

A Skilled, Working Economy

Outcome Sponsor – David Owen

Outcome Lead – Ahmed Goga

Priority Outcome: A Skilled and Working Economy – To maximise the potential of the people of Gloucestershire by developing skills and talent, minimising unemployment and increasing the proportion of high value productive jobs within the County

Why is this a priority? Gloucestershire needs to be a place, which recognises that every single individual has talent and can develop; where people have aspirations and build knowledge through education and experience; that attracts and retains smart people and creates opportunities for skilled people to develop and apply what they know; and which recognises the value of its young people and retains them to grow the economy of the future. Skills and knowledge are key drivers of economic growth and Gloucestershire must maximise its potential by providing jobs that develop people’s self respect and morale and also enable them, themselves and their families to have a reasonable life style, whilst full employment is essential to support a productive economy.

Where do we want to be in three years time? By March 2013 Gloucestershire needs to have:

- Higher and Further Education provision, which employers value, promote and utilise to meet their business needs.
- A robust and integrated Employment & Skills Strategic Plan led by employers that guides investment in the County and builds on the model developed under the Gloucester Works programme
- Retained its position of having one of the lowest UK rates of 16-19 year olds who are Not in Employment, Education or Training (NEET).
- Increased the number of employers who recognise and implement workforce and succession planning measures in their Business Plans
- Contributed to the ‘Narrowing the Gap’ agenda by reducing worklessness and supporting people to progress into sustainable employment.

What we will do this year

Improvement Activity	Planned Benefits	Key Resources	Dates	Lead	Partners
Employment and Skills Board – The development of a Strategic Plan and three year investment profile.	Clear scope, breadth and inclusivity in the plan development process Increased employer ownership and involvement A forward funding strategy Capacity and evolution of the Board	SWRIEP £34k GFirst staff time + £6k	Completion September 2010	GFirst – Ahmed Goga Shared Intelligence	Skills & Employment Board
14-19 – Ensure collaboration with 14-19 education provision and adult skills agenda	Improved co-ordination between GCC (14-19 unit) and National Apprenticeship Service Industry contacts in Gloucestershire First used effectively to increase the number of apprenticeships in the County, particularly in the key sectors of the economy	GFirst Staff time	Start September 2010	GFirst – Ahmed Goga	GCC (14-19 unit) (CYP) NAS

<p>Project NEXUS/ University Enterprise Strategy – support the implementation of these significant projects and continue to develop other relevant initiatives to meet employer needs in HE/FE provision</p>	<p>Additional co-funded students involved in the project</p> <p>Increased awareness of joint vocational centre in Gloucester</p> <p>Pilot projects developed and lessons learned</p> <p>A culture of enterprise developed for students, business and university staff. Enabling businesses to flourish in a rapidly-changing economy through partnership with university expertise.</p> <p><i>Cf: further partnership development with key HE/FE providers</i></p>	<p>NEXUS – £600k funded by HEFCE</p> <p>Enterprise Strategy</p>	<p>Review April 2011</p>	<p>Nexus – Mary Mahoney</p>	<p>ESAP</p> <p>Employers/ Businesses, UWE, Glos College</p>
<p>Gloucester Works Programme – Successful delivery of the programme and plan for the development of its Forward Strategy</p>	<p>Number of people to have been engaged on programme – 3000</p> <p>Number of people accessing employment support, personal development and guidance – 2100</p> <p>Number of people assisted with skills development – 2676</p> <p>Number of people gaining formal qualifications – 1366</p> <p>Number of people progressing into employment – 750</p> <p>Number of employers directly assisted with vacancy support, workforce planning and skills development measures – 1100</p>	<p>£1.2million (RDA/ESF)</p>	<p>Review Sept 2011</p>	<p>GFirst-(Ahmed Goga)</p>	<p>Glos City Council. SWRDA. GCC</p> <p>ESAP</p>
<p>Youth Unemployment – Utilise the full range of interventions and support activities to reduce youth unemployment.</p> <ul style="list-style-type: none"> - Future Jobs fund – 135 - Graduate Challenge – 120 placements - Graduate Guarantee – effective delivery 	<p>Number who are NEET in Gloucestershire as close to realistic minimum of 3.5%</p>	<p>Future Jobs Fund – £850k</p> <p>Graduate Challenge – £300k</p>	<p>Start April 2010</p>	<p>GFirst – Ahmed Goga</p>	<p>ESAP</p> <p>Uni</p> <p>JCP, DWP</p> <p>Connexions</p> <p>GCC – CYP</p>
<p>Employer Engagement – Utilise intelligence from the Investor Support Programme to inform future workforce planning</p>	<p>A more effective Inward Investor Programme, which increases the number of Foreign businesses based in the County and creates jobs in line with need.</p>	<p>GFirst staff time</p>	<p>Relaunch Oct 2010</p>	<p>GFirst – Jenny Pitcher</p>	<p>SWRDA</p> <p>Glos Businesses.</p>
<p>Skills Pledge – Increase the number of the County’s employers in the public and private sector signed up to the principal by 10%</p>	<p>An increase in businesses that are committed to increasing the skills of their workforce, succession plan and recruit locally</p>	<p>Funded by ‘Solutions for Business’</p>	<p>Review April 2011</p>	<p>BL</p>	<p>SFA</p>

