



The City's Skills and Employment Delivery and Action Plan 2015/6

Revised July 2016

**CITY OF
WOLVERHAMPTON
COUNCIL**

The City's Skills and Employment Delivery and Action Plan 2015/6

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Background

Wolverhampton is a city where economic growth and prosperity is a top priority for the Council and its partners. Across the city there is over £3.61 billion investment either on site or planned, which in turn will support thousands of new jobs. This is on top of the fact that the number of jobs per head of population is already close to the English average (*ONS NOMIS – Job density*). The city is home to global players such as UTC Aerospace Systems, Moog, Jaguar Land Rover, TATA Steel and Carillion, who also play an integral part of the local economy. The city's wider business base has increasingly diversified and Wolverhampton is now currently home to over 8000 companies across a broad spectrum of industries. There is no shortage of opportunity in Wolverhampton, our biggest concern now is to ensure that employers can attract the skilled labour they want, and that local people benefit from the opportunities available to them.

In order to compete in the labour market, and progress in the world of work, local people need the education, skills and determination to succeed. The statistics show that currently many local people struggle. Those in work, self-employed or looking for work (known as the economic activity rate), as expressed as a percentage of the population between 15-64 years old is only 62.6% in Wolverhampton, compared with an English average of 77.8% (*ONS Annual Population Survey Sept 2015*). In February 2016, the City had the fifth highest JSA (Job Seekers Allowance) claimant rate at 4.1 % of all English Local Authorities. Alongside this youth JSA claimant rates at 5.9% was the fifth highest. Of particular concern is the growing number of residents facing multiple barriers to employment. In January 2016, Employment Support Allowance (ESA) claimants totalled 12,270, 58% of whom were under 50 and 46% had mental health issues (*ONS NOMIS*).

The Wolverhampton Skills and Employment Commission

In autumn 2014, the Leader of the City of Wolverhampton Council announced the establishment of an independent Skills and Employment Commission, with the purpose of:

- Improving the city's prospects for sustainable growth, by ensuring the city had a workforce that meets the needs of current, and future employers,
- Ensuring that the city's residents had the skills and qualifications needed to compete successfully for local job opportunities.

Chaired by Professor Tony Travers, the Commission's membership drew from businesses, higher education and the voluntary sector. It identified four key skills and employment challenges that were holding back GVA growth:

- **Skills shortage arising from recent diversification of the economy:** Manufacturing and engineering are important sectors locally in terms of employment relative to the national average. It is a sector where replacement of experienced and semi-skilled workers reaching retirement age is a key issue for employers. There is also an increasing growth across other sectors where there will continue to be significant future demand are health and social work, wholesale and retail trade, professional services and construction sectors.
- **Growing need for higher skills:** Whilst there will be opportunities in most sectors and most occupations, most of the projected growth is increasingly biased towards higher level skills.
- **Local people's ability to compete in the labour market:** The city's residents are not competing as successfully as they might be for local, and wider, employment opportunities. Low skills is a major issue, but so is the lack of credible work, and non-work experience to put on CVs. The local labour market extends beyond the City's administrative boundaries – a higher proportion of high skilled than low skilled jobs are filled by non-residents, particularly from South Staffordshire.

- **Low skill levels:** Wolverhampton has a lower than average skills base. 20,000 of the working population would need to obtain a qualification for the city to reach the England average. Lack of one or more of basic skills in English, Maths and IT are barriers to employment. Employers also want “well rounded” individuals.

The Commission was also concerned about the lack of a co-ordinated system for skills. It concluded that funding for skills development is disjointed, leading to a plethora of providers and services. After drawing on evidence from a wide range of sources, the Skills and Employment Commission’s concluded that there were five areas for improvement that could be taken forward at the city level:

Recommendations from the Wolverhampton Skills and Employment Commission

- **Provide an improved joined up approach to careers advice for people of all ages in the city.**
- **Improve the use of resources and create clearer roles across institutions and organisations concerned with education, training and skills development**
- **Improve soft skills and addressing wider barriers to work**
- **Work with employers to address under-employment and in-work progression**
- **Communication and collaboration with employers**

Overview of the City's Skills and Employment Delivery and Action Plan

2015/16

Framework for Action

The City's Skills and Employment Delivery and Action Plan will only be delivered through effective partnership working and collaboration by all of our public, private and third sector partners. The City has an excellent record of partnership working and this will need to be built upon, and fully embraced, by all partners, in order for us to move forward together on the Skills and Employment agenda.

