recent past, at 40% and health and social work second at 32%. Employers faced difficulties in recruiting for roles in professional occupations including for science, research, engineering and technology and health.
- 4.1.9 Local intelligence tells us the kind of roles that residents are looking into. Subjects which are popular with residents to study in FE are Construction & Engineering, IT, Business and Accounting. The top ten roles which are sought by customers at Brent Works are the following:
- Construction - unskilled
  - Construction – skilled
  - Admin – Entry level
  - Retail
  - Customer services /Hospitality
  - Care worker
  - Apprenticeship – construction
  - Apprenticeship – Admin
  - Schools – TA
  - IT
- 4.1.10 The GLA predicts that by 2036, the proportion of roles requiring higher-level qualifications will rise whilst some lower skills occupations will decrease. As a West London Borough, sectors with potential growth have been identified as Digital and Creative, Health and Social Care, Circular/Green, Transport and Logistics, Life sciences and recovering sectors like Construction, Retail and Hospitality will be important for Brent's economic recovery and growth.
- 4.1.11 To grow, Brent businesses will need to access the right skills along with a pool of available staff to fill vacancies at differing levels. It is important to support businesses with a pool of staff but also to ensure that Brent's residents are supported to fulfil their potential, contributing to society, socially integrating and creating sustainable communities. For Brent this means a particular focus on those who are long-term unemployed, young people who are NEET (focusing on those in vulnerable groups such as care leavers), residents with health issues and those who are over 50.
- 4.1.12 In addition, Brent will continue to re-train, re-skill and upskill residents who are looking to progress in their career and to secure sustained employment through its local colleges offering vocational occupation and technical qualifications and

Brent Start essential skills and vocational programmes. For young people, the Children and Young People directorate will continue to provide comprehensive career advice and guidance including vulnerable groups at risk of being NEET, for example, SEND young people and those known to Youth Offending Services and looked after children. Furthermore, the development of the post-16 skills resource centre for young people with SEND in Welsh Harp will provide opportunities to develop employment skills in a range of areas such as horticulture, catering and digital media with the potential for direct services being provided to the public, providing a single point of contact for information advice and guidance as well as employment and training opportunities within the borough and surrounding areas.

4.1.13 In the current economic climate there is pressure on finance and funding, so it is important that investment in skills provision yields the highest possible return.

## 4.2 About the research

4.2.1 Nascent Rae was commissioned to provide an evidence-based approach to Brent's proposed strategic objectives for Employment Skills and Enterprise and Post 16 Skills. The research was to test the objectives set out below to see whether these are the correct ones and receive new ideas.

4.2.2 The survey received 101 responses from private sector organisations (70%), third sector organisations (19%), Health and Social Care (5.5%) and Education and Training (5.5%). Organisations responding included Arneway Housing Group, Afghan Association Paiwand, Ingeus UK, Lidl, Novotel, Hilton, Boots, Sainsbury's, Action West London, Ikea, Quintain and St Luke's Hospice.

4.2.3 The primary insights from survey respondents indicate a mostly positive response to the proposed strategies and objectives with respondents mainly stating the proposed objectives were 'very or fairly important'.

4.2.4 This research delivered the following key findings:

87% of responding businesses support greater local control over national programmes.	85% of respondents provide on the job training.
54% of respondent's state increased digital and IT skills is very important.	65% of respondents want to be kept up to date with Brent's Employment, Skills and Enterprise and Post-16 Strategy.
84% of respondents state it is very important to upskill the local workforce through training and apprenticeships.	58% of respondents state it is very important to enable closer relationships between employers and education providers to prepare young people for work.

