

North East Derbyshire District Council
Growth Scrutiny Committee - 5th April 2018
Employment and Skills Update

1. Background

- 1.1 The Housing and Economic Development Strategy 2015-2020 has 8 key strategic objectives. One of which is 'maximising employment, skills and training opportunities'.
- 1.2 To meet this objective the following actions were identified:
 - 1.2.1 To work with partners to upskill both local residents and the local workforce
 - 1.2.2 To work with partners to reduce unemployment through targeted initiatives
 - 1.2.3 Improved access to and support for apprenticeships

2. Progress

- 2.1 *Action – To work with partners to upskill both residents and the local workforce.*
 - 2.1.1 A North East Derbyshire District Skills Need Analysis in 2016 (Appendix 1) was developed to ascertain if there are gaps within the skills levels of north east Derbyshire for the priority sectors that were identified in the NEDDC Sector Analysis. The Sheffield City Region Labour Market Review 2015 was used as a baseline to undertake this research. There are clear skills gaps in levels 4 (HND, degrees) and upwards in all of the LEP priority sectors, which if not addressed will stop the growth of these sectors.
 - 2.1.1 A new Key Performance Indicator (EDU 05 - Work towards increasing NED NVQ level 4 and above qualifications % to be equal to or above the Derbyshire %) was introduced in June 2017 to focus on increasing level 4 skills levels. In June 2017, the baseline that was taken for Derbyshire % was at 33.1% and North East Derbyshire % was at 31.7%. This data is available from NOMIS which is updated on a yearly basis and forms the baseline upon which to monitor progress.
 - 2.1.2 There are an increased number of higher and degree level apprenticeships that are now being introduced as an alternative to going through the formal route of University. These higher and degree level apprenticeships are now available with the universities within Sheffield, Derby and Nottingham and are promoted through The News and Business News, plus via the NEDDC website. If sufficient numbers of residents take up these apprenticeships, then in time we can reach the KPI of 2.1.1.
 - 2.1.3 To support this KPI, a Higher and Degree Level Apprenticeship Marketplace will take place on the 30th April 2018 in Chambers 1 and 2, NEDDC offices from 1 pm

to 6 pm. Residents and businesses are invited to drop in at any time in the afternoon to talk to the Universities and Chesterfield College who are all having a market stand to promote their apprenticeship offer. The Careers Service are also having a marketstand to support adults in identifying careers and progression routes. This is a proactive approach to make the pathways and information more accessible and in one place. This is again being promoted using the News, Business News, social media and local business networks

2.1.4 Since the skills analysis was undertaken, data from the Department for Education – FE Data Library Apprenticeship Geography Tool in 2016/2017 shows that for residents aged 25 and over (Appendix 2) , NED has a significant increase in apprenticeship starts for both advanced apprenticeships (33.3%) and higher apprenticeships (40%). This is a positive trend not shared by most other local authorities and may be attributable to the work of the authority. Overall NED has the largest % increase in apprenticeship starts in the whole of Derbyshire. The council has been very pro-active in promoting and working with universities to promote their apprenticeship offers. We have promoted these offers for over 2 years in the News and more recently in the council's Business News. This now seems to have yielded some results.

2.2 *Action: To work with partners to reduce unemployment through targeted initiatives*

2.2.1 **Working Communities Project** provides 1-1 support for residents who are facing redundancy or are unemployed.

2.2.1.1 Outreach clinics are held in the community to make the service accessible to residents. Changes were made to where these clinics are held to accommodate the closure of the Clay Cross Job Centre. To retain a presence in Clay Cross, Mark Szadura, Community Employment Adviser now works in the Clay Cross Adult Education Centre on Mondays, his clinic in Staveley Job Centre has been moved to Thursday and he now has a clinic on Friday in Chesterfield Job Centre. This change to where the clinics are held has enabled better access to the service for residents across the district.

2.2.1.2 There are two KPIs to measure the success of the Working Communities Project. These are '20 people into work' and '60 people with pre-employment activities'. As at Dec 2017 – 57 people into work and 270 people supported with pre-employment activities. Activities have included supporting job centres with job fayres, preparing residents to apply for jobs with Aldi in Clay Cross. Mark has a current live caseload of 45 clients.

2.2.1.3 Redundancy support is provided for residents who are facing redundancy. The Working Communities Project works in partnership with DWP to support the employees of companies enter into administration.

2.2.1.4 The Working Communities Project is being developed further as part of a transformation review of the project (Appendix 3). The before and after state of the transformation project has been carried out. The branding was somewhat outdated and this is now being refreshed. A Welcome Pack is being developed so that the service looks more professional and an Individual Learning Plan is being introduced as a motivational tool for clients. Group sessions are also being developed where clients will have access to laptops and wi-fi. Some sessions are being planned to support residents to apply online with Universal Credit. Other sessions will include developing CVs and on line job applications. These changes to the project will modernise it, maintain its profile amongst partners and customers, ensure that it remains fit for purpose and high impact and helps support the corporate transformation themes of income maximisation, service re-design and business cost reduction.

