
Derbyshire Employment and Skills Board

Strategy Update Action Plan 2010/2011

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Current DESB theme group - terms of reference and membership

Derbyshire Employment and Skills Board

Strategy Update and Action Plan 2010/11

1. INTRODUCTION

Following the establishment an embryonic Derbyshire Employment and Skills Board (DESB) in the summer of 2007, this Strategy Update and Action Plan builds on the Skills Strategy and ESB Development report produced by Chimera Consulting in October 2008.

Since this time, there have been significant changes in the workings and composition of the Board, most importantly with the addition of an experienced private sector Chair and the strengthening of the Board with other private sector members and a full range of partners, covering all aspects of employment and skills support. This has been further enhanced by the establishment of an Executive Group, chaired by Jobcentre Plus, which is viewed as the mechanism for developing and progressing the actions of the Board.

Work to implement the Skills Strategy and ESB Development report from 2008 has focused around supporting theme groups and specific elements of their work plans, including raising the profile of issues such as Skills for Life, support for the disabled into employment and Public Sector recruitment and workforce development.

Collaborative work with the Derby City Jobs and Skills Group (the 'de facto' ESB for Derby City) is now underway, with many partners recognising the benefits of working more closely in the future, particularly in relation to theme groups. This Strategy Update seeks to make recommendations for a further refresh of DESB ways of working, particularly in relation to Board linked theme groups as many of these are legacy groups from Derbyshire Learning Partnership times.

The timeframe for this Strategy Update is to shape the work of the DESB in the short term i.e. one to two years, with the Action Plan specifically for the period 2010/11. There is an ongoing requirement to keep abreast of policy changes which will impact on the work of the Board.

It is also worth noting that this Strategy Update is being written at a time of significant public sector spending reductions due to the economic crisis during the last 18 months. This will result in major spending reductions on employment, skills and business support, with all partners engaged in this agenda now being asked to look carefully at spending priorities.

2. BRIEF

Work commenced in November 2009 to look at the brief below:-

- Research current skills profile of the county
- Examine how this is predicted to change
- Map the skills gaps / skill needs
- Map the current supply of employment, training and skills provision
- Present options to the Board - 16 December
- Develop strategic priorities and action plan
- Make recommendations regarding governance and structure.

Development of this Strategy Update and Action Plan has involved:-

- Meetings with the DESB Chair and Executive Group
- Desk review of national, regional and local strategies – economic development, employment and skills
- Desk review of employment and skills research for policy drivers and priorities
- Desk review of existing DESB theme groups
- Meetings with the Secretariat for Derby Jobs and Skills Group and observed Derby Jobs and Skills Group meeting on 9 December 2009
- Presentation on work to date to DESB on 16 December 2009
- Incorporation of Board and Executive Group feedback into Strategy Update.

3. CURRENT NATIONAL DRIVERS

3.1 Pre-Budget Report 2009

Headlines from the Pre-Budget Report in December that will impact on the employment and skills activities are as follows:-

- Improved targeting of regeneration spend and rationalisation in the public sector.
- A total of £340m to be saved by measures including prioritising regeneration and growth programmes that maximise value for money, from the conclusion of the new deal for communities programme and from greater efficiencies in worklessness interventions.
- Smaller DCLG funded community programmes will be 'rationalised' as part of a further £160m savings.
- A further £12bn to be saved in 'greater efficiency' in the public sector by abolishing quangos, cutting consultancy and marketing costs, improving procurement and streamlining back-office functions.
- All public sector pay settlements will be capped at 1% for two years from 2011, while state contributions to public service pensions for teachers, councils, NHS and the civil service to be capped by 2012, saving £1bn a year.
- The senior civil service will see a cut in its pay bill of up to £100m over three years.
- For 16-19 learning, funding to rise by 0.9% pa over the next two years which combined with efficiency savings of 3% over the same period is designed to ensure funds are available to support the extension of the learning age and Young Peoples' Guarantees
- £202m to fund an extra 50,000 places for next year's September Guarantee for young people.
- From Jan 2010, 18-24 year olds to be guaranteed a job, work placement or work-related skills training within 6 rather than 12 months of their Jobseeker's Allowance claim.
- £8m to extend the internship system for undergraduates from '*low-income backgrounds*' The aim is to support 10,000 internships potentially from summer 2010.
- For those aged 50+, specialist support will be provided to help them move back into work quickly, while those who have retired and want to continue in some form of work will be able to apply for Working Tax Credit from 2011 if they work for 16 hours rather than the 30 hours currently.
- A further £300m reduction in funding for adult learning to come from cutting back on non-essential programmes, typically those that do not directly support essential skill areas or learner participation.
- A £600m cut in HE, science and research budgets to be achieved by changes to student support arrangements and efficiency savings.

3.2 'Building Britain's Recovery: Achieving Full Employment', DWP, December 2009

This White Paper was published in mid December and is billed as the Government's response to the recession, signalling the start of the programme to return to full employment. It is built around a £400m programme over the next 18 months, including £300m to tackle youth unemployment. Measures include:-

- Over 100,000 new opportunities for young people meaning that everyone under 25 will be guaranteed a job, training or work experience after six months unemployment
- Making it compulsory for young unemployed people to take up the job, training or work experience before they reach ten months of unemployment
- Day one help for unemployed people to set up their own business, including a £50 a week self-employment credit for people who have been unemployed for three months while they get started
- Intensive, specialist help for unemployed professionals and people over 50
- A Better Off In Work Guarantee for everyone on benefits for six months to make sure they are at least £40 per week better off in a job, through a new Back to Work credit
- Extending expectations to look for work to partners of benefit claimants
- Ensuring that Housing Benefit incentivises work by offering a Transition into Work payment that maintains the benefit at the out of work rate for a set period of time
- Family Friendly Working Hours Taskforce with leading employers to make recommendations on making work flexible for parents and increasing the availability of part-time work
- Consultation on proposals to help carers balance work with their responsibilities including leave for hospital visits, or to care for someone with a terminal illness.

Alongside the White Paper, Ministers launched a cross-Government 16-24 participation strategy, *Investing in Potential*, setting out what the Government is doing to maximise the number of young people aged 16 to 24 in education, training and employment. This includes a special financial incentive to enable employers to take on 200 apprentices in the Schools and Children's Workforce and a total of £12.5million for up to 5,000 'golden hellos' of £2,500 to encourage employers to take on new 16 and 17 year old apprentices.

3.3 'Skills for Growth' – The National Skills Strategy, BIS, November 2009

This latest national strategy for economic growth and individual prosperity builds on existing policy direction however it makes a number of radical shifts in priorities in the context of the tightened financial situation. Key headlines are:-

- Wider and more flexible access to skills training
- Employers to make a greater contribution to funding training
- A 'modern class of technicians' to be created – significant investment at levels 3 and 4
- Funding focused on sectors/markets on which future growth and jobs will depend
- Train to Gain re-focused away from assessment

Priorities include:-

- Three quarters of those aged under 30 to have participated in HE or completed an Advanced Apprenticeship
- 35,000 new Advanced Apprenticeship places to be created over the next 2 years
- A Joint Investment Scheme with Sector Skills Councils in areas key to economic recovery, with a cash match from employers, piloted from autumn 2010
- The number of providers where skills accounts can be used will be tripled
- A new public rating system for colleges, including their record of getting people into jobs
- Simplification of the skills system – cutting 30 agencies
- Regional Development Agencies given a new strategy setting role to lead on Regional Skills Strategies but no ongoing requirement to support separate Regional Skills Partnerships
- Skills strategy setting powers can be applied for by City Region ESB's – e.g. Manchester and Leeds.

3.4 'Towards Ambition 2020: Skills, jobs, growth', UK Commission for Employment and Skills, October 2009

UKCES has published its advice to government on how the education, employment and skills systems could be simplified, made more effective and become more responsive to the needs of their customers. The report builds on the following vision:-

'to create a strategic, agile and market led employment and skills system in which:

- *Employers work collaboratively in sectors to identify future skills requirements and priorities, and ensure that UK employment and skills providers understand and rapidly respond to those needs;*
- *Public funding is prioritised towards (i) basic skills, employability, lower level skills and those facing significant disadvantage in the labour market; and (ii) stimulating greater co-investment with employers and individuals in higher level and strategic skills.*

The aims of the UKCES report are as follows:-

- motivating people to develop their skills by:-
 - Raising individual aspiration, confidence and commitment to lifelong learning and skills
 - Transforming IAG, through high quality labour market intelligence and modern consumer technologies.
 - Empowering learners with real customer choice through full Personal Learning Accounts.