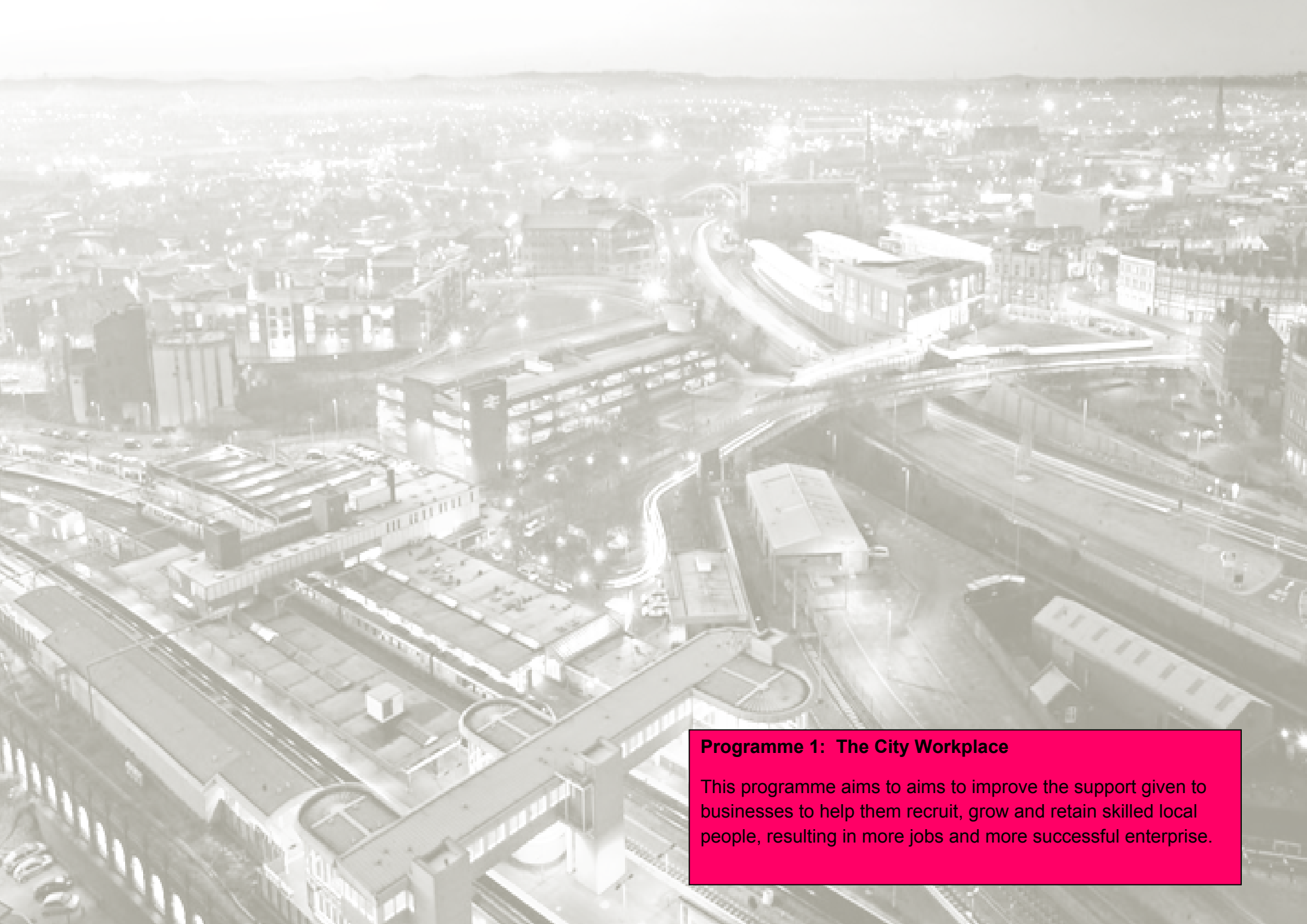
Main programmes

Programme 1, the City Work Place: aims to improve the support given to businesses to help them recruit, grow and retain skilled local people, resulting in more jobs and more successful enterprise.

Programme 2, the City Workbox: aims to create a virtual system that makes it easier for local people to obtain information, advice and guidance, resulting in more local people accessing local employment and progressing in the workplace.

Programme 3, the Learning City: initially aims to create a dynamic learning environment across the city centre, with strong connections into local communities. This is the first step in putting learning at the heart of our city's overall development.

All three programmes will be supported by the City adopting a consistent approach by local partners in influencing the decisions made at the West Midlands Combined Authority and Black Country LEP level.



Programme 1: The City Workplace

This programme aims to improve the support given to businesses to help them recruit, grow and retain skilled local people, resulting in more jobs and more successful enterprise.

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Our starting point:

- **Job opportunities** – In 2015 there were 102,000 employed in jobs within the city (*ONS NOMIS*) and the % jobs per head of population was 0.78% (*ONS NOMIS*)
- **Entrepreneurship**– There were 4,180 business start-ups in the City between 2010 and 2014 (Business Demography data) and in 2015 39% of new businesses were surviving after 5 years from start-up (*BIS Business demography data*)

Where we will be in 2020

- **Job opportunities** – % jobs per head of population will be at least equivalent to the national average and there will be 10,000 net additional jobs
- **Entrepreneurship** – There will be further increases in business start-ups, with survival rates after 5 years increasing to 42%.

What would the new offer to employers look like:

The new offer to employers will be delivered through the Black Country Growth Hub and include:

- Early identification of business skills and recruitment needs, as an integral part of our business support diagnostic.
- Speedy signposting to the skills and employment provision that is the best fit for each individual business.
- Local skills provision and curriculum planning that is shaped by the intelligence we have acquired directly from employers.
- Opportunities for an employers and providers to create be-spoke programmes to meet the needs of specific sectors and individual businesses
- A programme of events, seminars and networks that facilitate the sharing of good practice and innovation
- Opportunities for businesses to contribute to the development of the future workforce through an enhanced Education and Business Partnership programme and through new Corporate Social Responsibility projects.

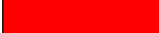






Main 2016/17 Workplace projects

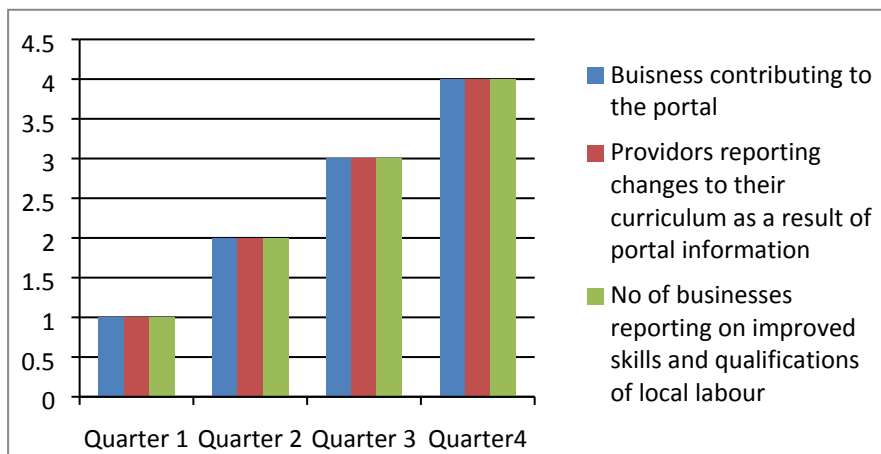
- **WP 1: Creation of a shared economic data portal**
- **WP 2: Skills and training integrated into BC Growth Hub business diagnostic and brokerage**
- **WP 3: Develop specific skills and employment offers to key sectors of the economy**

WP 1: Creation of a shared economic data portal		
Lead officer and organisation: Isobel Woods, Head of Enterprise, City of Wolverhampton Council (CWC)		
Other key partners: Black Country LEP, University of Wolverhampton, Black Country Chamber of Commerce, Business Champions, City of Wolverhampton College, Job Centre Plus, local business forums and local skills providers		
Activities:	Who:	Date completed
<ul style="list-style-type: none"> • Establish the process and format for data collection and reporting, with input from businesses and skills providers • Robust data collection processes fully established • On-going collection and analysis of qualitative and quantitative data and intelligence 	Isobel Woods, Head of Enterprise, CWC Head of Growth Hub Head of Growth Hub	September 2016 December 2016 On-going
Measures (to be developed) <ul style="list-style-type: none"> • Numbers of businesses contributing information to the portal • Number of providers reporting changes to their curriculum offer as a result of information provided through the portal • Number of businesses reporting an improvement in the skills and qualifications of local labour 		
Outcomes: <ul style="list-style-type: none"> • A data portal that enables the collection and sharing of local economic and labour market intelligence with education, skills and employment providers. This includes current and future trends. 		

