

## GROWTH REQUEST FORM (2017) – Skills Action Plan

Growth Block (delete as appropriate)	One-off	Invest-to-save	Unavoidable Recurring
<b>Brief Description</b>	<p>The Skills Action Plan, approved by Cabinet on 27<sup>th</sup> June 2017, provides a platform from which to deliver activity to improve the skills profile of Chesterfield, maximise the impact of skills related programmes in Chesterfield and ensure that local business and residents have the right skills to access opportunities created from significant investment in Chesterfield.</p> <p>The Skills Action Plan sets out 4 key objectives from which to deliver activity:</p> <ol style="list-style-type: none"> <li>1. Work with partners to ensure that local people and businesses have the right skills to access current and future employment opportunities</li> <li>2. Work with our Local Enterprise Partnerships (LEPs) and Education Partners to ensure that skills provision is aligned to future jobs growth and economic opportunities from emerging sectors</li> <li>3. Maximise the number of training, employment and supply chain opportunities for local people arising from new development and secured through Local Labour Agreements.</li> <li>4. Provide clear advice &amp; support to local people and businesses about the range of skills programmes available.</li> </ol> <p>To support the activity set out in the skills action plan, including ongoing Apprentice Town Activity and to meet the costs of an annual skills conference an annual budget of £10,000 is requested for the years 2018/19 and 2019/20.</p>		
<b>Mandatory / discretionary</b>	Discretionary		
<b>Links to the Council Plan Priorities</b>	<p>Skills plan Activity sits under our priority: <b>to make Chesterfield a thriving borough</b> and the objective <b>to make sure that local people benefit from growth in Chesterfield Borough</b></p> <p>The Key aim set out under this objective within the Council plan is to: <i>Maximise the impact of skills related programmes for the benefit of Chesterfield businesses and residents to enhance the local economy.</i></p>		

	<p>To deliver this aim, the key activities set out in the plan include:</p> <ul style="list-style-type: none"> <li>• Host an annual skills conference aligned with local and regional growth priorities</li> <li>• Ensure the effectiveness of local labour clauses on 100% of all major planning applications</li> <li>• Creating a skills action plan for Chesterfield which ensures that local people &amp; businesses have clear advice, signposting and support with regards to the range of programmes available and recognises specific 'skills agenda' activity such as Apprentice Town and activity connected to major regeneration projects.</li> </ul> <p>We will continue to drive this activity and ensure that progress is continued to be made with the delivery of initiatives that support this including Apprentice Town, Ambition and Talent Match that support young people into employment and that local business and residents continues to benefit from investment into the Borough as a result of local labour clauses.</p>
<p><b>Consultation undertaken to support the request</b></p>	<p>In developing the Skills Action plan we consulted with a wide range of key partners including, Chesterfield College, The University of Derby, Apprentice Town Group members, the Scrutiny Committee for Enterprise and Wellbeing considered our own Human Resources and Planning Departments, The Head of Employment and Skills at Derbyshire County Council, and key members of the Health and Wellbeing Board.</p> <p>In delivering the Apprentice Town Activity we have consulted with a number of businesses who have committed to supporting this activity in the capacity of Apprentice Ambassadors. These include but are not limited to, Arvato, Ashgate Hospice and CCS Media.</p> <p>We delivered the first Skills and Employability conference in October 17 which received positive feedback. The conference was attended by more than 80 delegates from our business and education community. 89% of delegates who completed the feedback questionnaire rated the event as good or excellent.</p> <p>There is an expectation from the learning and business community that the conference will be an annual event, especially given the number of positive outcomes resulting from the conference that have</p>

	improved business engagement with schools, seeing a number of businesses offering to get involved with activity including work experience, enterprise advisers, apprentice ambassadors and offer careers talks.			
<b>Equalities outcomes</b>	The Skill Action Plan seeks to ensure that all individuals and businesses in Chesterfield have the right skills to access current and future growth and employment opportunities. The plan seeks to give local people and businesses clear advice and support about the range of programmes available. The plan will help maximise the number of training employment and supply chain opportunities for local people arising from new development and secured through local labour agreements.			
<b>Impact on performance targets/indicators</b>	<p>The Skills Action Plan will contribute to a range of CBC performance indicators and targets set out in the Council Plan under the first objective of ensuring that people benefit from the growth within the Borough.</p> <p>Successful delivery of activity will also impact positively on wider economic indicators including:</p> <ul style="list-style-type: none"> <li>• Jobs growth and number of businesses taking on Apprentices</li> <li>• An increase in Apprenticeship participation.</li> <li>• More businesses accessing funding to help them upskill their workforce</li> <li>• An improvement in Chesterfield's Skills Profile with fewer people holding no qualifications and more individuals holding higher and degree level qualifications (L4+)</li> <li>• A reduction in the number of 18-24 years olds seeking work.</li> <li>• A reduction in the number of people claiming out of work benefits.</li> </ul>			
<b>Budget Implications:</b>	<b>2017/18 £</b>	<b>2018/19 £</b>	<b>2019/20 £</b>	<b>Future years (£)</b>
<b>Growth request amount</b>		10,000	10,000	
<b>Revenue savings (invest to save bids only)</b>				
<b>Risk management considerations if approved</b>	<p>The Skills Action Plan Budget will be used to support the cost of activity set out in the Skills Plan including ongoing Apprentice Town Activity and to meet the cost of an annual skills conference. The risks to the project will be (if approved):</p> <ul style="list-style-type: none"> <li>• Procurement of activities that provide value for money and positively impact upon</li> </ul>			

	<p>performance indicators as set out above.</p> <ul style="list-style-type: none"> <li>• Significant change to national and/or regional skills policy that impacts upon direction of activity.</li> </ul>
<p><b>Risk management considerations if <u>not</u> approved</b></p>	<ul style="list-style-type: none"> <li>• Failure to fully deliver activity set out in the Skills Action Plan that could negatively impact upon the indicators set out above.</li> <li>• Impact negatively on CBCs ability to support partners.</li> <li>• Likely to be a fragmented response locally to regional and national skills policy.</li> <li>• Individuals will not easily be able to access the range of skills programmes available.</li> <li>• Negative impact upon partner's ability to align provision to local need and future jobs growth.</li> <li>• Negative publicity/ reputational damage should CBC fail to implement the plan.</li> </ul>
<p><b>Other Comments</b></p>	