- building employer ambition and engagement with skills by:-
 - Enhancing the capacity of more UK firms to be high growth, high skill, high value added businesses
 - Developing and deploying high quality labour market intelligence to inform industrial investment priorities, anticipate and better match the supply of skills to emerging demand
 - Stimulating greater employer networking, collaboration and collective action on skills.

- Empowering learners and employers to drive the supply and performance of the employment and skills systems by:-
 - Increasing the authority to learning providers, through the use of an outcome-based public quality and performance framework
 - Simplifying and prioritising public funding towards developing economically valuable skills, increasing employer and individual co-investment and improving value for money.

It should be noted that the role of ESB's is now being considered as part of the strategic framework setting, with the Department for Business Innovation and Skills (BIS) having asked UKCES, as part of its Employer Voice project, whether additional powers should be granted to individual ESBs. This would give the ESB powers to create an adult skills and employment strategy for its area by setting the priorities and overall direction for the delivery of adult (post 19) skills. Through its work, UKCES will be assessing ESBs to determine whether they can demonstrate that:

- The employer voice which an ESB brings to an area sits within a clear framework of strategy setting, decision making and delivery approach which evidences why a strong employer voice is being sought;
- It has employer membership of the right calibre and breadth to drive the strategy;
- A clear set of governance arrangements which show how the voice of employers is articulated in the ESB (covering provision of briefings and expert advice on matters relating to employment and skills; secretariat and governance, genuine input into strategy development and the ability to hold delivery partners to account).

Whilst the above remit may be beyond the scope of the DESB within the timeframe of this Strategy Update and Action Plan, it may have implications sooner for adjoining ESB structures in the City Regions i.e. Manchester, Sheffield and Nottingham.

4. LOCAL CONTEXT

The Derbyshire Economic Partnership's Sub Regional Investment Plan (SRIP) 2010/2013 highlights the fact that in terms of employment levels, Derbyshire has not fared well compared to regional and national figures, with just a 0.3% increase in the County, as opposed to approximately 9% regionally and 12% nationally. The employment rate in Derbyshire is 75.8%, which is on a par with the regional figure of 75.9% and marginally higher than the national figure of 74.4%. Unemployment continues to rise with some 17,250 people in Derbyshire County LA area now claiming Job Seekers Allowance(JSA), a rate of 3.7% as opposed the regional rate of 4.0% and a national rate of 4.1% (*Source: Nomis December 2009*). At a district level, both Bolsover and Chesterfield continue to see high levels of people claiming JSA, with rates currently at 4.5% but they are now joined by Erewash in the east of the county with a current rate at 4.8%. It is worth noting that the number of 18 -24 year olds who have been unemployed for 6 months or more across the county are 280% up on December last year, with this figure currently at 1370.

The SRIP also reports that Derbyshire still lags in the skills/qualifications area, with a wide disparity in the numbers achieving Level 4. In 2007, Derbyshire had a lower proportion of residents qualified to an equivalent of an NVQ level 4 or above than England with high values in Derbyshire Dales and High Peak and low values in Bolsover and North East Derbyshire. These low skill levels have led to lower than average salaries, even in what are perceived to be the more affluent areas of the sub-region.

A key area for investment in the SRIP is under the following heading:

Modernise the Workforce

In this area we should continue to provide help for businesses wanting to upskill themselves or their employees, working with regional projects such as Hot Prospects and through local projects such as the Employment and Skills Board to ensure local businesses' employment and skills requirements are met more effectively.

We should focus on areas such as ICT, environment, technology and widening participation in the take up of higher education particularly in those areas that are underrepresented in Science, Technology, Engineering and Maths (STEM) subjects or where we know there is a challenge. And in the more general areas of implementing specific programmes to enable employees to achieve higher level qualifications in key sectors. Again we should not seek to displace regionally-led activities, but ensure that those activities are available, and relevant, to Derbyshire businesses.

5. PRIORITY SECTORS

5.1 Priority Sectors in Derbyshire

'Demand for Skills in Derby and Derbyshire 2009-2013', produced by Working Ventures, March 2009 examined the current distribution of employees across nine priority sectors as detailed in Figures 1 and 2 below.

Figure 1: Percentage distribution of priority sector employment

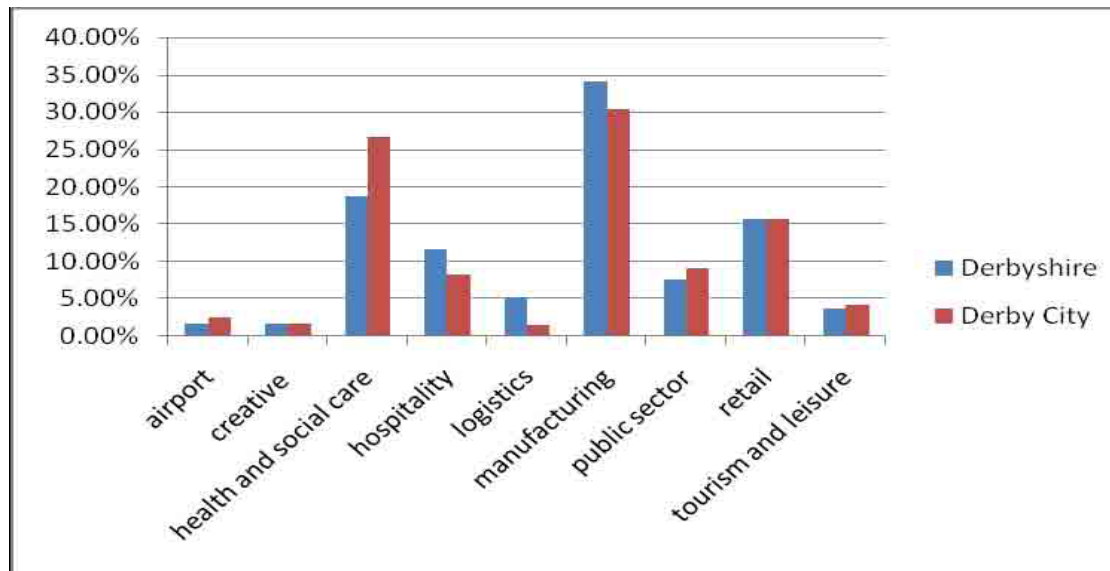


Figure 2: Sectors currently employing the highest number of people

Sector	Derbyshire	Derby City
Manufacturing	34.02%	30.32%
Health and Social Care	18.72%	26.72%
Retail	15.63%	15.64%
Hospitality	11.62%	8.32%
Public sector	7.61%	9.09%
Logistics	5.27%	1.49%
Tourism and Leisure	3.77%	4.17%
Airport	1.68%	2.55%
Creative	1.68%	1.70%

Picking up on the UKCES vision detailed on Page 6, *‘Employers work collaboratively in sectors to identify future skills requirements and priorities, and ensure that UK employment and skills providers understand and rapidly respond to those needs’*, it is recommended that DESB activity for the timeframe of this Strategy Update and Action Plan is focussed on the five sectors in Figure 2 above with highest employment rates, including combining Hospitality, Tourism and Leisure. This picks up on two of the sectors that were examined by the Alliance Employment and Skills Board (AESB) for their importance to the north of the county - Hospitality and Tourism; Health and Social Care. A watching brief must also be retained on Logistics (for which the AESB also carried out a sector review), the Creative sector and East Midlands Airport, all of which are particularly important in certain parts of the county.

As the priority sector profile is similar for both the City and County, strong consideration should be given to joint working on sectors by the DESB and the Derby City Jobs and Skills Group.

5.2 Predicted Changes

5.2.1 Regional Context

The current Regional Economic Strategy (RES) produced by the East Midlands Development Agency (emda) contains four clearly prioritised sectors; namely healthcare, transport technologies (*trains, planes and automotive development*), food and drink, and construction. These priority sectors are underpinned by a number of cross-cutting technologies such as the need for improved digital infrastructure and the increasing importance of energy production and resource efficiency.