2.2.2 **The Ambition Project** was funded with DWP Youth Contract Underspend monies to support 18-24 year old JSA claimants into employment.

2.2.2.1 This was a 2 year project which started delivery in January 2015 and ended in August 2017. An underspend has enabled the project to continue until 30/9/18 – called Project X – this is now a smaller project with its own targets.

2.2.2.2 This is delivered by NEDDC on behalf of Bolsover, Chesterfield, Derbyshire Dales and Bassetlaw.

2.2.2.3 Progress as at March 2018 for across the five local authority areas.

Ambition 01/01/2015 – 30/08/2017

SCR	Original Target	Actual To Date/ 30/08/17
Starts	279	409
Placements	130	134
4 weeks	112	141
Sustained 26w	70	80
Progressions	57	61

Project X 01/09/2017 - 31/09/2018

SCR	Original Target	Actual To Date 15/03/18
Placements	13	5

4 weeks in work	11	16
13 weeks in work	9	9
26w in work	5	1

2.2.3 **The Talent Match Project** is funded with Big Lottery funding. This is a SCR 5 year project that ends Dec 2018.

2.2.3.1 Support for 18-24 year olds who are 12+ month unemployed to include activities such as work ready activities including life coaching, mentoring, buddying, work experience.

2.2.3.2 This is delivered by DCC on behalf of Bolsover, North East Derbyshire, Chesterfield and Bassetlaw

2.2.3.3 Targets of 2,500 young people supported with pre-employment activities across SCR and a minimum of 20% going into employment/self employment across the SCR.

2.2.3.4 Progress as at March 2018 for NED

KPI	NED Cumulative Target to Dec 18	NED Cumulative Actual to Date
Employment/Enterprise		
Total securing employment	33	47
Total securing sustained employment (6 months +)	17	23
Total securing self employment/enterprise	1	2
Total sustained self employment/enterprise (12 months +)	1	1
Work Experience		
Total undertaking work placement	21	26
Training, Skills and Education		
Total undertaking basic skills training opportunities	19	37
Total into apprenticeships	0	3
Total completed apprenticeships	2	0
Total into formal education (accredited)	10	41
Volunteering		
Total undertaking volunteering	9	18
Total regularly undertaking volunteering (2 months +)	7	20
Young People Engagement		
Total who were previously classes as "hidden"	11	22
Total engaged	104	114

2.2.4 Employment conditions are included in all new major planning employment and housing sites (EDU 04 Service Plan). These vary from housing developments with 10 dwellings and can include a minimum of a health and safety talk with the local

primary school, labouring jobs being made available to local residents and career talks in secondary schools. An example of a larger development is the Avenue Development and an Employment and Skills Plan has been developed and partnership working with Kier and DCC is underway. A two School Challenge and CREST award with the schools is being organised (Appendix 4), to encourage previously disengaged students with STEM subjects. This will be further developed to include communities to look at worklessness.

2.2.5 Derbyshire Local integration Board.

- 2.2.5.1 With low levels of unemployment, high levels of vacancies, and changes to benefits with the introduction of Universal Credit, there is an increasing need to move more economically inactive individuals into the labour market. Many of these individuals will have multiple and complex needs, and traditional “silo” working of agencies does not progress these individuals into work successfully.
- 2.2.5.2 The establishment of a Derbyshire Local Integration Board is being developed to play a key role in creating streamlined and co-ordinated routes to sustainable work opportunities. It will bring together all of the key organisations who are providing support to residents with complex barriers, for example, debt advice, housing support, health etc. and there will be a multi-agency approach to resolving complex cases and supporting vulnerable people to stay in or move into work.
- 2.2.5.3 Derbyshire County Council are leading this work on the LIB as they have the majority of the services that are to be involved in the LIB, including mental health, social care, carers – all of which are delivered across the whole of Derbyshire. The LIB is being developed in partnership with NEDDC, Bolsover District Council, Chesterfield Borough Council and Derbyshire Dales District Council.
- 2.2.5.4 Experience from Manchester has shown that regular LIB meetings have brought together key partners to discuss client-level case conferencing and develop solutions that are personalised, tailored and sequenced appropriately for each individual. This collaborative approach has ensured that an integrated package of support is developed for each client, and sequenced and prioritised appropriately. Services across Greater Manchester now report working together more effectively towards a common goal, and adapting their offer to better meet the needs of clients. An additional benefit is that the LIB is able to see trends in the cases and potentially make systemic changes in delivery or guidance that can reduce future referrals.
- 2.2.5.5 A Stakeholder Event is took place on 14th March 2018 to consult with potential major stakeholders with regards to the development of the LIB.

2.3 *Action: Improved access to and support for apprenticeships*

- 2.3.1 A new Apprenticeship Hour was introduced in 2017 where businesses could contact NEDDC and ask for bespoke support with apprenticeships. This was promoted in the News however businesses did not utilise this support and this product is no longer promoted.
- 2.3.2 Further work as above including the Higher and Degree Level Apprenticeship Marketplace support this action.