WP 1 Monitoring: Creation of a shared economic data portal

Activity	Progress last report	Progress this report	Direction of travel	Completion target date	Completed (date)	Date updated	Notes
Establish the process and format for data collection and reporting, with input from businesses and skills providers				September 2016		5/09/2016	Work in progress but not yet established where it sits potential completion Q3
Robust data collection processes fully established				December 2016		5/09/2016	
On-going collection and analysis of qualitative and quantitative data and intelligence				Ongoing		5/09/2016	Integrated as part of Strategic Business Relationship Programme

Key	
	Behind target
	On target
	In progress
	Completed
	Performance slipping
	Performance on track
	Performance stable/ no change



WP 2: Skills and training integrated into the Black Country Growth Hub business diagnostic and brokerage

Lead officer and organisation: Head of Black Country Growth Hub, CWC on behalf of the Black Country LEP

Other key partners: City of Wolverhampton Council, Black Country LEP, University of Wolverhampton, Black Country Chamber of Commerce, Business Champions, City of Wolverhampton College, Job Centre Plus, local business forums and local skills providers

Activities:	Who:	Date completed
<ul style="list-style-type: none"> Development detailed business diagnostic, in consultation with local employers and providers Identify target businesses and improve account management functions for the city Ensure that new diagnostic and brokerage tools and procedures fully utilised by all Growth Hub partners Demand led events programme designed and being delivered 	Head of Growth Hub Isobel Woods Head of Growth Hub Head of Growth Hub	October 2016 September 2016 November 2016 March 2017

Measures *(to be developed)*








- Numbers of businesses receiving a skills and employment diagnostic
- Numbers of businesses investing in new workforce development, recruitment and training services

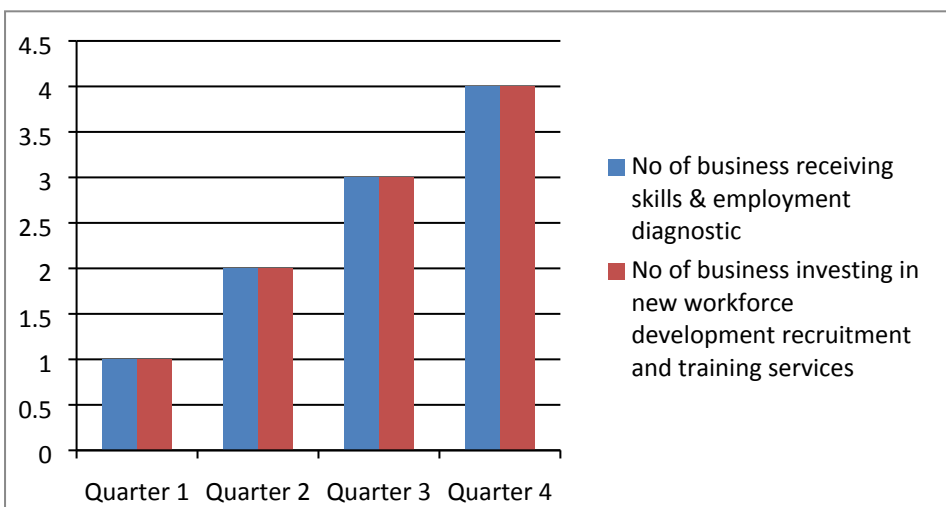
Outcomes:

- Improved information, diagnostic, brokerage for SMEs in respect of recruitment and workforce development
- An enhanced City Employment and Careers Events Programme, delivered by working more closely with employers.
- Increased number of local businesses advocating the benefits to employers from investing in skills and workforce training

WP 2 Monitoring: Skills and Training integrated into BC Growth Hub business diagnostic and brokerage

Activity	Progress last report	Progress this report	Direction of travel	Completion target date	Completed (date)	Date updated	Notes
Development of detailed business diagnostic, in consultation with local employers and providers				October 2016		5/09/2016	Diagnostic tool in place – feeds into data portal project WP1
Identify target businesses and improve account management functions for the City				September 2016		5/09/2016	Completed
Ensure that new diagnostic and brokerage tools and procedures are fully utilised by all growth hub partners				November 2016		5/09/2016	On target for November 2016
Demand led events programme designed and being delivered				March 2017		5/09/2016	Work in progress

Key	
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WP 3: Develop specific skills and employment offers to key sectors of the economy

Our key sectors are: Manufacturing and engineering, construction, retail and hospitality, health and social care








Lead officer and organisation: Isobel Woods, Head of Enterprise, CWC

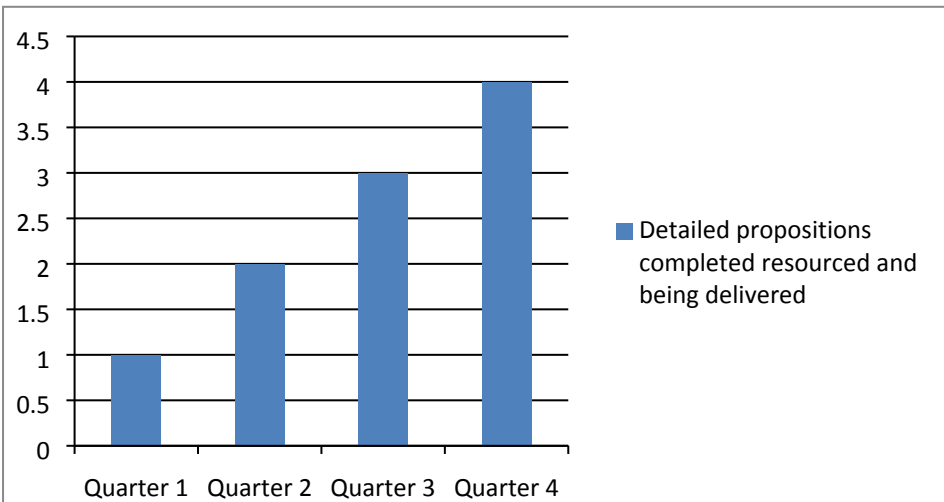
Other key partners: Sector specific bodies, UKTI, Black Country LEP, University of Wolverhampton, Black Country Chamber of Commerce, Business Champions, City of Wolverhampton College, Job Centre Plus

Activities:	Who	Date completed
<ul style="list-style-type: none">• Research the skills, qualification and training requirements of each specific sector and share the findings• Detailed propositions for key sector skills and employment pathways : supporting specific sectors to grow and access skills for growth• Establish an employer led Retail Academy, building on the opportunities being created through main City Centre Regeneration Schemes e.g. the Mander Centre refurbishment	Isobel Woods, CWC TBC Andy Bailey, Manders Centre	January 2017 March 2017 TBC
Measures (to be developed) <ul style="list-style-type: none">• Detailed propositions completed, resourced and being delivered		
Outcomes: <ul style="list-style-type: none">• Better understanding of the needs and skills gaps for each priority sector• Improved curriculum planning by local providers• A local labour pool that is better at meeting the needs of a modern, competitive sectors that are important for the growth of the city		

WP 3 Monitoring: Develop specific skills and employment offers to key sectors of the economy

Activity	Progress last report	Progress this report	Direction of travel	Completion target date	Completed (date)	Date updated	Notes
Research the skills, qualification and training requirements of each specific sector and share the findings				January 2017		5/09/2016	Yet to start. Development work underway.
Detailed propositions for key sector skills and employment pathways: supporting specific sectors to grow and access skills for growth				March 2017		5/09/2016	On target
Establish an employer led Retail Academy, building on the opportunities being created through main City Centre Regeneration Schemes e.g. the Mander Centre refurbishment				TBC		5/09/2016	Currently working with partners to identify timescales.

