

Appendix 1



Flintshire LSB Employer's Promise

WHAT IS THE EMPLOYERS PROMISE?

A standard for being a Model Employer in Flintshire.

WHAT IS OUR VISION?

To make Flintshire a county with great opportunities, prospects and employment.

WHAT DO WE WANT TO ACHIEVE?

As employers we are committed to establish a skilled workforce to meet the challenges of the future. We will:

1. Aspire to be employers of choice.
2. Develop, promote and support a range of lifelong learning opportunities for people at work; at schools, college and universities; and in our communities.
3. Develop, promote and support a broader range of education, employment and training opportunities for all people, with young people aged 16 to 24 years a priority.

This will be achieved by:

- Leading by example as employers in Flintshire.
- All LSB Partners committing to the Standard.
- Developing skills of our workforce.
- Encouraging more apprenticeships and work placement opportunities in the County.
- Providing opportunities for young people to enter the workforce.
- Giving people the opportunity to re-train or re-enter the workforce.
- Growing the skills of the local community to produce the workforce of the future.

WHAT WE ARE GOING TO DO

We will develop new ways of delivering public services that have the potential to make a difference to peoples' lives at the same time as making better use of public money. This will be achieved in partnership with our public, private and voluntary sector partners.

In partnership with other organisations, we will develop new frameworks for the following:

- **Basic Skills**
We will ensure that our employees have high levels of literacy and numeracy.
- **Employee Development**
We will ensure that our employees are developed in their role with on and off the job quality training.

Appendix 1 (continued)

- **Workforce Planning**

We will develop our employees to meet our current and future needs. This will include a renewed approach to work experience and apprenticeships.

We will provide opportunities for progression and career opportunities.

- **Reduce Inequalities in employment**

We will recruit fairly and equitably where possible from within the local labour market in Flintshire.

We will identify and address any inequalities between different protected characteristics

- **Well Being**

The health and well-being of our employees will be protected and promoted in the workplace.

HOW ARE WE GOING TO DO THIS?

All LSB partners will maximise opportunities to support the EET agenda including:

- Increasing the number and range of work based learning opportunities available, for example, apprenticeships, industry / organisation based academies, training, ~~work~~ experience.
- Development of an Entrepreneurship Programme including support for Enterprise Clubs through, for example, mentoring; training, and; business and financial planning.
- Development of an Employability Programme including work Clubs, work experience including volunteering, DWP schemes, etc.
- Contributing to a broader range of Pathways to employment by maximising capacity amongst agencies, accessing national and local programmes and securing funding opportunities, making an impact on unemployment.
- Developing local labour market information to support public and private sector business planning in relation to education, training, qualifications and vocational skills.
- Developing more innovative approaches to workforce planning.

WHO WILL WE INVOLVE?

All LSB Partners are committed to this Promise. Furthermore, our ambition is to encourage all our public, private and voluntary sector partners to support the goals associated with this Promise.