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**Report to:** Employment and Skills Panel

**Date:** 11 September 2018

**Subject:** **Employment and Skills Plan Refresh**

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## **1. Purpose of this report**

- 1.1 To update Employment and Skills Panel members on the Employment and Skills Plan refresh. To gather the views of Panel Members on aspects of the work and ask for decisions on the priorities of the next phase.

## **2. Information**

### **Employment and Skills Plan Workshop Actions**

- 2.1 At the last Employment and Skills Panel it was agreed to take forward the actions identified in the Employment and Skills Plan workshop held with Panel Members. The main actions were:
1. Employment and Skills Plan - Develop a series of policy statements which highlight:
    - vision/priorities for the region;
    - evidence to support the vision;
    - potential policy levers/actions to achieve change; and
    - current action and areas that could benefit from greater devolution of resources.
  2. Investigate developing Citizen Personas, which map individuals' pathways through the skills system who are representative of groups within the region – this will help to identify where the current system fails certain groups/individuals and allow us to develop interventions/policies to address this where possible.

## Employment and Skills Plan Policy Statements

- 2.2 The evolution of the current Employment and Skills Plan into policy statements will build on the strong foundations of the current plan and align to the new policy framework agreed by the LEP Board. This new framework (included at appendix 1) will be developed into a new online resource, which the policy statements will sit under. This will provide a more agile and flexible system which will be easier to update. It will also allow members of the public to easily access the priorities and work of the Combined Authority.
- 2.3 The first set of draft policy statements which have been developed from the current plan are included at appendix 2.
- 2.4 Panel Members are asked to comment on the draft statements.
- 2.5 The next phase, alongside the development of the online platform, is to work up strategic/policy narratives for areas not covered in the current plan, the following areas are suggested (this list is not exhaustive and Panel Members may want to add suggestions of their own). Panel Members are asked to comment on these and the suggested sequence. The first two in the list will be developed as strategic narratives (in the form of slide packs) for discussion at the next meeting, with others following in subsequent meetings in the order set out:
1. Improving careers education, information, advice and guidance (CEIAG);
  2. Jobs and the future of work (job guarantee and more on automation – follows on from the skills obsolescence piece);
  3. Tackling labour market exclusion / Inclusive labour markets (including employer support);
  4. Role of leadership and management in increasing productivity and improving skills – *BIG Panel primary customer*;
  5. Ensuring technical education and the post 16 skills system meets the needs of the local economy
  6. How to attract disruptive entrepreneurs with potential to scale up alternative business models/technologies, and how to prepare for the skills implications required for such growth – *BIG Panel primary customer*;
  7. Improving education and attainment;
  8. Employee health and wellbeing – *Inclusive Growth and Public Policy Panel primary customer*.
  9. Welfare - the principle of work pays, and how to ensure that universal credit works – *Inclusive Growth and Public Policy Panel primary customer*;
  10. Improving career / lifelong learning;
  11. Workforce development.
- 2.6 Some of the narratives have links with other Panels (Business, Innovation & Growth, and Inclusive Growth and Public Policy). Where it is appropriate that

the primary customer is one of these panels and the secondary customer is the ESP, this is set out above.

2.7 The process for engagement and turning the policy narratives into firm visions and aims for the Combined Authority is being finalised. It is likely to include the following stages:

- Panel Members discuss strategic narratives;
- Members of the public comment and provide input via the Combined Authority's engagement hub;
- Narratives return to ESP for final comments and sign off;
- Develop narratives into final policy statements for Combined Authority sign off, published online as part of the policy framework, which communicate the aims and vision of the Combined Authority and the LEP.

### Citizen Personas

2.8 It was agreed that the policy and strategy team should investigate the idea of producing citizen personas which map individual's pathways through the skills system who are representative of groups within the region – this will help to identify where the current system fails certain groups/individuals and allow us to develop interventions/policies to address this where possible.

2.9 A two hour workshop will be held on developing the citizen personas and Panel Members are asked to volunteer to take part.

### **3. Financial Implications**

3.1 There are no financial implications directly arising from this report.

### **4. Legal Implications**

4.1 There are no legal implications directly arising from this report.

### **5. Staffing Implications**

5.1 There are no staffing implications directly arising from this report, work will be completed within current staffing structures.

### **6. External Consultees**

6.1 No external consultations have been undertaken.

## **7. Recommendations**

### **7.1 That Employment and Skills Panel Members:**

- comment on and agree the draft policy statements;
- discuss and agree the sequence of additional policy narratives / statements to be developed;
- volunteer for the workshop to develop citizen personas.

## **8. Background Documents**

None.

## **9. Appendices**

Appendix 1 – Policy Framework  
Appendix 2 – Policy Statements