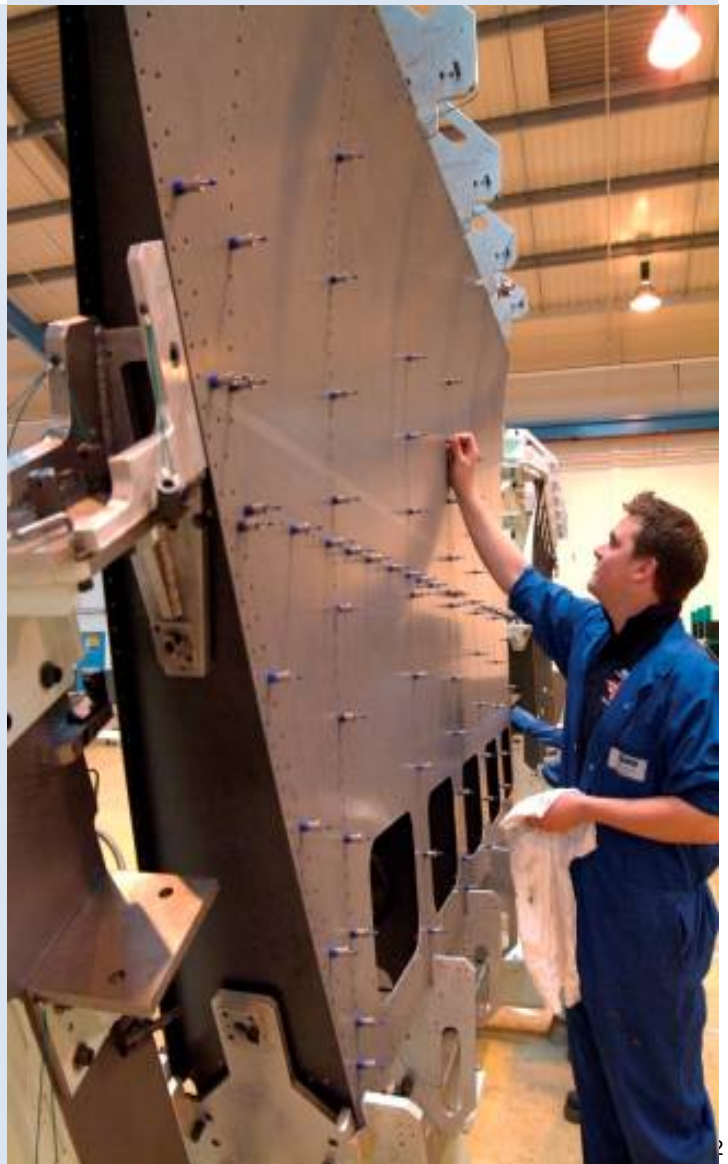




PUSH Employment & Skills Board Annual Report

2010 / 11

Published September 2011



ESB Annual Report

Foreword

The most important driver of economic success is a highly skilled workforce. It is people's skills, knowledge and attitudes that enable them to participate, to progress through the labour market and to secure sustainable employment.

At our first employment and skills summit in January 2011, I heard first hand from employers, higher education and further education about the challenges inherent in engaging with the employment and skills landscape. Whilst the Employment and Skills Board has initiated recent changes in this landscape there is still work to do.

The creation of Local Enterprise Partnerships, and more importantly the Solent LEP is seen as a positive step by the business community, the higher and further education community and the public and voluntary sector as we work together to further develop local solutions to the challenges we face.

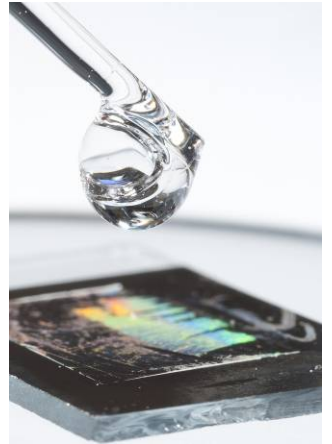
There is a strong focus on employment and skills. We need to invest in skills to enable higher levels of employment and deliver a more balanced and sustainable pattern of growth to ensure that local residents are equipped to take up the jobs that are created.

