

Report of Chief Officer Employment and Skills

Report to Inner East Area Committee

Date: 1st December 2011

Subject: Employment and skills services and opportunities

Are specific electoral Wards affected?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If relevant, name(s) of Ward(s): Burmantofts and Richmond Hill Harehills and Gipton, Killingbeck and Seacroft		
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?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, Access to Information Procedure Rule number: Appendix number:		

Summary of main issues

1. The wards in Inner East Leeds have a higher than average out-of-work claimant rate in comparison to the city average and individuals seeking work will face a very competitive labour market. The report details the support currently available and how individuals can access this.
2. There report highlights work with businesses and employers to recruit locally and highlights the significant investments being made in new developments with a significant number of new job opportunities at all skill levels.

Recommendations

1. Members are asked to comment on and note the contents of this report.

1 Purpose of this report

- 1.1 The report provides information on the current level of working age claimants in the wards that fall within the remit of the Inner East Area Committee.
- 1.2 The report provides information on the employment and training opportunities available to local people and how they can access these.
- 1.3 The report also identifies how the service works with businesses and employers in the city to identify current opportunities and potential future employment opportunities.

2 Background information

- 2.1 In September 2011, there were 23,949 Jobseeker Allowance (JSA) claimants in Leeds, 4.3% of the working age population. The claimant rate more than doubled as a result of the recession and the claimant rate for Leeds remains higher than the national average at 3.8%.
- 2.2 Evidence from the last recession and the current data indicates that increased unemployment 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. In September 2011, there were 7,184 JSA claimants aged 18-24 years (30% of claimants) and in August 1,443 (8.9%) of young people aged 16-19 years identified as NEET.
- 2.3 The latest available data for other claimants shows that in total there were 64,650 benefit claimants of working age in Leeds in February 2011. These included 30,840 Employment Support Allowance or Incapacity Benefit claimants (5.6%) and 8,260 lone parents in receipt of Income Support (1.5%). These claimants are likely to be further away from the labour market than JSA claimants who are actively seeking work.

3 Working age claimants in Inner East Leeds

- 3.1 The maps at Appendix 1 show the different rates of claimants by type of out-of-work benefit across the communities of Inner East Leeds.
- 3.2 In September 2011, there were 4,885 (9.1%) JSA claimants in the Inner East wards. The localities with the highest concentration of claimants are:
 - Foundry Mill Terr/ Brooklands count 126, rate 14.8% (Killingbeck & Seacroft)
 - Foundry's /Thorn Drive / North Farm Road/ Amberton Approach count 142, rate 14.3% (Gipton & Harehills)
 - Haselwoods/ Rigtons, count 140, rate 13.7% (Burmantofts & Richmond Hill)
 - Spencer Place/ Bankside St, Shepherds Lane count 141, rate 13.5%, (Gipton & Harehills)

- Lincoln Green, count 252, rate 13.2% (Burmantofts & Richmond Hill).

3.3 In February 2011, there were 5,425 (10.1%) Employment Allowance or Incapacity Benefit claimants in the Inner East wards compared. The localities with the highest rates of claimants were:

- Eastdeans / Seacroft Cres/ Hansbys, count 160, rate 18.4% (Killingbeck & Seacroft)
- Haselwoods/ Rigtons, count 165, rate 16.2% (Burmantofts & Richmond Hill)
- Kentmere Ave/ North Parkway/Easdale Cres, count 155, rate 16.2% (Killingbeck & Seacroft)
- Cross Green Lane/ Easy Road / Dial St, Dent St, count 160, rate 15.4% (Burmantofts & Richmond Hill)
- Glenthorpes / Gargrave Place / Brignall Garth / Middleton Ave', count 180, rate 15.4% (Burmantofts & Richmond Hill).

3.4 In February 2011, there were 2,085 (3.9%) Lone Parents claiming Income Support in the Inner East wards. The localities with the highest levels of claimants were:

- Foundry Mill Drive / Hawkshead Cres / Alston Lane, count 85, rate 8.8% (Killingbeck & Seacroft)
- Tarnside Drive/ Foundry Mill Street/ South Parkway, count 60, rate 8.4% (Killingbeck & Seacroft)
- Torres, count 75, rate 6.8% (Burmantofts & Richmond Hill)
- Boggart Hill, count 60, rate 6.8% (Killingbeck & Seacroft)
- Clifton Nowells, count 85, rate 6.4% (Burmantofts & Richmond Hill).

4 Employment and Skills Support

4.1 Jobcentre Plus is the key agency charged by Government with supporting individuals in receipt of out-of-work benefits to return to employment. The Government's welfare reforms include the introduction of a single universal benefit from 2013; the introduction of Getting Britain Working Measures now being delivered by Jobcentre Plus; and the Work Programme commissioned through DWP.