In its evidence base for the RES (The East Midlands in 2009), emda considers the following to be the key issues and challenges facing Derbyshire:

'Whilst overall population growth in Derbyshire over the next 10 years is likely to be fairly modest, it will be important to continue to respond to the needs of an increasingly ageing population. Projected population growth across the county varies considerably. The challenge for Derbyshire is to ensure the sustainable development of all communities. The decline of coal mining and traditional manufacturing in the north-east of the county has left a concentration of areas where there are higher levels of unemployment and deprivation. Continuing to support these areas will be a key priority for Derbyshire. The industrial structure of Derbyshire's economy remains heavily dependant upon the manufacturing sector. The challenge is to support these businesses to embrace new industrial technologies and develop higher value added activity, enabling them to compete strongly in global markets. There is a need to improve the overall skills levels of Derbyshire's workforce in order to enhance economic performance and attract investment into the area.'

It should be noted that in terms of general demographics, the county is home to 754,100 people - set to rise by 4.8 per cent over the next decade.

5.2.2 Changes affecting priority sectors

The Sector Skills Councils have predicted a number of issues which will impact on Derbyshire's priority sectors.

Manufacturing

- An ageing workforce and recruitment of young people are issues for the Engineering industry in the East Midlands. 41% of the Engineering workforce in the East Midlands is aged 45-64 compared with 38% in all sectors in the East Midlands and 38% across the UK.
- Only 10% of the Engineering workforce in the East Midlands is aged 16-24 compared to 14% for all sectors in the East Midlands.
- Evidence indicates that 11% of the Engineering industry workforce in the East Midlands has no qualifications (18,000), which compares with an average for all sectors in the region of 10% and an average of 10% for Engineering across the UK. However, this figure increases to 14% within the metals and automotive sectors.
- Projections indicate that although a net decline in employment is likely in all Engineering sectors, significant numbers of staff will be needed in all these sectors to replace those who leave their jobs because of retirement or other reasons.
- As the economy picks up – new people will be taken on who will not have the correct technical skills and will require rapid development.
- Further legislation on supply chain carbon emissions force manufacturers to undertake carbon footprint analysis on components and systems.
- Packaging materials will be driven out of the supply chain due to land fill costs.
- Companies will look to design for remanufacture.

Health and Social Care

- The percentage of the Healthcare workforce aged 16-24 years in the Health sector is half of that seen in the whole economy of the East Midlands and England (7% in health compared to 15% whole economy).
- The highest vacancies are predominantly for nurses followed by nursing auxiliaries and assistants.
- Working Futures III predicts that between 2007 and 2017 the total requirement for workforce in the East Midlands Health sector will be approximately 77,000 people. This is the total of the predicted expansion plus replacement demand. Sector growth during this period will be approximately 18,000 people; this equates to a growth of 11.9%.
- There is a long term need for new skills in the sector due to the longer life expectancy of the population, and better care of long term and chronic illnesses. This will increase pressure on numbers in employment, recruitment and skills development.

- Increasing legislation within Social Care (e.g. Child Protection) will impact on individual development and quality control/compliance functions within organisations.
- Increasing demand for staff because of higher volume of older people in the population will continue to encourage inward migration of EC and other nationals, creating a need for training, including ESOL.
- Improvements in ICT will lead to a progressive reduction in administration posts and a need for front-line staff to be more ICT literate.

Retail

- 28% of the Retail workforce in the East Midlands - or some 61,000 individuals - are aged under 24. As the workforce ages, East Midlands retailers will need to broaden the labour pool from which they traditionally recruit.
- Currently 31% of the workforce is aged over 45.
- Based on analysis of Labour Force Survey data, Skillsmart Retail calculates that there are around 18,000 retail sales and customer service staff and 5,000 retail managers working in the East Midlands retail sector without any qualifications.
- Forecasts of future employment for the East Midlands indicate that between 2004-2014, employment in the sector will increase by 17,000 and a further 78,000 vacancies will need to be filled as a result of people leaving the sector (replacement demand).
- The current recession is having a major impact on the Retail sector. Whilst some retailers (predominantly food retailers) have experienced increased turnover in the 6 months to March 2009, some household names have closed with consequent staff redundancies.
- Continued high rates of labour turnover will mean that skills training continues to be required for new entrants.
- Competition for employment from other sectors will have an impact on wages, prices, margins and the need to provide skills development and job progression to keep people in the sector.
- The shift to an older workforce will provide opportunities for retraining those with skills in other sectors in the basic skills of Retail (sales, customer service, stock management). Better financial control and purchasing skills will be needed.
- Environmental training will be needed to enable retail staff to comply with legislation. Online retailers will need to address ICT, distribution and delivery issues. Continued development in customer service skills as a key differentiator.

Hospitality

- Derbyshire unitary authority area has the largest number of hospitality, leisure, travel and tourism (HLTT) establishments in the East Midlands, 19 percent of all sector establishments in the region.
- The sector employs a young workforce. Almost a fifth of the workforce are aged between 16 and 19 while a further 20 percent are aged between 20 and 24.
- Over half of the workforce work in what are classified as ‘elementary occupations’, such as kitchen assistants, waiting staff and bar staff. 19 percent work as managers or senior officials while 9 percent work in skilled trade occupations.
- Approximately 57% of the sector’s employees are qualified to Level 1 and entry level or Level 2. 19% have qualifications at Level 3. 14% have qualifications at Level 4. The remaining 9% possess no qualifications at all.
- Legislation has driven skills development in Health and Safety and working with young people in the community. It is also very business-specific. For example, all stadium stewards are now required to attain NVQ Level 2 in Spectator Safety, and their Supervisors now have to have Level 3. All doormen have to have a Level 2 NVQ, etc. Within catering firms, legislation has also affected the need for a specific level of skill.
- As online booking increases, there will be a need to continuously update technical skill sets.
- Continued high rates of labour turnover will mean that skills training continues to be required for new entrants.
- The continued growth of the leisure and hospitality industry will continue to impact on the growth of tourist attractions and hospitality venues across Derbyshire.
- An increasing number of short/weekend breaks are now taken – as well as the 2 week summer holiday. This means that employers need to increasingly market leisure opportunities outside of traditional holiday seasons (i.e. throughout the year) and therefore employ people outside of the usual seasonal “casual labour” months.

Public Sector

- The average age of the Public Sector workforce in Derbyshire is 45.
- Over 23% of the Public Sector workforce in Derbyshire are aged over 56.
- Over 70% of the Public Sector workforce gained their qualifications more than 10 years ago.
- Future issues will invariably be focused on energy and its cost. Skills in energy management and the relationship with “global warming” will be important.
- The increase in partnership working, particularly with the voluntary sector – most of which will rank the environment very highly – will require extensive liaison / communication skills to balance high expectations with commercial reality.

5.3 Skills Needs / Skills Gaps

Manufacturing

There has been a move away from a need for specific technical (operator) type skills and very much a move towards higher value added activities such as systems design, technical support, advanced materials selection and processing. However, probably the largest area of skills shift is within manufacturing orientated “organisational activities” such as supply chain development, outsourcing, global manufacturing engineering, after market support, innovation management and lean. Manufacturing companies also recognise the importance of core back office skills such as marketing, sales and personnel management in addition to issues such as corporate social responsibility, environmental product analysis, legislative compliance and ICT.

The main skills cited as lacking in employees were technical and engineering skills at all levels (68% of those Engineering establishments in the East Midlands reporting skill gaps). Within the East Midlands the most frequently cited technical and engineering skills gaps were for CNC machine operations, assembly line/production robotics, materials requirement planning (MRPII), tool setting and metalworking.

The East Midland’s Engineering industry needs to:

- Upskill those with no qualifications, estimated at about 18,000 people.
- Improve management and leadership skills, with a particular focus on those without Level 4 or 5 qualifications.

Funding and planning bodies will need to ensure:

- Funding needs to be flexible enough to meet the wide range of employer needs
- There is a need to demonstrate a strong link between skills investment and improved productivity and profitability
- The need to invest in improving the capacity and capability of provider resources and staff
- Provision and investment needs to align with the changing nature and needs of the sector.