### **4.3 Survey response - Ideas for Post-16 Skills Strategy**

- 4.3.1 A number of comments were received through the survey that emphasised the need for appropriate support and engagement for young people so that they successfully transition into employment and areas of skill development need:
- Increased improvement in literacy and numeracy
  - With a diverse range of activities including social activities and events, young people can develop their skills, interests and passions.
  - Upskilling of the workforce and business owners, and training for new and emerging technologies, can help to improve the local economy.
  - Education on money management to help individuals make informed financial decisions and promote financial stability.
  - Providing more opportunities for young people through apprenticeship and training.
  - Engagement of schools and colleges can help students understand the roles and opportunities available in the construction industry.
  - More information and resources on career paths and skills required.
  - Better prepare young people for work in terms of motivations and attitudes.
  - Work with colleagues to implement the Council's Youth Strategy around training, skills and employment due to launch in summer 2024.

## **5. Current employment and skill development**

- 5.1 The council's focus on delivering skills development, employment support, including job and apprenticeship outcomes, ensuring equality of access to jobs for and improving the quality of jobs for all adult residents across the borough are enshrined within a number of the council's key strategies. These include the Borough Plan, the Poverty Commission, Black Community Action Plan and the inclusive Growth Strategy.
- 5.2 Key responsibility for developing and implementing these policies and strategies and delivering against these aims sits with the Employment Team within Employment, Skills and Enterprise which includes Brent Start, the Brent Works jobs brokerage service and the aligned Employment Policy and Programmes Team.
- 5.3 Brent Start is the Council's adult education college incorporating the Brent Digital Skills Hub and offering courses ranging from essential skills to advanced level qualifications including ESOL, English, Maths, Digital Skills, Community and Family Learning and Health and Social Care. Serving over 2,500 residents with over 5,000 certificates awarded in 2023, the college continues to be an OFSTED Good provider with an achievement rate higher than 93%.
- 5.4 Brent Works offers a free to use job brokerage service for residents and businesses and also offers access to the wider range of support services and training and skills opportunities including:
- Connecting residents with jobs and apprenticeships across London
  - Matching local talent to local (and pan-London) jobs.

- Support with the training needed to take the next step in their careers
- CSCS training (required for construction jobs)
- Safety spectator training
- Traffic Marshal and various other construction training workshops
- Sector Based Work Academies in Tech, Digital and Creative, HGV driver training, care sector training (delivered by Brent Start) and Green skills course delivered at the Green Skills Centre with partner College, College of North West London.

5.5 Brent Works implements and supports Employment and Skills Plans (ESPs) with developers to set out how they will fulfil their S106 employment obligations. The team works with the developer and their supply chains to provide engagement with residents and employment and training support and brokerage to maximise the numbers of residents able to gain sustainable jobs and apprenticeship opportunities arising from these developments. This has secured a number of jobs for local residents.

5.6 HS2, our relationship with HS2 as “Preferred supplier” has meant that we have access to training, jobs and apprenticeships first hand. This partnership has helped the council to secure jobs and apprenticeships through the training programme. HS2 have also partnered with HegartyMaths SPARX to deliver a subsidised maths programme that is being accessed by Brent schools. So far over 2,200 students (including over 1,400 girls) have used the platform for a total of over 34,000 hours. HS2 continue to undertake school engagement, including careers and volunteering support for Newman Catholic College.

5.7 The Forge at Park Royal. The tri-borough partnership with The Forge continues to be highly successful in both supporting Brent residents find training and job opportunities as well as businesses to recruit the right staff since its inception in August 2020. This collaborative Employment and Skills Hubs aims to support Businesses in Park Royal, by hiding the ‘wiring’ and confusion regarding borough boundaries to create a wealth of new opportunities for local people.

### **Priority groups:**

#### **5.8 Care leavers**

5.8.1 Brent Works and The Care Leavers team are supporting the Care leaver covenant in Brent by signing up local employers and encouraging care leavers to register for the app. Brent works is also working with the FA and Delaware North for opportunities at Wembley Stadium and within the FA. There are currently up to 400 care leavers aged 16-24 with 30 NEETS. A new programme of support and skills development has been proposed which is being explored.

#### **5.9 Children and young people (CYP)- Brent Youth Justice Service (YJS).**

5.9.1 The following provides a summary of initiatives undertaken by the team over the last year related to the skills development of children and young people supported by the Brent Youth Justice Service (YJS).