The Employment and Skills Board has always focused on the needs of the sub-regional economy and the skills of the resident workforce, and ***our aim is to achieve sustainable economic growth by anticipating and meeting the employment and skills needs of employers within the Solent Region and by developing and retaining the talents of people to work within their local economy.***

During this first year of Chairing the Board, we have achieved many things, working with the Further education sector to deliver a Solent Apprenticeship Training, agency, furthering work on the development of a business ambassadors scheme, and holding our first employment and skills summit. By working together we can ensure that the Solent fulfils its potential for securing sustainable growth, and within this ensure that local residents are equipped to take up the jobs that are created.



Professor Debra Humphris
Chair of the PUSH Employment and Skills Board

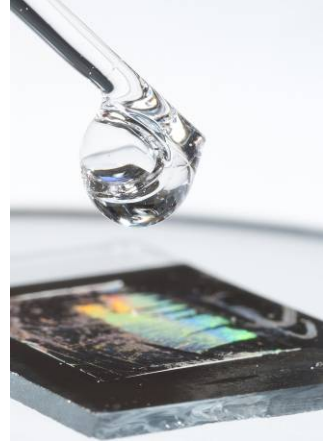


The ESB is a collaboration that brings together business, education and civic leaders committed to transforming the Solent's economy.

ESB Annual Report

Contents

1. The Employment and Skills Summit
2. The JCP Ambassadors Pilot
3. The Solent Apprenticeship Training Agency
4. Securing Training and Local Employment through Section 106 Agreements
5. Summary



Annex

1. ESB Board Members



The ESB is a collaboration that brings together business, education and civic leaders committed to transforming the Solent's economy.

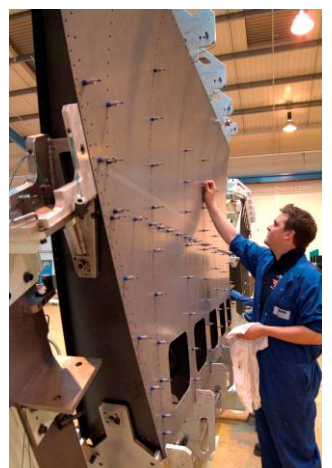
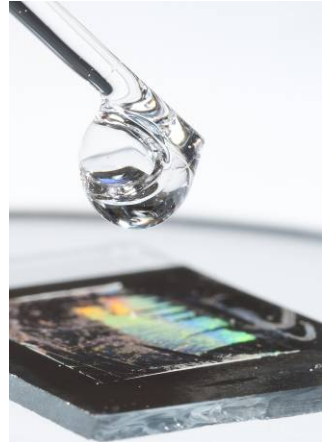
1. The Employment and Skills Summit

The event, organised by the Employment and Skills Board, built on existing collaborative work between local businesses and civic leaders working together with the academic community to drive sustainable economic growth and create local jobs.

Key note speakers included the Minister of Universities and Science, David Willetts MP and Board Member Huw Chapman from Pall Europe.

This event was very well attended and saw local businesses and civic leaders working together with the academic community to look at the challenges within the employment and skills system. The event recognised the progress that has already been made since the establishment of the ESB. Examples of targeted activity included supporting skills shortage in the marine sector through the apprenticeship expansion pilot as well as the collaborative responses to delivering more successful pathways back to employment through the future jobs fund. Feedback from delegates advised that much of the Board's efforts going forward should include:

- Strengthening local business partnerships between employers and Higher Education Institutions, further education and schools and our four Universities in the sub region
- Promoting Graduate Retention from our four universities to retain our local talent in the region with a strong emphasis on growing internship programmes
- Supporting enterprise, new business starts and business survival and expanding enterprise programmes for young people in partnership with the voluntary and community sector
- Supporting the newly formed Solent Local Enterprise Partnership and other initiatives such as 'Shaping the Future of Portsmouth'. The ESB forms an essential part of the Solent LEP and the Deputy Chair of the ESB is a Solent LEP Board member. The ESB will lead for the Solent LEP on shaping the commissioning and promotion of workforce training. In addition, given the labour market challenges we face, it will lead on the area of worklessness, both in relation to alignment and rationalisation of local programmes within the Work Programme and scrutinising the delivery of the Work Programme to ensure it meets local need



The ESB is a collaboration that brings together business, education and civic leaders committed to transforming the Solent's economy.

