

Report of the Chief Officer Employment and Skills

Report to Inner West East Area Committee

Date: 19 February 2014

Subject: Employment and Skills

Are specific electoral Wards affected? If relevant, name(s) of Ward(s): Armley , Bramley and Stanningley	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input checked="" type="checkbox"/> Yes	<input 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. This report provides the Inner West Area Committee members with an overview of the activity and outcomes being delivered and led by the Council's employment and skills service and the Area Support Team.
2. The information contained in the report will support the achievement of the key objectives set out in the Best Council Plan 2013-17, namely to 'promote sustainable and inclusive economic growth by improving the economic wellbeing of local people and businesses' with a specific focus on helping people into jobs and tackling poverty.
3. The report aims to support discussion and debate on how services can be more effectively targeted and integrated within the wards serviced by the Area Committee to better meet local needs.

Recommendations

4. The Inner West Area Committee is asked to comment on the content of the report.

1 Purpose of this report

- 1.1 This report provides the Inner West Area Committee members with an overview of the activity and outcomes being delivered at the local level Council's Employment and Skills service to improve skills and increase employment.
- 1.2 The report also summarises activity undertaken by partners led by the Area Leadership Team.
- 1.3 Data in this report includes data published by the Department for Work and Pensions (DWP) and locally captured service data. It should be noted that there is a time lag on the publication of DWP data and the latest available information has been used where possible. The locally captured data is currently being updated to inform the production of Ward profiles and as such, the figures included may not reflect the latest position for the area.

2 Background information

2.1 City-wide Position

- 2.1.1 Despite the resilience of the Leeds economy and the emerging recovery, there are still many challenges facing individuals and families across the city. Increased unemployment during the downturn and prolonged recession has disproportionately impacted on those neighbourhoods with the highest levels of claimants and in particular young people, leaving those groups furthest removed from the labour market potentially dependent on benefits for a longer period of time. This is reflected below in the data for Job Seekers Allowance (JSA) recipients and the wider claimant group in receipt of out-of-work benefits.
- 2.1.2 At the end of June 2013, employment (16-64 years) in Leeds stood at 386,300. This is an increase of 14,900 jobs over the previous year. However, during the same period 41,900 people were recorded as being unemployed. This was an increase of 400 on the same period last year. The Leeds' rate of unemployment was 9.6% compared with the England rate of 8.0% and the Leeds City Region at 8.6% and Core Cities rate of 12.5%.
- 2.1.3 In February 2013, there were 64,510 out-of-work benefit claimants (16-64 years) in Leeds. In June 2013, there were 23,297 Jobseeker Allowance (JSA) claimants, a decrease of 1,701 (2.6%) on the previous year with the number of claimants aged 16-24 years reducing by 1,050 (14.3%) to 6,310. In June 2013, the numbers of young people 16-18 years old not in employment, education or training (NEET) has also fallen to 1,501, a rate of 6.7% compared to 7.0% in the previous year.

2.2 Inner West Area Committee position

- 2.2.1 Appendix 1 details the number of out-of-work benefit claimants and JSA claimants by ward and Area Committee in June 2013. This information compliments the ward profile information which will be provided to the Area Committee Lead Members on a 6 monthly cycle for dissemination to their Area Committees. This will include local and city level comparative data and an analysis to indicate changes in rates and

numbers at the local level to assist Members to determine local priorities for action and shape responses.

2.2.2 In December 2013, the JSA rates for Armley and Stanningley and Bramley wards of 6.5% and 5.7% respectively had reduced reflecting the falling rate at city level but remained above the city rate of 3.9%. The JSA rate for 16-24 year olds was 9% for Armley and 9.4% for Bramley and Stanningley, more than twice the city rate of 4.3%. The out-of-work benefit claimant rates of 19% in Armley and 18.9% in Bramley and Stanningley were above the city rate of 12.8%. These rates include Employment Support Allowance or Incapacity Benefit claimants and lone parents in receipt of Income Support. All these claimants are likely to be further away from the labour market than JSA claimants who must be actively seeking work. Appendix 1 a-c details the data for all wards, over three years. Over the 12 month period to June 2013, the number of NEET young people increased from 71 to 84 in Armley (10.6%) and increased from 66 to 84 (10.3%) in Bramley and Stanningley compared to a fall from 7% to 6.7% at city level over the same period.

3.0 Employment and Skills Service

3.1 The Department of Work Pensions delivers at the local level through Jobcentre Plus and is charged by Government with supporting individuals in receipt of out-of-work benefits to return to employment. All new benefit claimants are assessed by Jobcentre Plus Personal Advisers who refer individuals to a range of support measures dependent on their status and eligibility. The Council's delivery role should be targeted and complementary to this provision to make best use of public resources. It is focused on those areas of entrenched worklessness with the highest levels of claimants to actively encourage residents to engage with the help and support available and co-ordinate activity to remove the multiple barriers to accessing mainstream provision provided by others.

3.2 The Council has a strategic role to articulate the needs of the City and its localities and ensure that provision is matched to areas with potential for economic growth and private sector investment over the longer term through the City Region and local Employment and Skills Plan. The Council has a key role to play in promoting and securing local employment around major regeneration and construction projects through its relationship with investors and developers.