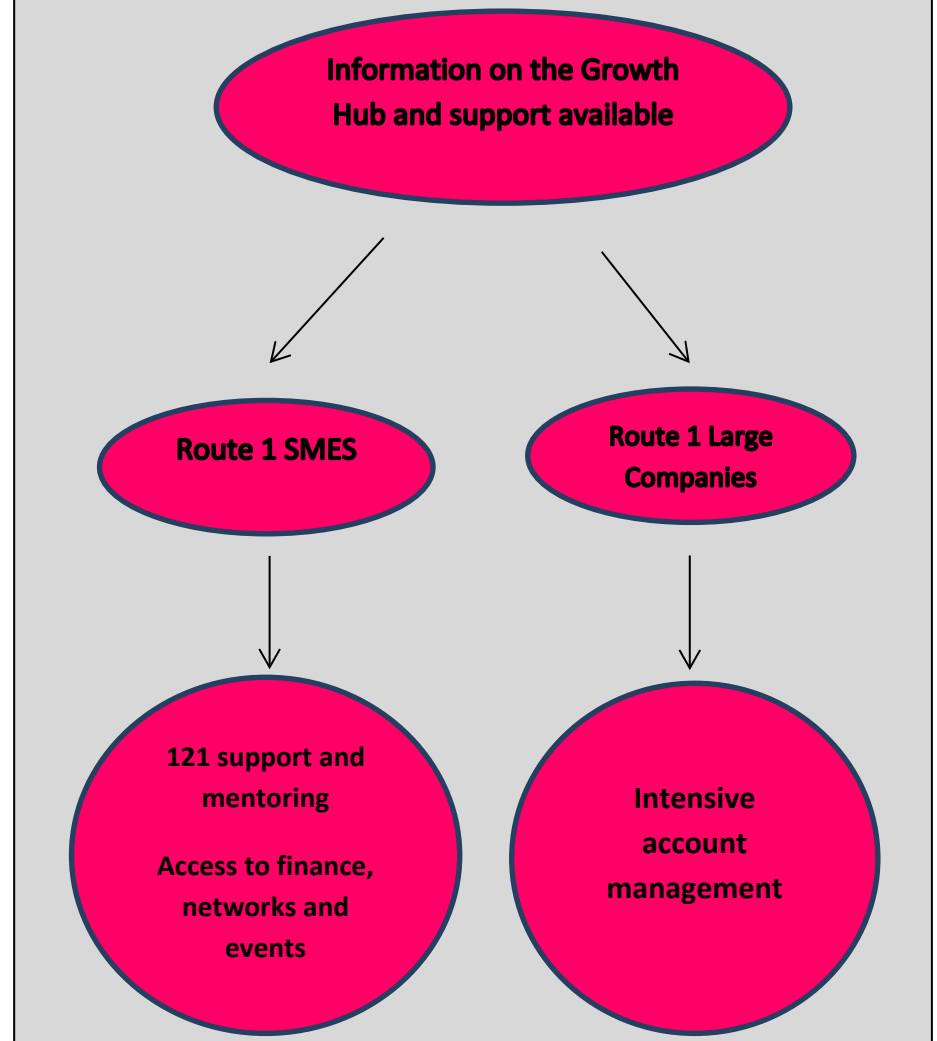
Key	
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Summary of key partners:

- City of Wolverhampton Council
- City of Wolverhampton College
- The University of Wolverhampton
- Wolverhampton Economic Growth Board
- Wolverhampton Business Champions
- Wolverhampton business fora
- Individual businesses and employers
- Black Country Enterprise Partnership
- Black Country Consortium
- Black Country Growth Hub
- Black Country Chamber of Commerce
- Federation of Small Business

The customer journey for businesses seeking support to develop their workforce





Programme 2: THE City Workbox

This programme aims to create a virtual system making it easier for local people to obtain information, advice and guidance, resulting in more local people accessing local employment and progressing in the workplace.

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Our starting point:

- JSA claimant rate 4.1% (6,465 people)
- 18-24 JSA claimant rate – 5.9% (1,415 people)
- Out of work benefits 14.5% on employment support allowance (12,270 people)
- Economic activity rate 70.7%.

Where we will be in 2020

- Universal credit claimant rate at Black Country average
- Economic activity rate 72.6%

What would the new offer to residents look like:

The new offer to residents and learners will include:

- An on-line City Work (Job) box providing better information, needs assessment and career choices
- Help to individuals wanting to access the most suitable progression routes to employment
- A seamlessly managed customer journey across the various providers
- Opportunities for effective progression for all ages and all abilities.
- Additional support by a team of “navigators” for those furthest from the labour market, throughout their journey to employment
- An individual triage approach to all customers. Common screening/diagnostic and referral tools will include access to self-service assessments.
- Advice and guidance based on robust statistical evidence and local business intelligence

Main 2016/17 Workbox Projects

- **WB 1: Creation of a comprehensive web-based information and guidance portal for local residents**
- **WB 2: One City approach that supports local people to assess their needs and find the best way forward**
- **WB 3: Good quality, and effective, routes to employment, including a strong local apprenticeship offer**

WB 1: Creation of a comprehensive web-based information and guidance portal for local residents

Lead officer and organisation: Angela McKeever, Head of Skills, CWC

Partners: Jobcentre Plus, Wolverhampton Homes, Voluntary sector, Business reps, City of Wolverhampton College, University of Wolverhampton, Connexions

Activities:	Who:	Date completed
<ul style="list-style-type: none"> • Develop a Workbox, a customer focused website improving access to information and support for residents to access education, training and employment (and for businesses to local skills and recruits). To include involvement of all key partners in development. 	Angela McKeever, CWC	Sept 2016 Demo site
<ul style="list-style-type: none"> • Develop and launch a marketing strategy to promote the on-line Workbox 	Ian Fegan, CWC	Nov 2016 Launch
<ul style="list-style-type: none"> • Improved back office data capture and management system linked to website and brokerage. To include involvement of all key partners in developing and refining the tool. 	Angela McKeever, CWC	March 2017 TBC

Measures *(to be developed)*

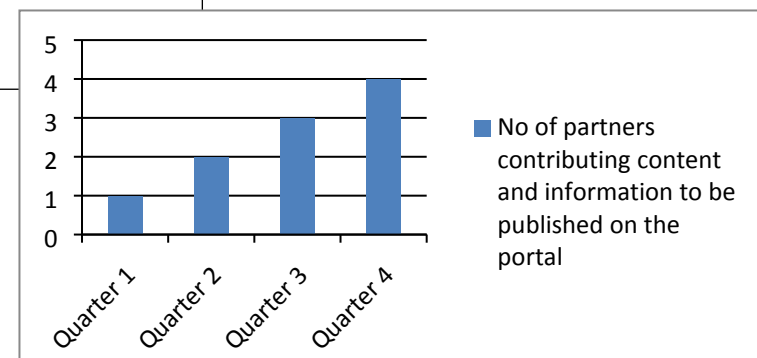
- Numbers of partners contributing content and information to be published on the portal

Outcomes:

- Creation of an integrated system that provides information and guidance to local residents and also allows their progress to be tracked across all types of provision and support
- Improved access for residents to relevant skills provision and employment opportunities
- Improved access for business to local skills and recruitment.