2. The JCP Ambassadors pilot

Higher levels of youth unemployment focussed attention on having a demonstration model specifically for Under 25s. Understanding the barriers faced by young people against a backdrop of the existing support services for them, we identified how to maximise impact and enhance the current provision offer.

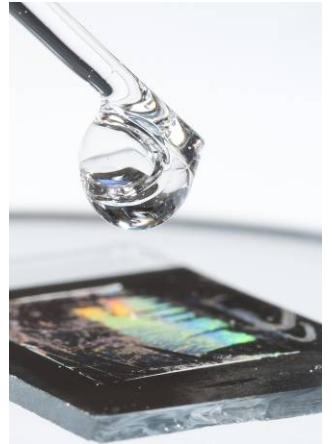
The “Get Britain Working” measure Work Experience forms an effective and practical lead into employment and apprenticeships. However, many of the eligible 18 – 24 year old candidates lack an awareness of business culture, and how to engage with businesses that will develop them and provide sustainable employment.

The Board members has developed an approach that will bring businesses and Jobseekers together in an informal session to raise aspirations and help those without work to understand Employers expectations and to improve their ability to effectively market themselves to employers.

Harnessing interest in growth sector industries and raising aspirations among young people will set the foundations for narrowing the current skills gaps that exist in the sub region. More broadly, generic expectations across sectors such as the Service requirement would be central to the event to raise the standards of future applicants and employees, which was a major concern for employers who were canvassed.

A business led half day event for young unemployed jobseekers will therefore compliment the current offer to young people and be responsive to local labour market needs. The ambassador model will have the flexibility to provide a follow-on time-bound mentoring service to candidates with noted potential, adding to the overall investment in the development of the future workforce.

The anticipated launch of the Ambassadors pilot and these supporting events will be Autumn 2011 to coincide with newly unemployed school leavers - the objective to intervene early and reduce the likelihood of longer term unemployment.



The ESB is a collaboration that brings together business, education and civic leaders committed to transforming the Solent's economy.

3. Solent Apprenticeships for Business

Throughout the past year the Board has been looking at the development of an Apprenticeship training agency to focus on priority sectors, and in particular, small to medium sized businesses (SME's), providing a flexible demand-led approach to the employment of apprentices. Primarily the intention was to create:

- Additional apprenticeship opportunities to support the growth of priority sectors in the sub region.
- New opportunities for the development of apprenticeship placements within small to medium sized business.
- Pathways to higher level apprenticeships, targeting the significant number of young people who have achieved a Level 3 in Further education, but are unable to access Higher education, or who are seeking a vocational alternative, with in a work based environment.

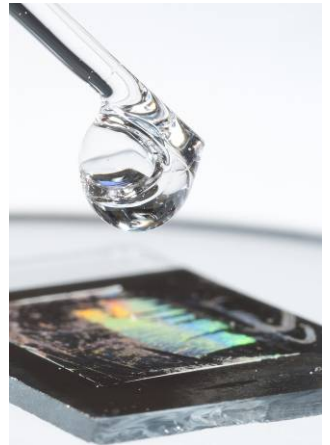
The Board also recognised that youth unemployment remains a key concern for the Solent area and the Training Agency will need to target 16- 24 year olds who are not in education, employment or training.