3.3 Direct Delivery

3.3.1 The service provides information, advice and guidance (IAG), job search and support and job brokerage services to adults through its network of **Jobshops**. There are no qualifying criteria but the majority of people accessing these services are claiming benefit. Jobshops used by local people are based at Armley One Stop Centre and Great George Street in the city centre. Between April to September 2013, 11,850 customers were supported through the Jobshops and 1,876 people gained employment. Over the same period, 719 residents from the Inner West area were supported through the jobshops and 116 (16%) have secured employment, 377 (52%) have improved skills and 14 (2%) have gained a qualification. Appendix 2 provides summary information on all wards.

- 3.3.2 Of the seven jobshops in the city, Armley One Stop Centre has the highest number of male customers aged 50 plus. To address the specific needs of this client group a new approach will be piloted starting in February 2013. This will offer an intensive case worked support to these customers. Many of the men are long term unemployed and have health related issues. The service will work with the lead coach from the Jobcentre Plus Social Justice Team to offer additional support and to ensure that jobshop staff can offer appropriate support they will undertake a Level 2 Mental Health Awareness course.
- 3.3.3 The service supports and works with businesses to deliver tailored employability and Apprenticeship programmes and job brokerage services. This is supported by a framework for joint work with Procurement and Planning services to lever additional jobs and training opportunities through **employment and skills obligations** on developers/contractors which are targeted to specific localities. Obligations typically include new jobs, Apprenticeships, work experience placements, skills training for existing workers, school visits etc. The obligations and target communities negotiated with the developer and or contractors will vary reflecting the size and type of development and value and type of services procured. Community outreach to enable target communities to access vacancies typically involves local information sessions to publicise the number and type of job roles available, information about the employer and the recruitment process as well as support and training to successfully complete telephone and on-line assessment and recruitment processes and interview preparation.
- 3.3.4 To date, the combined planning and procurement agreements have resulted in over 1,233 people into jobs/safeguarded and 57 into Apprenticeships/safeguarded in Leeds of which 74 were from the Inner West wards (67 new jobs,7 safeguarded;1 new apprenticeship, 3 safeguarded. These included appointments to SMG at the First Direct Arena; Primark in Trinity Leeds; Aldi supermarket in Stanningley; and Tesco stores in Stanningley and Trinity. Appendix 3 summarises the outputs delivered in all wards.
- 3.3.5 There are number of planned developments in West Leeds and the city centre that will offer jobs and apprenticeships over coming months and next few years during the construction phase and with the end users. These include Aldi, Kirkstall; Tesco at Stonebridge Lane; office accommodation in Horsforth, student accommodation in Woodhouse, Town End works in Bramley, BHS site redevelopment at Kirkstall and land at Carr Croft in Armley. In the city centre, developments include the Arena Hilton at Portland Crescent with 300 construction jobs and a further 100 jobs in hospitality when it opens in the summer of 2015; the Victoria Gate development with 2,700 construction jobs and 1,200 retail, catering and hospitality jobs in phase 1. Further work is required locally to ensure that we engage with local communities to raise awareness of these new opportunities and align the work of local providers to support local residents to be 'job ready'. In support of the new ALDI store in Stanningley in summer 2013, awareness sessions were delivered in Bramley Community Centre followed by 1:1 sessions, attracting over 150 people. Of the 23 job outcomes, 12 people from Inner West secured posts,(6 each from Armley and Bramley& Stanningley). There are also models that we have used successfully in other areas that we would seek to replicate on a comparable scale where appropriate, with ASDA at Middleton being a recent example of this. Following

effective dissemination of information to all key partners about the recruitment process, a number of community engagements events supporting over 1000 attendees were delivered in order to connect local people to the available opportunities. We will work with the Area Committee Lead Member to agree and implement a work programme that provides timely notifications to all members, the area leadership team and local organisations.

- 3.3.6 The **Education Business Partnership** works with local businesses to support schools and colleges and individual young people to develop an enterprising approach to learning and integrate employability skills in the curriculum. Schools are supported to help young people see the relevance of learning to the workplace and the skills required by business. A mentoring programme to support the most vulnerable is delivered by over 600 business volunteers to help young people improve their attainment and their chances of securing jobs in the future. Over 4,470 young people have been supported to date this year. Alongside other providers, the EBP has supported Farnley Academy, Pudsey Grangefield, Priesthorpe High, Ralph Thoresby High and Benton Park.
- 3.3.7 The National Apprenticeship Service (NAS) has end to end responsibility for the delivery of Apprenticeships including a web-based vacancy matching system, the co-ordination of funding, standards and accountability for the delivery of national targets. NAS works directly with large employers through a national key account management system but has limited resources to engage with SME businesses at the local level. However, 99% of all businesses are SMEs and the take up of apprenticeships in SMEs is just under 10% which is less than half that of larger companies. To make best use of resources and avoid duplication of provision, the role of local agencies is primarily focused on SMEs. NAS works with the Council and local partners to support this. Appendix 4 details the number of apprenticeship starts by sector across the Leeds parliamentary constituencies for 2012/13.
- 3.3.8 The **Leeds Apprenticeship Hub** was established in July 2013 with grant funding through the City Deal. It co-ordinates partnership activity with Apprenticeship training providers in Leeds to better engage with learners and support local SME businesses to create new Apprenticeship opportunities. Current and planned activities focus on awareness raising with pupils ahead of their eligibility to apply through delivery of the school and academies engagement programme; delivery of guidance events for young people and for those who are eligible to apply, 'make a winning application workshop' sessions which will be held across local venues. Hub activities delivered in West Leeds include:-
- Between September 2013 and January 2014 there were 3 application workshops delivered at Armley One Stop Centre for young people that had made numerous unsuccessful apprenticeship applications. 12 young people received one to one support.
 - October 2013 West Leeds Academy Year 11. Sessions with students to support them to register on and learn how to make best use of the National Apprenticeship Service on-line vacancy system to search for and successfully apply for an apprenticeship.

