

# Priority 1: CEIAG

Improve IAG, Careers Insights and Specialist Careers Support for Young People and Adults to Raise Aspirations, Participation, Employability and Retention



## Challenges and Issues

13.30% of students in the D2N2 area were claiming free school meals (FSM) which was higher than the national average of 13.20%.

34% of establishments in the D2N2 area offered work experience and 17% offered work inspiration which compares to 38% and 18% respectively at the national level.

53.58% of young people achieved 5A\*-C in English and Maths at GCSE in the D2N2 area which was lower than the national figure of 57.10%.

27.22% of A levels taken in the D2N2 area were science, technology, engineering and mathematics (STEM) which was lower than the national average of 29.35%.

4.87% of 16 and 17 year olds were recorded not in education, employment or training (NEET) in the D2N2 area which was lower than the national average of 5.58%.

31% of 16-year-old school leavers and 24% of 17-18 year olds recruited to a first time job were rated as being poorly or very poorly prepared for work in the D2N2 area. This compares to 36% and 29% respectively at the national level.

\*Careers and Enterprise Company Cold Spot Report 2015



## Commitment of D2N2 LEP

1. We will produce and implement a Framework to Measure the Impact and Delivery of the D2N2 Employability Framework.
2. We will simplify communication channels to schools through the development and management of the [www.d2n2schools.co.uk](http://www.d2n2schools.co.uk) website including providing effective and purposeful LMI at District Local Authority Level to support CEIAG.
3. We will actively support the Opportunity Area Derby Board to improve social mobility for young people and represent the LEP on the sub-groups for Broadening Horizons and Post-16. We will share lessons learnt to benefit the whole D2N2 area.
4. We will continue to manage the relationship and activities of the Careers & Enterprise Company for the D2N2 area to ensure it meets local needs and adds value without duplicating, with the aim of increasing employer and young people interactions. We will line manage the CAREERS Local Enterprise Coordinator.
5. We will represent the LEP on the Derbyshire and Nottinghamshire Collaborative Outreach Programme Board whose aim it is to undertake outreach activity in specific local areas where higher education participation is low overall and lower than expected given GCSE attainment levels.
6. We will work with partners to develop a Work Experience Framework with the aim of reducing costs and resources to schools and of increasing purposeful work experience opportunities for young people across the D2N2 area.
7. We will performance manage current ESF programmes and effectively evaluate them to develop future programmes to support CEIAG with the aim of meeting the needs of the local economy and local individuals.

## Targets and Measure of Success

- **Commission and monitor** CEIAG activity focussed on 'cold spot' education establishments\* to decrease NEETs and Not Known NEETs, support activities for FSM students, increase STEM aspiration.
- **200** employers Provide Work Experience
- **200** employers offering Work Inspiration
- **230** new Traineeships
- **140** schools, specialist schools & colleges actively engaged with D2N2 Enterprise Adviser Network
- **80%** schools, specialist schools and colleges implementing the D2N2 Employability Framework
- **60** schools registered on The Skills Portal
- **30** schools using The Skills Portal Work Experience system
- **200** young people registered and using The Skills Portal

# Priority 2: Meeting the Needs of Local Employers

To provide a holistic employment, skills and employability offer to business which is supportive and responds to their business needs



## Challenges and Issues

Between 2017 and 2022, there is a projected 9% growth in the human health and social work area, and 7% growth in the construction industry. (UKCES Working Futures 2012-2022)

According to employers, 31% of core-technical vacancies in the D2N2 area are difficult to fill due to skills shortages. This is significantly higher than for semi-technical, with 19%, suggesting employers are struggling to find the higher skills they need in the current local labour market. (Centre for Progressive Capitalism, Skills Mismatch Report for D2N2 LEP, 2017)

There were an estimated 2,700 more skills shortage vacancies for core technical roles than relevant FE course completions in 2015/16. Breaking this down reveals a potential undersupply of 1,520 for IT engineers and technicians, 920 for metals, tools and instruments manufacturing and 870 for electricians and electronic trades/technicians/engineers FE course completions relative to skills shortage vacancies. (Centre for Progressive Capitalism, Skills Mismatch Report for D2N2 LEP, 2017)

Overall earnings across the D2N2 area are £2,462 lower national average with the figure standing at £25,411, with varying averages between local authority areas. (ASHE - 2015)



## Commitment of D2N2 LEP

1. We will work to influence stakeholders to develop a shared delivery and simplified funding framework for Post-16 provision - with outputs which provide tangible socio-economic indicators which evidence short and long term outcomes in readiness for potential Adult Education Budget localism and future (co-commissioning). We will support key priority and employment sectors across D2N2, and look to capitalise on areas of future growth and investment such as through technological change and projects including HS2.
2. We will actively support the ESF providers of EMPLOY Local and SKILLS Local in developing and delivering employer-led provision, including working with District and local authorities to look at new ways of engaging at a local level, and to evaluate the effectiveness and options for sustainability.
3. We will ensure the D2N2 Growth Hub has up to date information to be able to signpost effectively to skills support and activities across the D2N2 LEP area, including enhancing the Provider Charter so that it becomes an aid to support employers with accessing quality providers.
4. We will establish and manage a Steering Group made up of a range of partners who can help shape the Skills Portal.
5. We will performance manage current ESF programmes and effectively evaluate them to develop future programmes to support Meeting the Needs of Local Employers, and working with other LEPs in the overlap areas.

