

**Executive Board**  
**21 June 2022**

<b>Subject:</b>	Nottingham Youth Employment Joint Strategy
<b>Corporate Director(s)/Director(s):</b>	Sajeeda Rose, Corporate Director for Growth and City Development
<b>Portfolio Holder(s):</b>	Councillor Cheryl Barnard, Portfolio Holder for Children, Young People and Schools
<b>Report author and contact details:</b>	Owen Harvey, Acting Head of Employment, Skills and Economic Strategy <a href="mailto:owen.harvey@nottinghamcity.gov.uk">owen.harvey@nottinghamcity.gov.uk</a>
<b>Other colleagues who have provided input:</b>	
<b>Subject to call-in:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Key Decision:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>Criteria for Key Decision:</b>	
(a) <input type="checkbox"/> Expenditure <input type="checkbox"/> Income <input type="checkbox"/> Savings of £750,000 or more taking account of the overall impact of the decision	
<b>and/or</b>	
(b) Significant impact on communities living or working in two or more wards in the City	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>Type of expenditure:</b> <input type="checkbox"/> Revenue <input type="checkbox"/> Capital	
<b>Total value of the decision:</b> Nil	
<b>Wards affected:</b> All	
<b>Date of consultation with Portfolio Holder(s):</b>	
<b>Relevant Council Plan Key Outcome:</b>	
Clean and Connected Communities	<input type="checkbox"/>
Keeping Nottingham Working	<input checked="" type="checkbox"/>
Carbon Neutral by 2028	<input type="checkbox"/>
Safer Nottingham	<input type="checkbox"/>
Child-Friendly Nottingham	<input type="checkbox"/>
Healthy and Inclusive	<input type="checkbox"/>
Keeping Nottingham Moving	<input type="checkbox"/>
Improve the City Centre	<input type="checkbox"/>
Better Housing	<input type="checkbox"/>
Financial Stability	<input type="checkbox"/>
Serving People Well	<input type="checkbox"/>

**Summary of issues (including benefits to citizens/service users):**

The joint Nottingham City Council and Department for Work and Pensions (DWP) Youth Employment Strategy will address systemic failures in Nottingham's Youth Employment System, bringing together policy, expertise, and resource to tackle structural inequalities that prevent underrepresented young people (particularly those with protected characteristics such as Black, Asian, and Minority Ethnic (BAME) young people, and young people with disabilities) aged between 16 and 24 achieving their career potential.

Young people, especially those who have recently left education, have been hardest hit by the economic impact of the Coronavirus pandemic. Young people are more likely to have lost their jobs and experience long-term wage scarring, with the economic slowdown and sectoral disruption meaning there are fewer opportunities for them to find meaningful and sustainable work. Coronavirus has also deepened existing inequalities for young people, particularly those with protected characteristics.

Whilst the Council continues to reduce the number of young people not in education or training (NEET) in the city, the NEET rate for Nottingham remains 1.8% higher than the England average.

**Does this report contain any information that is exempt from publication?**

No

**Recommendation(s):**

1. To endorse the Joint Nottingham City Council and Department for Work and Pensions Youth Employment Strategy.

**1. Reasons for recommendations**

- 1.1 At a local level, the Nottingham Economic Recovery Plan, led by the Nottingham Growth Board, sets out a bold vision for Nottingham's post-Coronavirus economic recovery and renewal, reimagining Nottingham as an inclusive, green, creative, and digitally enabled city. The plan positions the city well for investment opportunities emerging from the Levelling Up White Paper, including the UK Shared Prosperity Fund, a central pillar of the Government's levelling-up agenda.
- 1.2 Delivering the joint Youth Employment Strategy will help operationalise the Nottingham Economic Recovery Plan, translating ambitions set out in the plan into local delivery, increasing youth employment (particularly for those with protected characteristics), improving skills attainment and creating better futures for young people.
- 1.3 The Strategy and detailed delivery plan is aimed at: reducing the current unemployment rate for 18 to 24-year-olds in Nottingham from 2.7% to 1.2% (a full

percentage point below the pre-pandemic historic low for Nottingham of 2.2% and 2.3% below the current England average of 3.5%); and reducing Nottingham's NEET rate for 16 to 17-year-olds from 4.3% to the England average of 2.5%.

