



YORK'S

SKILLS PLAN 2017-2020

Developing, Retaining & Attracting Talent
Making Sure No-one is Left Behind

FIVE ESSENTIAL TO-DOs

Ambition...Headline Targets.....

- Top 10 UK city:**
- Employment, skills & qualifications
 - Wages above national average (York Economic Strategy)

- Biggest improvements:**
- Disadvantaged and vulnerable residents

1



Great education better connected to business

Supporting the progression of **all** young people from learning to earning

2



Connect more people to jobs, starting a business & career progression

Targeting integrated ways of working with disadvantaged and vulnerable people

3



Grow the apprenticeship offer

Creating jobs for young people and developing skills of existing staff

4



Make better use of HE talent & resources

Developing talent for graduate level jobs and ensuring access to higher level learning for businesses and residents

5

Tackle skills gaps & shortages

Harnessing the employment and career opportunities across **all** sectors for the benefit of **all** residents and **all** businesses with an immediate focus on:



Health & Care



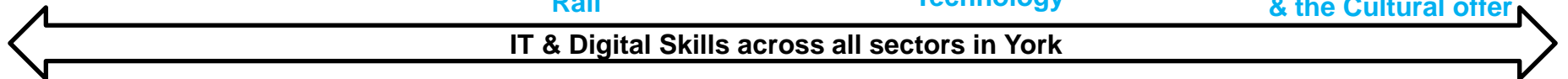
Construction, Infrastructure & Rail



Digital, IT & Creative Technology



Hospitality, Tourism & the Cultural offer



Delivery

- We will.....



- We ask you to.....



1 Transition of young people from learning to earning

Great education better connected to business (GREEN)



The Quality in Careers Standard >>>>

Preventing
NEET to
reduce NEET

50%
18 year olds do not enter higher
education & seek employment
locally

<p>IT, Digital & Telecoms</p> <p>IT is about computers and computer applications, software and hardware for business information and digital systems. It's about the technology that connects information such as phone calls, TV, mobile, broadband and satellite.</p> <p>Jobs to grow 20% by 2030</p> <p>Strong growth in digital, creative & media technologies</p> <p>Skills in demand: coding, programming, software development and data analysis</p>	<p>York Employers</p> <p>Bluebird Mood International Cofra Software Crescent Engineering Machinon Games New Digital Netalls Ltd York Data Services Fanger Creative Milestone Solutio TSC</p>	<p>Transport, Warehousing & Logistics</p> <p>It's about moving, handling and storing goods including passengers. This is led by York's major manufacturers, wholesalers and retailers.</p> <p>10% of national employment in the rail industry is in York</p> <p>Many rail headquarters jobs</p> <p>At the forefront of sustainable transport with the UK's first electric bus</p>	<p>York Employers</p> <p>Network Rail Northern Rail Garnham Rail Central Network Virgin Trains East Coast Herts Fother Logistics Palace Rail to Berghat Upper Rail Salford North Rail First Bus First Office</p>
<p>Scientific Research & Development</p> <p>It's about experiments and investigation to produce the knowledge and application of science for new products.</p> <p>Jobs to grow 20% by 2030</p> <p>UK's first National City of Science</p> <p>Jobs in research and development, sales and marketing to finance and quality assurance</p>	<p>York Employers</p> <p>Asa Science Ltd Appliance Cocoon Smith & Nephew Alphag Health Epicure Diagnostics York Instruments Ceres for Food Agriculture Products</p>	<p>Retail & Wholesale</p> <p>It's important to York, with a strong city centre retail offer, out of city retail parks and growing on-line sales. Opportunities range from sales to buying and merchandising to management.</p> <p>One of the largest sectors 15% of York jobs</p> <p>Skills in demand: IT, social media, marketing, team leadership skills, with growth in on-line retail</p>	<p>York Employers</p> <p>John Lewis Primark New Look ASDA York Designer Outlet Primark B&Q York Centre House Marks and Spencer GAS & More B&M New Look Primark</p>

Shape Your Future York
Key sectors and job opportunities

8,500 businesses and 118,000 jobs

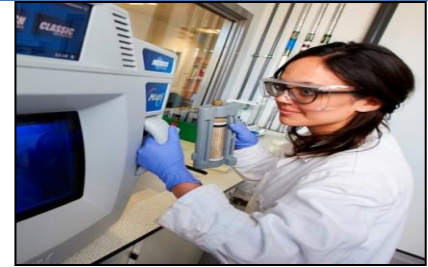
For more information about careers www.careersyandh.co.uk

Careers Yorkshire and the Humber

Published October 2017. Sources: York Skills Plan 2017, BMRB 2015, Office for National Statistics 2012, Oxford Economics projections 2016



8,500 businesses and 118,000 jobs



T levels – 2020+

York

CAREER READY
Business & Logistics
PROGRAMME

Linking York 6th Form students looking to stay local with local employers looking for talent



YORK APPRENTICESHIP RECRUITMENT EVENT
Thursday 8 March 2018
4:30 - 7pm

Drop in at any time & speak to recruiting employers, training providers & support services including:

Drop in at any time and talk to:

- Employers with vacancies
- Training providers with vacancies
- Current apprentices
- Other support services & training opportunities

Jobs in business & finance, construction, retail, hospitality & catering, digital & IT, engineering, law, child care, health & many more...

