
Report to: Employment and Skills Panel

Date: 4 March 2020

Subject: **Employment and Skills Programmes**

Director(s): Brian Archer, Director of Economic Services

Author(s): Michelle Burton, Head of Employment and Skills

1 Purpose of this report

- 1.1 The purpose of this report is to update the Panel on the progress of delivery of LEP-led employment and skills programmes in the Leeds City Region.

2 Information

School Partnerships

- 2.1 The **Enterprise Adviser Network** and the Combined Authority's Enterprise Coordinators are currently engaged with 185 (92%) of secondary schools and colleges. From April 2019 to December 2019 the network has delivered over 186,000 employer encounters and 20,075 employer encounters for pupil premium learners, 13,313 of whom have had at least two employer encounters as part of the network. Leeds City Region is one of the only LEP areas where Compass¹ results have increased across the board with an increase of 3.8% compared to a national 3.6%.
- 2.2 Targeted activity in **Bradford Opportunity Area** is currently ahead of profile for employer encounters for the programme. Two more businesses are joining the programme as "Cornerstones" this quarter; Turner and Townsend and Morgan Sindall. As Cornerstones, employers utilise their networks to share good practice and to encourage others to engage with education.
- 2.3 As previously reported, 16 schools have been awarded grants through the BRP-funded **Raising Aspirations** pilot in order to trial innovative approaches to raising the aspirations of their most disadvantaged young people. Of these, 15

¹ Compass is a self-assessment tool for schools to track progress towards the Gatsby benchmarks of good careers guidance

have successfully started on time. An independent evaluation has commenced with engagement and consultation activities in process.

- 2.4 The **Kirklees Careers Hub** is continuing to make progress in supporting hub schools and colleges to achieve the Gatsby benchmarks of good careers guidance, although the rate of improvement is slowing. The average number of benchmarks achieved by the thirty three secondary schools and two colleges in the Hub is 4.3, an increase from the previous quarter which was 4.27. equal to the national average of 4.6% of Wave One results. Five schools have maintained their achievement of all Gatsby Benchmarks.
- 2.5 The **Special Educational Needs and Disability** (SEND) Hub has now successfully recruited five cornerstone employers. These employers act as “Career Champions” for their business sector, providing Enterprise Advisers to the network as well as stimulating their own business network to be more involved in supporting schools with their careers provisions. Since last quarter the Hub has seen good engagement with the working group members, an active steering group formed, and the first Employer and Educator Stakeholder Event held in January.

Careers

- 2.6 Following the re-launch of the **FutureGoals** careers campaign as an all-age platform in October 2019, the website has had 4,086 new users, 1,780 page views and reached 35,180 local people through online social media campaigns.
- 2.7 Curriculum-linked resources have been developed in partnership with the Burberry Foundation and form part of a Creative Industries Toolkit. A suite of inspiring educational careers resources will sit on the FutureGoals educator’s platform and promote the breadth of opportunities across the creative sector. The resources are mapped to the Maths, English and Science curriculum and link to the Gatsby Benchmarks for good careers guidance. The resources will be launched to educators in March 2020 through a campaign as part of National Careers Week. This will include a series of online tutorials, press mailers, a social media campaign and teacher CPD. The campaign is expected to reach over 190,000 influencers of young people in the Leeds City Region.
- 2.8 FutureGoals briefing sessions have been delivered to 965 local influencers (educators, advisers, partners) between September-December 2019 to promote the FutureGoals platform and new resources that influencers can use to inspire young people and adults about the local labour market. Sessions have been welcomed and feedback has been very extremely positive.
- 2.9 The Combined Authority’s adult re-training programme, **[re]boot**, part-funded through European Social Fund (ESF), has successfully reached 87 individuals since October. The first three courses have been in Digital, Hybrid Vehicle technology and Screen production skills (linked to the growth projected in the

independent There have been 50 achievers who have benefited from completing a level 2 or 3 course in.

