

For publication

Consideration of the Enterprise and Wellbeing Scrutiny Committee report on Skills

Meeting: Cabinet

Date: 26 February, 2019

Cabinet portfolio: Economic Growth

Report by: Senior Democratic and Scrutiny Officer

For publication

1.0 Purpose of report

- 1.1 To present for consideration by Cabinet the report and recommendations of the Enterprise and Wellbeing Scrutiny Committee on Skills, particularly focussing on the objectives in the Skills Action Plan 2017 – 2020 at its half way point.
- 1.2 The report also provides the statutory written notice that must be given by the Enterprise and Wellbeing Scrutiny Committee to Cabinet to take required action as at section 3.2 below.

2.0 Recommendations

That Cabinet consider the recommendations of the Enterprise and Wellbeing Scrutiny Committee as set out below:

- 2.1 That quarterly meetings between the Economic Development team and Planning team to discuss large planning applications be established to reflect the increase in applications.
- 2.2 That smaller developments be encouraged to undertake best practice in supporting the local skills and employment agenda by developing and publishing guidance on maximising skills and employment opportunities on small developments.
- 2.3 That the Apprentice Town web resource includes guidance for employers and education providers on what a good apprenticeship looks like.
- 2.4 That the number of apprentices that go into permanent employment from Chesterfield Borough Council and Chesterfield College be monitored so that a new tool can be developed which can be applied to other apprenticeship providers.
- 2.5 That the importance of statistics on apprentices carrying on into permanent employment be raised at the East Midlands Apprentice Ambassador Network.
- 2.6 That the Council initiate the conversations with relevant stakeholders to explore locating a suitable development to host a Construction Skills Village in Chesterfield Borough.
- 2.7 That the Council continue to co-fund the Enterprise Co-ordinator.
- 2.8 That the Careers Education Information Advice and Guidance Group (CEIAG) be encouraged to provide careers leads in schools with information on jobs linked to HS2, and other key growth areas identified in the Growth Strategy, particularly secondary schools in North Derbyshire.

2.9 That the Council work with the LEPs to understand and analyse the impact EU exit will have on the local skills and employment agenda; looking in particular at those sectors that will grow and require investment to help our economy and provide opportunities for our communities.

3.0 **Report details**

3.1 As part of the 2018/19 scrutiny work programme, the Enterprise and Wellbeing Scrutiny Committee appointed a Scrutiny Project Group to examine the Skills Action Plan to determine its effectiveness in helping to improve the skills of people who live and work in the borough both at present and in the future. The scoping of the review identified four specific areas to focus on:

3.1.1 How Local Labour Agreements have been used to improve skills development;

3.1.2 How the Skills Action Plan has helped to encourage and support businesses to take on more apprentices.

3.1.3 The work carried out to engage with and support 18-24 year olds not in work, employment or education.

3.1.4 Plans for skills development programmes in schools that are tailored to future jobs within the HS2 industry.

3.2 Statutory Scrutiny Committees are required to provide written statutory notice to Cabinet requiring action in response to its scrutiny report and recommendations. These actions require Cabinet to:

3.2.1 consider the attached report and recommendations;

3.2.2 indicate the actions it proposes to take, if any; and

3.2.3 publish its response within 2 months of the receipt of the report.

3.3 With regard to 3.2.1 and 3.2.2 above, the Council's Constitution provides for Cabinet to consider the report at the earliest practicable opportunity.

4.0 **Scrutiny Project Group report**

4.1 The report of the Scrutiny Project Group was considered and its recommendations approved by the Enterprise and Wellbeing Scrutiny Committee on 5 February, 2019.

5.0 **Risk considerations**

5.1 Risks relating to the review and its recommendations, as well as mitigating actions, are shown in the table below.

Description of the Risk	Impact	Likelihood	Mitigating Action	Impact	Likelihood
The recommendations promoting the use of local labour agreements on developments rely on external factors, for example, a willingness from developers to engage with the council. In addition, the actions proposed to encourage and secure new local labour agreements will place added resource pressure on the Economic Development and Planning teams.	M	M	Conversations took place with senior officers in the Economic Development and Planning teams to understand the impacts the recommendations would have on these services, the recommendations were then revised to take into account the resourcing issues and impact on service delivery. The planning service are recruiting to new positions within the team which will increase capacity, allowing more pre-application conversations to take place and opening up resource to establish quarterly meetings between the Economic Development team and the Planning team. In addition, to the lesson the resourcing impact, the project group recommend that guidance be	L	L

			produced to enable smaller developments to seek out local labour opportunities without the requirement for a detailed employment and skills plan for each development.		
Engaging in conversations on new initiatives such as the Construction Skills Village model could harm exiting relationships with education providers at a time when there needs to be a co-ordinated approach across the Borough.	H	M	The project group were very clear throughout the review that the council is not able to provide a borough wide skills agenda on its own. Financial and resourcing pressures mean collaborative working is essential to ensuring effective skills and employment opportunities. In its recommendations, the project group highlight the need to engage with our partners and recommend that decisions, such as the potential Construction Skills Village, need to be taken jointly with our stakeholders in education and employment so that the benefits to all stakeholders can be explored.	L	L