For more information:
york.apprenticeships@york.gov.uk
yorkapprenticeships

2 Connect more people to jobs, start-ups & progression

Targeting integrated ways of working with disadvantaged & vulnerable adults (AMBER/GREEN)

YORK JOBS FAIR

FREE event bringing employers, employment support agencies and education and training providers together to offer local people job opportunities, information and advice.

Benefits from meeting employers face-to-face and find out more about jobs, salaries and learning your skills and qualifications.

Wednesday 21 March 10am to 2pm
York Railway Institute
77 Queen Street, York YO1 1AB

Learning 4 Everyone

Courses for Winter, Spring & Summer 2018

LEARN

EXPERIENCE

DISCOVER

YORK Learning For more information or to book a course visit: www.yortime.org.uk

Are you over 50 and looking for employment?

Jackie and Julie from Experience Counts are running a free programme to look at what your future opportunities might be and help you get ready for them.

Experience Counts 50+ Programme 3:
Start date: 17.01.18, 09.30 - 12noon for 5 weeks
Venue: Tang Hall Community Centre, YO31 0UG

To book a place:
Website: www.experiencecountsvork.org.uk
Email: just_ask@experiencecountsvork.org.uk
Phone: 07443 466756

These sessions will help you to explore:

- What do I want to do next in my life?
- What have I got to offer?
- Where are the opportunities?
- How do I put a skills based CV together?
- What will they ask me at interview?
- How do I need to prepare?
- What support is available to me?
- Where can I get help and advice?

EC
Experience Counts (York) CIC

Work Wellness

Are you currently employed but off work and experiencing stress or anxiety?

If you're a patient of Priory Medical Group or York Medical Group, Work Wellness can be adapted to your situation and needs, below are some of your options.

Our Work Wellness Adviser can:

- Have a conversation with you about what you need
 - Get you the right information
- Connect you with community groups and activities
 - Help you improve your wellbeing
 - Develop your confidence
- Guide you through action planning and goal setting
 - Support you to re-engage with work
- Explore career options with you if you are thinking of changing jobs
- Liaise with your employer if you wish
- Get you ready to return to work

Call or text Gráinne on 07717 205690 or email grainne.hilly@york.gov.uk or speak to your GP who can arrange an appointment

Supported by:

European Union
European Social Fund

MakeItYork
Start-up Support

HM Government

Industrial Strategy

Building a Britain fit for the future

Advanced Learner Loan

LEADERSHIP & MANAGEMENT

in Health & Social Care and Children & Young People's Services

Level 5 Diploma (QCF)

2nd edition

Joanne McIlhinne and Alex Walton

ALWAYS LEARNING PEARSON

Launching a new National Retraining Scheme

HM Treasury Autumn Budget

3 Grow the Apprenticeship Offer

Creating jobs for Young People & developing skills of existing staff (GREEN – but complex)

City of York Council Commitment – including LA maintained schools

In Partnership with - Local Businesses & Training Providers

Since the levy / reforms:

- Council Apprenticeship Task Group
- York Schools Apprenticeship Panel
- Financial accountability for levy = FD
- LGA consultant supporting HR to develop a CYC Apprenticeship Strategy to attract, retain & develop talent, for succession planning and WFD – due to CMT in Autumn
- Circa £450k annual training budget – use it or lose it from April 2019

YORK	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17P
Under 19	350	350	360	430	440	390
19-24	590	520	490	520	510	430
25+	720	710	460	750	770	630
Total	1660	1580	1310	1700	1720	1450

Level	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17 (P)
Advanced	590	660	460	620	740	610
Higher	20	20	30	50	110	120
Intermediate	1,060	890	810	1,020	880	720

	Pre-2011	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	Total
CEC	1	1	5	9	4	1	3	6	30
CCS	2	16	17	9	5	7	9	7	72
EP	2	2	6	1		1	7	1	20
HHASC	2	14	6	2		1	1		26
Libraries		2	3	3		1			9
MiY			1		1				2
Schools	1	2	2	2	1	4	1	11	24
Total	8	37	40	26	11	15	21	25	183



4. MAKE BETTER USE OF HIGHER EDUCATION TALENT & RESOURCES

Developing talent for graduate level jobs and ensuring access to higher level skills and learning for businesses and residents

AMBER

Role of Higher York v building strong relations with individual institutions?

