

## Employment, Unemployment, Apprenticeships

### Equality Scheme Priorities (Green: Achieved; Amber : In Progress)

Better connect all residents to economic opportunity, in particular York's female claimants, lone parents in poverty and the Gypsy and Traveller community. Promote and target education and training opportunities for Gypsies and Travellers. Continue to provide training courses to Traveller women in conjunction with the Travellers Trust, to develop 'employability' skills in literacy, self confidence, and communication skills.'

Develop more work placements opportunities, attached to training to build young people's skills, confidence and attitude to become work ready.

Work in partnership with Higher Education in York to offer mentoring opportunities to undergraduates and work with them to pilot internships for unemployed graduates.

Secure funding through City Deals to support apprenticeship recruitment activity for 2013-2016 to include working with BAME community.

Continue to build the York Apprenticeship offer for young people with Learning Disabilities.

Support more young people with Special Education Needs and Disability (SEND) into flexible working packages and work with mainstream providers of post education to improve the retention and progression of 16 and 17 year olds.

Increase the number of businesses offering apprenticeships

Strengthen employment support and employee assistance programmes for people with mental health issues and provide more flexible opportunities so older people, adults with learning difficulties or disabilities can move back into employment on a part time basis.

### Achievements

An Economic Infrastructure Fund (EIF) totalling £28.5m over a five-year period to 'kick start' initiatives that support York's economy, create jobs and secure investment has been created. This has helped support job Fairs in the City attracting over 1800 attendees.

York attracted 800 new jobs to the city, a key highlight being a deal with Hiscox to bring 300 – 500. In supporting the distinctiveness of the city a new brand for independent retailers, "Proudly in York" was developed.

### Areas to Address

Recent data suggests that public sector cuts are beginning to bite in York. The city is highlighted in new ONS data as the most affected local authority in the region for the percentage loss in public sector jobs. Since 10/11 the overall trend for the proportion of those in full time work has decreased. Whilst those working part time has increased. York has the 10th highest proportion of its working age population in part-time employment out of 378 Local Authorities.

Training courses are continuing for Traveller women in conjunction with the Travellers Trust, to develop 'employability' skills in literacy, self confidence and communication skills. The Traveller Literacy group in St Lawrence's children centre was very well attended and women gained qualifications at the end of last year and are continuing to attend. Over the last 18 months 26 Gypsy and Traveller Women have gained employment, 16 of these since March 2013.

The % of part time working for both males and females has increased. Whilst the % of males in full time employment has decreased.

**York's Performance status compared to others Green Better - Red Worse**

Indicator	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators
<b>Employment</b>	<b>Jan-09 Dec-09</b>	<b>Jan-10 Dec-10</b>	<b>Jan-11-Dec-11</b>	<b>Jan-12 Dec-12</b>	<b>Jan-13 Dec-13</b>				
Number of working age population in employment (16- 64)	100,700	99.5	105,000	111,000	107,400	Decreased			
% of working age population in employment (16- 64)	72.90%	71.00%	74.60%	78.20%	73.30%	Decreased	71.50%	69.80%	
% in full time work	72.70%	73.40%	69.50%	67.30%	65.80%	Decreased	73%	74%	
% in part time work	27.30%	26.50%	30.50%	32.60%	33.90%	Increased	25.50%	26.40%	York is the 10th highest for part-time employment out of 378 Local Authorities
Employment rates of Males	73.80%	73.80%	74.50%	80.90%	75.70%	Decreased	76.50%	74.50%	
Employment rates of Females	71.90%	68.30%	74.70%	75.50%	70.90%	Decreased	66.40%	65.20%	
% of males part time working	11.10%	11.00%	11.70%	13.70%	14.40%	Increased			
% of females part time working	43.20%	42.70%	49.10%	52.50%	54.10%	Increased			
<b>Earnings</b>	<b>09/10</b>	<b>10/11</b>	<b>11/12</b>	<b>12/13</b>	<b>13/14</b>	<b>Trend</b>	<b>GB</b>	<b>Yorkshire &amp; Humber</b>	<b>Comparators</b>

Average earnings of residents - Gross weekly pay	479.1	481.7	492.3	523.1	523.0	Stable	518.1	479.1
Average earnings of residents - (% difference York & Region )	5.5%	4.0%	5.4%	11.1%	8.4%	Decreased		8.4%
Average earnings of residents - (% difference York & GB)	-2.4%	-4.2%	-2.2%	2.8%	0.9%	Decreased	0.9%	

### Achievements Apprenticeships

### Areas of Focus - Apprenticeship

An apprenticeship programme has given a large number of people the chance to learn new skills within the Council's teams and the city as a whole supports over 1600 apprentice positions. The Council has also revised its strategy for apprenticeships to provide a clearer career pathway for apprentices at the Council. Apprenticeships are offered for a fixed term and apprenticeships are considered for vacancies allowing career progression.