In partnership with the Local College network and private providers we are together establishing an 'Apprentices for Business' offer and a Solent Training Agency framework for employers. Apprentices will be employed by **Solent Apprenticeships for Business** and "hired out" as a flexible workforce to other employers, for the work-based element of their apprenticeship. **Solent Apprenticeships for Business** will take on most of the administration, dealing with the payroll, support and supervision of the apprentice and being their legal employer. A key benefit is that this will result in a far more flexible and demand-led approach to the employment of apprentices. This is particularly attractive to small businesses given the current economic climate, and will support the small business economy within the Solent area.

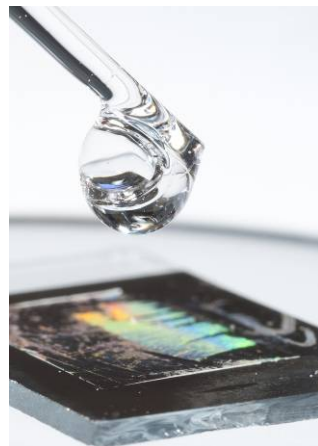
It will target sectors which have low proportions of apprentices, particularly transport, logistics, health and financial services, as well as our key growth cluster in advanced manufacturing and marine.

In a Solent area model, it is hoped that by aggregating clusters of businesses, high levels of continuity of work for recruited Apprentices can be maintained and within this model it is expected that ESB Board members will lead on:

The ESB is a collaboration that brings together business, education and civic leaders committed to transforming the Solent's economy.



- the promotion of this opportunity with the SME sector through supply chain contacts and via representative bodies such as the FSB
- the development of the Higher education pathway, including offering pilot placements for training but it will also focus on ‘higher level apprenticeships’, targeting the significant number of young people who have achieved a Level 3 in Further Education but are unable to access Higher Education. Schemes are developing locally with companies such as GKN offering a technical apprenticeship route with, subject to attaining the necessary entry requirements, the possibility of the company continuing its support towards the employee gaining an engineering degree.



The model was formally launched in July 2011

For further information contact www.solenta4b.co.uk



The ESB is a collaboration that brings together business, education and civic leaders committed to transforming the Solent's economy.

4. Securing Training and Local Employment through Section 106 Agreements

The Partnership for Urban South Hampshire (PUSH) has adopted a policy framework which supports the “Use of developers’ contributions for workforce development” It also agreed that the monitoring of this work stream should be delegated to the Employment and Skills Board.

A guide is been produced to assist local authorities to use the opportunities presented by developments to improve local employment and training.

As part of their planning development management function, local authorities can request contributions, either financial or in kind, through planning obligations for measures directly related to a development. Currently ‘Section 106’ agreements can include contributions to ensure that developments complement and benefit the local labour market and economy, by raising skills and enabling local people to compete for the jobs generated. Specific measures can include training (pre-employment and vocational), apprenticeships, employment advice, interview guarantees, work placements, transport arrangements and childcare.

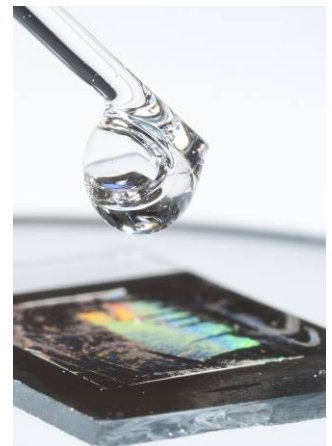
The Guide will be launched in the Autumn of 2011 and will include an update to reflect the forthcoming Community Infrastructure Levy (CIL). In the interim **further information can be obtained from:**

Denise Edghill
Senior Commissioning Manager
Children’s Services and Learning
Southampton City Council
023 8083 4095
denise.edghill@southampton.gov.uk

Roger Harrison
Business Services Development
Manager
Department for Regeneration and Business
Portsmouth City Council
023 9284 1067
07946 347407
roger.harrison@portsmouthcc.gov.uk

David Gleave
Economic Development Officer
Estates and Economic Development
Test Valley Borough Council
01264 368309
dgleave@testvalley.gov.uk

The ESB is a collaboration that brings together business, education and civic leaders committed to transforming the Solent’s economy.