Health & Social Care

Of the occupations within the Health part of the sector, nurses comprise 22% of the workforce and around 30% of NHS staff (including midwives and health visitors). 48% of nurses are qualified at nursing or other medical qualification level below a degree. Smaller numbers have a degree (18%), and others are qualified to O Level/GNVQ/GCSE or equivalent (13%). N.B. if nurses are required to reach degree level qualification, there is a significant up-skilling need.

Nursing Auxiliaries and Assistants, receptionists, Care assistants and home carers – all have scope to raise skill levels to L2 and above.

Locally, Social Care employers and employees say that their key skills needs are:

- communication skills
- care NVQs
- manual handling
- managing change
- budget management
- management & leadership
- first aid
- accounts
- understanding current legislation

Retail

The National Employer Skills Survey 2005 showed that customer handling, teamworking and verbal communication are the three most difficult skills to obtain from retail job applicants. There was little variation among East Midlands retailers in this respect.

- There is also evidence that the level of skills required from store managers in large retailers has increased significantly over the past five years (including leading and developing teams, setting and monitoring customer service policies, IT, strategic planning and financial management).
- In smaller companies owner-managers are more likely to need practical support with marketing and business planning, visual merchandising, security and crime prevention and basic IT skills.
- Research confirms that the preference for larger retailers is to train in house, and that those retailers who employ under 50 people (where they do take up training) is to rely on public provision.

The key skills identified by interviews and focus groups as the highest current priority are:

- customer service
- buying/sourcing merchandise

- retail management
- selling skills
- managing finance/budgets
- marketing
- ICT

In the East Midlands, Retail sector employers currently find technical skills (33%), customer service skills (29%) and team working skills (14%) most difficult to find (NESS 2007). 63% of employers had vacancies in sales and customer service , 18% in administration (NESS 2007) 37% of employers say vacancies are hard to fill because not enough people are interested in the work. Nationally, this is 14%.

Hospitality

The Peak District is the second most visited National Park in the world. There is a constant influx of visitors to Derbyshire accessing leisure and hospitality businesses. Seasonal employment covers a large portion of the employment landscape. The nature of work within this sector also traditionally has high labour turnover (30% average). The Hospitality sector is the key sector for employing people on job seekers allowance or incapacity benefit (for example, 44% of people entering chefs jobs were previously out of work). The skills most required at advanced and higher levels within the sector are:-

- customer handling skills (27% say this is required at advanced level, 26% at a high level)
- communication skills (24% advanced, 48% high)
- team working (20% advanced, 49% high)

There are currently increased demands for skills around nutrition; health and safety due to government legislation and a higher demand for customer service skills across the sector.

Public sector

Within Derbyshire's Public Sector arena, people with skills in the following technical areas are currently the most difficult to recruit and retain:

- architecture
- civil/structural engineering
- ICT

- legal
- procurement
- project management
- social services/social workers
- valuers

Common skills needs:

- ICT user skills
- programme and project management
- customer service Analysis and use of evidence
- people management
- communications and marketing
- financial management
- strategic thinking
- leadership

6. GEOGRAPHIC SKILLS PROFILE

Figure 3: Skills Profile by District

Area	Employment rate	Working age pop	% with no qualifications	% with at least degree / NVQ4
Derby City (ave)	72.3%			
Derbyshire (ave)	77.1%			
Amber Valley	80.0%	54,500	16.5%	16.9%
Bolsover	74.9%	49,900	15.8%	15.4%
Chesterfield	73.6%	57,900	10.7%	30.2%
Derbyshire Dales	72.7%	57,900	6.6%	30.9%
Erewash	81.2%	65,900	10.9%	20.9%
High Peak	79.1%	61,400	7.0%	35.5%
North East	73.9%	57,000	10.0%	27.7%
South Derbyshire	78.4%	72,800	9.1%	32.4%

Source: Nomis

- Area with the highest employment rate: Erewash
- Area with the lowest employment rate: Derbyshire Dales
- Area with the highest numbers with no qualifications: Amber Valley
- Area with the lowest numbers with no qualifications: Derbyshire Dales

- Area with the highest numbers with a degree / L4: High Peak
- Area with the lowest numbers with a degree / L4: Bolsover

Alongside regular intelligence such as JSA claimant rates, it is recommended that DESB partners review the above information regularly when planning and commissioning provision, targeting activity focussed on areas of greatest need. It is also recommended that access to provision – particularly for lower level skills and those facing significant disadvantage in the labour market / those living in the most disadvantaged SOA's – should be examined and ongoing issues such as transport barriers be addressed.

7. EMPLOYMENT AND SKILLS PROVISION

There is extensive information held by planning and commissioning partners on employment and skills provision in Derbyshire which is used to inform local planning and development from the 14 -19 curriculum through to adult pre-employment skills training for employment opportunities. This is a fast moving and complex picture which is undergoing major structural changes and will very soon become the responsibility of Derbyshire County Council in respect of 16 – 19 year olds, overseen by the Young Person’s Learning Agency, and the Skills Funding Agency in terms of adults. The DESB will need to ensure that the ‘employer voice’ informs these partners going forward if the priorities set out in the Skills for Growth national strategy are to be realised.

For the purposes of this report, a number of snapshots have been used relating to provision for the specific priority sectors.

For further education, the Regional Learning and Skills Council on behalf of Derbyshire SRG (Sub Regional Grouping), October 2009, highlighted the following issues for 16 -18 year olds in Derbyshire SRG area:-

- Potential shortfall in the amount of Level 2 provision for Health and Social Care.
- Engineering: heavy reliance on 2 providers despite it being a priority sector for the region with key local employers. Shortfall in supply as large numbers of aims with Nottinghamshire providers.
- Retail: very few actual retail qualifications undertaken. Dominated by hairdressing and beauty therapy courses. Tension between demand from learners and demand from local economy.
- Low proportion of aims in Hospitality and Catering, below the regional average. This is an issue as hospitality is a key part of the tourism industry, a local priority sector.
- Travel and Tourism: local priority sector but very little provision within Derbyshire providers. Very strong demand for Sport and Leisure with both high numbers of aims locally, in other SRG areas and out of region. Clear need for more information for young people on local employment and future career opportunities.
- Demand for Arts, Media and Publishing: positive because of new focus on creative industries.

For apprenticeship sector coverage for 16 -18 year olds, the Regional Learning and Skills Council on behalf of Derbyshire SRG (Sub Regional Grouping), October 2009, highlighted the following:-

- Health, Public Services and Care: lack of social care – issue of lack of demand from young people.
- Retail and Commercial Services: dominated by hairdressing and beauty therapy provision, as in FE sector. Starts in Retail are relatively low, despite major shopping centre developments.
- Engineering and Manufacturing Technologies: good coverage and employer support across the region. Higher proportion of Apprenticeship starts in the sector area at Level 3/Advanced Apprenticeship.
- Highlights the tension between demand from young people and demand from the economy – need for ongoing Information, Advice and Guidance for young people.

For apprenticeships in general, the Derbyshire 2008/09 Outturn Apprenticeship figures are detailed below with 2007/08 figures for comparison. This information can be analysed by sector and has been requested on behalf of the DESB from the National Apprenticeships Service (NAS).

