

**APPENDIX 2**

**Priority: Skills and Learning**  
**Sub-Priority: Apprenticeships and Training**  
**Impact: Meeting the skills and employment needs of local employers**

**What we said we would do in 2014/15: -**

**1. Work with the public, private and voluntary sectors to increase the number of apprenticeships, traineeships and work experience opportunities.**

Progress status	Progress RAG	A	Outcome RAG	G
<p>The partnership is working across all sectors to ensure that young people have a wide range of opportunities to participate in work experience and benefit from apprenticeships and traineeships, this includes a presentation from the North Wales Economic Activity Board who hope to be more involved in Flintshire in the future.</p> <p>A construction industry-led apprenticeship scheme is in place and has begun the recruitment process. We reported last year that this will create at least 50 additional apprenticeships per year from 2014 - 2015.</p> <p>Communities First has previously and is continuing to work within members of the community by delivering outcomes with partners to:</p> <ul style="list-style-type: none"> <li>• take advantage of the opportunities to link the Jobs Growth Wales &amp; Young Recruits Programme with Coleg Cambria and businesses on the Deeside Industrial Park.</li> <li>• provide intensive support in the work place and will be helping many young people who require more intensive support to reap the benefits from work experience opportunities at the Artisans Shop on Holywell High Street.</li> <li>• the BEN is generating interest from Welsh government and other partners and the good practice that we have developed in Flintshire will be spread across North Wales, the local Dragons' Den also received exposure with an appearance on BBC Radio Wales.</li> <li>• work with three local employers who all have low level skill vacancies hence extending the work experience opportunities to the full spectrum of abilities of young people.</li> </ul>				

**2. Make an impact with the Employers' Promise in key areas e.g. developing further apprenticeship opportunities and employees' skills.**

<b>Progress status</b>	<b>Progress RAG</b>	<b>A</b>	<b>Outcome RAG</b>	<b>G</b>
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We reported in the last financial year that we completed our Employers' Promise and launched it at the LSB meeting in April.

HR Representatives from partner organisations joined the AEWE Project Board (now Employment, Skills and Jobs) and since the launch have been commissioned to start to identify ways of delivering the five main themes of the Employers Promise'.

HR partners met and have devised an action plan to deliver the frameworks that make up the Employers' Promise, to inject the added pace that we reported was needed last year. A number of critical tasks are agreed and these are in the process of being researched and delivered in order to ensure that good practice is shared before the 2015 – 2016 business planning round.

**3. Market and communicate broadly the range of apprenticeship and training programmes available.**

<b>Progress status</b>	<b>Progress RAG</b>	<b>A</b>	<b>Outcome RAG</b>	<b>G</b>
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As reported in the last quarter of the 2013/2014 financial year, this is being developed with the Welsh Government and the North Wales Economic Ambition Board to cover the whole region providing valuable information about the range of training programmes. Welsh government is working to an implementation date of August 2015. This is a large project of national significance and includes the steps of information assimilation, system design, pilot and test, implementation and evaluation. Further work is ongoing to determine the following:

The work is being developed in tandem with the Welsh government's development of trainer database for use by careers professionals. This may delay the overall project slightly in favour of more robust and reliable information however this is central to most organisations' support for young people accessing employment and training opportunities.

**4. Identify sectors with skills gaps in order to develop apprenticeships and alternative programmes and investment in training.**

**Progress status**

**Progress RAG**

**A**

**Outcome RAG**

**G**

- The review of the Apprenticeship, Entrepreneurship and Work Experience Board (now Employment Skills and Jobs) has highlighted the need for high quality information to inform a skills gap analysis for both Flintshire and North Wales in order to ensure that apprenticeships are genuinely meeting a local need and thereby providing the best opportunities for employment for local young people. The information to inform this process is now received but the analysis has not taken place, yet.
- With partners across North Wales we are developing a project to support young people experiencing problems accessing opportunities in the labour market, for whatever reasons albeit skills, childcare, language or transport. The programme is ASPIRE and will be “live” live from spring 2015. As soon as we have more details about the programme we will report it.
- A Summer College is being funded by Reaching Higher, Reaching Wide (RHRW) to ensure that through work experience, interview techniques and confidence building that young people have the best possible transition to working life.

