

Area 3 Questions for Employment and Skills

1. Are potential employees getting the qualifications wanted by employers?

Nottingham Jobs has worked with 321 new employers. The major part of the engagement with involves joint pre-employment training via Sector based work academies (SBWA), which helps potential employees gain the final skills and basic qualification specified by each employer.

Longer term skills and qualifications are addressed via community programmes like Step into Work which work with Futures, local colleges and community support agencies.

All Groundwork Greater Nottingham (GGN) clients receive appropriate careers advice which assists them to identify their chosen areas of work and then review their skills and capabilities against the needs of the jobs and sectors.

They are then assisted in developing an appropriate route way into each sector, which could mean addressing some basic skill issues before or at the same time as accessing longer term training courses or apprenticeships.

2. Careers advice at schools and academies – who is responsible for this area

In 2010, the government transferred the primary responsibility for careers advice to schools and academies, placing upon them a duty to provide free and independent careers advice – this to be supplemented with a national website and telephone support services.

Futures (formerly Connexions) workers continue to visit schools and academies, but they are unable to provide a universal one to one service and normally specialise in working with young people who are in specific need and danger of becoming NEET.

Aspire, a department within Futures, are responsible for careers advice and delivering 'Employability in Schools' within Futures. GGN have linked into this service to ensure joined up support.

In Area 3, further support is provided by GGN Youth & Play Team in working with young people in and outside of school who are in danger of becoming NEET. This support links them up with appropriate mentoring support and careers advice.

3. Bus passes publicity – not advertised well at local level

This is through Sustrans and information is available via Groundwork and the Jobcentre.

Also, each JCP work coach has access to discretionary funding to support job seekers and clients starting work.

Support with travel costs is available to all clients on Step into Work and Talent Match via discretionary funding. An integral part of the support GGN provides to the clients is helping them establish a realistic travel to work area and assisting them to resolve issues with travel.

4. Need clear definitions and understanding of what constitutes a contacts Session when supporting YP

The majority of GGN clients come through DWP or Futures referrals, with some associated information. At first contact with the clients, discussions take place over an average of 1-2 hours to form a basic initial assessment of their situation, targets and issues.

At second contact, within 5 days, an action plan is drawn up with the client, which identifies their route way in to work – this will detail any help they need with job search, it will cover training needs and it will also cover actions to address other issues to be supported via other agencies (Substance abuse, mental health, housing issues, etc).

It is then expected that depending on the capacity of the client and level of need a further series of meetings is held regularly with the clients – meeting at first on a more intensive frequently and then moving to a maintenance stage of contact every two weeks at a minimum.

Every effort is made to encourage the clients to keep to their plan and attend their meetings, and the team often go out to meet the clients at mutually convenient locations. Between planned appointments regular contact is maintained through telephone, text and email – making clients aware of the priority access jobs we have seen that fit their needs.

The maintenance stage is after the initial capacity building and it is at a time when we feel that the client has the tools and is prepared for regular job search activity.

5. YP complete ft course in construction but do not gain an A-C English and Maths

Each student would have completed a functional skill assessment before starting with any college and this determines what additional support the person needs to complete the course. It does not directly link with achieving A-C English and Maths, but this can be an option, if the student wants to.

Current government requirements for Colleges and Training Providers set out the need for young people under 19 to continue to study towards GCSE's A* - C in English and Maths or some limited equivalent functional skills.

Additionally, Sector Skills Councils set out the functional skills requirements for each type of Apprenticeship – Ofsted encourages the development of functional skills greater than those set out in the Apprenticeship Frameworks but often the employer and the young person limit themselves to the minimum levels required.

In some sectors like Construction and Engineering the functional skills are more appropriate to the needs of the job than the education provided by the GCSE qualifications.

6. Colleges not informing Futures that YP have left (contract states that colleges should do this)

Under the Raising the Participation Age legislation all colleges, training providers and schools have a contractual responsibility for informing the local authority of those young people under the age of 18 who start and leave courses and education. Different local authorities have different arrangements; some requiring more information about destinations.

This is not something that we are responsible for and needs to be addressed with the colleges directly.

7. If YP leave college before completing their courses the remaining funding is staying with the college (35% are not completing courses)

This is the responsibility of the Education Funding Agency (EFA) for people under the age of 19, and the Skills Funding Agency (SFA) for Adult Learners.

This is not something that we are responsible for and needs to be addressed with the colleges directly.

8. Do we know how many YP achieve level 2/3 qualifications?

Not available at the local level. Figures for Nottingham are as follows;

Level 2 & above – Nottingham 69.7% – National 73.3%

Level 3 & above – Nottingham 53.4% National 56.7%

9. Eco development – what are the new job vacancies; are jobs being filled?

At the time of writing, there were 194 jobs listed on www.nottinghamjobs.com in seventeen different sectors. 1643 jobs have been filled through the Jobs Hub since April 2015 across Nottinghamshire.

If you know of local employers who are in need of staff, please put them in touch with us and we would be happy to discuss their recruitment needs.

10. Low pay / poor pay - same companies using short term workers – 6 weeks? Do we hold any of this information?

Appendix B

All roles advertised through Nottingham Jobs meet minimum wage, including jobs and apprenticeships. We do work with some agencies and therefore advertise 0 hours and short term contracts, however for some clients these jobs are suitable to help them balance family or studying commitments.

In a lot of cases, the recruitment environments of the most commonly targeted occupational sectors are dominated by employment agencies and people looking specifically for such work are faced with these issues – as the employers have increasingly utilised agencies for financial and flexibility reasons.

GGN encourages our clients to consider a wider more aspirational range of opportunities within their skills sets.

Cluster Meeting Questions

Tell us how easy it is for

1. Young people in areas such as Clifton and other outer estates to attend job centres / job shops how is this being addressed?