WB 1 Monitoring: Creation of a comprehensive web-based information and guidance portal for local residents








Activity	Progress last report	Progress this report	Direction of travel	Completion target date	Completed (date)	Date updated	Notes	Key
Develop a Workbox, a customer focused website improving access to information and support for residents to access education, training and employment (and for businesses to local skills and recruits).				September 2016 Demo site		5/09/2016	Design phase in progress Influenced by consultation Financial approval sought – 1/11/16 Cabinet resources	<div> <div>Behind target</div> <div>On target</div> <div>In progress</div> <div>Completed</div> <div>Performance slipping</div> <div>Performance on track</div> <div>Performance stable/ no change</div> </div>
Develop and launch a marketing strategy to promote the on-line Workbox				November 2016 launch		5/09/2016	Connected to the wider City Marketing and Branding. Not yet started	
Improved back office data capture and management system linked to website and brokerage. To include involvement of all key partners in developing and refining the tool.				March 2017 TBC		5/09/2016	Provisional discussions with Adult Education and Connexions	

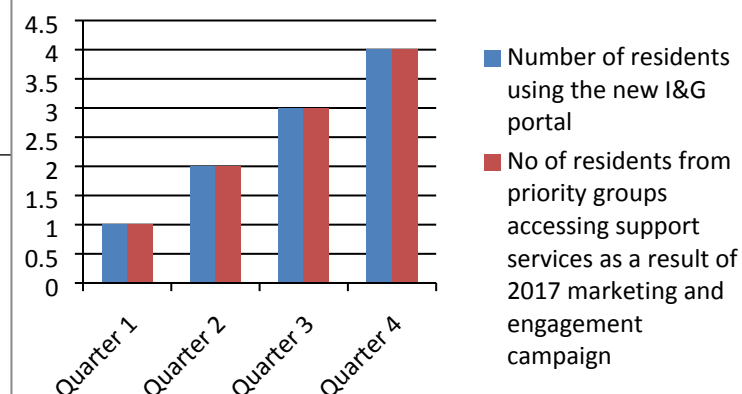


WB 2: One City approach that supports local people to assess their needs and find the best way forward		
Lead officer and organisation: Angela McKeever, Head of Skills, City of Wolverhampton Council		
Partners: Jobcentre Plus, City of Wolverhampton College, Adult Education Services, Community Learning Platform, University of Wolverhampton, Connexions, Schools,		
Activities:	By:	Date completed
<ul style="list-style-type: none"> Development, agreement and deployment of common skills and job readiness diagnostic that will be used by all the main city providers. Encourage schools to achieve a nationally accredited Quality award in CEIAG Embed basic skills assessment in employment support and vocational training Establish a new adult advice and guidance practitioner network to drive consistency and quality Adopt a Common approach to customer relationship management across all main partners 	<p>AMcK, Connexions, JCP, CLP,</p> <p>AMcK, Connexions AMcK, JCP, College AMcK, CLP</p> <p>AMcK, JCP, AES, CLP</p>	<p>March 2017</p> <p>March 2017 March 2017 Jan 2017</p> <p>March 2017</p>
Measures (to be developed) <ul style="list-style-type: none"> Number of residents using the new information and guidance portal Number of residents from priority groups accessing support services as a result of the 2017 marketing and engagement campaign 		
Outcomes: <ul style="list-style-type: none"> Residents of all ages and abilities have a better understanding of the career, learning, training and employment opportunities available Improvements in the quality and accessibility of provision 		

WB 2 Monitoring: One City approach that supports local people to access their needs and find the best way forward

Activity	Progress last report	Progress this report	Direction of travel	Completion target date	Completed (date)	Date updated	Notes
Development, agreement and deployment of common skills and job readiness diagnostic that will be used by all the main city providers.				March 2017		05/09/2016	Initial meetings with JCP and Training Provider network have taken place around jobs brokerage. Commitment from all parties to improve assessment and referral
Encourage schools to achieve a nationally accredited Quality award in CEIAG				March 2017		05/09/2016	10 schools and 1x college registered and undertaking CEIAG award (30%). Target is 50% of the 30 institutions.
Embed basic skills assessment in employment support and vocational training				March 2017			Job change to carry out basic skills assessment in Job Centres
Establish a new adult advice and guidance practitioner network to drive consistency and quality				January 2017			Not started
Adopt a Common approach to customer relationship management across all main partners				March 2017			

Key	
	Behind target
	On target
	In progress
	Completed
	Performance slipping
	Performance on track
	Performance stable/ no change










WB 3: Good quality, and effective, routes to employment, including a strong local apprenticeship offer		
Lead officer and organisation: Angela McKeever, Head of Skills, CWC.		
Partners: City of Wolverhampton College, University of Wolverhampton, Adult Education Services, CLP, Connexions, Black Country Training group, Talent Match		
Activities:	By:	Date completed
<ul style="list-style-type: none"> Map providers into a coherent and legible system Develop 'skills for employment' pathways that meet the needs of both employers and local people. To include apprenticeships, traineeships and bespoke courses.. Enhance the skills and jobs brokerage service to ensure people are on the pathway that meets their specific needs and ambitions Set up City Wide Apprenticeships offer Link European funded projects, e.g ESF and YEI funded to the City Work Box. Provide schools with business mentors to prepare young people for work. 	AMcK, CLP, AMcK, JCP, College, CLP, AES, AMcK AMcK, JCP HC Business Champions	March 2017 On-going Oct 2016 Sept 2016 On-going
Measures (to be developed) <ul style="list-style-type: none"> Number of local people moving through training provision, on a staged journey into employment Number of local people entering employment through the city's main provider pathways Number of local people taking up an apprenticeship offer Number of business volunteers and mentors involved in supporting skills and employment activities in the city 		
Outcomes: <ul style="list-style-type: none"> Improved brokerage of local residents into employment Improved access to relevant skills for people and business Effective opportunities in place for those furthest from the labour market to gain qualifications, soft skills, work experience, volunteering , on the job training and obtain basic skills in numeracy and literacy. Retention of qualified and skilled young people in order to address the skills shortages in key sectors. 		