5.2 It is worth also noting that one recommendation, the continuation of funding for the Enterprise Co-ordinator, has a financial impact for the council. Currently, the council has co-funded this position for two years along with D2N2; the contribution from the council is £11,500 over the two years. The Scrutiny Project Group recognised that this post provides an invaluable resource to schools and the college, and give much needed support where teachers are acting as careers leads in addition to their normal classes. More details of the benefits of the Enterprise Co-ordinator can be found in

paragraph 3.38 of the Scrutiny Project Group report (Appendix A).

6.0 **Alternative options and reasons for rejection**

6.1 The alternative option is to do nothing, this would have the following impacts and is therefore not being proposed:

6.1.1 The recommendations support the achievement of the objectives set out in the Skills Action Plan. Some of these objectives rely on engagement with external stakeholders such as education providers and developers; the recommendations focus on areas that are not achieving as expected and therefore will promote activity in these areas. Not supporting the recommendations will risk these objectives within the Skills Action Plan not being fully achieved.

6.1.2 The Cabinet could decide not to continue its co-funding of the Enterprise Co-ordinator. This would result in a reduction in bespoke careers events and activities; and fewer links between schools and employers, removing valuable steps between school education and employment or apprenticeships.

7.0 **Considerations**

7.1 A preliminary equality impact assessment has been carried out to understand any positive or negative impacts on protected characteristics by implementing the recommendations. No negative impacts were identified and it is expected that there would be positive impacts on people who are school age or younger due to the continuation of funding for the Enterprise Co-ordinator and provision of employment and skills information in relation to HS2. The Enterprise Co-ordinator had also helped secure funding for Special Educational Needs and Disabilities Students and was

working with women in senior roles to explore ways to break down barriers between young women entering into traditionally male dominated positions.

- 7.2 Legal advice was provided on the monitoring of local labour agreements on small developments, as seen in paragraph 3.11 of the scrutiny project group report, and this was used to inform the recommendations.

8.0 **Recommendations**

That Cabinet consider the recommendations of the Enterprise and Wellbeing Scrutiny Committee as set out below:

- 8.1 That quarterly meetings between the Economic Development team and Planning team to discuss large planning applications be established to reflect the increase in applications.
- 8.2 That smaller developments be encouraged to undertake best practice in supporting the local skills and employment agenda by developing and publishing guidance on maximising skills and employment opportunities on small developments.
- 8.3 That the Apprentice Town web resource includes guidance for employers and education providers on what a good apprenticeship looks like.
- 8.4 That the number of apprentices that go into permanent employment from Chesterfield Borough Council and Chesterfield College be monitored so that a new tool can be developed which can be applied to other apprenticeship providers.
- 8.5 That the importance of statistics on apprentices carrying on into permanent employment be raised at the East Midlands Apprentice Ambassador Network.

- 8.6 That the Council initiate the conversations with relevant stakeholders to explore locating a suitable development to host a Construction Skills Village in Chesterfield Borough.
- 8.7 That the Council continue to co-fund the Enterprise Co-ordinator.
- 8.8 That the Careers Education Information Advice and Guidance Group (CEIAG) be encouraged to provide careers leads in schools with information on jobs linked to HS2, and other key growth areas identified in the Growth Strategy, particularly secondary schools in North Derbyshire.
- 8.9 That the Council work with the LEPs to understand and analyse the impact EU exit will have on the local skills and employment agenda; looking in particular at those sectors that will grow and require investment to help our economy and provide opportunities for our communities.
- 9.0 **Reasons for recommendations**
- 9.1 To improve the capturing of developments that are or will be subject to local labour agreements; and to promote best practice, encouraging smaller developments to get involved in the local skills and employment agenda.
- 9.2 To promote consistency and high quality apprenticeships across the borough.
- 9.3 To continue the good work currently being undertaken with schools to prepare students for future employment and skills pathways, particularly in preparation for HS2.
- 9.4 To encourage the consideration of future impacts, such as HS2 and EU exit, ensuring the skills and employment priorities stay relevant and meet the changing demands.

Decision information

Key decision number	Non-key 122
Wards affected	All wards
Links to Council Plan priorities	<ul style="list-style-type: none">• To improve the quality of life for local people• To make Chesterfield a thriving borough.

Document information

Report author	Contact number/email
Rachel Appleyard	01246 345277 rachel.appleyard@chesterfield.gov.uk
Background documents These are unpublished works which have been relied on to a material extent when the report was prepared.	
<i>This must be made available to the public for up to 4 years.</i>	
Appendices to the report	
Appendix A	Scrutiny Project Group report on Skills
Appendix B	Preliminary Equalities Impact Assessment