Nottingham has a very good transport network; this makes travel from outer estates into the city is very easy. Attendance at JCP on non signing days allows citizens to access travel costs for those journeys. In addition we are working with citizens to broaden their Travel to work area (TTWA) as Nottingham city does have a greater Labour market than outer estates, which are largely residential - the expectation is up to 90 mins travel time to receive benefit. In addition we are utilising more regular contact through digital means, E-mail, Text and Phone. Furthermore young people can access Employability support provision within their own neighbourhood via the Step into Work Project and/or local Work Clubs. Each area has a lead organisation providing these services in a number of venues readily accessible to young people such as the Bulwell Riverside, Clifton Cornerstone, Mary Potter Centre, Top Valley Community Centre, Aspley Community & Training Centre, the Meadows' Bridgeway Centre, City College on Carlton Road, and all the NCC run libraries across the City.

2. Not all young people have computers available to them so that they can access jobs portals. How are they being helped to get access?

All JCP offices now have Computers for Citizens to access, in addition they also have "WIFI" Zones in JCP offices, and there is access to I.T through Libraries and Community/Step into Work Partners, within the venues outlined above.

In Addition Nottingham Jobs Hub has an App for mobile phones – most young people have smart phones and can access the app through this route.

3. Accessing College can be difficult sometimes requiring 2 buses how accessible are bus passes etc. to young people who need/are eligible for these.

There are several partners working with Nottingham Jobs, DWP, Nottingham City Council and local colleges, including Sustrans, Ridewise and Travelright, which provide a number of services and travel subsidies to support young people with travel costs associated with accessing Further Education, Apprenticeships or Employment. In addition both DWP and the Step into Work programme have discretionary funding available which can support jobseekers with travel costs (and other barriers to learning and work such as clothing, equipment etc) if this is preventing them from accessing college or employment.

4. How are young people who do not pass DBS tests supported into work/training examples?

Failing a DBS check does not disbar a young person from receiving employability support from DWP, Futures, Nottingham Jobs or the Step into Work Community partners. A criminal conviction can impact on the likely hood of gaining work in certain sectors, but JCP, Community partners, and Nottingham Jobs staff will advise on the career pathways available and support young people, accordingly.

5. Are young people being double counted by organisations?

Rigorous checks and monitoring of programmes delivered by Nottingham Jobs, Futures, or Community organisations ensure that the same person isn't counted twice when evaluating beneficiaries of a particular programme or service. However, when young people are recipients of multiple programmes or services EG – if they attend a NCC jobs fair, receive support on the Step into Work programme, and are helped into employment by Nottingham Jobs they will be counted by each of these services. Nevertheless, as these interventions are considered in parallel as complementary and not an accumulative total of different individuals then this issue is avoided.

6. What is meant by a contact session do we have common understanding of this term?

We are not entirely sure as terms can vary between different organisations, however we believe it refers to an initial attempt to engage individuals or groups of young people within a community setting to encourage them to access employability services, work clubs, course, sector-based work academies, work experience, apprenticeships and other employment and skills related products.

7. How can we find out /scrutinise how successful courses are for students in helping them progress beyond entry level courses?

In terms of 'entry-level courses' we can provide information on the employability programmes ran or supported by Nottingham Jobs including Step into Work, Sector Based Work Academies, and Job Clubs across the city. We can include this information in Area Jobs Plans reported at Area Committee. These programmes include various entry-level provision including function maths and English, ESOL, interview skills, CV writing, Job searching, and information, advice and guidance. They can also include sector specific qualifications and licenses. Nottingham Jobs, Futures, and our Community Partners can provide information on numbers going into employment, apprenticeships, work experience, or full-time education, following receipt of this provision. In terms of entry-level FE courses, this information would need to be sought from local colleges.

8. What evidence do you have to show that you are working with young people who are hard to reach including those with learning disabilities including dyslexia, English as a second language, mental health issues etc How do these young people access your services ?

The whole of the Nottingham Jobs Hub service is designed to make access to vacancies easier – The target audience of the Hub is unemployed claimants, this is a broader term that includes long term unemployed, vulnerable, Sick & Disabled, however there is no specific targeting of these groups as we are primarily employer-facing. Other initiatives in Nottingham Jobs are also focused on the broader cohort of unemployed claimants. Step into Work targets 18-29 year olds and our community partners delivering the programming have to provide bespoke support for young people with a range of barriers to learning and work including the ones mentioned above. Specialist supported services are commissioned or co-opted by the lead providers to engage clients with these barriers. Individual records are kept which outline the issues young people are facing, but current monitoring reports only record if the client has a disability or not (self-declared), rather than a breakdown of specific health or other barriers to learning work (housing or crime related for example). This will be built

into future reports as part of new Service Level Agreements being put in place with each partner delivering the programme. Some partners undertake specific outreach programmes to target different groups of young people and encourage them to sign on the programme. The rest of beneficiaries are referred directly by DWP when they reach 13 weeks unemployed OR earlier if their DWP work coach identifies a specific barrier, including those outlined above.

9. Young people need support in living skills in order for them to retain college places and jobs how is this support being provided?

This information would need to be supplied by colleges but they have support services in place to help young people with their living skills. More generally this is available through Nottingham City Homes and other Social landlords, the Priority Families Programme, Step into Work, and other social services.

10. In working with challenging young people are local contacts being used to link into these groups where they meet e.g. barbers shops etc.

In terms of the Nottingham Jobs community partners, they have accessible welcoming facilities in key locations across the city outlined above. They also work with clubs and groups such as Switch Up (boxing club), Street League and the Unity project (both football) and other young-people focused organisations to encourage referrals into their services, as part of their Area Jobs Plans