

**Meeting:** Children & Young People's Trust Board

**Date:** Monday 5th November 2007

**Report of:** Director of Children's Services

**Subject:** City Employment & Skills Plan: update for the CYPT Board

**Wards affected:** All

## **1. Introduction**

1.1. This paper provides a summary for the Children and Young People's Trust Board of the progress towards developing the Brighton & Hove City Employment and Skills Plan (CESP). It provides:

- A background to the development;
- A summary of activities to date;
- An outline of the structure of the plan;
- A summary of the key findings from the socio-economic analysis;
- A summary of how the plan will be taken forward.
- Key actions that have a direct impact on the work of the CYPT.

## **2. Recommendations:**

2.1. That the Board note the development of the CESP and the specific elements, set out in paragraph 4, that relate directly to the CYPT.

2.2. The CYPT Board acknowledges the complimentary nature of the CESP and its own activities/priorities and agrees to support the delivery of the CESP priorities.

2.3. The CYPT Board commends the CESP to the Policy and Resources for approval.

## **3. Background:**

3.1 The development of a CESP is a key objective of the Brighton & Hove Equal programme. The main aims of the CESP are to:

- Ensure that there is a co-ordinated approach between agencies involved in the commissioning and delivering of employment and skills training and supporting job creation and business growth.
- Ensure that the key challenges in creating a workforce with the relevant levels and range of skills are identified, monitored and reviewed;
- Agree measurable strategic indicators that provide a focus for actions relating to skills and employment between 2007/8 and 2010/11;
- Provide a strategic framework for encouraging employment, skills and enterprise activity in the city;

- Ensure that activities designed to improve employment, skills and job creation complement wider local, sub-regional, regional, national and European priorities and objectives;
  - Ensure that the priorities, objectives and actions are based on sound and regularly reviewed data evidence of need.
- 3.2 The CESP is intended to cover the period from 2007/08-2010/11, so that the priorities, objectives and actions are aligned with the Local Area Agreement (LAA) cycle.
- 3.3 A draft Plan was produced at the beginning of August 2007 and was circulated for comment and feedback. This had been developed over the course of the previous 12 months, with the support of the CESP Working Group and overseen by the City Employment and Skills Steering Group (CESSG), chaired by David Hawker, then Director of the Children and Young People's Trust.
- 3.4 Further consultative work has taken place with the Learning and Skills Council, Sussex; Job Centre Plus; the Economic Partnership; the Learning Partnership and the Brighton & Hove City Council Economic Development Team and a wider group of stakeholders via a mix of individual meetings and workshop sessions.
- 3.4 A thorough socio-economic analysis of employment and skills trends in Brighton & Hove is contained in the final CESP document and this has resulted in a recommendation that one of the main focuses of employment and skills activity in the city should be on **job creation**, at both the entry and higher end of the jobs market.
- 3.5 The final CESP document contains three Strategic Priorities, with an overarching fourth focused on the infrastructure to support delivery of the CESP. Each has a series of underpinning objectives that have been drawn or adapted from existing strategies and plans.
- 3.6 **Strategic Priority 1: Support the Creation, Retention and Development of Local Business and Enterprise;**
- *Strategic Objective 1a: Ensure that there is sufficient and appropriate employment space to support the creation of new jobs;*
  - *Strategic Objective 1b: Increase the level of entrepreneurship and business performance*
- 3.7 **Strategic Priority 2: Increase the Employment Rate from 75.6% to 76.6%**
- *Strategic Objective 2a: Increase the number of jobs that can be accessed by priority groups;*
  - *Strategic Objective 2b: Increase the number of people with labour market disadvantage accessing and remaining in sustainable employment;*
  - *Strategic Objective 2c: Develop partnerships with employers to promote diversity in the workplace and to respond to their recruitment and retention needs;*
- 3.8 **Strategic Priority 3: Develop and Improve Skills for Work**

- *Strategic Objective 3a: Improve the skills and employability of young people;*
- *Strategic Objective 3b: Improve the skills of the city's workforce*
- *Strategic Objective 3c: Improve the skills of disadvantaged adult residents in the city*

### 3.9 **Strategic Priority 4: Develop the Infrastructure and Intelligence to Support the Delivery of the Actions in the CESP Priorities 1-3**

- *Strategic Objective 4a: Develop and sustain effective arrangements between partners*
- *Strategic Objective 4b: Improve intelligence, data-sharing and a common understanding of city employment and skills needs*

## **4. Key areas of consideration from the CESP for the CYPT Board**

4.1 The whole of Strategic Priority 3a: *Improve the Skills and Employability of Young People* should be noted by the CYPT Board as a series of joint strategic indicators and actions which should be co-owned by the CESP Steering Group and CYPT Board:

### **Strategic Indicators**

- Increase the proportion of 19 year olds achieving full Level 2 qualifications by 2% each year
- Increase the proportion of young people who achieve Level 3 qualifications by tbc% each year
- Increase the overall percentage of apprenticeship completions to 65% (60% in 2007-08)
- Increase participation rates into apprenticeships by 4.5% each year
- Reduce the Not in Employment, Education or Training (NEET) rate from 9.8% in June 2007 to 6.7% in 2010

3a (i) Increase participation to Entry to Employment programmes and strengthen progression routes.
3a (ii) Increase the number of young people participating in apprenticeships.
3a(iii) Increase the volume of learning for young people at below Level 2.
3a (iv) Develop the 14-19 entitlement.
3a (v) Develop skills centres in the city.
3a (vi) Raise GCSE attainment in maintained schools.
3a (vii) Build pathways to apprenticeships that are available to learners pre-16.
3a (viii) Strengthen progression opportunities from Level 3 and 4 and onto Higher Education.
3a (ix) Develop progression routes that exist through Apprenticeships into employment and Foundation Degrees.
3a (x) Improve access to additional vocational skills provision for young people in the East and the West of the city.
3a (xi) Support programmes that develop the employability skills for young people at risk of becoming NEET.
3a (xii) Support Education/Business Links activities.
3a (xiii) Provide advice and support to young people through Connexions, the Area Prospectus and Individual Learning Plans.
3a (xiv) Develop a new apprenticeship concordat in the city to relate the provision to the key employing sectors.

