

# Public Document Pack



## Employment, Learning and Skills, and Community Policy and Performance Board - Supplementary Paper

Wednesday, 6 January 2016 at 6.30 p.m.  
The Board Room - Municipal Building,  
Widnes

A handwritten signature in black ink, appearing to read 'David W R'.

**Chief Executive**

### **BOARD MEMBERSHIP**

Councillor Susan Edge (Chairman)	Labour
Councillor Andrew MacManus (Vice-Chairman)	Labour
Councillor Sandra Baker	Labour
Councillor Lauren Cassidy	Labour
Councillor Harry Howard	Labour
Councillor Peter Lloyd Jones	Labour
Councillor Geoffrey Logan	Labour
Councillor Stan Parker	Labour
Councillor Carol Plumpton Walsh	Labour
Councillor Joe Roberts	Labour
Councillor Christopher Rowe	Liberal Democrat

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The next meeting of the Board is on Monday, 21 March 2016*

**ITEMS TO BE DEALT WITH  
IN THE PRESENCE OF THE PRESS AND PUBLIC**

**Part I**

<b>Item No.</b>	<b>Page No.</b>
<b>9. LIVERPOOL CITY REGION SKILLS FOR GROWTH</b>	
<b>SKILLS FOR GROWTH PRIORITIES - DRAFT ACTION PLAN</b>	<b>1 - 11</b>

***In accordance with the Health and Safety at Work Act the Council is required to notify those attending meetings of the fire evacuation procedures. A copy has previously been circulated to Members and instructions are located in all rooms within the Civic block.***

## Liverpool City Region Skills for Growth Priorities 2015/16 Action Plan

Headline Challenge	Enhance links between business and education/training			
What	How	When	By whom	How measure
Ensure employers have a greater say in skills provision	Consider mechanisms for employers to co-ordinate skills provision	2016-17	Liverpool City Region Combined Authority/LEP	
	Annual focused discussion on Skills for Growth implementation	Ongoing	LEP sector panels	
	Increase engagement events with SME community		LEP, ESB	
Identify best practice between all training providers and businesses	Contact providers and businesses to collate and publish best practice examples	Ongoing	LEP/ESB	Number of case studies received and published
Identify clear vocational pathways for skills shortage areas and support schools, colleges, training providers in encouraging and supporting learners through these pathways	Develop pathways locally and link to jobs in SMEs and supply chains within the local area as well as large companies.	Ongoing	Employer networks, individual businesses	
Ensure local business presence is meaningfully represented on institutional Governing Bodies	Encourage institutions to include business representation by communicating clear benefits	2016-17	Schools, colleges, training providers and universities	Number of institutions with business representation on Governing Bodies
	Continue to promote benefits of engaging with institutional Governing		LEP sector panels, business networks	

**Liverpool City Region Skills for Growth Priorities 2015/16 Action Plan**

	<b>Bodies</b>			
Encourage businesses to work with schools, colleges, training providers and universities to develop work experience and inspiration opportunities for learners	Actively promote business benefits of providing work experience and inspiration opportunities	Ongoing	LEP	Number of businesses offering work experience and inspiration opportunities
	Continue to promote learner benefits of undertaking work experience		Schools, colleges, training providers and universities	
Work with Government to reshape local skills system to be more responsive to employer and economic growth priorities	Ensure any Area Based Review includes strong employer focus	2016-17	Liverpool City Region Combined Authority, Government	Successful implementation of any Area Based Review recommendations
Ensure training premises and equipment respond to current and future employer needs	Deliver Skills Capital Investment Fund and related strategy	2016-17	Liverpool City Region Combined Authority	Successful deployment of Skills Capital Investment Fund and creation of sustainable learning facilities
Ensure growth sector skills needs are clearly communicated to schools, colleges, training providers and universities	Provide ongoing Skills for Growth insight through Skills for Growth Agreements and activities	2016-17	ESB	
Ensure consistency and share best practice in key provision	Monitor the quality of STEM and other identified skills provision amongst providers	Ongoing	Schools, colleges, training providers and universities	
Improve consistency by further developing long term approach to policy development	Ensure activities remain focused on Big Ticket Targets	2015-2020	ESB	

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Further engage learners in identified skills needs through practical application (i.e. STEM, English, Maths, Digital)	Deliver Skills Show 2016 for KS4 learners	2016-17	ESB, LEP	
	Consider potential for Skills Festival aimed at KS2/3learners	Ongoing		
	Explore innovative ways to deliver learning through practical application		Schools, colleges, training providers and universities	

## Liverpool City Region Skills for Growth Priorities 2015/16 Action Plan

Headline Challenge	Improve careers information, advice and guidance			
What	How	When	By whom	How measure
Ensure consistent and locally-aligned focus within IAG provision	Develop and monitor local Key Performance Indicators	2016-17	ESB / NCS	KPI dashboard
	Work with businesses, schools, colleges, training providers and other stakeholders to deliver Skills Shows in the future and communicate labour market insight	Ongoing	ESB	
	Increase engagement with all IAG providers	Ongoing	ESB	
	Ensure any Area Based Review responds to need for improved IAG		SFA, colleges, training providers	Successful implementation of any Area Based Review recommendations
	Implement and disseminate Jobs for Tomorrow material to learners and parents and develop and keep updated local LMI materials	Ongoing	Schools, colleges, training providers and universities	
Align all local careers, information, advice and guidance	Establish a Liverpool City Region Careers Hub	2016-17	Liverpool City Region Combined Authority	
	Work with Government to ensure National Careers Service resource and priorities are aligned with the Liverpool City Region		Government, Careers Hub	

