

YORK'S

SKILLS PLAN 2017-2020

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

EXECUTIVE SUMMARY

INTRODUCTION

York's Skills Plan 2017-2020, the city's second All Age Skills Plan, focuses on how we and our 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:

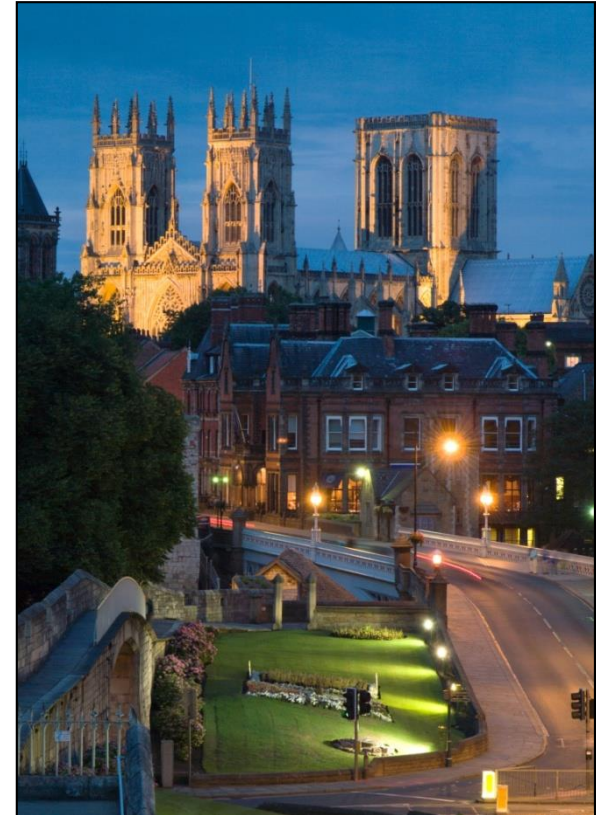
Developing, Retaining and Attracting Talent in York

- 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.



YORK'S HEADLINE SKILLS PLAN

Ambition...

Top 10 UK city:

Employment rate, skills & qualifications

Wages above national average

(Economic Strategy)

Vision

Skilled people

Working in thriving local businesses with good quality & well paid jobs for all

Priorities

Developing, Retaining & Attracting Talent

Making Sure 'No-one' is Left Behind

Essential To-Dos

1. Support the transition of **all** young people from learning to earning
2. Connect **more** adults to jobs, starting a business & career progression
3. Grow the Apprenticeship offer to create jobs & develop staff
4. Make better use of Higher Education talent & resources and for businesses & residents
5. Tackle skills shortages

ANNEX A
2017 - 2020

Ambition...

Biggest

improvements:

For disadvantaged & vulnerable young people and adults

- Young people eligible for free school meals, with special education needs, leaving care, youth offenders, at risk of disengagement or Not in Education, Employment or Training (NEET)

- Adults with learning disabilities, significant health difficulties and longer term unemployed people; as well as those not working, not claiming benefits but wanting a job and those in low skilled - low paid jobs seeking progression

YORK'S SCENE IS SET

Summary of where we are now; strengths, weaknesses, opportunities and threats

York is already considered to be a UK hotspot for talent for businesses, due to the strong outcomes of York secondary schools, colleges and two universities alongside the high resident qualification levels and low levels of unemployment.

This strong skills profile has helped York to become a successful and resilient city, securing strong economic growth and employment rates above national average over the last decade. The city's economy has restructured towards higher value sectors (financial and professional services, the location of national headquarters in rail and the city's internationally competitive science, research and creative, digital and technology clusters), as well as continuing to develop a vibrant visitor and tourism economy and reputation as a centre for learning and innovation.

As the city sets out its vision for 2030 and beyond, there are exciting new opportunities for further growth and employment presented by major schemes including the 120,000 m² development of York Central Enterprise Zone and High Speed Rail Hub at York Station; a £50mn agri-tech Centre of Excellence at FERA, Sand Hutton; a dynamic and growing small business base, particularly in the Creative & Digital Sectors as well as new housing developments, improvements to the Outer Ring Road and low carbon, sustainable transport initiatives around electric vehicles, Park and Ride and cycling, as part of the **One Planet York** initiative. We have to work hard together to ensure that all residents develop the right skills to benefit from these opportunities.

'Developing, Retaining and Attracting Talent'.

The York Economic Strategy recognises, in particular, the importance of York's pipeline of graduate and apprenticeship talent as an essential element to secure economic vibrancy for the city and to help deliver the vision to be a **Top 10 UK City** for employment, skills and connectivity, with high value sector growth, wages above national average and business space and housing requirements met.

'A Prosperous City for All - making sure no-one is left behind'.

The Council Plan wants all residents to have the opportunity to get good quality and well paid jobs and, in particular, to increase employer's involvement with education and communities so that all children and young people can achieve good outcomes and make the most of their talents and skills.