## 5. Support the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network

### Progress status

Progress RAG

G

Outcome RAG

G

Work in this area is on-going and is progressing very well with Communities First leading the way:

- Communities First had a Celebration event to celebrate the success of the BEN and all of its achievements to date across both clusters. This took place on 6<sup>th</sup> June 2014 and was very well received. It was attended by Members, MPs and AMs. A number of inspirational presentations were made by the entrepreneurs.

### Business Entrepreneurship Network

Communities First are continuing the excellent work of the last financial year into 2014 - 2015 enabling young people to access support to become entrepreneurs by providing them with the skills support and networks. Of particular interest in this quarter are:

- Welsh government is very supportive of the BEN and as mentioned above there is scope to apply the best practice we have developed in Flintshire to the rest of North Wales.
- Dragons' Den was held at Coleg Cambria and was a very successful event with more than 10 entrepreneurs being assigned a support "Dragon".

### The Enterprise Club

- The Enterprise Club still operates with over 50 members and crosses both the east and west clusters.
- The Artisans Shop in Holywell is generating great enthusiasm in the area and this will allow young people to gain experience in retail.
- The Artisan Shop is an excellent outlet for the goods / business ideas to be nurtured.

**6. Continue to develop and increase the number and range of Communities First job clubs.**

Progress status	Progress RAG	G	Outcome RAG	G
<p>A number of projects are in place that are considered to be “mainstream” in their relative communities and provide opportunities to local NEETs</p> <p>The following project continuation carried on into the first quarter of this financial year:</p> <ul style="list-style-type: none"> <li>• Communities First staff work with local employers who all have low level skill vacancies.</li> <li>• There were 6 job clubs running within the two Communities First clusters, an employability workshops runs alongside the Job clubs.</li> <li>• The Employability club(s) ran weekly in this quarter and are aimed at 16-24 year olds.</li> </ul>				

**7. Commission and deliver skills development programmes in partnership with local employers**

Progress status	Progress RAG	A	Outcome RAG	G
<p><b>North Wales Advanced Manufacturing Skills and Technology Centre</b></p> <ul style="list-style-type: none"> <li>• Phase one of the feasibility study is complete and we are awaiting a funding decision from Welsh government. Effectively the project is awaiting an indication of intent from Welsh government before the next steps are announced because the next steps are dependent upon funding.</li> </ul> <p><b><u>The following is a summary of the benefits of the programme</u></b></p> <ul style="list-style-type: none"> <li>• The project is intended to develop a skills pipeline in partnership with Welsh Government, HE, FE and private industry.</li> <li>• The cost will be in the region of £8m.</li> <li>• Support is secured from Bangor, Glyndwr, Swansea, Cardiff, Liverpool and Chester Universities,</li> <li>• The project is strongly supported by Toyota, Tata and UPM.</li> </ul>				

Local Benefits

**Local Jobs**

- Committed jobs now exceeds 1,000, rate of delivery expected to increase in 2014.
- An increased proportion of jobs are being captured locally via the Local Labour Market Initiative.
- Closer working relationships with partner Local Authorities have been developed.

**Commercial Units**

- Around 320,000 sq ft of existing commercial space has been taken up with a known demand for more.

**Skills**

- Skills issues underpin the approach to DEZ, to date attempts are underway to address these issues.

**Communities First are continuing to:**

- develop a Local Labour Market initiative working closely with employers to meet their skill requirements, and job matching to meet the job requirements.
- work with Schools, Colleges and local employers to develop an enrichment project which will target the under achieving young people who are at risk of becoming NEET.