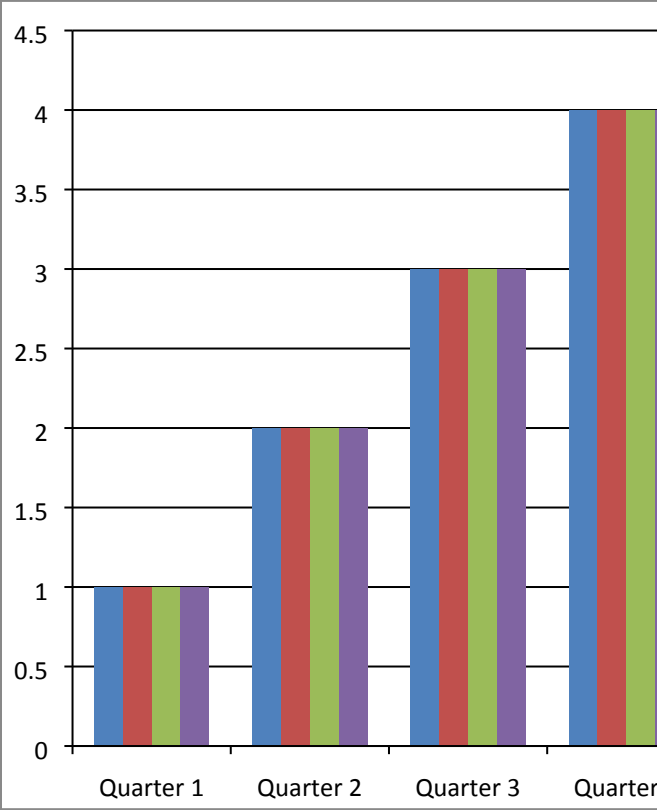
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Activity	Progress last report	Progress this report	Direction of travel	Completion target date	Completed (date)	Date updated	Notes
Map providers into a coherent and legible system				March 2017			
Develop 'skills for employment' pathways that meet the needs of both employers and local people, including apprenticeships, traineeships and bespoke courses.				Ongoing		07/09/2016	Health and social care – in development and employers engaged. Retail – programme developed expected start Sept/Oct 2016
Enhance the skills and jobs brokerage service to ensure people are on a pathway that meets their specific needs and ambitions				October 2016		07/09/2016	Realigned internal resources to align with external providers giving increased delivery capacity. Model by December with all key partners.
Set up City Wide Apprenticeships offer				October 2016		07/09/2016	Partnership agreed. First meeting in October. Terms of reference drafted.
Link European funded projects, e.g ESF and YEI funded to the City Workbox.						07/09/2016	Will be in place by November 2016

WB 3 Monitoring: Good Quality and effective roués

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	Behind target
	On target
	In progress
	Completed
	Performance slipping
	Performance on track
	Performance stable/ no change

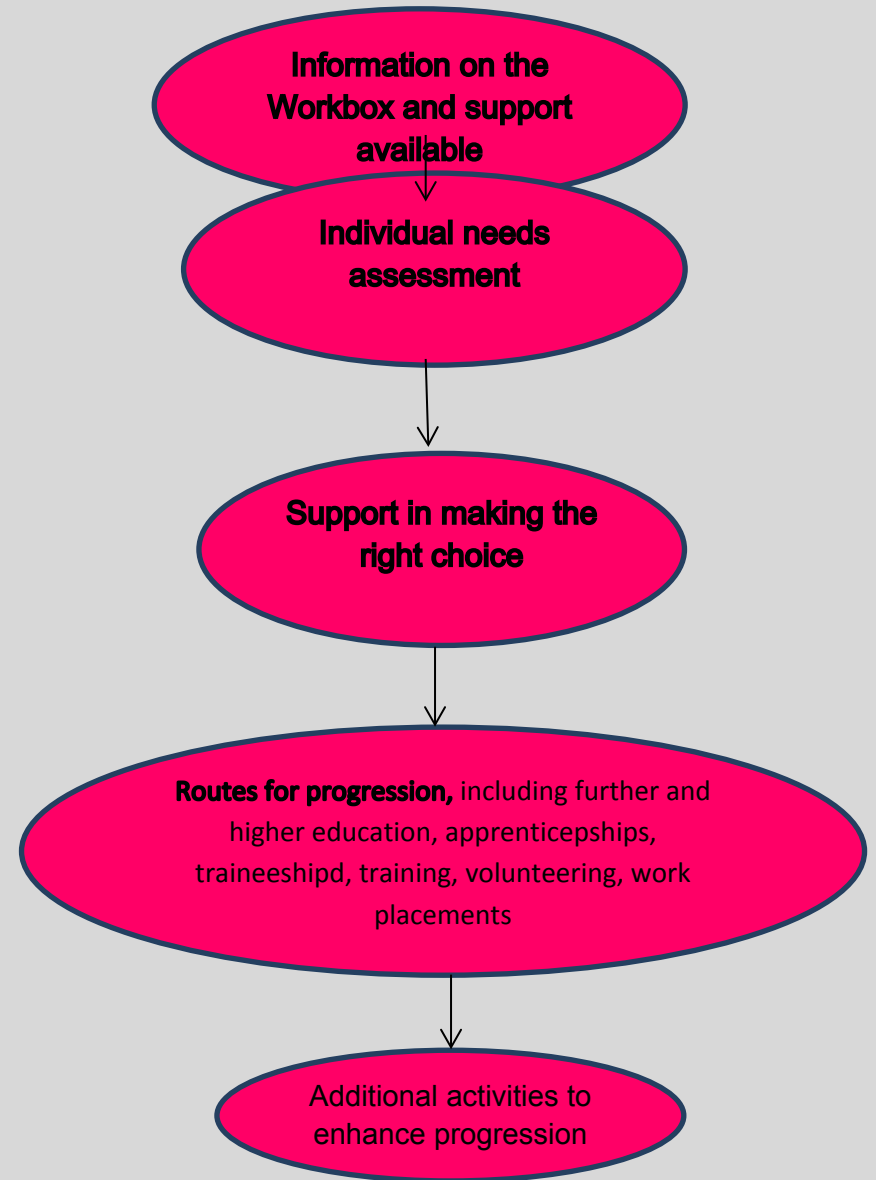
Provide schools with business mentors to prepare young people for work				Ongoing		07/09/2016	15 schools and 14 companies involved. Currently in process of matching.
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Key partners

- City of Wolverhampton Council
- City of Wolverhampton College
- DWP
- National Careers Service
- Training providers
- University of Wolverhampton
- Voluntary sector
- Schools
- Businesses

The customer journey for residents seeking to improve their skills, obtain a job and progress





Programme 3: The Learning City

The aim of this programme initially aims to create a dynamic learning environment across the city centre, with strong connections into local communities. This is the first step in putting learning at the heart of our city's overall development.