Figure 4: Apprenticeship Outturn 2008/09 (2007/08 figures)

Programme	16 -18	19 -24	25+	Total
Adv App	512 (490)	571 (633)	350 (195)	1433 (1318)
App	1363 (1531)	859 (828)	501 (171)	2723 (2530)
HLAP	4 (1)	12 (0)		16 (1)

Source: NAS

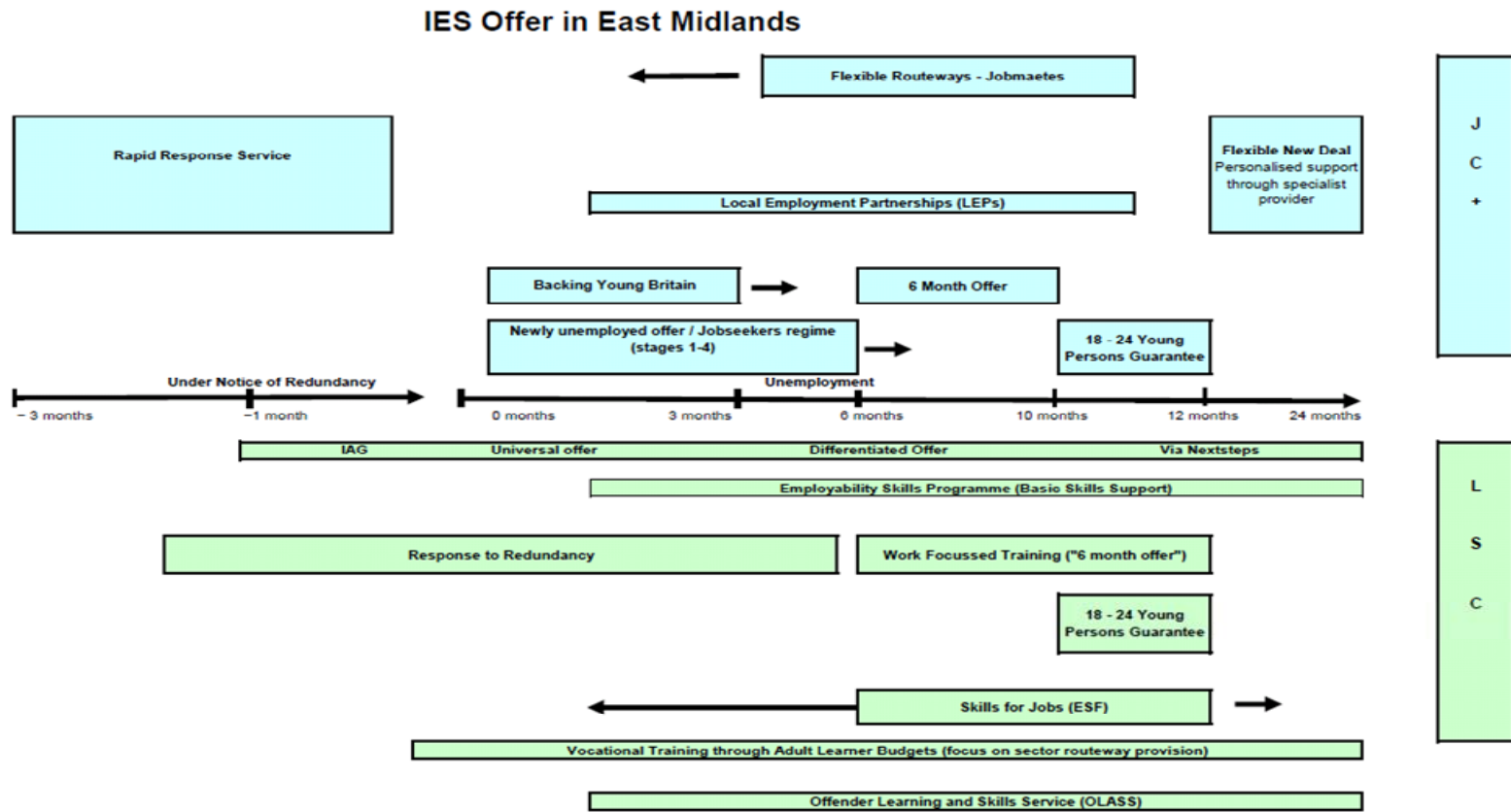
It can be seen from the above that the numbers of 16 -18 year olds in the county undertaking an apprenticeship has dropped and despite national, regional and local focus, latest figures from NAS for 2009/10 show a 13% drop on those for 2008/09 at present. This county situation is mirrored in other counties in the East Midlands which contrasts with increases in young people in the cities

commencing on apprenticeships. Interestingly for the older cohort, the upward trend continues with 19-24 year old figures for 2009/10 showing a 6% increase at present. However for those aged over 25, there will be a significant reduction on 2008/09 numbers, currently at 40%. This is due to the reduction in Government funding due to the reprioritisation and constraints indicated earlier in this Update.

Integrated Employment and Skills offer in the East Midlands

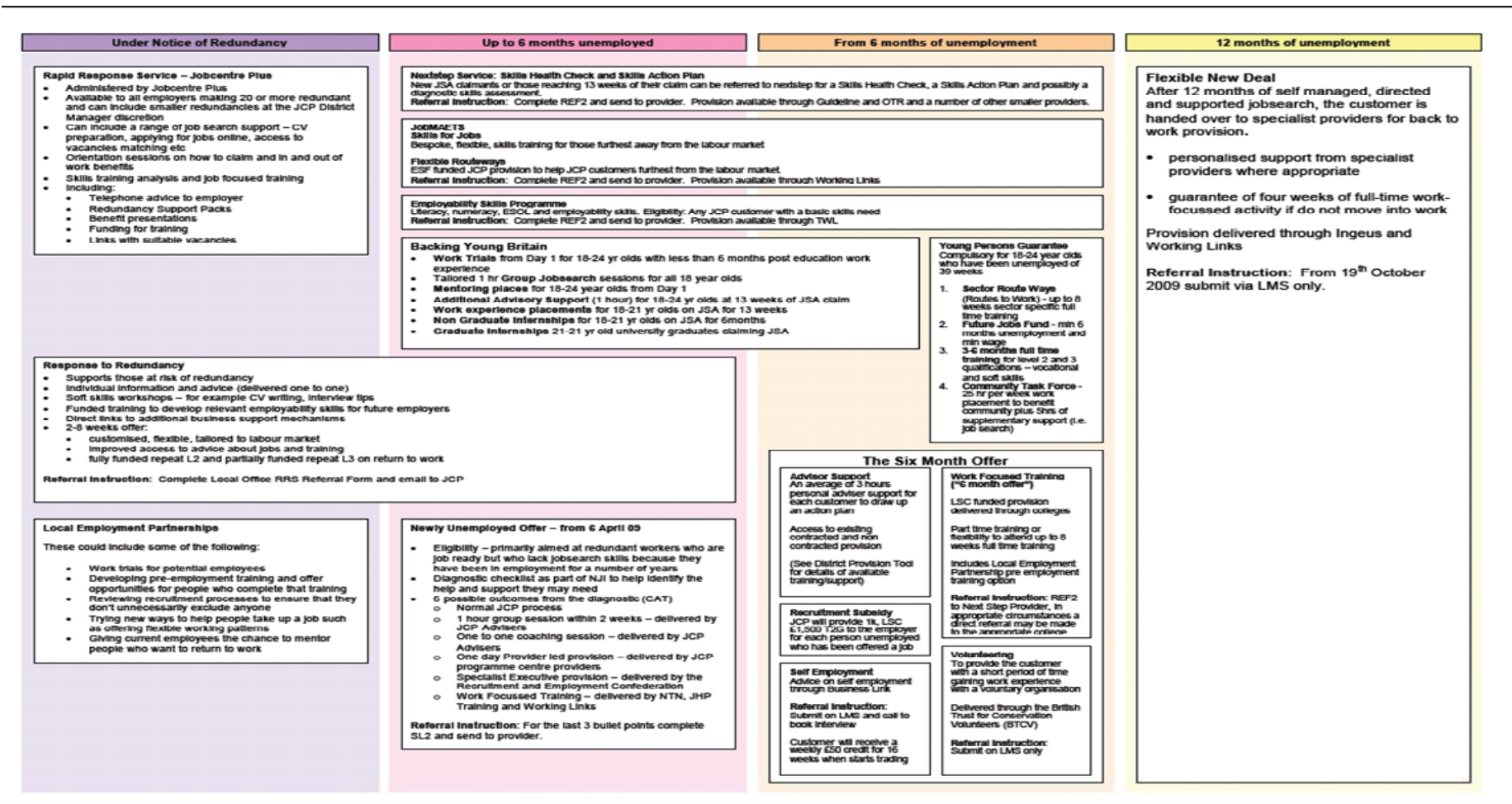
The diagrams overleaf have been drafted by the Learning and Skills Council (LSC) and Jobcentre Plus (JCP). Both set out the range of back to work support for unemployed people aged 18 and above and the stages at which this support comes into play. As indicated in Section 3 of this Update, this is a rapidly moving picture, with new Government initiatives continuing to be introduced to upskill people and get them into employment.