- November 2013 – The first of a series of area based events for young people to raise awareness of apprenticeships and the support available to access these and speak directly with employers and young apprentices. School students from years 11, 12 and 13 at Crawshaw, Pudsey Grangefield, Swallow Hill, City of Leeds and Farnley Academy attended along with a number supported by Full Circle Learning and BARCA. 181 young people attended and follow up sessions are being scheduled with individual schools.

Return visits to schools and academies to follow up on those pupils expressing an interest are being arranged. Since August 2013, 27 young people from Inner West have been supported through Hub activity, to start employment as an apprentice with SME businesses in WNW area with DISC; Leeds West Academy; PPS Grasmere Ltd; Crawshaw Academy; Involution Ltd; St Barts Primary school; Dependable Trading; First Class Learning; Nuts for Print; New Wortley Community Centre; BARCA and Leeds Teaching Hospitals Trust in business admin, catering, retail and clinical support roles. There is a challenge associated with tracking and presenting apprenticeship outcomes due to the time lag in reporting and the divided ownership of outcome data between the Hub and learning providers. We track those young people whom we support but are reliant on data from others for those young people we have not directly engaged with.

3.3.9 The Hub has recently secured free travel support through a pilot programme in Leeds with the West Yorkshire Travel Plan Network (Metro) for young people seeking an apprenticeship:-

- Young people during the first month of their apprenticeship can now access a free monthly travel pass (face value of £80)
- Training providers working with the Hub will receive day passes to support young people travelling to interviews. This can be for pre apprenticeship or apprenticeship interviews.

3.3.10 The **Pathways website** supported by Children’s services is available to schools and young people and now includes greater detailed information on the Apprenticeship Hub and enables young people to register their interest to be matched to vacancies that have been notified to the Hub and the Apprenticeship Training Agency <http://www.leedspathways.org.uk/work/> The Hub has also established a Facebook page <https://www.facebook.com/LeedsAppHub> and developed videos aimed at both business and young people <http://www.youtube.com/watch?v=-qj5RaVM1mc> (business) and http://www.youtube.com/watch?v=BKXwFU_kO0c (young people).

3.3.11 The **Work@Leeds** Programme offers work experience to young people aged 19-24 years claiming Job Seekers Allowance prioritising care leavers and those with disabilities. The programme will support 90 young people to attend Leeds City College for employability training to achieve an accredited qualification in ‘developing skills for gaining employment’ followed by six weeks work experience in the Council, during which participants are supported by a robust review process. Throughout the programme, participants attend weekly structured job search and interview preparation support sessions. To date 49 young people have started the programme including 5 from the Inner West Committee wards of which 2 have secured jobs.

3.4 Commissioned services

- 3.4.1 The service has commissioned services to enable marginalised groups and learners living in the most disadvantaged neighbourhoods to re-engage with learning, develop skills for jobs and increase qualifications and job outcomes. The service currently commissions BAME skills and employability provision at a city wide level through **PATH Yorkshire Limited** and **Nari Ekta**.
- 3.4.2 The service commissions provision to meet identified skills gaps across sectors e.g. **Pathways to Construction** to assist unemployed people into work or employment in the construction industry. A successful bid for £900,000 to the Heritage Lottery Fund (HLF) Skills for the Future Programme will enable the delivery of **Re-making Leeds** from September 2014. It will address heritage construction skills shortages within the City for the repair and maintenance of pre-1919 and other buildings within conservation areas. Working local SMEs and Leeds College of Building and York College to engage with schools re careers in construction; work with SMEs and provide a bursary for young people aged 19 plus to undertake work based training in Heritage Construction Skills.
- 3.4.3 Working with Leeds City Region Local Enterprise Partnership £1.2m has been secured for delivery in Leeds of the **Young Talent – Headstart** programme. It will provide 800 18-24 year olds furthest from the labour market, with a 'head start' into work through a supported work experience placement for up to 8 weeks including training. The programme will start in March 2014 and run for 2 years.
- 3.4.4 The service manages the **Community Learning** Programme, a universal learning offer, on behalf of the Skills Funding Agency (SFA) which requires the provision to offer a broad curriculum range from arts and media to languages and culture. The Community Learning provision is aimed at re-engagement of adults aged 19 years and over (25 years plus for learners with a learning difficulty or disability - LLDD) with learning, in an informal and safe environment to acquire new skills and interests for the benefit of the individual, their family and/or their wider community networks. Community learning provides a progression route to more formal adult learning, social mobility and longer term employability opportunities.
- 3.4.5 In 2013/14, the Community Learning programme will deliver around 12,000 courses across 220 venues, supporting in the region of 7,000 learners. In balancing responsiveness to community needs with SFA requirements, the programme seeks to prioritise specific learner groups including people not in employment and/or in receipt of benefits, with low skills levels or no qualifications, disadvantaged groups or individuals with specific needs e.g. lone parents, BAME groups, adults with learning difficulties and/or disabilities, those with mental health difficulties and men who are currently under-represented within community learning. In the academic year 2012/13, 377 local residents in Inner West completed courses to improve their skills, a significant increase on the previous year of 76 (see appendix 2).
- 3.4.6 The provision for the 2013/14 academic year began in September with a total of 24 providers appointed to the Community Learning framework, 5 are delivering