**Achievements will be measured through**

- Reducing the number of 18 – 24 year olds claiming Jobseekers Allowance
- Securing high levels of 16 years olds in education, employment and training
- Improving the local skills base to improve employability and earning prospects through improved qualifications
- Increase the number of apprenticeships in the public and voluntary sector

**Achievement Milestones for strategy and action plans:**

- Agree to purchase and use the Annual Business Enquiry for business registration in order to provide baseline, progress and comparison of business performance Flintshire by August 2014. This information is now available from Wales Data Unit but is yet to be analysed due to limited time-capacity.
- Refine and improve the processes and systems of apprenticeship data collection for Flintshire both in line with national measures and as the basis for year-on-year comparison by January 2015. This information is now available from Welsh government but is yet to be analysed due to limited time-capacity.

Achievement Measures	Lead Officer	Baseline Data (Summer 2013)	2014/15 Target (Summer 2014)	Aspirational Target (Summer 2015)	Q1 Outturn	Performance RAG	Outcome Performance Predictive RAG
Reducing the percentage of 18 – 24 year olds claiming Jobseekers Allowance	Chief Officer Education and Youth	5.7%	5.1%	4.9%	4.1%	<b>G</b>	<b>G</b>
Reducing the number of 18 – 24 year olds claiming Jobseekers Allowance for at least 6 months		1%	0.95%	0.9%	0.8%	<b>G</b>	<b>G</b>
Reducing the number of 18 – 24 year olds claiming Jobseekers Allowance for at least 12 months		0.8%	0.75%	0.7%	0.7%	<b>G</b>	<b>G</b>
Securing high levels of 16 years olds in education, employment and training*		96.4%	97.9%	98%	Annual Figure	<b>N/A</b>	<b>N/A</b>
Proportion of resident population of area aged 16-64 qualified to NVQ level 2 and above.		71.5%	72%	74%	Annual Figure	<b>N/A</b>	<b>N/A</b>
Proportion of resident population of area aged 16-64 qualified to NVQ level 3 and above.		52.5%	53%	54%	Annual Figure	<b>N/A</b>	<b>N/A</b>
Proportion of resident population of area aged 16-64 qualified to NVQ level 4 and above.		29.7%	30%	31%	Annual Figure	<b>N/A</b>	<b>N/A</b>

*\*target may be subject to a mid-year review due to recently raised enquiries about the methodology and subsequent calculation. We do, however, want to keep this target aspirational.*

Risks to be managed: Ensuring that employer places match current and future aspirational and needs

Gross Score (as if there are no measures in place to control the risk)			Current Actions / Arrangements in place to control the risk	Net Score (as it is now)			Future Actions and / or Arrangement to control the risk	Manager Responsible	Risk Trend	Target Score (when all actions are completed / satisfactory arrangements in place)		
Likelihood	Impact	Gross Score		Likelihood	Impact	Gross Score				Likelihood	Impact	Gross Score
(L)	(I)	(LxI)		(L)	(I)	(LxI)				(L)	(I)	(LxI)
H	H	R	<ul style="list-style-type: none"> <li>An approach to skills gap analysis is agreed by all partners as a result of consultation carried out in the early summer.</li> <li>The Regeneration Partnership is in the process of merging with the Housing Partnership and this may have implications for where this work lies in the long term</li> </ul>	M	L	G	<ul style="list-style-type: none"> <li>A HR Group will deliver an action plan of HR issues contained in the Employers' Promise.</li> <li>The partnership will finalise how improved information (to inform decision making) is accessed to ensure we have a strong understanding of skill gaps.</li> </ul>	Chief Officer People and Resources  Chief Officer Community and Enterprise	↔	L	L	G



Risks to be managed: Ensuring capacity to support paid work placements and other programmes

