

City Employment and Skills Plan: Mid-term Evaluation

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Our Brief: Outputs

- Mid term evaluation to review performance and impact of the CESP
- Establish robust framework for monitoring and on-going evaluation to 2010
- Assess the infrastructure to support delivery of the CESP

What we did...

- Programme of engagement and consultation
 - One-to-one meetings with CESSG partners
 - Workshop @ Stanmer House
 - Meetings with CESSG and CESWG
- Review continued relevance
- Review progress made on priority activities (2008/09 priorities)
- Review areas / extent of collaboration
- Assess responsibilities and performance of CESSG
- Make recommendations regarding future priorities

CESP vision

“The creation of a coherent and coordinated approach to employment and skills, which will benefit the residents of Brighton and Hove to strengthen the city’s economy.”

Brighton & Hove 2020 Community Partnership
Brighton & Hove City Council
Jobcentre Plus
Learning and Skills Council
Brighton & Hove Economic Partnership



Review: Continued Relevance (1)

- CESP considered central to improved coordination of employment and skills services and interventions
- Identified by SEEDA as a regional “model of good practice”
- Provides robust analysis of context, rationale and future challenges and priorities
- All partners feel they have made a positive contribution to driving forward the Plan
- Projects have helped build capacity among front-line delivery staff

Review: Continued Relevance (2)

- Comprehensive Action Plan, however...
 - Actions considered disparate and too numerous
 - Action Plan needs to be refreshed and up-dated in line with changing circumstances
 - Seen as offering only limited additionality
 - A case for revisiting targets & indicators

CESP: Performance against priorities (2)

- Good progress and examples of good practice (e.g. Tourism Futures)
- Emphasis on 'Welfare to Work' / worklessness agenda and geographical focus
- Limited additionality – adding to core offer
- Need for smart interventions to maximise (limited) discretionary programmes/funding...but focus on improving mainstream delivery
- Immediate emphasis on addressing economic challenges

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Future Priorities

- Addressing current economic priorities (SP1 and SP2)
- Maximising impact
- Improving coordination and integration of programmes
 - communication
 - intelligence and information sharing
 - business and investment planning
- Responding to reform

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Action Plan (1)

- Business support
- Entrepreneurship
- Inward investment and retention

- IAG
- Volunteering
- In-work / employer training
- Pre-employment training

- Partnership working

Action Plan (2)

- Adding value
 - programmes over and above core business
 - enhancing core business to meet the city's priorities
 - addressing gaps in provision
- Thematic approach
 - lead partner / supporters, responsible for scoping activities and projects
 - agreeing delivery route(s)
 - monitoring and evaluating performance

Evaluation Framework: 3 tiered approach

- Contribution to specific headline targets (building on 'Enterprise & Learning' targets within the LAA)
- Targets and indicators set out within the Action Plan
- Partnership targets (to evaluate the effectiveness of partnership working)

Headline Performance Targets

- New business registration
- Increase GVA per head
- Increase number of people in employment
- Achievement of Level 2 qualification by the age of 19
- 16-18 year olds who are not in education, training or employment (NEET)
- Working age people on out of work benefits
- *Working age people claiming out of work benefits in the worst performing neighbourhoods*
- Proportion of men aged 19-64 and women aged between 19-59 qualified to at least Level 2 or higher

Concluding remarks

- Good start has been made in co-ordinating activities to address the skills and employment challenges facing the city: regional “model of good practice”
- Good progress in taking forward priority projects
- Over-riding objective is to bring together the key strategic partners across the city to better coordinate the design and delivery of employment and skills interventions
- Partners need to be committed to making a step change in the way they collaborate and work in partnership
- Practical recommendations to secure effective partnership working

Changing economic circumstances

- Tougher economic conditions is impacting on the ability to deliver against the CESP headline targets
 - Slow-down (or postponement) in delivery of major regeneration schemes
 - Significant increase in business failures and job losses
 - Increase in JSA (which is likely to increase further)

Integrated Employment and Skills through the CESSG

- Joint commissioning between DWT and DIUS
- Devolving responsibility to local collaborative partnerships
- Focus on business need
- Link activity to the work of the LSP
- 'Adding value' to local areas

The CESSG Accord

- Work collaboratively with each other to address the four strategic targets identified in the CESP
- Deliver a co-ordinated annual plan of priority actions for the focus of CESP activity;
- Share information and intelligence to better understand employment and skill needs and opportunities;
- Collaborate in developing funding bids in line with the strategic priorities identified in the CESP.

Next Steps

- Member consultation now underway
- Action Plan and Accord to be finalised at the CESSG meeting on 14th May
- Economic Development working with the Performance team to establish the monitoring framework and links to the LAA
- CESSG to be formally linked to the LSP