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	Careers Hub			
	Explore innovative approach to increasing individually-focussed IAG	Ongoing	Careers Hub	
	Work with the Careers Hub to communicate business skills needs to schools, colleges, training providers and universities		Liverpool City Region Local Enterprise Partnership (LEP), individual businesses	
Ensure resident of all ages can access up-to-date, impartial careers advice through a variety of methods	Utilise good practice within private sector (e.g. Lego, other CSR activities)	Ongoing	Schools, colleges, training providers and universities	Feedback from learners
	Dedicate resource to increased communication and engagement with residents and providers regarding IAG (e.g. social media)		Careers Hub	
	Explore potential for English and Maths Skills for Growth Agreements	2016-17	ESB	Publication of documents
	Explore potential for developing Skills for Growth Agreements for key sectors of large employment (e.g. Health and care).		ESB	
	Consider establishment of an English and Maths Hub to co-ordinate consistent approach to tackle skills gap		ESB	

**Liverpool City Region Skills for Growth Priorities 2015/16 Action Plan**

<b>Headline Challenge</b>	Make it easier for business to invest in workforce skills			
<b>What</b>	<b>How</b>	<b>When</b>	<b>By whom</b>	<b>How measure</b>
Work with businesses to identify and develop relevant training provision that addresses employers' skills needs	Continue to ensure employer skills needs are articulated clearly		LEP / Liverpool City Region Combined Authority	
	Continue to ensure that all Skills for Growth activity is directly informed by business needs		ESB	
Work with Government to empower local employers to co-commission responsive Apprenticeships, Traineeships and other skills provision	Establish a Liverpool City Region Growth Hub to co-ordinate and provide local business support, including skills development and training brokerage provision		Liverpool City Region Combined Authority	
	Launch campaign to communicate changes in Apprenticeship policy (i.e. voucher, levy, trailblazers) to employers to ensure readiness		Apprenticeship Hub	
	Ensure any Area Based Review identifies continued scope for Apprenticeship growth		SFA	Successful implementation of any Area Based Review recommendations
	Effectively communicate with and provide support to employers relating to relevant development		LEP, Growth Hub	

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	opportunities			
Encourage Apprenticeship growth amongst local employers	Directly engage with sector groups and businesses to identify potential growth for Apprenticeship standards	2016-17	SFA, Apprenticeship Hub, Growth Hub	
	Identify Apprenticeship Ambassadors within key growth sectors		LEP	
	Increase engagement events with schools to widen knowledge of Apprenticeships		Apprenticeship Hub	
	Disseminate existing school activities with a view to better co-ordinating a consistent local approach		Schools, colleges, training providers and universities / NAS	
	Develop local campaign aimed at employer which clearly articulates business benefits of providing Higher/Degree Apprenticeship	2016-17		Increased take up of Higher/Degree Apprenticeships amongst local employers

## Liverpool City Region Skills for Growth Priorities 2015/16 Action Plan

Headline Challenge	Tackle long term worklessness			
What	How	When	By whom	How measure
Work with Government to improve back to work support in the Liverpool City Region	Explore local, household-based approach to address long term worklessness	2016-17	Liverpool City Region Combined Authority, Government	
	Explore innovative approach to ensure residents can develop practical, work-focused skills		ESB	
	Ensure appropriate focus on health-related worklessness	Ongoing	ESB, DWP	
Align available resources to commission integrated and effective local employability support	Ensure future funding (DWP, ESF, LA, RSL) dedicated to addressing worklessness is aligned with a consistent approach	Ongoing	Liverpool City Region Combined Authority	
	Ensure all provision includes a clear element of employability provision and careers guidance		Schools, colleges, training providers and universities	
	Strengthen links with health budget holders		ESB	
	Develop, align and report locally-relevant KPI measures (inc destinations)	2016-17	Schools, colleges, training providers and universities	
	Explore mechanisms to identify and support		Schools, colleges, training	

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	learners at risk of becoming NEET		providers and universities	
	Align activity to ensure workless residents can benefit consistent digital skills provision		ESB, Government, Schools, colleges, training providers and universities, Community and voluntary sector organisations	

## Liverpool City Region Skills for Growth Priorities 2015/16 Action Plan

Headline Challenge	Promote progression of individuals			
What	How	When	By whom	How measure
Work with Government to reshape local skills system to be more responsive to employer and economic growth priorities	Develop and agree focused devolution proposals		Liverpool City Region Combined Authority, Government	
Effectively communicate the benefits of workforce development and progression	Targeted campaign to articulate businesses benefits of workforce development	2016-17	LEP, Apprenticeship Hub	Increase in delivery of work-based training
	Communicate Apprenticeship frameworks and respective benefits	Ongoing	NAS, Apprenticeship Hub	
	Ensure employees are aware of training opportunities available to them	Ongoing	Businesses	
	Clearly communicate the impact that Universal credit implementation will have on businesses and their employees	2016-17	ESB	
Provide businesses with a stronger say in the development and implementation of training provision to ensure it addresses their skills needs and working practices	Clearly articulate current/medium-term/long-term opportunities and skills needs within key sectors / career pathways		LEP, ESB	
	Explore development of a matching service to provide the infrastructure and support needed for		Growth Hub	

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	organisations to work together			
	Ensure wider employability skills provision (including English and Maths) is easily accessible to all employees		Businesses, Growth Hub	
Ensure employers have a greater say in skills provision	Consider mechanisms for employers to co-ordinate skills provision	2016-17	Liverpool City Region Combined Authority/LEP	
	Annual focused discussion on Skills for Growth implementation	Ongoing	LEP sector panels	
	Increase engagement events with SME community		LEP, ESB	