5. Summary

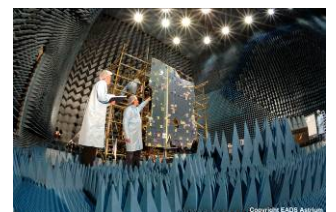
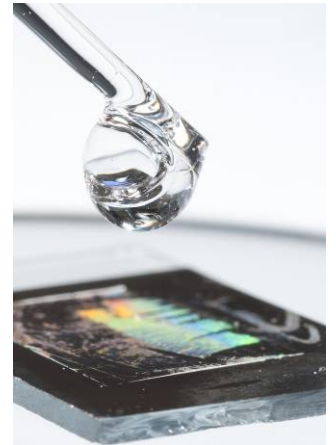
During the past year a great deal has changed both in the policy and funding environment being established by the Coalition Government and in the local strategic context. In particular, the business led Solent Local Enterprise Partnership (LEP) has been formed to take responsibility for delivery of economic development in the Solent area, building on the firm foundations established by PUSH. Employment and skills will remain a key consideration for the economy and the Solent LEP has committed to:

Create wealth through business growth by connecting business to people, expertise, finance and networks, and in addition to current forecasts, **create 10,000 new jobs in the Solent LEP area**

Drive regeneration of the urban areas and develop new ways of reinvigorating cities and areas of deprivation, thereby reducing benefit dependency. Solent LEP will play a role in identifying and driving forward skills development so that economic growth is not held back by skill shortages in the Solent LEP area **thereby increasing employment rates to 75.9% from the current predicted level of 72.7%**

The ESB will continue to provide a strong and well established vehicle for local authorities and other partners (including the LEP) to work together/collaborate on joint strategy and policy development for employment and skills. Such joint working builds on the strong track record we have already established in this regard and our priorities going forward will be based on:

- Providing leadership and co-ordination for the Solent area on employment and skills
- Strengthening education business links from school to adult learning
- Improving the work readiness of young people and adults
- Simplifying the employment and skills system to make it easier for employers and learners to engage.



The ESB is a collaboration that brings together business, education and civic leaders committed to transforming the Solent's economy.

Annex 1 – ESB Board Members

Professor Debra Humphris, Pro Vice-Chancellor, University of Southampton
- Chair of the ESB Board



Chris Allington, Managing Director, Oxford Innovation
- Deputy Chair of the ESB Board



Chris Buckley, Director, Lawton Communications
- ESB Board Member



Huw Chapman, Managing Director, Pall Europe Limited
- ESB Board Member



Graham Ellis, Ellis Transport Services
- ESB Board Member



Debby Gill, Hampshire and Isle of Wight District Manager, Jobcentre Plus
- ESB Board Member



Steve Grant, General Manager, De Vere Grand Harbour
- ESB Board Member



Stella Mbubaegbu, Principal, Highbury College
- ESB Board Member



The ESB is a collaboration that brings together business, education and civic leaders committed to transforming the Solent's economy.

Jonathan Morris, Managing Director, WSX Enterprise Limited
- ESB Board Member



Sue Ormiston, Skills Funding Agency
- ESB Board Member



John Walkerdine, Astrium
- ESB Board Member



Steve Williams, HR Director, BAE Systems
- ESB Board Member



Councillor Tony Briggs, Leader, Havant Borough Council
- ESB Board Member



Councillor Gerald Vernon-Jackson, Leader, Portsmouth City Council
- ESB Board Member