York's apprenticeship hub funded through the Leeds City Region Partnership who secured £4.6m in government funding to support proposals to boost apprenticeships in the area will seek to increase apprenticeships for 16-24 year olds over the next three years, primarily with small and medium sized enterprises (SMEs). Under the plans, York will be home to one of eight 'Apprenticeship Hubs' to be created in the region. The hubs will work to persuade and inform smaller businesses of the benefits of employing young apprentices and reduce the bureaucracy involved in taking them on as well as improving the information available

To encourage applications from young people in minority groups for the Council's apprenticeship programme contact was made with Refugee Action York, the Traveller and Ethnic Minority Support Service, York Race Equality Network, Future Prospects, Bull Lane Mosque and York Pride (LGBT).

The number of Apprenticeship starts has decreased with lower levels for those aged between 19-24

The Council's Learning York team in partnership with Jobcentre plus offer 'Head Start' training – intensive two-week courses to help unemployed 18-24 year olds get into work or apprenticeship placements.

Apprenticeship	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators
Apprenticeship start		951	1492	1668	1580	Decrease			

Apprenticeship start programme (16-18 yr olds)		301	318	355	352	Decrease			
Apprenticeship start programme (16-24 yr olds)		460	559	591	516	Decrease			
Apprenticeship start programme (25+)		190	615	722	712	Decrease			
<b>NEET Achievements</b>						<b>Areas of Focus NEETs</b>			
Working in partnership with Higher Education in York internship and mentoring programmes have been established for undergraduates with 7 undergraduates receiving placements January 2013.						Continued issues with sustaining young people with behavioural problems in provision. Progression to level 2 provision is still a challenge.			
Work streams around retention of Year 12 students on A level programmes are underway with all 5 school sixth forms and York College.						Number of people in Education, Training and Employment will remain a key priority for York's Community of Identity.			
An additional Transitions and Participation Adviser in Youth Support Services is being provided through DfE project funding in 2012/13 to support the progression of young people with Learning Difficulties						<p>% of Year 12-14 age young people who are not in education, employment or training (NEET) who are LDD (self-defined LDD, school action, school action + or statement) did not reach its target of 33% and achieved 26.7%</p> <p>53 young people high level SEND are participating at York College and Askham Bryan College in facilities supported by funding bid. This is up by 22 participants</p>			
	<b>09/10</b>	<b>10/11</b>	<b>11/12</b>	<b>12/13</b>	<b>13/14</b>	<b>Trend</b>	<b>GB</b>	<b>Yorkshire &amp; Humber</b>	<b>Comparators</b>
% of young people ending their YOT supervised order who are NEET (New definition from 2013/14 - cumulative)		27%	23%	27%	28%	Increased			
Care leavers at 19 in Education, Employment, Training		50.0%	74.0%	71.0%	79.0%	Increased			

Not in Education, Employment, Training	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators
% of Year 12-14 age young people who are not in education, employment or training (NEET) who are LDD (self-defined LDD, school action, school action + or statement)	N/A	N/A	N/A	N/A	26.70%				
<b>Employment for Communities of Identity - Achievements</b>						<b>Areas of Focus - Employment for Communities of Identity</b>			
<p>Progress pathways into employment for those recovering from mental health problems have been developed. The Umbrella Café, an employment project led by the Community Recovery Team at Sycamore House (a community resource centre for people recovering from mental health conditions) has won an award from Leeds and York Partnership Foundation Trust for 'Positive Experience' the Café offers specialist support to develop vocational skills enabling progression to enter or return to the work environment</p>						<p>The proportion of adults with learning disabilities in paid employment has reduced from 8.4% to 7.9%. Adults with learning difficulties in supported employment has decreased from 38.5% to 28.5% Disabled benefit claimants have increased from 0.7% to 0.8% since August 2010. Although it's below both the National and Regional figures at 1.2%.</p>			
<p>Café West located in Council offices at West Offices is run by the charity United Response which is a training centre for adults with learning disabilities, providing on the job training that teaches different skills and expertise needed in the service sector.</p> <p>Work continues to improve the apprenticeship offer for young people with learning difficulties. Work is underway in partnership with Blueberry Academy who provides specialist support for people with learning difficulties and the Council to provide work experience opportunities and links to pre apprenticeship programmes.</p> <p>Yorkcraft supported employment services provide 35 full time supported employment placements for adults with a disability and/or mental health, under DWP's Work Choice Programme.</p>									