## **5.10 Co-located and joined up provision.**

5.10.1 The Employment and Training Charity *Prospects*, have one Employment and Training Advisor co-located within Brent YJS. This officer supports post 16 young people to access skills and ETE opportunities. This is complemented by one officer from *Plias Resettlement* who is based within the Civic Centre when delivering targeted 1-1 work with YJS clients.

## **5.11 Initiatives**

Initiatives offered to YJS young people include:

### **ASER Programme**

5.11.1 This is a series of individually developed units preparing YJS clients for work and training. It is offered to NEET young people who are not ready to engage in a full-time programme. As of 31<sup>st</sup> January 2024, NEET Levels by Academic age 16-18 (Yr12–Yr14) - Quarter 4 2023-24 is 224. This is 1.8%.

### **Skill Up**

5.11.2 Brent Connexions delivered this re-engagement programme for Brent NEET young people. The project ran weekly between February and April 2024 and consisted of employability group sessions aimed at developing skills.

### **Referrals**

5.11.3 These are made to partners including local providers of apprenticeships and study programmes such as First Rung Training and providers linked to specific skill sectors such as *HOB Salon Academy* and *Dynamic Training* (a NHS entry programme for care leavers).

### **Information on vocational training programmes, apprenticeships, or rehabilitation efforts.**

5.11.4 *Prospects* and *Plias Resettlement* promote and support access for NEET young people known to Brent YJS to a range of vocational training programmes.

### **Construction Skills Certification Scheme (CSCS)**

5.11.5 *Plias* deliver training and allow young people to sit a multiple-choice test to obtain a CSCS certificate.

### **Personal development programmes**

5.11.6 Some of the programmes young people have been supported to attend include:

- The Prince's Trust '*Get Into*' programmes
- SPEAR employability programme
- Mama Youth programmes
- Lyric Theatre programmes

- Pro-Direct Stonebridge: offers football and functional skills development
- Motor industry training
- London College of Beauty Therapy
- London Construction Academy

## **5.12 Supported Internships**

5.12.1 The Employment and Skills Service has also started delivering supported internships to support young people with an EHC plan to gain skills needed for the world of work. The programme aims to support interns aged 16-24 years old with special educational needs and disabilities, who have an Education Health and Care plan and live in Brent. The programme is targeted at young people who want to transition from college to employment. The supported internship model provides a great vehicle to support this transition. The programme is funded by the College of North West London and the Local Authority through High Needs Funding.

## **6.0 Post-16 Skills Strategy**

6.1 The Post 16 Skills Strategy focuses on the skills needed by sectors that will continue to help Brent to recover from the pandemic, respond to the cost-of-living increases, and strengthen growth sectors such as green, manufacturing, energy, care and information technology. The strategy sets out how the Council will work with businesses, especially anchor institutions, other employers and education providers to better understand their needs, align skills provision and define pathways to help residents navigate the skills system to progress into employment. A key part of this collaborative working will be the establishment of an Employment and Skills Board which will be made up of representatives of local businesses (both larger companies and SMEs/micro businesses), and local education providers (Further and Higher Education, and representatives from schools, including young people; 16-18. An action plan will accompany the strategy.

## **6.2 Skills Strategy Vision**

6.2.1 Research tells us that there is currently a mismatch of skills levels, different levels, low levels, a need for a more joint up curriculum offer with education providers and locally informed careers advice. Where we want to be is a much more unified approach.

6.2.2 *Our vision is that by 2027, the Council will provide opportunities for Brent residents to secure high quality employment locally and regionally across a range of sectors through the acquisition of skills.*

6.2.3 The Brent Post-16 Skills Strategy is a comprehensive initiative tailored to address unique economic challenges and employment issues within the community. Through a focus on collaboration, alignment with existing strategies, and addressing skills disparities, the strategy is designed to create an inclusive and prosperous community. Its overarching goal is to cultivate a

skilled and adaptable workforce, aligning with business needs and positioning the community for economic growth.