<p>Employment Agreements – Develop and promote local employment agreements across key regeneration projects.</p>	<p>Employment in the private sector in the County increased with locally recruited employees and the majority of those working on the County's regeneration projects are recruited locally and reduce the numbers unemployed in County <i>Cf: JCS links – Gloucestershire Economy Joint Core Employment reference</i></p>	<p>GFirst – staff time District staff time</p>	<p>Review April 2011</p>	<p>Local Authorities</p>	<p>ESAP GHURC</p>
<p>Potential Workforce/ Worklessness (Narrowing the Gap) – In collaboration with the voluntary and community sector, increase and support the employment, skills and education opportunities in recognised disadvantaged areas.</p>	<p>Focus on the priority neighbourhoods with the highest levels of unemployment cf: GSSCP – Outcome 15 Increased co-ordination of Health, welfare and Housing services to support progression into skills and employment Increased employment Improved co-ordination of community engagement in targeted neighbourhoods through joint commissioning opportunities Children centres actively reducing child poverty in disadvantaged areas</p>	<p>GOSW £10k GFirst– staff time</p>	<p>Review April 2011</p>	<p>GFirst – (Ahmed Goga)</p>	<p>3rd Sector BL Skills Brokers, JCP GCC – Adult Ed – GSSCP</p>
<p>Public Sector Employment Partnership – Development of a co-ordinated approach to succession planning, shared services and joint skills procurement</p>	<p>Co-ordinated recruitment and staff deployment Increase in apprenticeship take up Facilitation of shared services</p>	<p>GFirst Staff time</p>	<p>Review April 2011</p>	<p>GFirst – Ahmed Goga</p>	<p>NHS Glos, Police, FE/HE provision, JCP, LAs</p>

How will we know what difference we have made?

Indicator	Baseline	Targets 2010/11	Lead Links
<p>Quantitative and qualitative performance measures, illustrating the strategic nature of the range of activity reflected on the card, are identified where available and especially where consistent with LAA targets. Beyond this, the central Performance Management System (link), which sits behind the Plan, provides understanding of the broader effects of Partnership effort in this area. Key management information about the Partnership's achievements will be regularly reported directly to the Board, CSEB and principal funding partners whilst the system will be refined over the year with additional measures identified, where appropriate, in due course.</p> <p>NI 165 Proportion of population aged 19 – 64 for males and 19 – 59 for females qualified to at least Level 4 or higher</p>	<p>34.7% (Jan-Dec 2008)</p>	<p>35.3%</p>	
<p>NI 151 – Overall employment rate (working age)</p>	<p>77.6% (July 2008 to June 2009)</p>	<p>4.3% above GB average as at March 2011 (refreshed)</p>	<p>GFirst</p>
<p>N153 – Working age people claiming out of work benefits in the worst performing neighbourhoods</p>	<p>29.2% (Quarter 2 2009)</p>	<p>1.3% below England average as at Q4 2010/11 (Jan to March 2011) (refreshed)</p>	<p>GFirst</p>

LI10 Number of adults gaining NVQ 2 or equivalent qualification (Included here for reference due to time lag in reporting of data)	2936 2007/8 (Figures based on adults starting course academic year 2007/8 and successfully completed in that year)	2009/10 – unstretched 4250 in year, stretched 4450 in year	LSC
NI106 Young people from low income backgrounds progressing to higher education		27.0%	CYP

Resources:

Gloucestershire First staff time to monitor and implement various projects/initiatives is underpinned by an annual operational budget from GCC totalling £1.4m. Other significant sources of funding supporting activity featured in this card include:

RIEP – £34k to support the development of an Employment and Skills Plan

HEFC – £600k to support Project Nexus

SW RDA/ESF – £1.2m to support the Gloucester Works Programme

Future Jobs Fund – £850k to support youth employment initiatives

Note: funding streams may span more than one financial year

Key risks:

The Partnership's full risk register can be viewed at www.glosfirst.co.uk, however headline issues relating to the delivery of the range of Improvement Activity within this card, are considered to be as follows:

Not able to deliver projects on time – all projects have been asked to develop a project initiation document detailing activity, timings and staffing implications to contribute to efficient programme management.

Unable to secure sufficient resource to deliver Partnership priorities – proposed activity may have to be moved to Plan 'Gap Analysis' and external funding strategy reviewed by Gloucestershire First Senior Management Team and Economic Strategy Advisory Panel.

Related Documents and References

Local: Cheltenham Borough Council – creating a Lifelong Learning Group Action Plan with key stakeholders in Cheltenham (**Employment and Skills Plan**), support for the Graduate Challenge scheme and apprenticeships (**Youth Unemployment**) GCC 14/19 Unit links, Gloucestershire University – **Project Nexus, Gloucester Works; GSSCP Outcome 15,**

Regional/National: Skills Funding Agency – **National Skills Strategy**; HEFCE – **Strategic Plan 2006-2011 (Workforce Development Programme/Employer Engagement Projects)**; Department of Works and Pensions (DWP) – **Regional Framework, SW Regional Skills Plan and ESF 2007-2013 Co-Financing Plan for the SW Region**; Business Link – **Skills Pledge**