4.2 All new benefit claimants will be assessed by Jobcentre Plus advisers who will ensure that support is personalised to meet the needs of the individual. The Get Britain Working measures will support this by providing;-

- Work Clubs - to encourage people to share skills and experience
- Work Together - a way of developing skills through volunteering
- Work Experience - to give people practical, recognizable experience

- Enterprise Allowance - to encourage people into self-employment through greater support and financial help
- Service Academies – launched this summer, linking work experience with tailored skills training for unemployed people of all ages
- Mandatory Work Activity – targeted to those who continually fail to demonstrate acceptable job search activity

At a specific point in their claim, if individuals have not secured employment they will be referred to the Work Programme. The referral will depend on the type of claimant and will be at any point from 3 to 12 months of their claim. Work Programme providers in West Yorkshire are BEST Training and Ingeus Deloitte and delivery commenced in June 2011. They have been given the freedom to develop support based on customer need and will be paid on results with greater rewards linked with those furthest away from the labour market.

4.3 Activity undertaken by the Council is targeted and complementary to the above provision to make best use of limited public resources. This includes the direct delivery and commissioning of adult employment and skills activity including outreach work, employability skills training and brokerage of job and apprenticeship opportunities.

4.4 For individuals seeking work the service provides a network of Jobshops. Jobshops located within reach of communities in Inner East Leeds include those provided at the Compton Centre, the Reginald Centre and the Great George Street One Stop Centre in the city centre and Jobshop sessions at Seacroft One Stop Centre. Customers accessing these services can speak in confidence on a one to one basis with a fully trained adviser who can help them assess their individual skills, interests and needs as well as help them resolve any barriers to work by providing the necessary tools to move forward. Individuals can self-serve or be supported and advised in their search for work. Individuals can access:-

- help with preparing or updating a curriculum vitae (CV)
- support with completing application forms
- help with interview skills
- internet access for jobsearch
- the latest information on job vacancies
- information on skills training
- information and contact details on a range of employment and skills services commissioned by the Council or delivered by other local providers.

4.5 In addition to the above, the service commissions activity from learning providers, commercial and third sector organisations to deliver the Adult Learning and Neighbourhood Learning programmes, construction skills training and employability and apprenticeship programmes for all ages but with a particular focus on young people. The service also works in conjunction with the Human Resources service to deliver the corporate Apprenticeship scheme Work4Leeds and other opportunities within the Council. Information on the above programmes and vacancies notified through the Employment Leeds team can be accessed by individuals through the Jobshops. Contact details are provided at Appendix 2.

- 4.6 There have been a number of changes in provision following the Government's review of the national skills strategy and the changes introduced under welfare reforms. The service is currently drawing up a directory of provision that will detail employment and skills support offered by a range of agencies and providers to ensure staff can appropriately link and signpost individuals to a wide range of opportunities. Members and the Area team will be provided with copies once this has been completed.

5 Labour market opportunities

- 5.1 The Employment and Skills service has established Employment Leeds, an initiative to improve employer engagement. This brings together services and partner agencies to provide a single point of contact for employers and a more coherent offer to skills training and employment support services.
- 5.2 The Employment Leeds team works with partner agencies in the City to provide training and recruitment services to businesses located in Leeds and those wishing to expand or relocate to Leeds and link job ready individuals registered with the service to these vacancies. The team supports businesses to run information sessions and recruitment centres in local communities, source local providers for pre-employment and customised training to meet their specific needs.
- 5.3 The team already work with a number of the large employers in the East Leeds including Leeds Teaching Hospital Trust, Spire Hospital, Moores Furniture Group, Communisis, Hesco Bastion, William Cook, Adsa, Tesco, Arcadia Retail Services covering a wide range of job types in health and care; engineering and manufacturing; printing; food and drink; and retail.
- 5.4 The Employment Leeds team is currently supporting the delivery of employment and skills and supply chain obligations on a number of high value contracts and S106 Planning Agreements where these requirements had been introduced by the Procurement and Planning services. These include the Leeds Arena, PFI schemes for Housing and Waste and a number of retail developments across the city. Scrutiny Board is currently undertaking an inquiry to consider how this approach can be strengthened to ensure opportunities are maximised whenever possible.
- 5.5 Where obligations are placed on developers and their site end users and contractors, the service will agree an Employment and Skills plan with them which details the employment profile i.e. the number and type of job/ training opportunities against a timescale for recruitment and delivery. This enables the service to work with local partner agencies to provide skills training and or customised programmes to support individuals and businesses to access these opportunities.
- 5.6 There are a number of existing and planned major development and regeneration schemes where the developers and site users have a relationship with the City Council. The Employment Leeds Team will support work to provide training and employment opportunities for local people during construction and on completion of the schemes:-
- Trinity Leeds, due for completion by Spring 2013 and expected to create 3,000 retail and leisure jobs. 65% of the scheme is now pre-let.

