BRIEFING NOTE

Subject: RESEARCH REVIEW
'BETTER JOBS' TOPIC GROUP

1. Purpose

The purpose of this note is to provide Members of the Topic Group with research information which will not only contribute to the 'Measure' phase of the study, but the collection of baseline data will also assist in determining a focus and Key Line of Enquiry to be developed at subsequent topic group meetings. The note provides an analysis of specific pieces of research including Halton 2030 and sets out some proposed next steps.

2. Methodology – Update

Members will recall that the Six Sigma process (Define Measure Analyse Improve Control) (DMAIC) is being applied to the management of this scrutiny topic.

The first step in this process 'DEFINE' confirmed the purpose and scope of the scrutiny topic, **"To improve the proportion of local people that are accessing high paid jobs in the borough.**

The second step requires an investigation of the issue in more detail, and this will culminate in the development of a performance baseline which will allow us to measure current performance and evaluate progress over time.

If relevant data is collected, then it is easier for the topic group to see where improvements can be made.

3. Collecting Baseline Data

There is a large amount of research produced at a national, regional and local level which provides important data on how employment schemes operate, lessons learned and areas for improvement. A summary of the research gathered is contained in appendix 1 of this report.

Most of this research considers the barriers and challenges that individuals will face in seeking and retaining employment.

For example, nationally, the department of Business Innovation and Skills (now BEIS) has focused research on the Motivation and Barriers to Learning for Young People Not in Education Employment or Training. Equally, the Institute for Employment Studies has considered how unemployment can be tackled among disadvantaged young people.

Locally, previous topic groups have considered barriers to employment from both an employee and employer perspective, as well as barriers to learning.

Members have also received regular updates on contract and project performance through the Quarterly Monitoring Report.

4. Process Maps

Similarly, the development of process maps have been produced to enable us to get a better understanding of how services are delivered and the complexity of delivering these services.

This allows for analysis against business and customer requirements and links back to the first step when we considered the Voice of the Customer….

One example of how the Council and its partners manages the ESF Ways to Work Programme is set out in Appendix 2.

Whilst the topic group could consider determining where there are opportunities for more efficiency i.e.

- How partners work collaboratively and share information;
- Constraints regarding the funding criteria

Members might consider approaching the scope of the topic group in a different way.

5. Re-Focusing the Research

Whilst the research and data collection identified above provides a useful context, a further analysis of the data suggests that an in depth revisit of this work would not add value to the purpose and scope of the topic. It would merely reaffirm 'what we already know'.

However, more appropriate scrutiny questions to pose might be 'why is it happening?' and 'what are we going to do about it?'

The Halton 2030 document presented to the last PPB raises some interesting points.

This research does, indeed, back up the perception that a lower proportion of Halton's residents are employed in higher level occupations and in turn, earnings per person by place of residence are lower.

Compare this to the fact that 'professional, scientific and technical' is the largest employment sector in the borough and there has been a significant increase in the number of people employed in these occupations. Equally, Halton has seen a significant growth in its business base, with above average business starts and above average business survival rates.

The research confirms that jobs are being created and in those areas that will support Halton's economy in the long-term. However, the research also demonstrates that many of these jobs are described as 'difficult to fill vacancies'.

This then presents a dichotomy in terms of the policies the Council might progress in respect of how an improvement in the proportion of local people accessing high paid jobs in the borough can be achieved.

6. Next Steps

Clearly, it is important that the Council and its partners continue to support programmes aimed at helping people into work, for example, through the Halton People into Jobs/Adult Learning Services. The Council would also wish to promote schemes that improve the qualifications and skills levels of local residents.

Many of the programmes offered focus on 'progression' by providing an opportunity for residents to put a first step on the career ladder, and gain experience, with the hope that they would advance to higher paid, sustainable jobs in the future.

However, Members might wish to consider focusing on how we can support our existing skilled residents, or indeed future skilled residents (students) to access the jobs being created in the borough that would require these skills.

Additional research could be commissioned to understand where the borough's Further Education and Higher Education 'leavers' are employed once they have completed their studies

This work (at a cost) could be undertaken by experts in Higher Education data analysis HESA https://www.hesa.ac.uk/

Questions to be considered are:

- The number of people doing science (or other skills to be identified)
- What they go on to do
- Where they go on to study

Equally, there is some information, subject to General Data Protection Regulations that could be provided by Riverside College which might be used to track former students and then allow for an ongoing dialogue with them to proactively steer them to consider future careers in the borough.

There would also be merit in commissioning a Survey of Businesses to further refine the data gathered to date. This would be an expensive proposal

Or, alternatively a less expensive option would be to work with the borough's Advanced Manufacturing Network Cluster, and this could provide access to respective heads of Human Resources in Halton companies who could give a view on linking skilled residents to job opportunities.

As a way forward Members might wish to gain more information on the work the Sci-Tech Daresbury Enterprise Zone is doing to develop a Talent Strategy for the campus. (see 2&3 in Appendix 1). The Talent Strategy acknowledges that there are a number of actions that need to be taken to encourage local people to take up job opportunities

at Daresbury. If the Topic Group were to agree to further research as outlined above, this would be a good way of measuring the future impact of these actions.

APPENDIX 1

Research Documents

(1)   Halton 2030

Within this document information has been gathered from the following sources:

> Census of Population 2011
> Liverpool City Region Forecasting Model (Oxford Economics 2016)
> Interdepartmental Business Register (IDBR 2017)
> Office of National Statistics – Business Demography 2017
> Office for National Statistics 2018
> Wavehill Employer Skills Survey (Liverpool City Region 2018)
> National Online Manpower Information Service (NOMIS 2018)

PPB 24-9-18 Halton
2030.pdf

(2)   Sci Tech independent Skills Brokerage Service
        July 2017 – March 2018

Sci Tech Summative
Report DT 2018.pdf

(3)   Sci Tech Daresbury Talent Strategy
        August 2018

Commission update
April Skills Group 20

(4)   Barriers to Work Scrutiny Topic Group
        June 2010

Barriers to Work
Scrutiny Topic Group

(5)   Barriers to Learning Topic Group
        19th June 2006

Public reports pack
19th-Jun-2006 18.30

(6)   BIS Research Paper No. 87
Motivation and Barriers to Learning for Young People not in Education, Employment or Training.
February 2013.

bis-13-548-motivati
on-and-barriers-to-l

(7)   Barriers to Employment from an Employee Perspective
March 2012

Draft Report
barriers.doc

(8)   Skills Workforce Analysis

skillsworkforce.pdf

(9)   Institute for Employment Studies Tackling Unemployment among disadvantaged young people (2016)

cpt0316.pdf

(10)   Sci-Tech Daresbury Company Survey 2017.

Campus survey
feedback presentati