- 4.2 The number of 16-18 year old NEETs (Not in Employment, Education and Training) has remained just below 650 for the past two years. It is difficult to provide demonstrable progress against these particular worklessness measures despite the interventions that have taken place in recent years.
- 4.2 The city's population is generally highly skilled and the city does not have an especially large number of unqualified residents. However, the city's workers may not be as productive as they could be because many better qualified residents may be employed in occupations that do not reflect their skill levels.
- 4.3 This could lead to labour market blockages, where lower skilled people find it difficult to compete for entry and intermediate level jobs and where higher skilled residents cannot move into higher skilled jobs. If the jobs in the city were rebalanced towards more higher value added employment, this may free up entry and intermediate level jobs to residents who are less highly qualified and so improve career pathways at all levels.
- 4.5 The key role the CESP in addressing Priority 25 of the Children and Young People's Plan: *To support sustainable communities to prevent children & young people living in poverty* should be noted. The CESP will by providing a range of employment and skills opportunities for those adults who are currently workless.
- 4.6 Links with the Statutory duty to complete a Childcare Sufficiency Assessment (CSA) which will give us a much better understanding of the extent to which the supply of childcare meets demand in the city. This duty comes into force in April 2008. Section 11 of the 2006 Act places a duty on local authorities to have undertaken a CSA by April 2008.
- 4.7 Links with the emerging 14-19 Strategy, developed by the Learning Partnership's 14-19 Partnership Board, which aims to increase the range and breadth of learning opportunities and support mechanisms available to young people in the city to ultimately increase attainment and achievement rates and reduce NEET figures.

## **5. Next Steps**

The CESP is a dynamic document and the actions will need to be reviewed during the annual planning cycles of the three main partners. It will be presented to Policy and Resources Committee for approval on 29<sup>th</sup> November and from there to the LSP for adoption on 4<sup>th</sup> December.

The City Employment and Skills Steering Group (CESSG) will oversee the implementation and update of the plan. The CESSG currently meets on a six weekly basis and will be chaired by the Acting Director of Cultural Services. The CESSG will report to the EDE Board providing updates on activities and performance. The CESSG is a multi-sector partnership which will work with all partners to deliver the outcomes in the CESP. It is anticipated that the outcomes from the plan will provide the CESSG with the context within which to revise the existing actions for 2008-09.

The CESSG may wish to host an additional series of workshops during 2008 that will help strengthen the plan going forward during its three-year cycle and to ensure that the actions contained within it remain fresh and appropriate to the city's needs.

The CESP has already fully taken into account the information available concerning future LAA priorities and targets. As more detail becomes available, the CESP will both offer priorities for the LAA and be shaped by it. The CESP will be revised in line with the LAA refresh process.

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**Financial implications**  
The report updates on progress on developing the Brighton & Hove City Employment and Skills Plan (CESP).  
Indications from the report writer are that the funding will be met from the partners referred to in the report and that there will be no additional costs for Brighton & Hove City Council. The CESP will form part of the LAA process and additional funds may be secured by this route.  
The report under section 5 refers to the next steps and one key area is that the overall funding for the plan is updated to ensure there are no additional costs to the council in 2008/09 and beyond.  
Finance Officer consulted: *Paul Brinkhurst* Date: *24<sup>th</sup> October 2007*

**Legal implications**  
The development of the Brighton & Hove City Employment and Skills Plan will assist the CYPT in promoting the well being of its young people as per the requirements of the Children Act 2004, and the Every Child Matters: Change for Children agenda.  
Lawyer consulted: *Natasha Watson* Date: *24 October 2007*

<p><b>Corporate/Citywide implications</b></p> <ul style="list-style-type: none"> <li>• Better clarity and agreement with the City Council's partners on priorities to increase the proportion of residents employed and mechanisms to assist them.</li> <li>• Potential impact on the recruitment policy of Public Sector organisations needs to be discussed with HR.</li> <li>• Should lead to an increased employment rate, focused inward investment for job creation</li> </ul>	<p><b>Risk assessment</b></p> <ul style="list-style-type: none"> <li>• Strategy produced in partnership with Jobcentre Plus and LSC that subsequent delivery plans will be jointly owned and agreed.</li> </ul>
<p><b>Sustainability implications</b></p> <ul style="list-style-type: none"> <li>• Environmental issues, building design and build and sufficient transportation links for employment opportunities, business creation/inward investment will need to be considered in the delivery plan.</li> </ul>	<p><b>Equalities implications</b></p> <ul style="list-style-type: none"> <li>• CESPSG will need to ensure all Communities of Interest are assisted and monitoring will need to measure impact on these groups/geographic areas.</li> </ul>
<p><b>Implications for the prevention of crime and disorder</b></p> <ul style="list-style-type: none"> <li>• Potential reduction of offending rates amongst Young People and Workless adults as the employment rate and educational attainment rates increase.</li> </ul>	

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**Background papers**

The City Employment and Skills Plan (CESP)

**Contact Officers**

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