### **6.3 Skills Strategy Objectives**

**Exploring Skills for Work and Life – adopting a well-planned and coordinated approach to help Brent residents gain relevant skills to achieve and progress in work and in life.**

- 6.3.1 Brent is dedicated to supporting residents to develop the skills that they need to progress in (and into) employment, and to develop broader ‘life skills’ as well as ‘soft skills’ that support them in achieving the wider outcomes they need to thrive in life and work. We are committed to providing learning opportunities that respond to local and national skills needs and are highly relevant to Brent’s communities.
- 6.3.2 This will contribute to supporting vulnerable groups, such as young people who have SEND in line with the Borough Plan (BP) Priority 5 in improving outcomes and life chances for children and young people with SEND to enable greater independence and transition into adulthood.

#### **Impact and Activities**

- Personal, academic and career development.
- Employability skills.
- Increased levels of literacy and numeracy.
- Volunteering and work experience through social action projects.
- Industry links.
- Collaboration with individuals, partner educational institutions, employers, local authorities, and voluntary and community organisations and Public Sectors organisation such as the NHS.
- Exceptional teaching, learning and assessment through highly effective personal and professional development for staff, recognised for providing an outstanding learner experience.
- Destination-led programmes (focussed on the end goal eg employment) which contribute to the economy and local needs as well as meeting the aspirations of our learners with positive destination rates.
- Implementation of a curriculum strategy informed by labour market intelligence and developed by education providers resulting in positive outcomes.
- Increased progression between learning at all levels.
- Develop Post-16 Skills Resource Centre with voluntary sector for young people with SEND resulting in more young people with SEND are engaged in training and employment.
- Achievement of social outcomes such as reduced social isolation, improved health and wellbeing, development of money management skills.

**Encourage employers/businesses to value and invest in training and development with businesses providing opportunities for employees to access high quality relevant training and development.**

- 6.3.3 We will work with employers/businesses to gain a shared understanding of the benefits of workforce development, such as increased job satisfaction for employees, which in turn will lead to greater workforce retention and reduced absenteeism. Employers/businesses, which invest in learning and development opportunities for their employees will see more progression within the workplace and will find succession planning easier, ultimately resulting in increased productivity.
- 6.3.4 The Nascent Rae research has engaged with micro businesses, SMEs and larger companies and we intend to have all different sized companies represented on the Employment and Skills Board.

**Impact and Activities**

- Public sector workforce strategies support local recruitment with a focus on pre-employment support and in-work training/development.
- Support the Employment and Skills board to facilitate broader business networks, including sector-based networks.
- Engagement of businesses in schools, colleges and adult learning including through work experience and curriculum activity.
- Improved knowledge of local business skills and staff development needs.
- Employers understand the benefits of investing in the workforce through the Good Work Standard and invest in workforce training.
- Employers take a leading role in shaping local skills offer that meets the needs of their workforce.
- The current and future skills need of employers of all sizes are understood and met locally as much as possible.
- Local employers invest in their workforce to increase productivity and pay.
- Employers provide more opportunities for employment and work-based learning, including apprenticeships and quality work experience and supported internships.
- Upskilling on new and emerging technology.

**Developing skills for the jobs of the future – working collaboratively with businesses and skills providers to scope out future skills requirements and acquisitions**

- 6.3.5 We will consult employers/businesses in order to develop a more comprehensive understanding of the jobs of the future and the skills needed which will underpin these. We have identified the emerging and growth sectors such as green manufacturing/energy and information technology and we will establish partnerships between training and skills providers and employers/businesses to develop future skills acquisition programmes. Furthermore, we aim to establish green skills development courses - such as

retrofitting, heat pumps installation, solar installation and EV charging point installation – as recognised standalone qualifications. Currently, these skills are embedded in mainstream qualifications and despite being focused on green skills development, they are not distinctly branded as such.

- 6.3.6 We will engage with parents, carers and young people to understand the skills areas that interest them in line with (Borough Plan Priority 4 – ensuring their participation to design services).

