

**Learning City York**  
**Report to Scrutiny – May 2017**

**A) York Skills Plan – 2017 – 2020**

**(Approved by CMT & in final consultation with city-wide partners before presenting to Full Exec for final approval)**

York's second all age Skills Plan, focuses on how City of York Council and its partners will work together over the next four years to contribute to two key priorities for the city as set out in the York Economic Strategy, 2016 – 2020 and City of York Council Plan 2015 - 2019:

- **Developing, Retaining and Attracting Talent in York**

To support the growth of local businesses as well as those within commuter distance of York across the wider city region.

- **A Prosperous City for All**

Where local businesses can thrive, residents have the opportunity to get good quality and well paid jobs and everyone in York is supported to achieve their full potential, **making sure 'no-one' is left behind.**

**The Skills Plan** has been developed at an important time for the city as it sets out to deliver an ambitious economic growth vision to 2030 and beyond. It is also a time of major change for employment and skills support in England, with real shifts in policy and funding at a national, Local Enterprise Partnership and city level. To realise the vision and maximise the impact of these shifts, now more than ever, we need effective collaboration between employers and all engaged in education, skills and employment activity as well as partners supporting the city's economic development. We need to ensure that talent supports business growth and business growth delivers benefits for all residents.

The Skills Plan sets out **5 'Essential To-Dos'** to 'developing, retaining and attracting talent' – 'making sure no-one is left behind':

1. **Support the transition of all young people from learning to earning**
  - Ensuring that great education is better connected to business
2. **Connect more adults to jobs & career progression**
  - Targeting integrated ways of working with more disadvantaged and vulnerable adults

### 3. **Grow the Apprenticeship Offer**

- Creating jobs for young people and developing skills of existing staff in SMEs and larger businesses

### 4. **Make better use of HE talent, resources & learning**

- Developing graduates to access graduate level jobs within local businesses and ensuring access to higher level learning for residents

### 5. **Tackle Skills Shortages**

- Harnessing the employment and career opportunities across all sectors for the benefit of all residents, with an immediate focus on:
  - ✓ Health & Care
  - ✓ Construction & Infrastructure (including Rail)
  - ✓ Digital, Technology & General IT Skills
  - ✓ Hospitality and Tourism

## **B) Progress to Date**

### 1. **Support the transition of all young people from learning to earning**

CYC continues to make sense of policy and funding programmes to maximise the benefits for schools, colleges and young people in York.

There are several European, National and LEP funded programmes, delivered by a variety of partners, that CYC is ensuring that York secondary schools are engaged with, including:

- **Improve Your Prospects** (Prospect Services – with various delivery partners) – supporting 6 York schools with young people aged 15+ in Y10/11 at risk of disengagement, as well as supporting 16-19 year olds who are already NEET
- **Enterprise Co-ordinators** – linking schools with volunteer business Enterprise Advisers to drive business-education links (in partnership with both LEPs)
- **Better Careers Education and Future Jobs** – two ESF LEP contracts to better support CEIAG-related activity in schools & colleges (Prospect Services & Aspire-i)
- **Career Ready Programme** – DHL sponsored Business & Logistics programme for 15 x Y12 sixth form students at Fulford and Archbishop Holgate's seeking to progress to local employment (including apprenticeships), not HE
- **#TechGoals** – Digital Skills in Schools programme, commissioned by LCR

## **Shape Your Future Careers Event (Fulford School) – January 2017**

Co-ordinated by City of York Council, Education & Skills, in partnership with Fulford School, Archbishop Holgate's and Millthorpe, local employers, NCS and JCP. 300 young people and parents attended from Y10-13 to talk with employers and staff from all the key sectors for York to help inform their career aspirations and next steps. This included a focus on advanced and higher level apprenticeships.

### **2. Connect More Adults to Jobs & Career Progression**

York (all age) Jobs Fairs have taken place in September 2016 & March 2017 (coordinated by York Learning, in partnership with JCP and supported by funding from CYC), with strong attendance from employers, training providers and residents.

The LCR funded 'Head Start' programme, commissioned through Learning City York to York Learning. CYC supported circa 100 x 18-24 year longer-term unemployed olds, with 47 into employment by end March 2017.

There are 5 new European funded programmes now available in York (via LCR and YNYER LEP) to support different adult resident client groups and service users into work to July 2018 or March 2020.

In brief:

- **Action Towards Inclusion** (Your Consortium is the Prime + 10 delivery partners, including York Learning – Big Lottery co-funded) – 400 residents to 2020 who are furthest away from the labour market; 80% inactive; longer term unemployed (12 months+)
- **Moving Forward** (Ixion is the Prime, with i2i as delivery partner) – 26 weeks (6 months unemployed)
- **Access to Employment** (APM) – unemployed residents closest to the labour market (any length of unemployment)
- **Open Doors** – Skills Support for Redundancy (Interserve)
- **Step up to Construction** – York College has supported 3 groups of 15 unemployed residents to benefit from training, site visits, work experience and acquiring their Green Card for applying to jobs in construction. A small number have been successful in gaining employment locally.

Other European funded programmes have been awarded to support the skills, training and career progression of those already in work, dependent on in-work benefits, as well as developing higher level skills.

- **Skills Support for the Workforce and on In-work Benefits**
- **Higher Level Skills**

Key priorities moving forward:

- New DWP Work & Health programme
- DWP pilot activity to target 'supported employment opportunities' for those residents with learning disabilities, autism & mental health barriers

### **3. Grow the Apprenticeship Offer**

The **Council-led 'York Apprenticeship Hub'** has continued to work closely in partnership with employers (large and small), training providers, schools and LEPs to raise the awareness and take-up of apprenticeships for young people (16-24) and to develop existing staff with apprenticeship training.