Figure 5



07/10/09 Version 4

Figure 6



8. EMPLOYER DEMAND

This Update has reviewed latest research carried out by business organisations covering Derbyshire taken from the summer/autumn of 2009. Latest anecdotal evidence suggests that businesses are feeling slightly more optimistic about economic recovery moving into 2010.

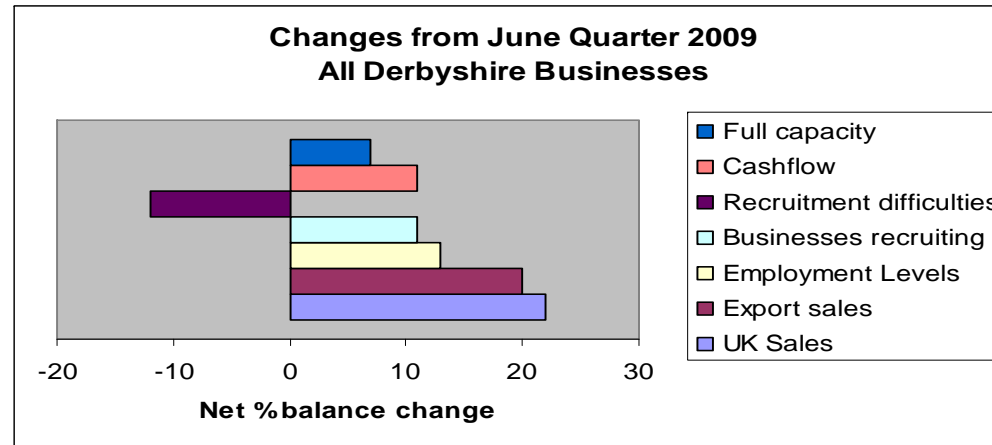
FSB Summer 2009 Member Survey Key Findings

- Staffing levels have remained stable for almost two thirds of small businesses in Derbyshire since March 2009, whilst one in ten small businesses have increased staff
- One fifth of those firms planning to recruit in the next 3 months increased their staffing numbers during the last 6 months
- Only one quarter of FSB members in Derbyshire are undertaking any training or skills development at present
- 11.8% of small businesses in Derbyshire are experiencing skills gaps in specialist trades or professions such as civil engineering, bricklaying and research
- Only 16.7% of FSB members in Derbyshire are feeling more confident now than they were in March 2009.

Derbyshire and Nottinghamshire Chamber of Commerce September 2009 - Derbyshire Member Findings

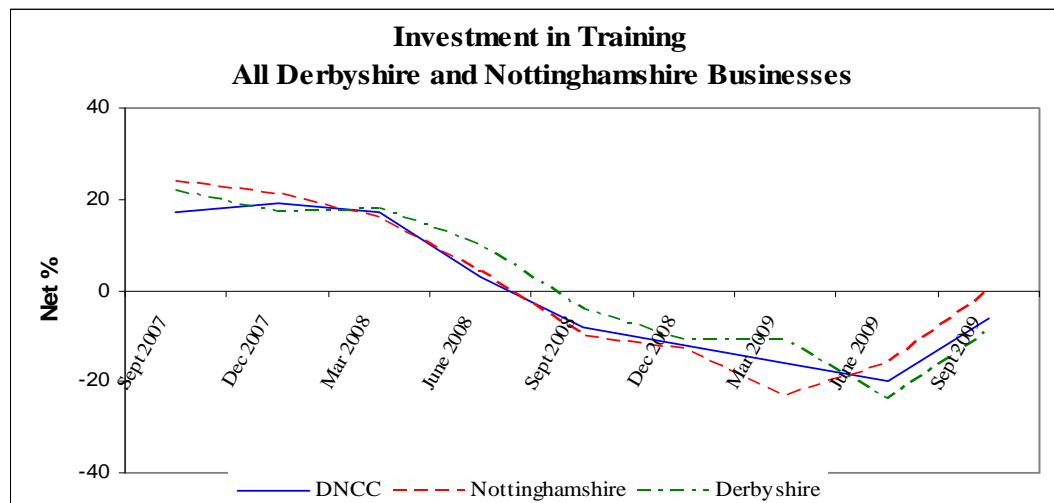
As demonstrated in the graph below, there are improvements reported in most variables, with the greatest changes in UK and export sales which improved by 22% and 20% respectively from the June quarter. There was a significant reduction in those companies reporting recruitment difficulties.

Figure7: Changes from June 2009 – All Derbyshire Businesses



In terms of investment Intentions, 12% of businesses increased training plans whilst 21% reduced them as detailed in Figure 8.

Figure 8: Investment in Training – All Derbyshire and Nottinghamshire Businesses



Information provided by East Midlands Business Ltd provides the following insight into current workforce development that is being supported via LSC funded training for businesses in Derbyshire. As can be seen below, the proportion of businesses accessing LSC funded support for their training is just 7% of the regional total to date. From the data in Figure 10 overleaf it can be seen that over 60 per cent of this training is at NVQ level, a further 31 per cent accessing Skills for Life training and just 4 per cent being at Apprenticeship level.

Figure 9: Total number of indicative learners, April to Dec 2009

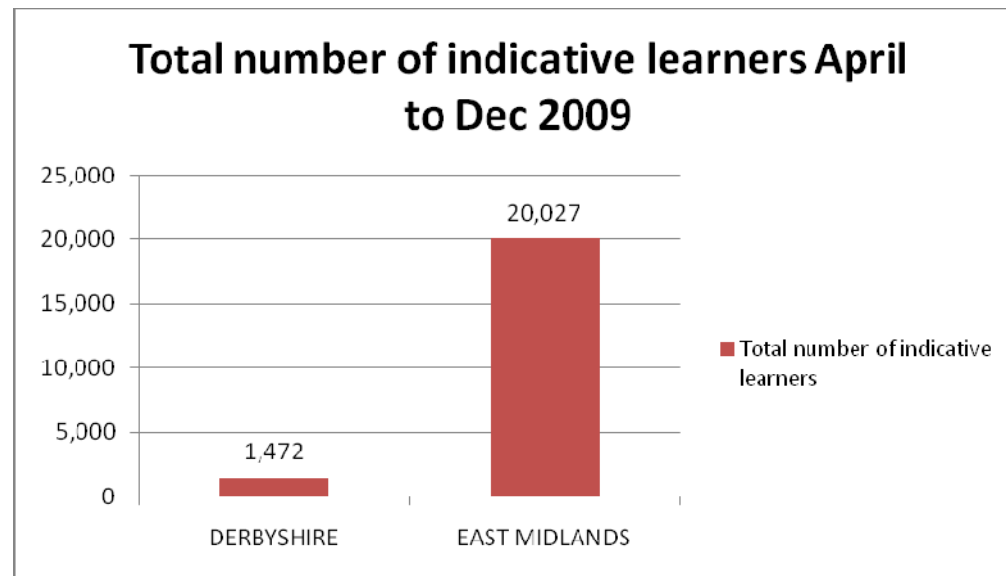


Figure 10: Type of Learning

TYPE OF LEARNING	Total number of indicative learners	
	DERBYSHIRE	EAST MIDLANDS
Apprenticeships	66	719
Foundation Learning Tier		6
NVQ	930	15,677
Skills For Life	461	3,504
Thin Qualifications	3	104
Units	12	17
Grand Total	1,472	20,027

9. CONCLUSIONS - PRIORITIES AND TARGETS

9.1 Priorities

Reviewing the information gathered for this Update and reflecting the direction of current policy travel, the recommended priority themes for DESB are:-

- Young People into Employment – those aged 16 -24, with a focus on Young Person’s Guarantee, including Future Jobs Fund; Backing Young Britain; Apprenticeships; Diplomas; Tackling NEET, HE/Higher Level Skills; Internships, IAG.
- Employability – Tackling unemployment and long term worklessness, including pre-employment support, skills support and IAG; Support for the disabled into employment; support for wider PSA 16 client groups into employment.
- Skills development – Workforce development; Employer support including Start Up’s and Leadership and Management; Adult Learning; Skills for Life; IAG; HE/Higher Level Skills for those aged 25+
- Sector development – priority sectors; developing sectors; major employers; supply chains; procurement.

