

Report of: Employment and Skills - Head of Communities & Partnerships

**Report to: Inner East Community Committee – Burmantofts & Richmond Hill,
Gipton & Harehills and Killingbeck & Seacroft**

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Date: 10th December 2015

Subject: East North East Employment and Skills Plan 2015/16

Are specific electoral Wards affected? If relevant, name(s) of Ward(s): Burmantofts and Richmond Hill, Gipton and Harehills, Killingbeck and Seacroft	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Summary of main issues

1. The report summarises the East North East Employment and Skills Plan outcomes for 2014/15.
2. The report describes the revised structure of the East North East Employment and Skills Board and Plan for 2015/16 based on local employment and skills intelligence.

Recommendations

The Inner East Community Committee is asked to note the content of this report, to agree on the revised arrangements for 2015/16 and, to receive an annual update from the ENE Employment and Skills Board.

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1.0 Purpose of this report

- 1.1 The report provides an update on the progress of the work of the Board in 2014/15 for the ENE area as a whole and, for the three specific Community Committee areas.
- 1.2 The report describes the revised structure of the ENE Employment and Skills Board and Plan for 2015/16.

2 Background information

- 2.1 The ENE Employment and Skills Board was established in 2014. The primary focus of the group is to maximise job outcomes for local people, improve skills levels and ensure that effective support is available for local people to access work and training opportunities that will arise in East North East Leeds and across the city.
- 2.2 The Board is chaired by Councillor Ghulam Hussain with Councillor Ron Grahame as deputy chair and Cllr Matthew Robinson as the third Employment and Skills Champion. The Board also comprises a 'core' membership of colleagues from Employment & Skills, Children's Services, Department for Work and Pensions (DWP) and the Communities Team. Other partners are invited to the board as required e.g. Leeds City College and Families First.
- 2.3 In March 2015, the Board developed an ENE Employment & Skills Plan setting out a number of priorities covering all ENE areas and others specific to the Community Committee areas. The plan reflects the main issues which have emerged through partnership discussions across all priority neighbourhoods. These issues include improving communications, improved employability skills and a focus on maximising the support from local businesses offering apprenticeships or work placement opportunities. A summary of the key achievements of the Board in 2014/15 against these priorities is set out in section 4 below.

3 Main Issues

- 3.1 The Board has just completed its first full municipal year of operation (Jul 14 – Jun 15). Due to a number of factors, there was an unusual delay in reconvening the Board for the first time in Year 2 and the meeting could not take place until 26th October 2015. This meeting was used to focus on two key areas:
 - a report on progress against key priorities (see below)
 - a refresh of Board arrangements in light of a number of changes and pressures across the employment and skills landscape
- 3.2 The proposal to refresh was based on a number of factors:
 - new priorities were required following the achievements against the plan in 2014/15

- a need for priorities to reflect current and emerging challenges in 2015/16 and, forthcoming opportunities on a city wide basis. The most significant examples of these include:
- opportunities within the current and imminent calls as part of the European Structural and Investment Fund (ESIF) Programme for the Leeds City Region
- reduction in the Adult Skills budget impacting provision across the city, including the availability of ESOL
- potential for further reductions to skills provision following the spending review in November
- the reducing capacity of partner organisations and the impact on their deployment of resources to support this area of work

3.3 In combination, these factors require the city's Employment and Skills Boards to work differently so that they further improve their efficiency, effectiveness and most importantly, outcomes for local people. To that end, a number of changes were agreed:

- representation on the Board is revised to include representation from the Citizens and Communities Hub network
- meeting frequency is reduced to 3 times per year, (with optional additional meetings only where required) acknowledging that significant strategic and operational progress intentionally occurs outside the meeting
- the agenda is thematic, focussing on a maximum of 2 themes per meeting, nominated by Board members and scheduled in for the year to take account of known pressures/challenges/planned activities that are most effectively managed through the Board's partnerships. This approach will ensure that all those activities that have now been operationalised through the progress made in year one do not remain a focus of the Board

3.4 Implementation of the above is in progress. The outcome reporting and thus schedule of Board meetings will be planned to align with existing Member communications which reflect different geographies (ward and Community Committee boundaries) but not overlap or duplicate other information channels. These include Community Committee reporting, ward profile briefings, community learning briefings detailing the full area offer and other issue based briefings.

4 ENE Employment & Skills Plan Priorities & Achievements

4.1 This section of the report summarises achievements so far against some of the priorities in the ENE Employment & Skills Plan:

4.2 **Priority 1: Increase access to careers support and information for young people and schools.**

Leeds Pathways and the Youth Information Hub – work continues to develop these interactive services and a number of improvements have been made since the Community Committee report in March 2015. These include the page for Children Looked After and those leaving care and the sector specific pages with videos and improved local labour market information. The site has recently been revamped to include updates on the latest jobs in the area and also now has the facility for young people to upload their CVs directly to the Leeds Apprenticeship Hub team, based in the Employment and Skills service. Data on ENE specific pages has been available since June. Usage from ENE schools is now monitored on a monthly basis and reports will be provided to the Board. Schools with low usage will be targeted to encourage take up.