The 30% growth in all age apprenticeship 'starts' in 2014-15 to 1700 (ranking York has the 6<sup>th</sup> highest ranking LA in the UK for growth) has been maintained in 2015-16 with an all age start level at 1720.

The council-led, LCR funded SME Brokerage Service created 250 apprenticeship jobs for 16-24 year olds by the end of the contract last October 2016 (highest performing district against original targets). This independent service has now been contracted through European funding to Interserve across LCR and sub-contracted in York to APM.

A second European funded SME service to support employers upskill their existing workforce through apprenticeship training, has been awarded to Grimsby Institute and a consortium of FE colleges and training providers.

The work of the **Council-led York Apprenticeship Hub** has more recently turned to supporting and maximising the benefits of the apprenticeship reforms and levy for CYC (core staff), Locally Maintained schools and supporting Apprenticeship Levy discussions with groups of larger employers across the city.

Recent activity, led by the council-led York Apprenticeship Hub includes:

- York Apprenticeship Recruitment Events – last August 2016 & March 2017 (with record attendance from employers, training providers, young people and parents)
- York Apprenticeship Graduation & Awards Ceremony – November 2016 (record number of graduates & attendance)

- School workshops, Facebook & weekly E-vacancy bulletins
- Development of an approach and support package for maximising the benefits of the Apprenticeship levy for CYC, LA maintained schools and larger employers across the city

#### **4. Making Better Use of HE Talent and Resources**

Higher York are keen to support both the York Economic Strategy and York Skills Plan. Following a recent restructure to the partnership (Uni of York; York St John University; York College, Askham Bryan College and City of York Council), the Board is currently reviewing the Skills Plan to assess how individual HEI partners can contribute and align with the skills demands of both local and national employers.

#### **5. Tackling Skills Shortages**

##### **5.1 Health & Care Sector**

Through the council-led Adult Care Workforce Development Strategy Group (Recruitment, Retention and Careers sub-group) we have worked with the NHS York Teaching Hospital and Skills for Care to host the first sector specific Health & Care Recruitment Event on Saturday 25 March at York Hospital. This was well attended by 300 residents and appointments to clinical and non-clinical jobs across the two sectors were made on the day and after.

The Council (on behalf of Learning City partners) has now joined the wider STP for the Humber and Vale of York to investigate the potential to develop a dual Health & Care Apprenticeship programme that would enable new entrants to gain experience in both sectors before specialising.

##### **5.2 Hospitality & Tourism**

The Hotelier network facilitated a sector specific recruitment event at the end of September 2016 on a Sunday, as part of the York Food & Drinks Festival. Attendance was low.

JCP, in partnership with local training providers, has run several successful Sector Based Work Academy programmes with individual large hotels, such as The Hilton and The Grand to fill vacancies.

The Council, York College, JCP and Make it York are meeting again with the Hotelier Group and HR Network to review what action to take next.

### **5.3 Construction**

CYC continues to embed Employment and Skills Plans into our capital procurement contracts with targets for local employment, apprenticeships, education and training opportunities. The latest being the tender for The Guildhall.

Positive outcomes have been achieved, linking programmes for unemployed residents to move into the sector delivered by York College and supported by European Funding (Step up Into Construction).

The Council is working closely with CITB, York College and the YNYER LEP to look at more ways to raise awareness with young people about the opportunities available and to encourage more SMEs to take on apprentices.

### **5.4 Digital, Technology & IT Skills**

#TechGoals – Digital Skills in Schools programme, commissioned by LCR  
Digital skills in the community – delivered by York Learning.

### **Post 16 Education Area Based Reviews**

Over the last two years the Department for Education have conducted a series of post 16 area based reviews. These reviews were delivered in five waves with the review for the area covered by York, North Yorkshire, East Riding and Hull local authorities taking place in the fourth wave between September 2016 and March 2017. The focus of the review activity was on GFE (General Further Education) colleges and sixth form colleges. Across our review area this meant that eleven colleges in total were in scope with Askham Bryan College and York College included from York. The purpose of the reviews was to ensure colleges are financially secure, resilient and able to respond to skills priorities as set out by local authorities and local enterprise partnerships. Published reports from the earlier waves did recommend a number of college mergers in other parts of the country.

The council played an active part in the review especially in the co-ordination of the education data analysis resulting in each local authority setting out their priorities along with those from the two local enterprise partnerships early in the review. Subsequently the council was represented at all five steering group meetings and we have supported the final recommendations.

The final recommendations will be published in a report in the first week in May 2017. This will indicate no change to the status of Askham Bryan College and York College ie: they will remain as stand-alone institutions.

Local authorities and Local Enterprise Partnerships will continue to have a role in supporting and challenging and ensuring colleges are responding to local priorities.

Report Provided by:

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**Abbreviations:**

CEIAG – Careers, Education, Information and Guidance

CITB – Construction Industry Training Board

CMT – Council Management Team

CYC – City of York Council

DWP – Department for Work and Pensions

ESF – European Social Funding

FE – Further Education

GFE – General Further Education

HE- Higher Education

HEI –Higher Education Institute

HR – Human Resources

i2i – Inspire to Independence

JCP – Job Centre Plus

LA – Local Authority

LCR – Leeds City Region

LEP – Local Enterprise Partnership

NCS – National Careers Service

NEET – Not in education, employment or training

SMEs – Small and medium sized enterprises

STP – Sustainability Transformation Partnership

YNYER LEP – York, North Yorkshire, East Riding Enterprise Partnership