- 2.10 To date [re]boot courses have attracted individuals from the under 50's age range, including recent graduates and graduates who are underemployed. A local marketing survey will take place in March to inform a marketing campaign targeting harder to reach groups, particularly over 50s.
- 2.11 A [re]boot steering group has been established and met in February for the first time. The meetings will be quarterly and have sector representation from business. This group will disseminate ideas and strategies to the delivery partners on how to effectively meet contractual targets.
- 2.12 Despite a delayed start and being slightly behind profile, [re]boot is delivering high quality courses developed and delivered by employers and numbers are profiled to accelerate over the next quarter.

Apprenticeships and Employment

- 2.13 The **Apprenticeship Grant for Employers (AGE)** programme closed in November for new applications. The final applications in the system will be processed before the end of March 2020.
- 2.14 The Apprenticeship **Levy Transfer Service** was launched on 1 November 2019. Discussions are currently underway with several large national businesses who are interested in transferring some of their Levy funds although governance and approval arrangements within larger organisations means that decisions are not made quickly. Many of the levy payers are also stipulating how they would like their Levy transfer commitment using, mainly in respect of Corporate Social Responsibility (CSR) with many wanting to address the social mobility agenda.
- 2.15 Since the Levy Transfer Service was launched the government has announced that it will provide additional funds to support businesses with training of up to three apprentices, via the Apprenticeship Service (an online system that will manage all apprenticeship activity in the future). This is for the first quarter of 2020. As yet funding arrangements beyond March 2020 for providers is unknown. There remains a need for the Levy Transfer Service to 1) ensure that providers and businesses have access to funding to support new apprenticeship training and 2) ensure that the Levy paid by local businesses is used to support local businesses and citizens.
- 2.16 <https://www.the-lep.com/for-businesses/skills-and-training/apprenticeship-levy-support/> provides the link to the Levy Transfer Services webpages, including the only registration form for training providers to request support from the matching service on behalf of businesses.

2.17 The **LCR Employment Hub** programme, launched in January 2019, is being delivered in partnership with Local Authorities and will support over 6,000 young people aged 15-24 to access apprenticeships and employment. At the end of year one of the programme (as at December 2019) we have:

- Engaged 1668 15-24-year-old participants against a profile of 1779 (94%). Of these:
- 454, against a profile of 203 (224%), were recorded as being from ethnic minorities
- 368 declared they had disabilities against a target of 156 (236%)
- Of the participants starting the programme 217 have been supported with finding education/ training, employment or self-employment against a target of 498 (44%) and have
- Engaged with 853 businesses against a target of 1458 (59%).

Although initial engagements for the programme are strong, key results of people into employment and further learning will be more challenging to achieve within programme timescales.

2.18 National Apprenticeship Week 2020 (NAW20) ran from 3 to 7 February. There was a lot of activity during the week from schools, providers and businesses to celebrate and showcase apprenticeships including Apprenticeship Fairs in Leeds, Wakefield and Kirklees and staff from the LEP and Employment Hubs contributing to conferences and celebration events.

Delivery Agreements

2.19 Reviews with the seven West Yorkshire FE institutions are being scheduled to take place during March when performance for academic year 2018/19 will be reviewed along with discussions around future aspirations of the institutions and response to the Combined Authority/LEP priorities.

Skills for Business

2.20 As previously reported, the Combined Authority has submitted a bid to the Managing Agent for European Social Fund to deliver a Skills for Growth programme which will support businesses to engage with the full breadth of the education system, from primary schools to universities. A decision is anticipated imminently.

Work Wellness

2.21 The Work Wellness pilot project in Calderdale has completed its 12 months of delivery. A total 785 clients have been referred in the 12-month period of which 319 have been eligible for work wellness support. 45 (14%) of the eligible group have returned to work. In the final quarter of delivery, only 6 out of a total 236 clients seen have required clinical intervention.

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.

6 External Consultees

6.1 No external consultations have been undertaken.

7 Recommendations

7.1 The Panel is asked to note and comment on the progress of delivery of employment and skills programmes in the Leeds City Region.

8 Background Documents

None.

9 Appendices

None