activities in Inner West. The providers are East Street Arts, the Cardigan Centre, Leeds City College, Health for All and Swarthmore. In term 1 of the current year, 136 residents have enrolled on non-accredited courses from the inner west wards.

- 3.4.7 The courses are currently delivered from Caselton Primary School, Armley Resource Centre, St Bartholomew's, Stocks Hill Day Centre, Holy Family Primary and HMP Armley. Courses include Information Technology, Personal development /Confidence Building, Childcare, Healthy Family Eating and introductory courses in Art, Sewing and Healthy Cooking and Eating. The provision at HMP is a visual arts project aimed at improving communication and confidence.
- 3.4.8 The Community Learning Programme allows for additional responsive projects to be developed throughout the year. All proposals will initially be considered by the Leeds Community Learning Trust Board, a city-wide partnership body that establishes the commissioning priorities to meet the contractual obligations of the Skills Funding Agency.

4.0 Local Partnership Activity

- 4.1 The Employment and Skills service manages the devolved **Youth Contract Support Programme 16 and 17 years** to re-engage young people identified as NEET with learning or employment with training across the Leeds City Region under the City Deal and supports Children's services with the delivery in Leeds. The programme is primarily delivered through the Targeted IAG provider, Igen, working in partnership with the Education Business Partnership. Supported by a key worker, participants in engage in a rolling, structured programme of activities tailored to their needs. 758 young people in Leeds have joined the programme with 517 (68%) progressing into education, employment or training. To date 129 sustained this position for more than 6 months. 223 young people have joined the programme from the inner west cluster with 147 (66%) progressing into education, employment or training.
- 4.2 Over the last 12 months the Area Support Team and partners have been working to develop a West North West response to the employability, skills and welfare agenda through the West North West Employability and Welfare Benefit Workstream. This is a partnership group seeking to better connect and integrate locality provision, provide responsive services to local people and deliver targeted initiatives to meet local need. This has involved collaboration with a range of key partners and with Cluster sub-groups, the Divisional Community Safety Partnership, the Health and Well Being partnership, the West Leeds Debt Forum, the Illegal Money Lending Advisory Group, the Welfare Reform Board, and the Financial Inclusion Steering Group. A summary of activity is provided in the following sections.
- 4.3 **WNW Employability Provision mapping.** The Area Support Team worked with partners to undertake a mapping exercise, which rated provision using a Red Amber Green traffic light system linked to job readiness. Although this information was only a snap shot from December 2012, this piece of work has helped partners understand the breadth of provision currently available and support work to restructure the Council's Learning and Job Opportunities webpage.

- 4.4 **Locality employment events** have been delivered, which have been linked to live job opportunities. In March 2013 West North West Works and partners delivered a 'Top Tips' event with Hayley Taylor, from Channel 4 television series the Fairy Job Mother. A number of seminars were held with local people from the New Wortley and Fairfields neighbourhoods. The seminars were attended by 35 unemployed people, with each one of them being offered on-going support with their job search through the employment outreach team. These seminars spurred the development of more permanent taster sessions, as outlined below in section 4.8.
- 4.5 A Jobs and Training event was held in July 2013 at the Armley Lazer Centre to coincide with the end of the school and college terms. This was an event focused mainly on young people. Around 700 tenants were targeted through West North West homes Leeds tenant tracker system and around 40 young people registered to attend. Partners included the Department for Work and Pensions, Leeds City College and approximately 35 other training and third sector organisations. The day included talks on apprenticeships, sector based work academies and the option of skills development through volunteering. In addition, a range of current job vacancies were supplied by the Employment and Skills service and people had the option to attend workshops hosted by IGEN and Employment and Skills on job applications, CV writing and interview tips.
- 4.6 In August an information session was delivered to support the Childcare Assistant vacancies in Children's Centres across the city. A cohort of potentially suitable tenants were identified and contacted, by text, inviting them to find out more details. Around 90 people responded, with around 25 individuals booking onto the one hour session. Roughly 80% of attendees wished to proceed with making an application. At the session, attendees were asked what they needed further support with and this was help with identifying job vacancies, CV writing; and application form completion. This information will be used to inform the content of future sessions.
- 4.7 The Area Support Team and partners have developed **employability hubs** providing employment advice and training hubs in two of our most deprived neighbourhoods, based at New Wortley Community Centre and Fairfields Community Centre. The following services are working collaboratively through the hub to meet local needs, IGEN, Housing Leeds, Leeds City College, Bramley and Castleton Children's Centres and Jobshops. This provision has been brought together under a '**Job Squad**' branding. Promotional materials have been developed to highlight the support on offer, the provision supports those looking to enhance their skill set through to those that are 'job ready'.
- 4.8 Specifically in West North West a key barrier for local people is acquiring the right skill sets and qualifications to meet employer needs. **Locality learning** is a key focus of work for the partnership, where barriers can include travelling, child care and confidence. The Area Support Team and partners are working with Ingeus Skills to explore opportunities to run local accredited learning programmes in areas of need. In addition to this exploratory work is underway to look at linking this learning opportunity to support local people in areas of business development and growth. The Area Support Team and partners are also working to pilot taster learning sessions with the Cardigan Centre in Little London and Bramley.