**Impact and Activities**

- Increased level of employer engagement and endorsement of vocational and technical curriculum offer.
- Successful delivery of meaningful industry placements to all students.
- Skills provision supports local and regional demands and is aligned to the needs of the local communities and the priorities set out in the Greater London Authority Skills for Londoners Strategy.
- A strong partnership with Jobcentre Plus allowing skills programmes to be aligned to local job vacancies, with a clear focus on low skilled and low paid learners and removing barriers to the labour market such as language or digital skills.
- Expansion and adjustment of curriculum to meet the needs of employers.

**Collegiate approach to developing technical, vocational and occupational programmes with learning providers including schools, colleges and universities.**

- 6.3.7 It is vital that Brent is able to lobby funding bodies, such as the GLA, to ensure that funding is responsive to local need. We will work with other training and skills providers, creating a Training and Skills Partnership group, to establish progression pathways within the range of technical and vocational provision which is available locally. This will allow residents to attend their local establishment where we will ensure that they receive the highest standards of quality in education, skills and training, resulting in high attainment, achievement and progression.

- 6.3.8 Ensuring needs can be met locally will support vulnerable groups of young people, such as those with SEND (BP Priority 3: Make provision of the highest possible quality through effective joint commissioning so that children and young people with SEND can have their needs met locally wherever possible)

**Impact and Activities**

- Strong partnerships with voluntary and community sectors enables us to understand and overcome barriers to learning and employment and to champion and support underrepresented groups.
- Strong partnership working ensures a smooth transition between educational phases.
- An aligned education, training, pre-employment support and co-ordinated recruitment activity provides the opportunities for our residents to get the best from economic opportunities.

- A connected network of local support and advice for residents, (e.g., no wrong door) provides a seamless experience for participants as they move between partners in the network.
- Work with colleges, adult education, higher education, employers and employment support providers ensures that learners and those in work have access to advice about career choices and in-work progression options.

## **7.0 Community Wealth Building:**

7.1 The strategy contributes to community wealth building by addressing unemployment, fostering collaboration, and preparing for future skills requirements, thereby enhancing individual prosperity, supporting business growth, and fostering a sustainable and inclusive economic environment.

7.2 Contributions to Community Wealth Building:

Inclusive Growth: by addressing the skills needs of diverse demographic groups, including the long-term unemployed, young people, and those over 50, the strategy promotes inclusive growth. It ensures that the benefits of skills development are accessible to a broad spectrum of the community.

Local Procurement: the strategy encourages businesses to invest in training and development, thereby building a skilled local workforce. This supports the growth of local businesses, fostering a cycle of economic activity within the business community.

Community Investment: emphasising community engagement, particularly with young people and residents with health issues, the strategy opens avenues for community investment initiatives. Engaging residents in the skills development process empowers them to play a more active role in the local economy.

Collaboration with Anchor Institutions: the establishment of an Employment and Skills Board, with representatives from local businesses, public sector organisations and educational institutions, aligns with Council's objective of working with strategic partners and leverage in their resources for the benefit of the local community.

Skills Development and Education: with a focus on skills development and education, the strategy contributes directly to creating a more skilled and capable community, ready to participate in and contribute to the local economy.

## **8.0 Quantifiable Success Metrics for the Skills Board:**

- Unemployment Rate: Measure changes in the local unemployment rate over time and the rates of young people in vulnerable groups, who are NEET.
- Employment Rates in Target Sectors: Assess the impact on employment rates in sectors identified for growth.

- **Income Levels:** Track the average incomes of individuals in the community, measuring improvements over time.
- **Business Growth and Investment:** Monitor the growth and investment levels of local businesses, particularly those engaged in collaborative efforts with the strategy.
- **Skills Acquisition:** Measure the number of individuals acquiring new skills and completing relevant education and training programs.
- **Social Impact:** Evaluate social impact through indicators such as reduced poverty rates, improved community well-being, and increased community engagement.