Re-visit issues and how CYC works with partners to shape, influence, drive key issues to make a difference

5000 higher education graduates annually, some of whom seek to stay to work in York
Some graduates are doing lower-skilled jobs, suitable for other people with fewer qualifications

Great resources & learning offer	Not accessed by all businesses & residents
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5 Tackling Skills Shortages & Gaps (AMBER)



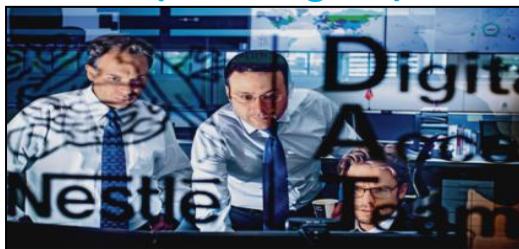
Health & Care

- Council-led Adult Care WFD Strategy Group (??) 😞
- Social Care Plan – integrated health & care apprenticeships?
- NHS-led Health & Care Recruitment Events 😊 gone quiet 😞
- Early Years Education & Childcare WFD Group (new 😊)



Construction & Infrastructure
(including rail)

- Employment & Skills KPIs embedded into CYC capital procurement projects eg: Community Stadium...Guildhall 😊
- Step-up-into Construction: NEETs, unemployed, returners 😊
- No York Network Rail apprentices 😞 ... but Network Rail to get involved with Y11 Taster Days in January 2019 😊



Digital, IT & Creative Technology

- Creative & Media Technologies / Guild of Media Arts / New Creative Strategy.....however..... 😊
- York Developers / High-tech programming don't feel represented & voice not heard.... 😞



Hospitality & Tourism

- Working with York BID to engage hoteliers with young people still in education 😊
- York College FT students better connecting with sector 😊
- JCP & training providers supporting pre-employment programmes for unemployed to fill vacancies/job share 😊
- No magic bullet & Brexit already impacting 😞

Progress on Ambitions / KPIs

Top 10 UK City.....

Resilient employment landscape 😊

- High employment 77% (10/63 UK cities in 2017; up from 15/63 in 2012) 😊
- Low unemployment, NEETs (2nd lowest / 63 UK cities; 😊 BUT stubborn & static 😞)

Hotspot for Talent / Skills 😊

- NVQ Level 4+ 43% (12/63 UK cities 😊 BUT down from 8/63 😞)
- Low levels of unqualified pop. (3rd lowest) 😊
- Strong HE assets 😊
- Top quartile GCSEs (64% 5* A-C) & Post-16 (3/59) 😊

Wages 😞

- Pay gap widening 😞
- But household income levels more positive, with average weekly workplace earnings moving from 31/63 UK Cities in 2012 to 44 in 2015 and 33 in 2017

Economic competitiveness has declined 😞

- Overall **UK ranking** for economic competitiveness has **declined** 2010 – 2016 (Huggins Index)
- Fallen from rank 16 to 20 of 46 larger cities – excluding London (population of 100,000+);
- Fluctuated :145 to 131 then 140 of 339 localities

Biggest Improvements.....

Individual Case Studies...demonstrate 😊

- Targeted interventions and more innovative and integrated ways of working can make a difference

However:

Employment & Wage Inequalities 😞

- Under-employment & in-work poverty – high levels of part-time work in low pay jobs
- Unwantedly inactive – those with disabilities, mental health issues, etc who are finding it difficult to gain / sustain employment
- Higher proportion of low skilled / low wage jobs
- Low work-place median wages for residents

Mis-match on Talent / Skills / Productivity 😞

- Gap to national average levels of productivity (GVA per person) has widened (48/62 UK cities , 2016)
- Albeit some sectors above national average
- Unfilled vacancies & skills gaps for employers
- Under-employed graduates in lower skilled jobs

Are we on Track?

What Next?

Continue with the “To-Dos”

- Agree ‘asks’ of CMT , engagement of Scrutiny and other stakeholders (including Make it York)

Review of York Economic Strategy & York Skills / Talent / Employment Plan

- Review progress, evidence base and key policy issues / ambitions
- Aligned to York’s City Re-Branding & Growth Programme supported by LCR Business Rates
- Aligned to local Inclusive Growth Industrial Strategies / LEP Employment & Skills Plans
- **#talentmatchyork** – skills / talent summit - York Business Week - November 15 with MiY
- **Economic Growth Conference** - end of York Business Week – Monday 19 November 2018
- Addressing Governance, performance management & visibility of York Skills Plan

York Central

- **A Hub for Creativity and Innovation:** How can York Central become a focus for an exchange of learning and skills which benefits the whole of York?
- Employment and Skills Plan within the YorBuild tendering