A close watching brief must be retained on key partner strategies as they emerge including the Derbyshire County Council Plan 2010/2013 and the Derbyshire Local Economic Assessment Issues paper which will be published in the near future and any changes of Government approach after the general election in 2010.

9.2 Targets

On behalf of the Derbyshire Partnership forum, the DESB reports on a range of LAA targets which run through to 2010/11:-

- NI 117 – 16-18 year olds who are not in education, training or employment (NEET)
- NI 146 – Adults with Learning Disabilities into Employment
- NI 153 – Percentage of people claiming out of work benefits in the worst performing neighbourhoods.
- NI 163 – Working Age population qualified to at least Level 2 or higher

In addition, the Derbyshire Economic Partnership (DEP) has the following targets against which its activity is being monitored:-

- Number of jobs created or safeguarded
- Number of people assisted to get a job
- Adults in work undertaking vocational skills equivalent to Level 3 Qualifications or above
- Number of people engaged in 12 hours STEM or enterprise capability based learning

Furthermore, it is recommended that the DESB measure progress, via its members, of the following targets in 2010/11:-

- Increase the take-up of apprenticeships, including advanced apprenticeships, by Derbyshire residents by 10% in 2010/11, with a particular focus on 16 -18 year olds. Sectoral analysis to be included.
- Monitor the outturn of apprenticeships, including advanced apprenticeships, by sector.

The LAA, DEP and DESB specific targets should be allocated to the individual theme groups to review actions to support the achievement of these targets and put forward recommendations to the DESB for any additional resources required to achieve them.

9.3 Structure and Governance

The Board and Executive Group structure are now in place, with a broadened membership. As is common with Employment and Skills Boards, the Board would benefit from being strengthened with the addition of 1 – 2 private sector employer members. It is suggested that a ‘watching brief’ be maintained for identifying sector specialists to join the Board using existing regional and local business networks.

In terms of delivery structure, under the current DESB arrangements, there is a legacy of theme groups dating from as far back as Derbyshire Learning Partnership times coupled with substantial overlap across groups regarding membership and terms of reference. A summary is set out below, with details of the Derby Jobs and Skills Group theme groups for reference. Full details can be found in Appendix 1.

Figure 11: Current theme groups

Derbyshire Employment and Skills Board	Derby Jobs and Skills Group
Worklessness Action Group - County	Worklessness Action Group – Derby City
Welfare to Work	Sector development
Adult Learning	Young people into employment
Skills for Life	Skills development
IAG	
Public Sector Compact	

There is an opportunity to review/refresh and where appropriate to remove these from being formal theme groups of the Board, particularly where the agenda has changed and/or there is mutual benefit in working with Derby City Jobs and Skills theme groups. Moving into a period of significant change for the DESB public sector partners, reducing duplication will enable more effective engagement by strategic / regional partners, and will especially enable better involvement of private sector employers. Reviewing the information gathered for this Update and reflecting the direction of policy travel, the recommended priority themes are:-

- Young People into Employment (16 -24)
- Employability
- Skills development
- Sector development

This would suggest the following groups are required by the DESB as theme groups to support work on this agenda.

Figure 12: Recommended key themes and groups

Key theme	Theme group(s)
Young People into Employment (16 -24)	<ul style="list-style-type: none"> • Young People into Employment Group (Linking with City equivalent where appropriate)
Employability	<ul style="list-style-type: none"> • Worklessness Action Group • Welfare to Work Group
Skills Development	<ul style="list-style-type: none"> • Skills Development Group (Linking with City equivalent where appropriate)
Sector Development	<ul style="list-style-type: none"> • Sector Development Group (Linking with City equivalent where appropriate)

The following actions are suggested to progress this:-

- Withdraw DESB secretariat support to the separate Adult Learning, Skills for Life, IAG theme groups with a suggestion that these groups 'self-administer' and feed information through to the Skills Development Group
- Instigate a 'refresh' of the terms of reference and membership for Worklessness Action Group, broadening its agenda to look at all aspects of unemployment across the county. Work with the Chair (JCP lead who chairs both County and City Worklessness Action groups), on practical steps to closer working with the Derby City equivalent

- Instigate a 'refresh' of the title, terms of reference and membership for Welfare to Work Group, considering ways to extend the group's remit to pick up the wider Public Sector Agreement (PSA) 16 agenda of 'increasing the proportion of socially excluded adults in settled accommodation and employment, education or training.'
- Establish a Young People into Employment Group and explore the potential to link with Derby City equivalent group and links with County 14-19 partnership structures
- Establish a Skills Development Group and explore the potential to link with Derby City equivalent group and linkages with Higher Level Skills partnership structures
- Establish a Sector Development Group and explore the potential to link with Derby City equivalent group. Consider identifying employer Sector Champions common to City and County.
- Ask Chairs of theme groups to join the Executive Group to help communications and reporting
- Recommend to all public sector members of the Public Sector Compact Group to support ongoing facilitation costs of the Compact, including via organisational contributions.

Agreed formal reporting processes need to be put into place, with all theme Groups providing reports to DESB as standing agenda items.

In terms of ways of working, it is suggested that the following be adopted by the Board:-

- Agreement to develop task and finish groups as required including those covering particular geography or emerging sectors
- Recognition of the importance of collaboration e.g. bidding for/supporting funding opportunities
- Recognition of the importance of regular intelligence sharing
- Agreement to lobby at a regional and national level to raise Derbyshire employment and skills issues where appropriate

With regard to the relationship with Derby Jobs and Skills Group, it is very much recognised that there are significant benefits to be gained for members of both Boards by working together wherever possible. There is a nominated link Board member in place and it is recommended that this 2 way communication be further developed by holding an annual summit meeting for both Boards and formal sharing of Board documents, minutes and papers to aid communication and awareness. In addition, in terms of theme group working, it is recommended that all County and City theme groups formally come together for an annual joint meeting.

10. ACTION PLAN

PRIORITY	ACTION	BOARD/ THEME GROUP	TARGET / OUTCOME	TIMELINE	STATUS:- RED/ AMBER/ GREEN
1. Ongoing monitoring and reviewing of the DESB Strategy and Action Plan	<ul style="list-style-type: none"> • 2010/11 Plan agreed by Board in March 2010 and performance updates provided to each Board meeting • Align work with LAA and DEP targets • Align work with LSP employment and skills plans • Maintain a watching brief on neighbouring ESB strategies in Derby, Nottingham, Manchester and Sheffield. • Review Strategy and Action Plan post election for 'strategic fit' • Carry out an evaluation of DESB resourcing and its 'fitness for purpose' • Explore options and develop funding application to emda and other relevant partners for DESB support post March 2011 	Board	<ul style="list-style-type: none"> • Overview of all targets – see detail below 	March 2010 onwards – quarterly	
2. Board/Executive Group Development	<ul style="list-style-type: none"> • Maintain a watching brief on Board membership in light of strategic developments • Invite theme group chairs to join Executive Group • Increase private sector employer Board membership 	Board/ Executive Group	<ul style="list-style-type: none"> • Board membership 'fit for purpose' 	March 2010 onwards	

3. Partnership development	<ul style="list-style-type: none"> • Provide the Derbyshire input on national and regional work with ESB's, including for BIS/UKCES, SFA and DCSF • Work with Derby City Jobs and Skills Group to ensure maximum synergy • Champion Derbyshire Public Sector Compact, including partner funding contributions, and receive updates relating to skills and recruitment issues • Liaise with LSP's to support their work on employment and skills • Review option for district local authority board representation and linkages 	Board/ Executive Group	<ul style="list-style-type: none"> • Derbyshire ESB input provided to national and regional strategy development • Board papers/minutes formally shared and joint summit meeting organised 	March 2010 onwards	
4. Planning and commissioning	<ul style="list-style-type: none"> • Support commissioners to ensure funding adds maximum value and that commissioning processes are aligned where possible • Work with DEP to ensure maximum synergy and alignment of Single Programme funding • Share employment & skills intelligence and data to monitor progress of partner initiatives • Draw up DESB budget to support the key themes and actions 	Board/ Executive Group	<ul style="list-style-type: none"> • Effective use of public funds recognising the pressure for efficiency savings across the public sector 	March 2010 onwards	
5. Young People in Employment (16 -24)	<ul style="list-style-type: none"> • Establish Board members interested in working on Young People theme • Progress joint working with Derby City Young People into Employment group on common issues • Establish formal linkages with 14 – 19 Partnership • Maintain watching brief on 14 -19 curriculum mapping work by Derbyshire County Council 	Young People into Employment	<ul style="list-style-type: none"> • NI 117 – Reduce 16-18 year olds who are not in education, training or employment (NEET) • Increase the take-up of apprenticeships, including advanced apprenticeships, by Derbyshire residents by 10% in 2010/11, with a particular 	April 2010 onwards	