## **9.0 Stakeholder and ward member consultation and engagement**

9.1 The Cabinet Member has been involved in the development of this skills strategy. The strategy has been developed in consultation with colleagues in CYP.

## **10.0 Financial Considerations**

10.1 An estimated £4000 will be required for design work, publication and launch, which will be met from established budgets.

## **11.0 Legal Considerations**

11.1 None

## **12.0 Equity, Diversity & Inclusion Considerations**

12.1 We will ensure that the strategy promotes equality, diversity and inclusion across all aspects of education and skills development.

12.2 The equality assessment will cover all initiatives and actions proposed within the strategy. It will consider the potential impacts on individuals and groups based on gender, ethnicity, disability, socio-economic background and religion. We will gather data on the demographic profile of residents including information on protected characteristics and socio-economic indicators and analyse data to identify any disparities between groups.

12.3 The membership of the Board will be representative of the diverse resident/student cohort.

## **13.0 Climate Change and Environmental Considerations**

13.1 The strategy includes developing Green skills thus enabling skills development in retro-fit, recycling, installation of EV charging points.

## **14.0 Human Resources/Property Considerations (if appropriate)**

14.1 None

## **15.0 Communication Considerations**

15.1 A communication campaign will be developed in advance of the launch of the strategy.

**Report sign off:**

***Alice Lester***

Corporate Director of Neighbourhoods and  
Regeneration



## Appendix: Steps/Action Plan:

Objectives	Activities	Outcomes	Who	Date
Set up the board – identify key players, senior council member.	Identify those who were positive about joining the board from the Nascent Rae research. Ensure there is representation from across different businesses, public sectors, education providers etc. and if not, approach others. Identify key council member to represent the council on the board.	<ul style="list-style-type: none"> <li>Board established which is representative of the borough.</li> <li>C.12 members on the board</li> <li>Chairperson appointed</li> </ul>	AU, MJ	July 2024 with the first meeting taking place same time
Membership and MOU agreed and signed.	Terms of Reference, membership and MOU established and signed.	<ul style="list-style-type: none"> <li>Marketing of signing of the MOU.</li> </ul>	MJ + Chair	July 2024
Appoint leads for each workstream- to cover each of the strategic objectives.	Leads of each stream determined by position/experience. Leads to form their own sub-group to support delivery of KPIs	<ul style="list-style-type: none"> <li>Leads communicated to the board.</li> </ul>	Chair	July 2024  July/Aug 2024
Agree benchmarking in order to establish KPIs	Establish what the KPIs should be. Agree data sources. Produce benchmark data Share with the board	<ul style="list-style-type: none"> <li>Understanding of starting points and targets set.</li> </ul>	Workstream leads	July /Aug 2024
To produce detailed action plan for each workstream – agreed KPIs	Use benchmarking data to set priorities and establish targets for each workstream. Agree KPIs with the board	<ul style="list-style-type: none"> <li>Quarterly reporting on progress to the board.</li> </ul>	Workstream leads Chair	Aug/Sept 2024

<p>Promotion of skills strategy - glossy brochure - sign and launch</p>	<p>Involvement of Comms. Council representative Lead member To agree and finalise comms plan Hard and soft launch</p>	<ul style="list-style-type: none"> <li>• stakeholders and public awareness of the strategy through publication, news article, social media</li> <li>• engagement in education and training</li> <li>• development of workforce</li> </ul>	<p>Chair, workstream leads Comms Members</p>	<p>Soft Launch – July Hard launch Aug 2024</p>
<p>Quarterly monitoring of performance</p>	<p>Ongoing performance monitoring at quarterly board meetings.</p>	<ul style="list-style-type: none"> <li>• Impact on skills and work force development</li> </ul>	<p>Chair and Board members</p>	<p>Quarterly</p>
<p>Governance</p>	<p>The monitoring of the work of the Skills board is to be reported to Corporate Director for Communities and Regeneration on a quarterly basis and then Lead member Lead Member for Regeneration, Planning and Growth</p>			