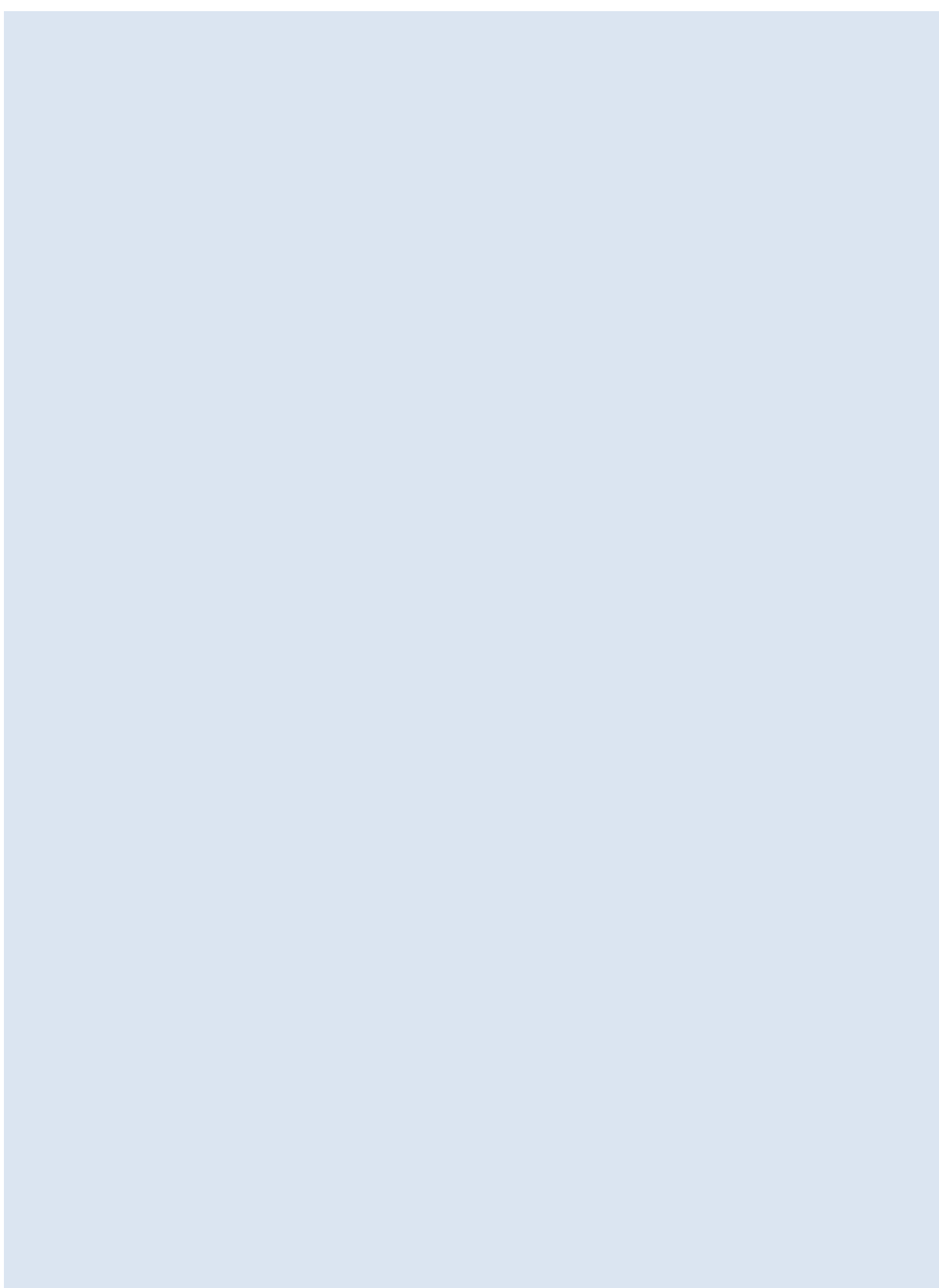
Anne-Marie Mountifield, Executive Director, PUSH
- ESB Board Member



Kathy Wadsworth, Economic Development Director, Portsmouth City Council
- ESB Board Member



The ESB is a collaboration that brings together business, education and civic leaders committed to transforming the Solent's economy.



Partnership for Urban South Hampshire

***PUSH, Portsmouth City Council, Floor 2, Core 3, Civic Offices, Guildhall Square, Portsmouth, PO1 2AY
Contact: Alexandra Anderson on 02392 688 923 or at alexandra.anderson@push.gov.uk***