

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>A formal review of the Employment Skills and Jobs Board was completed and the findings presented to the Board. The aim of this review was to improve the relevance, significance and the performance of the Board in order to improve opportunities for the residents of Flintshire.</p> <p>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.</p> <p>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.</p>				
<p><i>What went well:-</i></p> <p><i>We had an excellent review reflecting the need to prioritise strategic development and delivery.</i></p>				
<p><i>What did not go so well:-</i></p> <p>Allocating resource to deliver within the new strategic framework.</p>				

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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What we did in 2014/15:-

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. Part of the review mentioned under action 1 (review of the partnership) has led to the creation of a group dedicated to the development of the employers promise.

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.

What went well:-

Employers' Promise launched at the beginning of April and signed up to by all partners.

What did not go so well:-

The challenge to allocate resources to deliver the working group in the long term

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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What we did in 2014/15:-

During 2014 and 2015 we have been working with partners across Wales to develop a World class communication database of courses available to young people. We have trained all schools in the use of this database and once it is in place in August 2015.

We collated and provided 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).

What went well:-

We collaborated with excellent partners developing the information to input into the Common Area Prospectus.

What did not go so well:-

The process is taking longer than we would like locally but we know it will be delivered long-term.

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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What we did in 2014/15:-

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.

What went well:-

Our review provided a basis for intelligence-led delivery to be provided to meet the needs of both employers and employees in Flintshire.

What did not go so well:-

We need to allocate resource to deliver this going forward.

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

Progress status	Progress RAG	G	Outcome RAG	G
<p>What we did in 2014/15:-</p> <p>Work in this area has shown strong progress with Communities First leading the way:</p> <ul style="list-style-type: none"> 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. <p>Business Entrepreneurship Network</p> <p>The BEN was 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 Artisans’ 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.</p> <p>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.</p> <p>The Enterprise Club</p> <ul style="list-style-type: none"> The Enterprise Club has increased membership to more than 60 members in both the East and West Flintshire. More than 20 enterprises have started as a result of the activity and support of the Enterprise Club 				
<p>What went well:-</p> <p>Excellent number of businesses starting from some of our most deprived areas.</p>				
<p>What did not go so well:-</p> <p>More resource to support business starts would always be gratefully received.</p>				

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

Progress status

Progress RAG

A

Outcome RAG

G

What we did in 2014/15:-

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

- There 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 48 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.

What went well:-

- The number of people into jobs and the number of job clubs and workshops that have operated in Flintshire.
- LEAF is making great strides with reducing household worklessness.

What did not go so well:-

We still have households where no one works.

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

Progress status	Progress RAG	A	Outcome RAG	G
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What we did in 2014/15:-

The Wales Advanced Manufacturing Skills & Technology Centre (NWAMSTC) Strategic Business Plan has been completed to develop a 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.

What went well:-

The process is clear and a priority for Welsh Government.

What did not go so well:-

It is taking slightly longer to develop than anticipated

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.

Improvement Plan Progress
Year End 2014/15

Achievement Measures	Lead Officer	Baseline Data (Summer 2013)	2014/15 Target (Summer 2014)	Aspirational Target (Summer 2015)	2014/15 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%	3.3%	G	G
Reducing the number of 18 – 24 year olds claiming Jobseekers Allowance for at least 6 months		1%	0.95%	0.9%	2.4%	A	A
Reducing the number of 18 – 24 year olds claiming Jobseekers Allowance for at least 12 months		0.8%	0.75%	0.7%	0.5%	G	G
Securing high levels of 16 years olds in education, employment and training*		96.4%	97.9%	98%	99.6%	G	G
Proportion of resident population of area aged 16-64 qualified to NVQ level 2 and above.		71.5%	72%	74%	N/A	Source NOMIS but not updated yet	
Proportion of resident population of area aged 16-64 qualified to NVQ level 3 and above.		52.5%	53%	54%	N/A	Source NOMIS but not updated yet	
Proportion of resident population of area aged 16-64 qualified to NVQ level 4 and above.		29.7%	30%	31%	N/A	Source NOMIS but not updated yet	

**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.*

The risk net RAG status are awaiting update for year-end position, the net RAGs reported are as at end of Q3.

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	The partnership will deliver in a revised manner with dedicated working group however the allocation of resource is still being negotiated.	M	L	G	Discussions are ongoing to devise a delivery and outcome table for the delivery of outcomes	Chief Officer People and Resources Chief Officer Community and Enterprise	↔	L	L	G	Sept 2015

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	Recruited more than 13 apprentices in the year.	L	L	G	Monitor the impact of the Employers' Promise on training provision and business planning. RE-invigorate the working group.	Chief Officer People and Resources	↔	L	L	G	Sept 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	Trained staff from schools work with and deliver advice sessions and provide options for young people. 90% 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 2015

Risk to be managed: 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	Trained staff from schools work with and deliver advice sessions and provide options for young people. 90% 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 2015

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"> Development of Trac programmes for North Wales and particularly Flintshire 	L	L	G	<ul style="list-style-type: none"> Delivery of Trac programmes for North Wales and particularly Flintshire 	Chief Officer Resources and People Chief Officer Community and Enterprise	↔	L	L	G	Sept 2015