## Targets and Measure of Success

- 2665 SME businesses signed up to the Skills Portal and supported
- 200 businesses provide jobs through the portal
- 225 businesses increase Return on Investment
- 8 web-based sector portals are available for the D2N2 key priority sectors
- 130 enterprise advisers engaged with the D2N2 Enterprise Adviser Network
- 450 D2N2 Growth Hub employers also register on the Skills Portal (4,500 businesses listed on the D2N2 GH)

# Priority 3: Demand Led Education and Skills Provision

To provide awareness of and influence a demand led skills and employment offer based on local business and economic needs, and which supports and enables social mobility for local individuals



## Challenges and Issues

Replacement demand will contribute more than 8 times as many job openings as net job growth over next decade (407,000 openings compared to 47,000).

Apprenticeship support for employers is essential in order to engage more employers to participate in apprenticeship schemes.

39% of employment is in 3 high skilled occupations. Job growth is expected to be concentrated in higher level roles, half of which are expected to be in professional roles. D2N2 has lower than average rates of employed individuals in higher skills occupations. Jobs with low and no qualifications are expected to decline from 20% to 14% of the workforce.

Skills uplift is needed at all levels, but especially at levels 2 to 6.

The gap between the use of private and public provision has widened in recent years. 39 per cent of all employers in the LEP area engaged the services of private providers (similar to the England-wide figure), while only ten per cent used FE Colleges (slightly higher than the England-wide figure) and six per cent HEIs (similar to the figure for the whole of England). (UKCES Employer Perspectives 2014, D2N2 LEP)



## Commitment of D2N2 LEP

1. We will work with the sector, with particular focus on FE and HE to inform, encourage and influence the review of the curriculum offer particularly of technical education provision to better capitalise on local economic opportunities where there is evidence of significant under and oversupply of certain courses and provision.
2. We will work with stakeholders to realise the benefits to the area in relation to the new T-level and Government Skills Plan, including influencing the development of higher level skills and technical skills. Emphasis will be to support the key priority and employment sectors across D2N2, also to be forward looking to capitalise on future growth and investment in the area, such as technological and projects including HS2.
3. We will work with the Apprenticeship Ambassador Network to create a framework for D2N2 stakeholders to adopt and work to in support of creating and delivering more apprenticeship opportunities. This will include a focussed programme of engagement to support the Medium-Enterprise market place across the D2N2 area.
4. We will support an overarching bid for a D2N2 Institute of Technology (IoT) based on evidence which harnesses the needs of the local economy to provide access to good quality higher and technical level STEM provision, with the support of the Area Review Legacy Group chaired by a member of the LEP Board.
5. We will performance manage current ESF programmes and effectively evaluate them to develop future programmes to influence a Demand Led Education and Skill Provision based on local economic and individual needs, and working with other LEPs in the overlap areas.

## Targets and Measure of Success

- **Two** annual employer surveys to re-measure skills uplift, skills gaps, under-employment, recruitment difficulties and access to training provision.
- **Sector specific Skills Portal support**
- **Increase in filled vacancies** in sectors which have a high percentage of skills shortages
- **1550** new apprenticeship starts
- **800** employers mentored to increase new employer job sustainability
- **5** OEM/Tier 1 companies sign up and use the Skills Portal by Sept 2018
- **D2N2 Institute of Technology**
- The development of a **localised outcome agreement** for FE which has buy in from all FE Colleges

# Priority 4: Improving Employment and Employability

To provide awareness of and influence collaborative and localised partnerships with effective community engagement that feeds into a demand led skills and employment offer based on local business and economic needs, and which supports and enables individuals to access local job opportunities.



## Challenges and Issues

Unemployment rates in D2N2 vary by age group. The highest levels of unemployment is amongst young people of which 11% are economically active 16-24 year olds.

The levels of qualifications held by residents of the D2N2 region aged 16-64 are lower than the average for the whole of England

Community based learning provision is still relatively strong in the D2N2 area accounting for 13% of all provision compared to an East Midlands average of 8%. Participation is predominately the older age groups (45+).

D2N2 lags behind England as a whole on self-employment

Skills uplift is needed at all levels, but especially at levels 2 to 6.

Work experience, maths, English and communication skills are seen as critical in preparing individuals for work.

D2N2 workless population for those aged 50-64 is 35% of the total population. The East Midlands figure is 34%



## Commitment of D2N2 LEP

1. We will work to influence stakeholders to develop a shared delivery and simplified funding framework for Post-16 provision focussed at community provision - with outputs which provide tangible socio-economic indicators which evidence short and long term outcomes in readiness for potential Adult Education Budget localism and future (co-commissioning).
2. We will through the SIAEG focus on system coordination which meets the needs of disadvantaged groups and communities, improving links with and between existing community provider delivery plans and delivery which provides wider holistic support for individuals in addressing social, community, wellbeing or economic needs.
3. We will support activities to encourage enterprise and entrepreneurship.
4. We will work with key partners including DWP Fuller Working Lives to support individuals aged 50 years and over to remain in and return to the labour market and tackle the barriers to doing so.
5. We will work with key stakeholders and partners to encourage better, more inclusive and equitable recruitment policies.
6. We will performance manage current ESF programmes and effectively evaluate them to develop future programmes to influence and Improve Employment and Employability opportunities based on local economic and individual needs, and working with other LEPs in the overlap areas.

## Targets and Measure of Success

- Support **11,000** unemployed people across D2N2, in additional **5,500** NEETs whilst providing **3,700** sustainable jobs for the unemployed.
- **2%** increase in self employment
- **Increase skills levels** for people in key areas of deprivation based on district authority level LMI
- **Decrease youth unemployment** particularly focused on 16-24
- **Focussed support and future commissioning** to support:
  - Number of people claiming out of work benefits
  - Number of people out of work due to health conditions
  - Number of people who are 50+ to retrain and retain