Gross Score (as if there are no measures in place to control the risk)			Current Actions / Arrangements in place to control the risk	Net Score (as it is now)			Future Actions and / or Arrangement to control the risk	Manager Responsible	Risk Trend	Target Score (when all actions are completed / satisfactory arrangements in place)		
Likelihood	Impact	Gross Score		Likelihood	Impact	Gross Score				Likelihood	Impact	Gross Score
(L)	(I)	(LxI)		(L)	(I)	(LxI)				(L)	(I)	(LxI)
H	H	R	<ul style="list-style-type: none"> <li>Council's Trainee Scheme</li> <li>Review of Council's work placements schemes</li> </ul>	L	L	G	<ul style="list-style-type: none"> <li>Work placements and other programmes will be assessed as part of the Employers' Promise work programme and this group will recommend action to ensure that we build capacity to support paid work placements.</li> <li>As a result of the employers' Promise work we will be in a strong position to supplement work placements and other programmes with external funding.</li> </ul>	Chief Officer People and Resources	↔	L	L	G

Risks to be managed: Ensuring that education providers participate fully

Gross Score (as if there are no measures in place to control the risk)			Current Actions / Arrangements in place to control the risk	Net Score (as it is now)			Future Actions and / or Arrangement to control the risk	Manager Responsible	Risk Trend	Target Score (when all actions are completed / satisfactory arrangements in place)		
Likelihood	Impact	Gross Score		Likelihood	Impact	Gross Score				Likelihood	Impact	Gross Score
(L)	(I)	(LxI)		(L)	(I)	(LxI)				(L)	(I)	(LxI)
H	H	R	<ul style="list-style-type: none"> <li>Education providers including schools and Further Education are represented on the Employment, Skill and Jobs Board (ESJ )</li> <li>Representatives have the responsibility to communicate with colleagues</li> </ul>	L	L	G	Enable networking as a supplements to existing activity to ensure education providers mix with employers and other agencies responsible for skills development and the positive progression for young people.	Chief Officer Education and Youth	↔	L	L	G

**Strengthening the links between schools, colleges and employers**

Please note this risk is influenced by the same mitigating actions as above “Ensuring that education providers participate fully”

Gross Score (as if there are no measures in place to control the risk)			Current Actions / Arrangements in place to control the risk	Net Score (as it is now)			Future Actions and / or Arrangement to control the risk	Manager Responsible	Risk Trend	Target Score (when all actions are completed / satisfactory arrangements in place)		
Likelihood	Impact	Gross Score		Likelihood	Impact	Gross Score				Likelihood	Impact	Gross Score
(L)	(I)	(LxI)		(L)	(I)	(LxI)			(L)	(I)	(LxI)	
H	H	R	<ul style="list-style-type: none"> <li>Education providers including schools and Further Education are represented on the Employment, Skill and Jobs Board (ESJ )</li> <li>Representatives have the responsibility to communicate with colleagues</li> </ul>	L	L	G	Enable networking as a supplements to existing activity to ensure education providers mix with employers and other agencies responsible for skills development and the positive progression for young people.	Chief Officer Education and Youth	↔	L	L	G

**Risks to be managed: Work with local employers and learning providers to meet the skills based needs of the future**

Please note this risk is influenced by the same mitigating actions as above “Ensuring that employer places match current and future aspirational and needs”

Gross Score (as if there are no measures in place to control the risk)			Current Actions / Arrangements in place to control the risk	Net Score (as it is now)			Future Actions and / or Arrangement to control the risk	Manager Responsible	Risk Trend	Target Score (when all actions are completed / satisfactory arrangements in place)		
Likelihood	Impact	Gross Score		Likelihood	Impact	Gross Score				Likelihood	Impact	Gross Score
(L)	(I)	(LxI)		(L)	(I)	(LxI)				(L)	(I)	(LxI)
H	H	R	<ul style="list-style-type: none"> <li>An approach to skills gap analysis is agreed by all partners as a result of consultation carried out in the early summer.</li> <li>The Regeneration Partnership is in the process of merging with the Housing Partnership and this may have implications for where this work lies in the long term</li> </ul>	M	L	G	<ul style="list-style-type: none"> <li>A HR Group will deliver an action plan of HR issues contained in the Employers' Promise.</li> <li>The partnership will finalise how improved information (to inform decision making) is accessed to ensure we have a strong understanding of skill gaps.</li> </ul>	Chief Officer Resources and People  Chief Officer Community and Enterprise	↔	L	L	G