

N2 Skills and Employment Board

Skills and Employment Framework/Strategy

May 28th 2014

Government / D2N2 / local context

- National rhetoric around devolution of powers and funding – yet to be delivered?
- D2N2 Skills Commission and sector plans
- Clarity needed about distinct roles of D2N2 and N2 in the skills and employment context – i.e. sector skills delivered through D2N2? Local employment initiatives through N2?
- European funds present major opportunity. N2 needs to be in a strong position to influence
- Whilst growth is back on the agenda, do we have the skills and workforce to deliver?

Principles

- Build on best practice and existing high-performing initiatives. Seek to extend these and sustain their reach, where possible
- Focus on the needs of our employers has to be at the heart of everything we do
- Develop and deliver end-to-end solutions, which offer career pathways and harness ambition
- Lobby and influence mainstream provision to ensure that it is meeting local needs
- Integrate our own activities and investment as far as possible to avoid duplication and add better value

Children and Young People

Engagement of schools – future workforce

- Employability charter with schools – ensuring every school is linked to a local business
- Integrated programme of employability activity in schools both primary and secondary
- Enhanced careers guidance for all – linked to sectors/labour market info.
- Lobbying Government to include employability within the Ofsted inspection framework (including offering to become a pilot area)

Apprenticeships

- Sustainability of the Apprenticeship hub and widening this approach to the whole of N2
- Packages of apprenticeship incentives for employers, targeting companies in growth sectors and those that have not had an apprentice in the past
- Building on the traineeship model to create career pathways, particularly in sectors that have high volume opportunities and can lead to skilled careers (i.e. health and social care)

Economic Inclusion

- Supporting marginalised groups – 18-24, BME, 50+, LT unemployed by creating seamless pathway through provision from engagement to work through intensive careers guidance and work readiness programmes. (this is about sustaining the youth contract approach and the Nottinghamjobs.com model in the city)
- Focus on ESA claimants
- Targeted BME support
- Development of local jobs plans at community level, with the aim of pulling together and 'bending' mainstream provision
- Lit + Num and ESOL provision
- Employer Engagement – simplifying it, increasing it, extending the hub model and building on Jobs Pledges, Work Clubs, Jobs Fair activity
- Incentive programme to encourage entry level job creation – Jobs Fund approach
- Lobbying for commissioning of the Work Programme and other DWP streams at a local level to secure greater local flexibility and accountability
- Sustaining 'niche' activity such as Wheels to Work and Work Clubs as key local interventions

Sector Growth

- Demand led training – system that enables employers to commission what training they need from providers
- Skills support – for employers to support them in accessing skills provision
- Apprenticeship hub linked to the above, offering a range of employer incentives
- Development of a framework for traineeships/Sector Based Work Academies for priority sectors in consultation with the sector
- Lobbying for greater control over skills budgets at a local level

Resourcing these priorities / next steps

- Understand current investment in N2 across the skills and employment landscape
- Seek opportunities to secure more local control
- Consider 'co-commissioning' approaches with mainstream providers, FE colleges to add value to existing and planned investment
- Influence D2N2 Skills Commission and ensure future ESF programme is responsive to our needs
- Align local partners' investment, where possible, to create programmes that are more than a sum of their parts
- Discuss approach with N2 Economic Prosperity Committee