School / Employer Engagement – led by the Education Business Partnership which forms part of the Employment and Skills Service, specific programmes have been developed and delivered with the following employers; Young Chefs Challenge - Hilton Hotel, O2 Girls into Digital, Hospitality in Action Weetwood Hall, Inspiring Futures Premier Inn and Utilities in Action Northern Gas.

Children's Services has implemented the 'Moving On' process which is a partnership approach to identify and encourage suitable learning pathways for young people into post 16 provision. The following schools in ENE, Mount St Mary's, The Co-operative Academy, David Young Community Academy and Leeds East Academy are all currently engaged. The aim is to expand the Moving On process to cover all FE colleges and Year 13/14 students (18/19 year olds) during the 2015/16 academic year.

4.3 **Priority 2: Increase number of local businesses offering work experience opportunities and Apprenticeships**

Head Start Programme – there continues to be a focus on increasing the number of local employers taking on a Head Start work placement across the ENE area. To the end of September 2015, in the Inner East, 8 businesses have taken on a placement – Mencap, Keepmoat, Fever FM, LS14 Trust, Seacroft Children's Centre, Swarcliffe Children's Centre, Richmond Hill Primary School and, Geo Houlton's, who although not based in Leeds are working on the East Park Road development. Since April 2015, 17 young people from IE have been supported into work or an apprenticeship.

The Council continues to be the main provider of employer placement opportunities but there are a number of larger employers who continue to support the programme including Premier Inn, Harvey Nichols, Sodexo, Jones Bar Group and Keepmoat, these companies not only offer placements but regularly take on our young people in to paid employment. A new telemarketing company, Blueberry was appointed earlier this year. Managed by the Employment and Skills Service, Blueberry was initially recruited to

support the Leeds Apprenticeship Hub but this service has been extended to include targeting and promotion of opportunities to small businesses.

4.4 Target adult learning and skills activities that support local people to access job opportunities

Community Learning – maximising numbers of local residents engaged in adult learning including those who are under-represented or, with complex needs has and continues to be a priority for the board. In 2014/15, 899 learners lived in Inner East and, 514 local residents enrolled on courses in other parts of the city.

The current challenge for the board is the reduction in adult skills provision across the city and, specifically the reported growth in demand for ESOL classes. This is the result of the impact of on-going budget cuts in FE providers including Leeds City College. There are currently only three providers delivering a total of 16 courses in the Inner East.

4.5 Intensive support through JCP Social Justice Team – the number of residents in the ENE being supported through the JCP Social Justice Team remains positive. As at November 2015, in the Inner East a total of 156 customers were on caseloads (Burmantofts & Richmond Hill - 47, Gipton and Harehills, 53 and Killingbeck and Seacroft, 56). The number of customers being engaged is encouraging, however the challenge is now to ensure sustained progression for individuals supported.

5.0 Consultation and Engagement

5.1 The ENE Employment and Skills Board ensures consultation on the Employment and Skills Plan with relevant stakeholders including Elected Members, Council officers and partner agencies.

6.0 Equality and Diversity / Cohesion and Integration

6.1 A key purpose of the Plan is to improve engagement, enhance opportunities for, and support access to, employment and skills support for those furthest from the labour market.

7.0 Council Policies and City Priorities

7.1 Addressing poverty and deprivation is a key priority for the Council. The establishment of the ENE Employment and Skills Board and implementation of the ENE Employment and Skills Plan reflects the priorities and objectives of the Council's Best Council Plan 2015-20 to support sustainable and economic growth by supporting young people into jobs, improving their skills and supporting local economic growth by meeting the workforce development and skills needs of local businesses.

8.0 Resources and Value for Money

8.1 The proposals set out in this report seek to provide sustainable partnership arrangements to increase employment and skills levels within the ENE area. Many of the actions within the ENE Employment and Skills Plan aim to make

more efficient and effective use of existing funding streams, align programmes and resources to maximise outcomes.

9.0 Legal Implications, Access to Information and Call In

9.1 There are no specific legal, access to information or call-in implications arising from this report.

10.0 Risk Management

10.1 The main risk to the delivery and success of the ENE Employment and Skills Plan relates to demand and capacity to meet demand. The Board has agreed to only include actions which are deliverable and measurable so that the ENE Employment and Skills Plan is a meaningful and useful document.

11.0 Conclusions

11.0 The report details the revised Employment and Skills Board arrangements and Plan. Alongside the ward based intelligence available to Members, these changes will support a strengthened focus on identified key priorities and local outcomes.

12.0 Recommendations

12.1 The Inner East Community Committee is asked to note the content of this report and, agree to receive an annual update from the Employment and Skills Board.

Background documents

Not applicable.