## **2. Background**

- 2.1 The Council and the DWP hosted the Nottingham Youth Employment Summit to consult on the need to develop a joint strategy to reduce youth unemployment in the city. The event included representation from across a broad spectrum of stakeholders, including young people (including those with protected characteristics), businesses, employment support organisations and skills providers.
- 2.2 The outcome of the consultation confirmed the need for joint coordinated action both to support young people furthest away from the labour market to become work ready and progress into employment and training and support employers to adopt inclusive recruitment practices making jobs and skills opportunities more accessible to all 16 to 24-year-olds.
- 2.3 Young people, especially those who have recently left education, have been hardest hit by the economic impact of the pandemic. Young people are more likely to have lost their jobs and experience long-term wage scarring, with the economic slowdown and sectoral disruption meaning there are fewer opportunities for them to find meaningful and sustainable work. Covid-19 has also deepened existing inequalities, particularly for those with protected characteristics.
- 2.4 Youth unemployment is decreasing in Nottingham. However, youth unemployment remains 28.6% higher than in February 2020 and 70.2% higher than in January 2019 (which was the lowest figure recorded in the city since the beginning of this dataset in 2013). Whilst the Council continues to reduce the number of the NEET young people in the city, the NEET rate for Nottingham remains 1.8% higher than the England average.
- 2.5 The impact of delivering the strategy will increase employment rates for 16 to 24-year-olds, particularly those with protected characteristics, and will contribute to the achievement of the following Strategic Council Plan 2021-2023 priorities of:
  - increasing the number of Nottingham residents with Level 2 qualifications to within 3% of the national average;
  - creating 15,000 new jobs for Nottingham people;
  - continuing to support residents into work through the Nottingham Jobs Hub service;
  - supporting 1000 residents into work by securing external funding for programmes across the city; and
  - supporting 1,000 more Nottingham young people into learning and work with businesses to create 500 new apprenticeships.
- 2.6 The Council and the DWP are two major providers of youth employment services in the city, bringing together resource and coordinating action. The Council and DWP are also large local employers and have the ability to play a leading role, setting the standard for delivering better outcomes for young people. The Council and DWP will work to build

youth employment support and job opportunities into a range of activities, including but not limited to:

- supporting Council-owned companies (e.g., Futures and Nottingham City Transport) to recruit and train young people;
- identify opportunities through procurement and supply chains to embed youth employment support and job creation; and
- providing high-quality work experience and internship placements for local young people, supporting work readiness.

- 2.7 The Strategy will build on existing good practice and work already underway to tackle youth unemployment, ranging from the Council's NEET Prevention Service, the DWP Youth Offer, a citywide portfolio of European Social Fund youth employment support, the Careers and Enterprise Company and the wider Nottingham Jobs offer.
- 2.8 The Strategy will be delivered in partnership with DWP and a number of local organisations (specified in Appendix A to Enc. 1) utilising existing funded provision to deliver better outcomes for young people, particularly those with protected characteristics. As such, there are no budget implications for the strategy.
- 2.9 The Nottingham Employment Task Force is a joint Council and DWP-led strategic body set up at the outset of the pandemic with representation including Community Voluntary Sector partners, Skills Providers and Employers. The Employment Task Force will provide oversight and accountability, monitoring performance. Periodic updates will be provided to the Nottingham Growth Board, ensuring strategic alignment with delivery of the Nottingham Recovery and Renewal Plan.
- 2.10 The Council and DWP will continue to work with young people through a range of forums (e.g., DWP Listening Circles and the Nottingham Youth Parliament) to regularly review accessibility and effectiveness of our actions creating a feedback loop for young people to shape the provision landscape through coproduction.
- 2.11 Next steps:
- The Strategy and action plan will be launched in partnership with the DWP, with delivery commencing Spring 2022.
  - Quarterly performance updates will be taken to the Nottingham Employment Task Force to measure progress and impact against the Performance Management Framework and Key Performance Indicators.
  - Biannual performance updates will be taken to the Nottingham Growth Board.
  - Ongoing consultation will be undertaken with stakeholders and young people to ensure the strategy and action continue to deliver added value.

### **3. Other options considered in making recommendations**

- 3.1 To not deliver the Nottingham Youth Employment Joint Strategy: this option is rejected as young people in the city would miss out on the opportunity to benefit from much needed employment support as we emerge from the Covid-19 pandemic.

### **4. Consideration of Risk**

- 4.1 The endorsement of this Strategy does not pose any significant risks to the Council.

## **5. Finance colleague comments**

- 5.1 There are no finance implications to consider in relation to this Strategy.

Comments provided by Michelle Pullen, Commercial Business Partner, on 27 May 2022

## **6. Legal colleague comments**

- 6.1 There are no significant legal issues on the face of the report and proposal as detailed. However, in the event that delivery of the strategy should give rise to additional budgetary requirements, or delivery mechanisms beyond the scope of existing approvals, further authorisations would be required. Such approval will need further legal support to consider the requirements under the Public Contracts Regulations 2015, Subsidy Control Regime and the Council's Contract Procedural Rules, as applicable to ensure compliance.

Comment provided by Dionne Scream, Solicitor – Contracts and Commercial, and Richard Bines, Solicitor – Contracts and Commercial, on 31 May 2022

## **7. Crime and Disorder implications**

- 7.1 The Strategy will support young people to increase access to employment support, jobs, skills and training, contributing to a possible reduction in youth-related criminal activity.

## **8. Equality Impact Assessment (EIA)**

- 8.1 An EIA is attached as Enc. 2, and due regard will be given to any implications identified in it.

## **9. Data Protection Impact Assessment (DPIA)**

- 9.1 A DPIA is not required because the Council will not hold any personal data on individuals or businesses.

## **10. Carbon Impact Assessment (CIA)**

- 10.1 A CIA is not required because, within all European Funded projects used to support young people to gain employment, robust sustainability plans are in place ensuring the Council and partners reduce carbon emissions, e.g., zero carbon working – no travel, no paper, no waste and no consumption, and maximisation of the benefits of hybrid working.

## **11. List of background papers relied upon in writing this report**

- 11.1 None.

## **12. Published documents referred to in this report**

- 12.1 [Nottingham Economic Recovery and Renewal Plan](#)

12.2 [Strategic Council Plan 2021-2023](#)