Matching learning to employment opportunities has been a critical factor in trying to support local people into employment.

- 4.9 The Area Support Team have been working to initiate new collaborative working arrangements to address **employment and health and well-being** objectives. A pilot project involving employability outreach services and a GP practice is being developed. The aim being to bring GP professionals together with employability partners to provide a pathway for patients to access services in areas of deprivation. Further work is underway to connect GPs, the Clinical Commissioning Group and Public Health managers together with the Department of Work and Pensions, the Work Programme providers and cluster groups to support collaborative working at the locality level.
- 4.10 The **Leeds Get Active programme** is underway; the project will support healthier lifestyle choices by reducing the barriers to participation in physical activity. The offer in leisure centres will typically be one free hour every day (off peak) with an additional hour per day for four leisure centres that serve the most deprived areas of the city, namely, John Charles Centre for Sport, Armley, Fearnville and Middleton Leisure centres. Activities will include gym and swim sessions. In Armley there is one hour of swimming and one hour of gym available each day. In Bramley there is one hour of gym Monday to Friday. There will be free multi-sport community offer in most deprived 20% areas of Leeds. The aim being to create a more supportive and welcoming environment at our leisure centres. Work is underway to ensure that systematic links with employability organisations are in place.
- 4.11 Funding has been secured through the Clinical Commissioning Group to commission two retention officers to work in inner west through GP surgeries to work with employers and unions to help individuals stay in work. The city wide model has already been 85-95% successful.
- 4.12 From early November 2013 the Library Service introduced an information mobile with computers, free internet access and a confidential area for private interviews. They are offering this resource to other organisations and colleagues to use if they need to get out into local communities and reach isolated people. The Area Support Team are currently working with BARCA and IGEN to utilise this facility in the Wythers neighbourhood.

5. Corporate Considerations

5.1 Consultation and Engagement

- 5.1.1. The service consults widely with service users and stakeholders to inform, review and further develop provision. The service is subject to external inspection to maintain Matrix accreditation for Information, Advice and Guidance services and OFSTED for all publicly funded training provision. The recently agreed Area Committee lead member brief provides a framework to share information and intelligence on a regular basis to inform and respond to Area Committee priorities.

5.2 Equality and Diversity / Cohesion and Integration

- 5.2.1 Evidence from the last recession and the current data indicates that increased unemployment has disproportionately impacted on inner city neighbourhoods with the highest levels of claimants. Targeted support to enable those individuals seeking to improve their skills and secure paid work will reduce their benefit claim period, help them to develop the skills to secure, stay and progress in work and improve their lives.
- 5.2.2 Equality Impact Assessment screening was undertaken to support the development and implementation of the programmes of activity commissioned by the service. Data relating to service users will be captured and monitored and activity plans reviewed to ensure the needs of equality groups are met to access these services.

5.3. Council Policies and City Priorities

- 5.3.1 The information contained in this report contributes towards the achievement of the objectives set out in the Best Council Plan 2013-17, namely 'promoting sustainable and inclusive economic growth by improving the economic wellbeing of local people and businesses' with a specific focus on helping people into jobs and tackling poverty.

5.4. Resources and value for money

- 5.4.1 There are no specific decisions arising from this report. Expenditure on existing programmes delivered by the Council referenced in this report was taken in accordance with the Council's financial and decision-making policies and procedures.

5.5. Legal Implications, Access to Information and Call In

- 5.5.1 There are no legal implications arising from this report. This report is not subject to Call In. The report is accessible to the public.

5.6. Risk Management

- 5.6.1 Existing programmes of delivery are supported by risk management plans which are reviewed on a regular basis.

6. Conclusions

- 6.1 In addition to the main service provision, the new initiatives developed over the last 12 months, there are now a number of new opportunities emerging as detailed in this report. The Area Committee may wish to consider the opportunity to review this activity and the outputs achieved to determine priorities for action and instruct the Area Support Team and the Employment and Skills service to develop and report back on a joint work programme overseen by the Area Committee Lead Member for Employment, Skills and Welfare to ensure that these benefit local residents.