- Leeds Arena, work is progressing on the £60m entertainment venue which is expected to create over 450 jobs, including up to 60 apprentices
- Eastgate Quarter, a new outline planning application has been approved and the council has signed a revised development agreement to take the £600m scheme forward. Between 4,000 and 5,000 retail and catering jobs are expected to be created
- Tesco is currently investing £75m in progressing three new supermarket schemes in Beeston, Kirkstall and Wortley which could create up to 1,000 jobs.
- The new Enterprise Zone serving Leeds City Region was recently announced as part of the Aire Valley Leeds regeneration programme. This is projected to contribute £550m to the local economy and to create 9,500 jobs up to 2015, adding to the already significant economic growth prospects in the Aire Valley.

6 Corporate Considerations

6.1 Consultation and Engagement

- 6.1.1 Consultation and engagement with a wide range of stakeholders is an integral part of the work to review and shape service provision including the provision of commissioned activity. This includes feedback from Jobshop customers, participants on programmes and engagement with businesses and employers to ensure activity continues to meet the business needs of the Council and the City.

6.2 Equality and Diversity / Cohesion and Integration

- 6.2.1 There are 64,650 benefit claimants of working age in Leeds including 23,980 who are actively seeking work of which 7,194 were aged between 18-24 years. Evidence from the last recession and the current data indicates that increased unemployment has disproportionately impacted on those neighbourhoods with the highest levels of claimants and young people with limited or no experience of work. Targeted support to enable those seeking skills training and paid work is provided by working in partnership with Jobcentre Plus, directly through jobshops and through commissioned activity from other providers. Support is designed to reduce the benefit claim period, help local people develop the skills to secure, stay and progress in work and improve their lives.

6.3 Council Policies and City Priorities

- 6.3.1 The existing and planned service activity will contribute to the achievement of targets in both the Sustainable Economy and Culture Partnership and Children and Young People's City Priority Plans by increasing the skill levels of local people required by businesses in the City and by increasing the number of people in employment, apprenticeships and learning.

6.4 Resources and Value for Money

- 6.4.1 The current service delivery plans can be implemented within the Council's existing resources. Collaborative working with partner agencies and businesses to ensure that added value is obtained from existing programmes and activity is a continuing requirement. Any proposals to introduce new initiatives and programmes would

need to be developed in the context of prevailing economic conditions; the strength of targeted sectors within the economy; the strength of the provider market; and the need to balance any gains with the requirement to demonstrate value for money and secure efficiencies.

6.5 Legal Implications, Access to Information and Call In

6.5.1 There are no legal implications arising from the matters detailed in this report.

6.6 Risk Management

6.6.1 There are no risk management issues arising from the matters included within this report.

7 Conclusions

7.1 The wards in Inner East Leeds have a higher than average out-of-work claimant rate in comparison to the city average and individuals seeking work will face a very competitive labour market. However, there are significant investments being made in new developments with a significant number of new job opportunities at all skill levels.

7.2 It is imperative that jobseekers are equipped with the right skills to take advantage of these new opportunities and that they take advantage of the provision that is made available through Jobcentre Plus, the Council and its partners.

7.3 Area Committee members may wish to consider how locally networked individuals and organisations can support work to communicate and raise awareness of these opportunities and align activity to support individuals to access the current and future opportunities.

8 Recommendations

8.1 Members of the Inner East Area Committee are asked to note and comment on the content of the report.

9 Background documents

9.1 There are no background documents.

Employment and Skills Service Contacts

Jobshop @ City Centre One Stop

Ground Floor, 2 Great George Street, Leeds LS2 8BA

Telephone: ring **0113 2476937** for more information or drop-in

Open: Monday to Thursday 9.00am - 4.00pm and Friday 9.30am – 4.00pm

Jobshop @ The Reginald Centre

263 Chapeltown Road, Leeds LS7 3EX

Telephone: ring **0113 3367649** for more information or drop-in

Open: Monday to Friday 9.00am – 4.00pm

Jobshop @ The Compton Centre

Harehills Lane, Leeds LS9 7BG

Telephone: ring **0113 3367822** for more information or drop-in

Open: Monday to Friday 9.00am - 4.00pm

Jobshop Session @ Seacroft Green

North Seacroft Joint Service Centre, Unit 8 Seacroft Green, Leeds LS14 6PA

Drop-in only

Open: Monday 9.00am - 4.00pm

Employment Leeds

Employment and Skills service, Leeds City Council

Merrion House

Leeds LS1 8BB

Telephone: **0113 2475862**

E-mail: employmentleeds@leeds.gov.uk