

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
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We reported at the last quarter that the “formal review of the Employment Skills and Jobs Board is now complete and the findings presented to the Board. The aim of this review is to improve the relevance, significance and the performance of the Board in order to improve opportunities for the residents of Flintshire.”

The partnership structure has been reorganised to reflect this review and now consists of a strategic board supported by a number of supporting working partnerships to deliver HR priorities, develop labour market understanding and a group to develop new projects and report on performance.

Overall these groups will drive forward the apprenticeships, traineeships and work opportunities agenda to ensure that FCC delivers high quality and relevant training programmes. In the next quarter (year end) we will provide a comprehensive breakdown about the latest information.

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

Progress status	Progress RAG	A	Outcome RAG	G
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The full impact of the review of work based learning is being assessed by the training team and lifelong learning officers to ascertain how this will impact on training volumes in Flintshire.

This will lead to a re-focus of training and training provision and this will be assessed in the first quarter of the next year

Each of the organisations involved in delivering the priorities of the Employers’ Promise is currently going through their annual business planning.

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

Progress status	Progress RAG	A	Outcome RAG	G
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We have collated and provided further provider information to the Welsh Government in an attempt to ensure that all provision in Flintshire is reflected in the final information and promotion database for training and development in Flintshire.

We have provided a breakdown of development and courses on offer from an exercise carried out earlier in the year. The time line with this piece of work is assessment and verification of the information through the spring of 2015 with a view to the system going live in the summer of 2015. The programme is known as the Common Area Prospectus (CAP).

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
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At the last quarter we noted that “the exercise referred to at the end of the last quarter has now taken place and we received a number of results that key partners are now assessing.”

The Employment, Skills and Jobs group (ESJ) of the LSB has been through an exercise recently to restructure and ensure that programme design and delivery is intelligence led. Doing this will ensure that the programmes redress the imbalance between labour supply and demand that exists. This work is being taken forward by the labour market information group of the revised ESJ.

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

Progress status	Progress RAG	G	Outcome RAG	G
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Work in this area is on-going and is progressing very well with Communities First leading the way:

- Communities First delivered a business workshop as part of Flintshire Business Week which was introduced by Cllr Derek Butler and supported by Askar Shabani with the key note speaker Lord Barry Jones, who gave an excellent motivational speech to the network.

Business Entrepreneurship Network

The BEN is proving successful with developing local enterprise. In particular the Artisan’s workshop in Holywell is trading and 4 enterprises have emerged from it. The Director of Public Health North Wales’ Annual report launch was led by a presentation from

Communities First West Cluster and specifically a case study of the Artizans' shop in Holywell which provides opportunities for young people to sample a commercial working environment in a retail and property services environment, provide units for rental to local entrepreneurs in Flintshire and provide a sale or return outlet for local producers.

The BEN, under the stewardship of Askar Sheibani, is now notable best practice from Flintshire and is being promoted by Welsh government for its excellence. You will recall from the last report that this was a possibility.

The Enterprise Club

- The Enterprise Club has increased membership to more than 60 members in both the east and west Flintshire. For the year to date 20 people have started trading and have received support from the enterprise club.

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

Progress status

Progress RAG

G

Outcome RAG

G

A number of projects are in place that are considered to be "mainstream" in their relative communities and provide opportunities to local NEETs

- There continue to be six job clubs in the two Communities First clusters and these provide job application support and motivation to all residents, regardless of their duration of unemployment and specific issues.
- There were 11 employability workshops in this quarter. These target 16-24 year olds.

We reported in the last quarter that the Communities First areas have been designated a LEAF areas, where dedicated workers work with workless households to help them into employment. The project aims to transform workless households into working households and so far more than 43 people are registered with the programme. Although we are not at the stage where we can state outcomes of the programme, we are encouraged by this number as the stated target was to get 30 people into employment.