- 6.2 In particular, the Area Committee may wish to comment on local skills needs to inform further tailored provision from the Community Learning programme, how job vacancies available through employment and skills obligations are promoted locally and local residents are engaged and supported to access these.
- 6.3 Given the large number of programmes and initiatives and the need for a more coherent and joined up approach, the Area Committee may wish to consider the establishment of an Employment and Skills Board, an approach which has successfully increased outcomes in other localities by bringing together a range of providers to align resources through collaborative working

7.0 Recommendations

- 7.1 The Area Committee is asked to:
- Contribute to shaping the priorities for action with the Area Committee Lead Member Employment, Skills and Welfare
 - Support a review of the existing strategic and operational partnership arrangements within the area for delivery of employment and skills priorities
 - Use these to feedback identified needs and inform future delivery through Community Learning and other models where appropriate
 - Receive the next annual headline report to include key outcomes and an evaluation of any revised arrangements

8.0 Background documents¹

- 8.1 There are no background documents.

¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.

Appendix 1a

Benefit Claimants by Ward and Area Committee 2013 - 16-24 JSA Claimants

	16-24 JSA Claimants December 2011	16-24 JSA Claimants December 2012	16-24 JSA Claimants December 2013	Rate %
Leeds (City Rate)	7230	6680	5025	4.3

Area/Ward	16-24 JSA Claimants December 2011	16-24 JSA Claimants December 2012	16-24 JSA Claimants December 2013	Rate %
WEST NORTH WEST	2625	2370	1770	5.3
Inner North West	985	880	620	1.6
Headingley	215	195	125	0.9
Hyde Park & Woodhouse	300	240	165	1.2
Kirkstall	305	330	210	3.8
Weetwood	165	115	120	2.3
Outer North West	335	260	200	2.5
Adel & Wharfedale	60	50	50	3.1
Guiseley & Rawdon	120	85	75	3.8
Horsforth	65	70	40	1.8
Otley & Yeadon	90	55	35	1.7
Inner West	680	675	525	9.2
Armley	405	405	300	9
Bramley & Stanningley	275	270	225	9.4

Outer West	625	555	425	6.1
Calverley & Farsley	120	105	90	4.3
Farnley & Wortley	335	285	230	8.6
Pudsey	170	165	105	4.8
EAST NORTH EAST	2240	2080	1755	7.6
Inner North East	555	525	370	4.9
Chapel Allerton	295	280	200	6.4
Moortown	130	110	80	3.6
Roundhay	130	135	90	4.1
Outer North East	205	150	140	2.6
Alwoodley	110	90	90	4.2
Harewood	55	40	30	2.1
Wetherby	40	20	20	1.1
Inner East	1480	1405	1245	12.2
Burmantofts & Richmond Hill	520	510	460	12.8
Gipton & Harehills	510	505	465	12.4
Killingbeck & Seacroft	450	390	320	11
SOUTH EAST	2340	2175	1510	2.6
Inner South	1165	1100	805	4.9
City & Hunslet	400	385	290	2.8
Beeston & Holbeck	315	255	200	7.4
Middleton Park	450	460	315	9.5
Outer South	565	480	315	3.8
Ardley & Robin Hood	160	115	70	3.1
Morley North	120	115	65	3.2
Morley South	160	135	90	4.2
Rothwell	125	115	90	4.8
Outer East	610	595	390	4.5
Cross Gates & Whinmoor	215	215	145	6.2
Garforth & Swillington	100	70	45	2.3
Kippax & Methley	110	115	55	2.7
Temple Newsam	185	195	145	6.1

Appendix 1b

Benefit Claimants by Ward and Area Committee 2013 - 16-64 JSA Claimants

	16-64 JSA Claimants December 2011	16-64 JSA Claimants December 2012	16-64 JSA Claimants December 2013	Rate %
Leeds (City Rate)	24145	24245	19755	3.9

Area/Ward	16-64 JSA Claimants December 2011	16-64 JSA Claimants December 2012	16-64 JSA Claimants December 2013	Rate %
WEST NORTH WEST	8410	8360	6715	4
Inner North West	3050	2985	2385	3.2
Headingley	545	485	430	2.3
Hyde Park & Woodhouse	945	940	765	3.4
Kirkstall	1000	1035	765	4.7
Weetwood	560	525	425	2.7
Outer North West	1135	1025	800	1.5
Adel & Wharfedale	225	205	195	1.7
Guiseley & Rawdon	320	310	235	1.6
Horsforth	290	275	190	1.4
Otley & Yeadon	300	235	180	1.3
Inner West	2265	2420	1965	6.2
Armley	1330	1440	1155	6.5
Bramley & Stanningley	935	980	810	5.7