YORK'S SCENE IS SET

ANNEX A

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

Young people need support to develop skills and knowledge of the changing job market and gain experience of the workplace to ensure they get the best possible start to their working lives. Some groups of vulnerable young people need targeted support to improve their outcomes and employment prospects. With 50% at age 18 currently not entering Higher Education and seeking employment locally, along with a proportion of the 5000 graduates from the two local Universities, we need to ensure that there is closer alignment between their understanding of the actual jobs available in York and the surrounding area, the routes to access these careers, including apprenticeships and the development of their broader employability skills.

Working age adults and families with additional barriers to work such as disabilities, mental health problems, low level skills and inter-generational worklessness need tailored support, both pre-employment and in-work. With large numbers of unfilled vacancies and 80% of the workforce to 2020 already having left compulsory education, the challenge in York is not about a shortage of jobs, rather how we help working age residents develop the right skills for recruiting businesses and how we challenge and support recruiting employers to provide the right environment for adults seeking employment. With high levels of part-time employment (38%), especially amongst women, in lower skilled, lower paid jobs, York has a second challenge that whilst being in work, many people remain dependent on in-work benefits and fall into the trap of in-work poverty. We need to work with employers and support people to access the right training to develop their skills so they can progress to higher skilled and higher paid employment.

Businesses, large and small, also need support in helping them to find the right talented, skilled and motivated people. We know that many companies, particularly smaller businesses within high value sectors such as Digital and IT are experiencing skills shortages and that growth isn't matched by the number of people applying for jobs who are properly qualified and experienced. Furthermore, we have unfilled vacancies, at every level, in key employment sectors such as health and care, construction and hospitality and tourism as well as IT related jobs across all sectors.

In summary, this plan seeks to foster a collaborative responsibility **to developing and retaining talent** with York's partners – businesses, employer networks, business support agencies, public sector, voluntary sector, education and training providers, residents - and create a local commitment **to making sure no-one is left behind** by putting everyone in a position to successfully gain employment and make progress in their working life.



FIVE ESSENTIAL TO-DOS

Developing, Retaining & 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, starting a business & 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 small, medium and larger businesses

4



Make better use of HE talent and resources
Developing talent for graduate level jobs and ensuring access to higher level learning for businesses and 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, IT & Technology



Hospitality & Tourism

YORK'S HEADLINE SKILLS PLAN – ESSENTIAL TO-DOS & ASKS

ANNEX A

1

Support the transition of all young people from learning to earning

Ensuring that Great Education is better connected to business

- Raise awareness of the changing jobs and career opportunities
- Ensure a consistent and progressive Careers, Enterprise and Employability Offer, enriched by business and linked to curriculum
- Raise the bar on Higher Level Skills that employers are seeking
- Develop stronger 14-19 technical and professional pathways
- Grow the Apprenticeship Offer in schools, including recruiting apprentices as an integral part the education workforce
- Target support to narrow the gap and improve outcomes for disadvantaged and vulnerable young people

2

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

Targeting integrated ways of working with more disadvantaged and vulnerable adults

- Offer more supported work experience and employment opportunities for young people and adults with learning disabilities, autism and mental health issues
 - Support residents to access information about local jobs, careers and 'business start-up' support, including services offered through National Careers Service, Jobcentre Plus and Make it York
- Develop more innovative 'second chance' employability and re-training opportunities in non-traditional settings and supported by employers
- Provide clear routes for referrals into skills, business growth and employment programmes for front-line services working with adults and businesses
- Create better signposting to higher level learning and vocational provision
 - Ensure access to financial advice for those affected by welfare reform changes

3

Grow the Apprenticeship Offer

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

- Support businesses to better understand and make the most of apprenticeships, particularly in the context of the new apprenticeship levy and reforms
 - Develop a co-ordinated 'Apprenticeship Offer for SMEs'
- Support people to access traineeships and apprenticeships as a pathway into and progression through rewarding careers, ensuring that the talent supply meets employer demand
 - Increase the provision and take-up of higher and degree apprenticeships
- Continue to celebrate and give a high profile in the city to the business and individual benefits of apprenticeships

4

Make better use of Higher Education talent and resources

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

- Make it easier for businesses (particularly smaller enterprises) to access and make use of higher education talent
 - Promote York career opportunities to York higher education students
 - Develop the higher learning skills offer to support local businesses
- Continue to create innovative programmes to widen participation in higher learning by local residents

5

Tackle Skills Shortages

Harnessing the employment and career opportunities across all sectors for the benefit of all residents

- Set up employer-led sector specific task and finish groups, to target activity and interventions across Essential To-Dos 1-4, with an immediate focus on
 - Health & Care
 - Construction & Infrastructure (including Rail)
 - Digital, Technology & General IT Skills
 - Hospitality and Tourism

YORK'S SKILLS PLAN 2017-2020

GET INVOLVED – MAKE IT HAPPEN

If you'd like to work with us on delivering York's Skills Plan to:

- Develop, retain and attract talent, to support the growth of local businesses
- Making sure 'no-one' is left behind, by putting everyone in a position to successfully gain employment and make progress in their working life

Contact us on:

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