	<ul style="list-style-type: none"> • Maintain watching brief on areas with high numbers of NEET • Maintain watching brief on take-up and outturn of apprenticeships, including by sector • Maintain watching brief on Young Person's Guarantee, including Future Jobs Fund programmes and impact on unemployment rate for young people • Instigate working with Higher Level Skills partnership structures, including support for graduates into employment 		<p>focus on 16 -18 year olds</p> <ul style="list-style-type: none"> • Monitor the outturn of apprenticeships and advanced apprenticeships by sector 		
6. Employability	<ul style="list-style-type: none"> • Refresh terms of reference and membership of Worklessness Action group • Maintain joint working with Derby City group through shared Chair • Maintain watching brief on Integrated Employment and Skills activity including Future Jobs Fund programmes in Derbyshire and impact on unemployment rate • Refresh title, terms of reference and membership for Welfare to Work group 	<p>Worklessness Action Group</p> <p>Welfare to Work</p>	<ul style="list-style-type: none"> • NI 153 – Reduce percentage of people claiming out of work benefits in the worst performing neighbourhoods • Number of jobs created or safeguarded • Number of people assisted to get a job • NI 146 – Increase adults with learning disabilities into employment 	Feb 2010 onwards	
7. Skills development	<ul style="list-style-type: none"> • Establish Board members interested in working on Skills Development theme • Withdraw DESB secretariat support to the separate Adult Learning, Skills for Life, IAG theme groups with a suggestion that these groups 'self-administer' and feed information through to the Skills Development Group • Discuss joint working opportunities with Derby City Skills Development group • Maintain watching brief on ongoing skills 	Skills Dev.	<ul style="list-style-type: none"> • NI 163 – increase working age population qualified to at least Level 2 or higher • Adults in work undertaking vocational skills equivalent to Level 3 Qualifications or above • Number of people engaged in 12 hours STEM or enterprise capability based learning 	April 2010 onwards	

	<p>mapping work by the SFA</p> <ul style="list-style-type: none"> • Review EMB Ltd/Train to Gain performance info for employer take-up • Lobby for more flexible funding for SMEs to access units of accreditation • Instigate working with Higher Level Skills partnership structures, focusing on adult (25+) higher level skills development 				
8. Sector development	<ul style="list-style-type: none"> • Establish Board members interested in working on Sector Development • Confirm the priority sectors – maximum of 5 • Progress joint working with Derby City Sector Development group on common sectors • Explore opportunities for gathering employer views, including Sector Development Manager approach being taken in Derby, in order to identify possible champions • Work with Derby City Sector Development group on training provider focus group event • Identify key employers and develop process • Establish if additional careers advice resource required to support priority sectors 	Sector Dev.	<ul style="list-style-type: none"> • Agreed plan for sector development and collaboration with Derby City Sector Development 	Feb 2010 onwards	
9. Communications	<ul style="list-style-type: none"> • Launch DESB web site • All theme groups to provide regular updates to Board • Develop e alerts to partners on latest employment and skills developments in the county • Support/sponsor key events to promote employment and skills development 	Secretariat	<ul style="list-style-type: none"> • Increased profile for the work of the DESB and improved partner communications across the breadth of the employment and skills agenda 	March 2010 onwards	

	<ul style="list-style-type: none"> • Attendance at Partnership Forum/Sustainable Communities sub-group meetings • Board to be kept fully informed of decisions of Executive Group. 				
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**Appendix 1:
Current DESB theme group - terms of reference**

Group	Terms of reference / aims	Reporting lines	Frequency
Worklessness Action Group (WAG) County	<ul style="list-style-type: none"> • Review plans and delivery on major recruitment exercises • Monitor major redundancies • Agree employer engagement methods & share LMI • Identify linkages and overlaps 	DESB / Derbyshire Partnership Forum	Every 2 months
Worklessness Action Group (WAG) City	<ul style="list-style-type: none"> • To provide a multi-agency approach to the recruitment into work of priority groups in the city. • To coordinate outreach activities with regard to worklessness advice, support and guidance avoiding duplication and ensuring agencies are playing to their strengths. • To share information on employment, unemployment, training opportunities, gaps in provision and Management Information with partners • To focus on wards with highest worklessness rate currently Arboretum, Normanton and Sinfin. 	Derby City Partnership	At least 4 meetings per year
Welfare to Work	<ul style="list-style-type: none"> • Develop and extend the employment opportunities for disabled people in Derbyshire • Support equal access in obtaining and retaining employment, training • Develop other work related experiences. 	Derbyshire Partnership Forum	Every 2 months
Skills for Life	<ul style="list-style-type: none"> • To co-ordinate the development of Skills for Life provision across the Derbyshire Learning and Skills Council area. • To monitor the outcomes for Skills for Life in County and City. • To develop collaborative activities between providers to further 	Reports to DESB	Every 6 weeks

	develop Skills for Life in Derbyshire and Derby City.		
IAG	<ul style="list-style-type: none"> To co-ordinate the development and delivery of information, advice and guidance on adult learning across Derbyshire Learning and Skills Council area. To advise the Derbyshire Partnership Forum, Derby City Partnership and the Derbyshire Employment and Skills Group on matters relating to information advice and guidance for adults. 	Reports to the Derbyshire Partnership Forum, Derby City Partnership, DESB.	Quarterly . Has not met for some time
Adult Learning Group	<p>Overall implementation of the Derbyshire Adult Learning Strategy:</p> <ul style="list-style-type: none"> promote the value of learning within Derbyshire communities work with existing consultative networks with residents, involving them in the planning of adult learning provision encourage providers from all sectors to work in collaboration and partnership, making the most effective use of adult learning funding from public and private services understand the adult learning needs of local communities and plan to meet them, focusing on those who have little or no access to adult learning meet the Government’s requirement to develop a plan for Personal and Community Development Learning (PCDL), including first steps learning, family learning and learning for personal development work energetically to improve provision for adult learners with a disability ensure good transition into adult learning for younger adults aged 19-25. 	Reports to the Derbyshire Partnership Forum, DESB.	At least 3 times per year
Public Sector Compact	<ul style="list-style-type: none"> Upskill workforce to a minimum level 2 qualification, and where appropriate, level 3 qualification, as part of a wider organisation development programme linked to public service improvement plans and wider public service reforms. Tackle the basic skills needs of any employees who lack essential literacy, numeracy and communication skills. Prioritise the recruitment of local people from the most disadvantaged neighbourhoods and communities 	Reports to DESB	Steering Group meets quarterly, with WFD group and Recruitment and Retention sub groups

	<ul style="list-style-type: none"> Ensure that new recruits and existing employees below the age of 25 have the opportunity to complete an Apprenticeship. 		
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Current theme group membership	WAG County	WAG City	Welfare to Work	Skills 4 Life	IAG	Adult Learning	Public Sector Compact
JCP	✓	✓	✓	✓		✓	✓
LSC	✓	✓	✓	✓		✓	✓
Derbyshire CC	✓		✓	✓		✓	✓
Derby City C		✓					✓
Probation	✓		✓	✓			✓
Connexions	✓	✓				✓	✓
District Councils	✓						✓
County PCT	✓		✓				✓
Derby University	✓			✓			✓
Derby College			✓	✓		✓	✓
Chesterfield College	✓		✓	✓		✓	✓
Working Links	✓	✓	✓				
Next Step	✓	✓		✓			✓
3 rd sector	✓	✓	✓	✓		✓	

Derbyshire Network	✓			✓			✓
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