Outer West	1960	1930	1565	3.5
Calverley & Farsley	390	390	320	2.1
Farnley & Wortley	1040	1005	825	5.2
Pudsey	530	535	420	2.9
EAST NORTH EAST	7880	8025	6905	5.2
Inner North East	2010	2000	1605	3.5
Chapel Allerton	1095	1115	935	5.7
Moortown	450	435	315	2.1
Roundhay	465	450	355	2.5
Outer North East	750	695	520	1.4
Alwoodley	405	365	320	2.2
Harewood	175	165	100	0.9
Wetherby	170	165	100	0.8
Inner East	5120	5330	4780	9.9
Burmantofts & Richmond Hill	2040	2050	1915	11.5
Gipton & Harehills	1780	1915	1790	10.6
Killingbeck & Seacroft	1300	1365	1075	7.2
SOUTH EAST	7845	7925	6100	3
Inner South	4180	4215	3430	5.8
City & Hunslet	1495	1535	1290	4.7
Beeston & Holbeck	1255	1200	1065	7.3
Middleton Park	1430	1480	1075	6.4
Outer South	1830	1840	1305	2.3
Ardsley & Robin Hood	430	400	260	1.7
Morley North	450	410	290	2
Morley South	570	590	450	3.1
Rothwell	380	440	305	2.4
Outer East	1835	1870	1365	2.6
Cross Gates & Whinmoor	655	615	455	3.3
Garforth & Swillington	260	255	185	1.5
Kippax & Methley	340	365	230	1.7
Temple Newsam	580	635	495	3.7

Appendix 1c

Benefit Claimants by Ward and Area Committee 2013 - 16-64 Out of Work Benefits

	16-64 Out of Work Benefits February 2011	16-64 Out of Work Benefits February 2012	16-64 Out of Work Benefits February 2013	Rate %
Leeds (City Rate)	64650	66220	64510	12.8

Area/Ward	16-64 Out of Work Benefits Feb 2011	16-64 Out of Work Benefits Feb 2012	16-64 Out of Work Benefits February 2013	Rate %
WEST NORTH WEST	22195	22680	21980	10.8
Inner North West	7430	7405	7260	9.9
Headingley	1125	1055	1080	5.7
Hyde Park & Woodhouse	2310	2345	2300	10.3
Kirkstall	2450	2490	2450	15.1
Weetwood	1545	1515	1430	8.9
Outer North West	3615	3625	3340	6.2
Adel & Wharfedale	695	670	575	4.9
Guiseley & Rawdon	1105	1130	1110	7.8
Horsforth	895	840	830	6.0
Otley & Yeadon	920	985	825	6.0
Inner West	5730	6085	6030	18.9
Armley	3195	3365	3360	19.0
Bramley & Stanningley	2535	2720	2670	18.9

Outer West	5420	5565	5350	11.9
Calverley & Farsley	1130	1110	1110	7.5
Farnley & Wortley	2770	2885	2775	17.5
Pudsey	1520	1570	1465	10.3
EAST NORTH EAST	20700	21150	20810	15.8
Inner North East	5475	5525	5415	11.8
Chapel Allerton	2690	2780	2780	17.0
Moortown	1365	1350	1330	8.9
Roundhay	1420	1395	1305	9.1
Outer North East	2430	2415	2310	6.2
Alwoodley	1270	1295	1210	8.4
Harewood	505	495	490	4.5
Wetherby	655	625	610	5.0
Inner East	12795	13210	13085	27.0
Burmantofts & Richmond Hill	5065	5205	5150	30.9
Gipton & Harehills	4140	4330	4310	25.6
Killingbeck & Seacroft	3590	3675	3625	24.3
SOUTH EAST	21840	22430	21815	12.9
Inner South	10165	10515	10270	17.5
City & Hunslet	3465	3505	3495	12.7
Beeston & Holbeck	2910	3045	2995	20.6
Middleton Park	3790	3965	3780	22.5
Outer South	5710	5860	5730	10.1
Ardsley & Robin Hood	1345	1405	1340	9.0
Morley North	1270	1290	1250	8.4
Morley South	1270	1290	1250	8.4
Rothwell	1405	1425	1415	11.1
Outer East	5965	6055	5815	11.0
Cross Gates & Whinmoor	1910	1940	1935	14.0
Garforth & Swillington	930	985	925	7.6
Kippax & Methley	1310	1290	1215	9.1
Temple Newsam	1815	1840	1740	12.9

Employment and Skills Service Performance Information by Ward and Area Committee 2013/14 Q1 and Q2

Key : **Starts** – new residents accessing the service; **Jobs** – number of residents supported into employment; **Qualifications** – number of residents obtaining a qualification through Community Learning / Adult Skills; **Improved Skills** – number of residents completing a course and evidencing improved skills (through completing agreed learning plan objectives and producing supporting evidence eg an appropriate CV, covering letter, navigating on line vacancy sites etc)

	Starts	Jobs	Qualifications	Improved Skills
Service 2012/13	13,323	3,079	716	1,107
Service 2013/14 Qtr1 & 2	11,850	1,876	377	6,054
West North West	2408	481	118	1965
Inner North West	707	221	50	984
Headingley	106	41	8	192
Hyde Park & Woodhouse	252	82	30	348
Kirkstall	149	68	9	271
Weetwood	200	30	3	173
Outer North West	322	36	16	230
Adel & Wharfedale	93	9	1	62
Guiseley & Rawdon	55	6	0	42
Horsforth	124	15	11	91
Otley & Yeadon	50	6	4	35
Inner West	719	116	14	377
Armley	507	81	8	233
Bramley & Stanningley	212	35	6	144
Outer West	660	108	38	374
Calverley & Farsley	123	7	17	81
Farnley & Wortley	398	83	19	185
Pudsey	139	18	2	108