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Our starting point:

The city centre is benefitting from significant investment by the University, College, Adult Education Services and the University Technical College. However, the learning offer is still limited and needs expansion. More widely, across the city Building Schools for the Future has also benefitted primary and secondary schools, and there are some excellent local examples of neighbourhood based training, employment support and volunteering opportunities. This is supported by a growing cultural learning offer.

Where we will be in 2020:

City centre regeneration will provide the opportunity to create an integrated network of provision, with learning places that support the new skills and employment offer, as well as deliver wider economic, social and cultural benefits.

What would the new offer look like:

Access to education, training, skills and employment across the City will be significantly enhanced by:

- A robust understanding of future employment demand –as articulate by employers and shaped through collaboration across schools, colleges, the university and training providers
- High quality accessible school and college provision for every child and young person

Our city centre offer will include:

- A wide choice of education, skills and training provision within a compact city centre
- A cross-agency team of advisers for intensive advice including initial assessment
- Signposting by community organisations running job clubs, social landlords
- Integration of specialist provision such as mental health support, graduate support
- Buy-in from local employers to promote employment opportunities through the WorkBox

Subject to a sufficiently robust business case, the city centre will also include a one stop shop for employment and training.

Main 2016/7 City Learning Projects

- **LB 1: Capitalise on city centre regeneration programmes to enhance the learning offer**
- **LB 2: Retain and foster home grown talent**

LB 1: Capitalise on city centre regeneration programmes to enhance the learning and employment offer

Lead officer and organisation: Keren Jones, Service Director City Economy, City of Wolverhampton Council (CWC)

Partners: City of Wolverhampton College, University of Wolverhampton, Black Country LEP, private developers.

Activities:	By:	Date completed
<ul style="list-style-type: none"> • Undertake a detailed feasibility study into an expanded City Centre Learning Campus within the Old Hall Street Learning Quarter. To include identifying whether there is the potential to create a one stop Job Shop facility, similar to the Coventry model. • Complete and promote the Springfield Brewery campus development • Review and enhance the city's wider learning and cultural offer to residents and visitors at key civic venues e.g. the art gallery, library and archives • Undertake a feasibility study into the viability of a creative industries, creative learning and performing arts facility in the city centre • Ensure all new regeneration schemes adopt the Wolverhampton Procurement charter particularly in relations to creating employment and apprenticeship opportunities 	<p>Keren Jones, CWC</p> <p>University of Wolverhampton</p> <p>Keren Jones, CWC</p> <p>University of Wolverhampton</p> <p>Paul Lakin, CWC</p>	<p>December 2016</p> <p>2018</p> <p>October 2016</p> <p>October 2016</p> <p>Ongoing</p>

Measures (to be developed)








- £millions secured, or in the pipeline, for city centre education and learning schemes

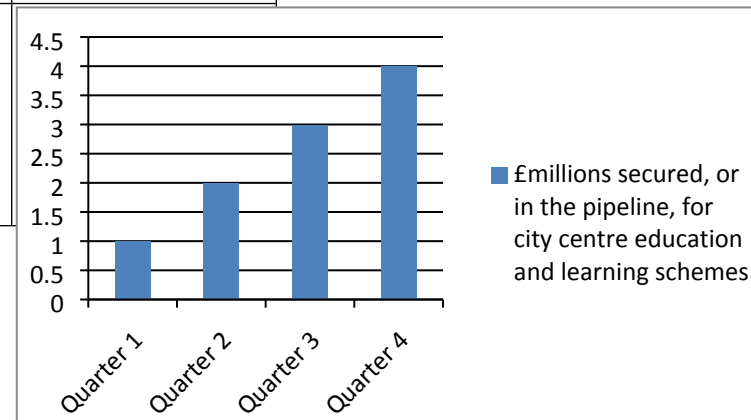
Outcomes:

- A phased plan of development for the education, learning and training offer in the city centre
- Identification of community 'spokes' that will signpost customers to the city centre based employment support e.g. the proposed Job Shop. To include schools, community organisations running job clubs, social landlords.
- Buy-in and commitment from local employers to collaborate with the providers

LB 1 Monitoring: Capitalise on city centre regeneration programmes to enhance the learning offer

Activity	Progress last report	Progress this report	Direction of travel	Completion target date	Completed (date)	Date updated	Notes
A detailed feasibility study into an expanded City Centre Learning Campus within the Old Hall Street Learning Quarter. Inc. identifying whether there is the potential to create a one stop Job Shop facility				December 2016			
Complete and promote the Springfield Brewery campus development				2018			
Review and enhance the city's wider learning and cultural offer to residents and visitors at key civic venues				October 2016			
feasibility study into the viability of a creative industries, creative learning and performing arts facility in the city centre				October 2016			
All new regeneration schemes adopt the Wolverhampton Procurement charter particularly in relation to creating employment and apprenticeship opportunities				Ongoing			

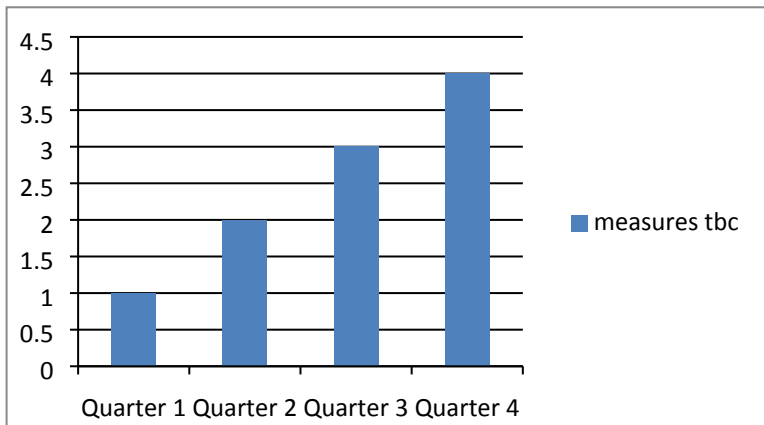
Key	
	Behind target
	On target
	In progress
	Completed
	Performance slipping
	Performance on track
	Performance stable/ no change



LB 2: Retain home grown talent		
Lead officer and organisation: Angela McKeever, Head of Skills, City of Wolverhampton Council (CWC)		
Partners: University of Wolverhampton		
Activities:	By:	Date completed
<ul style="list-style-type: none"> Learn from and implement best practice around the development of and retention of creative technical skills amongst young people including graduate retention through the Urbact Gen Y City project 	Heather Clark, CWC	TBC
Measures <i>(to be developed)</i>		
Outcomes: <ul style="list-style-type: none"> 		