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

Progress status	Progress RAG	A	Outcome RAG	G
<p>North Wales Advanced Manufacturing Skills and Technology Centre</p>				
<p>North Wales Advanced Manufacturing Skills & Technology Centre (NWAMSTC) Strategic Business Plan has been completed to develop a focus for the key advanced manufacturing sector in Flintshire and North Wales in partnership with Welsh Government, Higher Education, Further Education and private industry.</p> <p>We hope to be able to report further progress in the next quarter.</p>				
<p>Achievements will be measured through</p>				
<ul style="list-style-type: none"> ▪ 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 				
<p>Achievement Milestones for strategy and action plans:</p>				
<ul style="list-style-type: none"> ▪ 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)	Current 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%	3.2%	G	G
Reducing the number of 18 – 24 year olds claiming Jobseekers Allowance for at least 6 months		1%	0.95%	0.9%	0.5	G	G
Reducing the number of 18 – 24 year olds claiming Jobseekers Allowance for at least 12 months		0.8%	0.75%	0.7%	0.4	G	G
Securing high levels of 16 years olds in education, employment and training*		96.4%	97.9%	98%	Annual Figure	N/A	N/A
Proportion of resident population of area aged 16-64 qualified to NVQ level 2 and above.		71.5%	72%	74%	Annual Figure	N/A	N/A
Proportion of resident population of area aged 16-64 qualified to NVQ level 3 and above.		52.5%	53%	54%	Annual Figure	N/A	N/A
Proportion of resident population of area aged 16-64 qualified to NVQ level 4 and above.		29.7%	30%	31%	Annual Figure	N/A	N/A

**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	Target Date
(L)	(I)	(LxI)		(L)	(I)	(LxI)				(L)	(I)	(LxI)	
H	H	R	<ul style="list-style-type: none"> The partnership will deliver in a revised manner with dedicated working group. 	M	L	G		Chief Officer People and Resources Chief Officer Community and Enterprise	↔	L	L	G	Aug 2014

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	Target Date
(L)	(I)	(LxI)		(L)	(I)	(LxI)			(L)	(I)	(LxI)		
H	H	R	<ul style="list-style-type: none"> Carried out an apprenticeship recruitment round as carried forward from the previous quarters monitoring reporting. 	L	L	G	<ul style="list-style-type: none"> Monitor the impact of the Employers' Promise on training provision and business planning. 	Chief Officer People and Resources	↔	L	L	G	Aug 2014

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	Target Date
(L)	(I)	(LxI)		(L)	(I)	(LxI)			(L)	(I)	(LxI)		
H	H	R	<ul style="list-style-type: none"> Appointed appropriate level staff from schools to working groups and the Boards, which is in place. 50% of schools signed up to in the WASPI process 	L	L	G	Monitor take up of the Common Applications Process (CAP) in schools in Flintshire to ensure it is at 100%.	Chief Officer Education and Youth	↔	L	L	G	Aug 2014

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	Target Date
(L)	(I)	(LxI)		(L)	(I)	(LxI)			(L)	(I)	(LxI)		
H	H	R	<ul style="list-style-type: none"> Appointed appropriate level staff from schools to working groups and the Boards. 50% of schools signed up to in the WASPI process 	L	L	G	Monitor take up of the Common Applications Process (CAP) in schools in Flintshire to ensure it is at 100%.	Chief Officer Education and Youth	↔	L	L	G	Aug 2014

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	Target Date
(L)	(I)	(LxI)		(L)	(I)	(LxI)				(L)	(I)	(LxI)	
H	H	R	<ul style="list-style-type: none"> Clarification of roles following the merger of the Regeneration Partnership with the Housing Partnership, the Employment Skills and Jobs Board. Between both partnerships we are providing strategic leadership with skills, employment and entrepreneurship activity – the latter for young people. 	L	L	G	<ul style="list-style-type: none"> Monitor the impact of the Employers' Promise on training provision and business planning. The partnership will implement a stronger restructure with improved decision making. 	<p>Chief Officer Resources and People</p> <p>Chief Officer Community and Enterprise</p>	↔	L	L	G	Aug 2014