	Starts	Jobs	Qualifications	Improved Skills
South East	3760	618	134	1572
Outer East	829	46	27	611
Cross Gates & Whinmoor	267	21	27	191
Garforth & Swillington	119	3	0	103
Kippax & Methley	115	4	0	101
Temple Newsam	328	18	0	216
Inner South	2389	505	70	682
Beeston & Holbeck	634	120	32	229
City & Hunslet	997	177	19	257
Middleton Park	758	208	19	196
Outer South	542	67	37	279
Ardsley & Robin Hood	111	19	13	55
Morley North	129	21	11	67
Morley South	144	7	8	67
Rothwell	158	20	5	90

East North East	4419	670	109	2332
Inner East	3312	394	78	1242
Burmantofts & Richmond Hill	1546	164	12	443
Gipton & Harehills	1339	167	30	500
Killingbeck & Seacroft	427	63	36	299
Inner North East	708	232	24	779
Chapel Allerton	392	135	5	349
Moortown	187	43	7	189
Roundhay	129	54	12	241
Outer North East	399	44	7	311
Alwoodley	256	38	1	182
Harewood	100	1	0	97
Wetherby	43	5	6	32

Employment and Skills Obligations delivered by Ward

June 2012 – December 2013

Wards	People into Jobs	Jobs Safeguarded	People into Apprenticeships	Apprentices safeguarded	Total by Wards	%
Adel and Wharfedale	14	2	0	0	16	1.24%
Alwoodley	14	5	0	0	19	1.47%
Ardley and Robin Hood	10	1	3	2	16	1.24%
Armley	36	1	1	1	39	3.02%
Beeston and Holbeck	32	27	1	1	61	4.73%
Bramley and Stanningley	31	6	0	2	39	3.02%
Burmantofts and Richmond	39	11	0	0	50	3.88%
Calverley and Farsley	16	0	0	3	19	1.47%
Chapel Allerton	26	5	1	1	33	2.56%
City and Hunslet	69	44	2	0	115	8.91%
Cross Gates and Whinmoor	23	9	4	1	37	2.87%
Farnley and Wortley	30	11	1	1	43	3.33%
Garforth and Swillington	10	41	0	1	52	4.03%
Gipton and Harehills	34	1	0	0	35	2.71%
Guiseley and Rawdon	58	7	0	1	66	5.12%
Harewood	8	3	0	0	11	0.85%
Headingley	32	21	0	1	54	4.19%
Horsforth	15	9	0	0	24	1.86%
Hyde Park and Woodhouse	46	0	0	0	46	3.57%
Killingbeck and Seacroft	33	5	1	0	39	3.02%
Kippax and Methley	14	4	0	0	18	1.40%
Kirkstall	41	24	0	2	67	5.19%
Middleton Park	70	5	5	0	80	6.20%
Moortown	27	0	0	1	28	2.17%
Morley North	11	26	0	1	38	2.95%
Morley South	12	1	2	1	16	1.24%
Otley and Yeadon	32	3	0	3	38	2.95%
Pudsey	19	15	0	2	36	2.79%
Rothwell	16	11	1	2	30	2.33%
Roundhay	19	0	0	0	19	1.47%
Temple Newsam	12	1	1	2	16	1.24%
Weetwood	15	18	1	1	35	2.71%
Wetherby	1	51	2	1	55	4.26%
Totals	865	368	26	31	1290	100%

Apprenticeship Starts by Sector by Parliamentary Constituency 2012/13

Apprenticeship Starts 2012/13	Agriculture, Horticulture and Animal Care	Arts, Media and Publishing	Business, Administration and Law	Construction, Planning and the Built Environment	Education and Training	Engineering and Manufacturing Technologies	Health, Public Services and Care	Information and Communication Technology	Languages, Literature and Culture	Leisure, Travel and Tourism	Preparation for Life and Work	Retail and Commercial Enterprise	Science and Maths	Unknown	Total
Parliamentary Constituency															
Elmet and Rothwell	10	-	280	30	-	130	170	30	-	20	-	160	-	-	840
Leeds Central	10	-	410	30	-	110	280	10	-	20	-	290	-	-	1,160
Leeds East	10	-	350	40	-	100	270	20	-	20	-	170	-	-	990
Leeds North East	-	-	210	10	-	40	140	10	-	10	-	120	-	-	540
Leeds North West	10	-	160	30	-	60	100	-	-	10	-	120	-	-	490
Leeds West	-	-	370	20	10	140	250	10	-	20	-	240	-	-	1,060
Morley and Outwood	10	-	390	40	-	130	170	30	-	30	-	200	-	-	1,000
Pudsey	10	-	290	20	10	110	160	20	-	20	-	170	-	-	810
															6,890