IFS Families meeting the Troubled Families criteria for being out of work have action plans supporting them to make progress into work. Six families have achieved this since the service was launched in January; a number of others are well on the way to being employed.

Indicator	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators
% of Disabled Benefit Claimants		0.70%	0.70%	0.80%	0.80%	Increased	1.20%	1.20%	
		Nov-10	Nov-11	Nov-12	Nov-13				
The proportion of adults in contact with secondary mental health services in paid employment		11.50%	11.90%		Awaiting data				
The proportion of adults with learning disabilities in employment		10.30%	8.70%		7.74%				
Adults with Learning disabilities in employment includes Supported employment (less than Min. Wage)	2.65%	8.35%	20.66%	38.58%	45.4%	Increased			
Unemployed /Benefit Claimants	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators
% Unemployed in York	6.4%	6.4%	6.1%	5.7%	5.1%	Decreased	7.5%	9.0%	
	Jan09-Dec 09	Jan10-Dec 10	Jan 11-Dec 11	Jan12-Dec 12	Jan13-Dec 13				
York unemployment rate below the national	1.3%	1.3%	1.9%	2.2%	2.4%	Increased			
	Jan09-Dec 09	Jan10-Dec 10	Jan 11-Dec 11	Jan12-Dec 12	Jan13-Dec 13				
Number of lone parents out of work	1.0%	0.9%	0.8%	0.7%	0.6%	Decreased	1.2%	1.3%	
	01/11/2009	01/11/2010	01/11/2011	01/11/2012	01/01/2013				
% of children living in worklessness households	6.8%	10.0%	9.6%	10.1%	6.1%	Decreased	14.9%	16.9%	
	Jan-Dec 2008	Jan-Dec 2009	Jan-Dec 2010	Jan-Dec 2011	Jan-Dec 2012				

Benefit Claimants								
	Nov-9	Nov-10	Nov-11	Nov-12	Nov -13			
Total benefit claimants ( Work	8.7%	9.7%	9.2%	9.0%	7.9%	Decreased	13.3%	14.8%
JSA Claimants								
	Mar-10	Mar-11	Mar-12	Mar-13	Mar-14			
JSA Claimants % of Working Age Population (16-64)	3.1%	2.7%	2.7%	2.3%	1.6%	Decreased	2.9%	3.8%
JSA Claimants 16 -64 Over one year % of Working Age population	0.4%	0.4%	0.5%	0.5%	0.4%	Decreased	1.2%	0.8%
JSA claimants 18- 24 year olds	4.3%	3.6%	3.5%	2.6%	1.6%	Decreased	4.9%	6.3%
Reduce 18 - 24 numbers out of work for less than 6 months	3.4%	3.0%	2.5%	1.9%	1.2%	Decreased	3.3%	4.0%
Reduce 18 - 24 numbers out of work (between 6-12 months	0.7%	0.5%	0.7%	0.3%	0.1%	Decreased	0.8%	1.0%
Reduce 18 - 24 numbers out of work for 12 months plus	0.2%	0.1%	0.3%	0.4%	0.2%	Decreased	0.8%	1.3%
16-24 JSA Claimants	3.5%	3.2%	3.3%	2.4%	1.4%	Decreased	3.9%	5.1%
16-24 JSA Claimants over 1 year	No Data	No Data	0.3%	0.3%	0.2%	Decreased	1.1%	0.7%
Reduce Females claiming Job Seekers Allowance	No Data	No Data	No Data	1.3%	1.5%	Decreased	1.4%	2.0%
Reduce Males claiming Job Seekers Allowance	No Data	No Data	No Data	3.1%	2.2%	Decreased	2.5%	3.4%
Number of Ethnic Minorities claiming JSA	80	60	75	75	50	Decreased	No Data	No Data