LB 2 Monitoring: Retain home grown talent

Activity	Progress last report	Progress this report	Direction of travel	Completion target date	Completed (date)	Date updated	Notes
Learn from and implement best practice around the development of and retention of creative technical skills amongst young people including graduate retention through the URBACT Gen Y City project				TBC			Wolverhampton hosting Urbact workshop 27 – 29 September 2016



Key	
	Behind target
	On target
	In progress
	Completed
	Performance slipping
	Performance on track
	Performance stable/ no change

Key partners

- University of Wolverhampton
- City of Wolverhampton College
- City of Wolverhampton Council
- National Careers Service
- Training providers
- Voluntary sector
- Black Country Talent Match
- Yoo Recruit
- Schools
- Businesses

Insert map of the city centre and learning establishments

The West Midlands Combined Authority and Black Country Local Enterprise Partnership

The West Midlands Devolution Agreement is critical to the delivery of this plan. In particular the phased approach to devolving the 19+ adult skills budget, with full devolution from 2018-9, with two incremental steps:

- Developing outcome agreements with providers in 2016/7
- Scope to vary block allocations to providers in 2017/8

The table below sets out the emerging Combined Authority's aspirations around the Skills and Employment agenda

Sector skills strategies We will engage with businesses to develop employer-led sector skills strategies for our transformational and enabling sectors. These strategies will: <ul style="list-style-type: none">• Inform the contents of the overall strategy and underpin our use of the devolved 19+ adult skills budget;• Enable us to design and commission bespoke provision• Inform action to enable the provision and take-up of apprenticeships.	Managing the devolved 19+ adult skills budget We will give priority to analysis and policy development in order to manage the devolved budget, with an initial focus on the development of outcome agreements with providers in 2016-17. This work will pull together: <ul style="list-style-type: none">• The impact of the post-16 Area Reviews;• Our analysis of the provider landscape• Detailed analysis of the learner population, including travel to learn patterns.
Co-design employment support Our approach to the co-design of the programme will be informed by: <ul style="list-style-type: none">• a review of the learning from the local initiatives currently under way across the CA area;• findings from our work on public service reform, including the Mental Health Commission.	Business and schools We will use the clout and scale of the CA to deliver a “charter for young people” on careers advice and guidance, including work experience, mentoring and teacher placements.

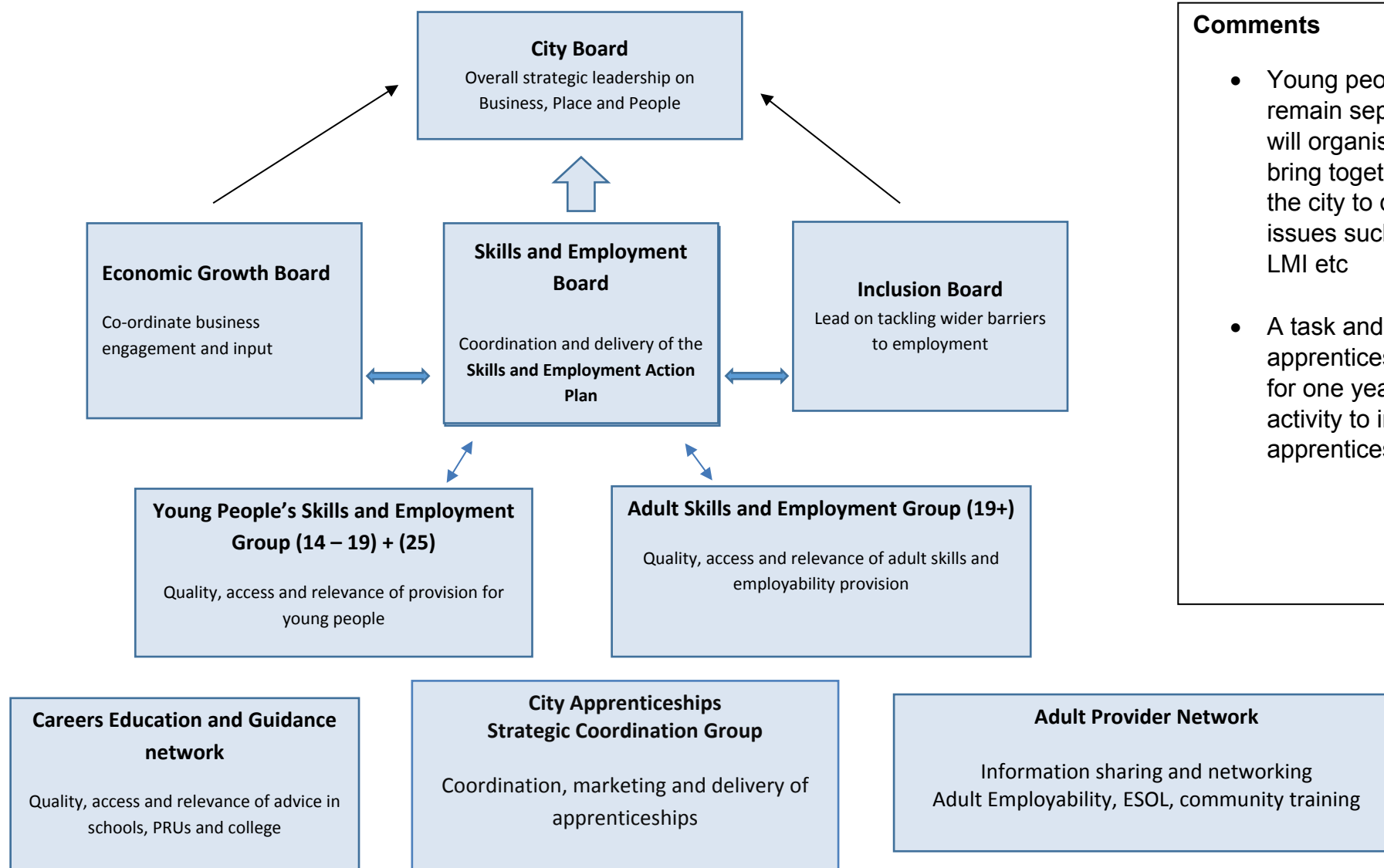
Taking the Wolverhampton Skills and Employment Action Plan forward

The City Board is responsible for overseeing the delivery of the Wolverhampton City Strategy. Membership of the City Board is drawn from the key civic organisations in the City, including the University, the City Council, the Hospital Trust, the College, the West Midlands Police Service, with co-opted members drawn from business and the voluntary sector.

A new Skills and Employment Board, reporting to the main City Board will be the main governance and reporting mechanism..

See below for revised City Partnership structure

Diagram 2 Draft proposed City Partnership structure



Comments

- Young people and adult IAG will remain separate however the LA will organise bi-annual events to bring together all professionals in the city to discuss common issues such as quality standards, LMI etc
- A task and finish City apprenticeships group will meet for one year and undertake activity to improve local apprenticeship offer

