

<b>CABINET</b>	<b>AGENDA ITEM No. 6</b>
<b>21 MARCH 2016</b>	<b>PUBLIC REPORT</b>

Cabinet Member(s) responsible:	Councillor Holdich, Leader of the Council and Cabinet Member for Education, Skills and University	
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## PETERBOROUGH SKILLS STRATEGY

R E C O M M E N D A T I O N S	
<b>FROM :</b> Councillor Holdich, Leader of the Council and Cabinet Member for Education, Skills and University	<b>Deadline date :</b> n/a
That the Cabinet approves the Peterborough Skills Strategy (Appendix 1) for implementation.	

### 1. ORIGIN OF REPORT

- 1.1 This report is submitted to Cabinet following a request from Councillor John Holdich OBE, Leader of the Council and Cabinet Member for Education, Skills and University..

### 2. PURPOSE AND REASON FOR REPORT

- 2.1 The purpose of this report is for Cabinet to approve the Peterborough Skills Strategy.
- 2.2 This report is for Cabinet to consider under its Terms of Reference No. 3.2.3 'To take a leading role in promoting the economic, environmental and social well-being of the area'.

### 3. TIMESCALE

Is this a Major Policy Item/Statutory Plan?	<b>NO</b>
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### 4. Peterborough Skills Strategy Development

- 4.1 Since October 2014, the Head of Post 16 has been working to pull together a multi-agency and organisational approach to the City's skills agenda and at the end of 2014 the Peterborough Skills Partnership Strategic Group (PSPSG) was formed which consisted of senior leaders from organisations with an interest and investment in the City's skills agenda.
- 4.2 The aim of the board is to help drive the skills agenda in the City and to promote and support:
- Employment and Supporting Labour Mobility;
  - Social Inclusion and Help Combat Poverty; and
  - Education, Skills and Lifelong Learning.
- 4.3 In April 2015 the group commissioned a city skills report which has informed this Skills Strategy.
- 4.4 The research took into account the current situation in Peterborough's demography and economy, and projections for the medium and longer term, where available. Research enquiries were focused by the 'three tiers of skills' set out by PSPSG, namely:
- higher level and work-based training;

- mainstream education and skills, including Apprenticeships and retraining; and
- social inclusion and combating poverty, for those furthest away from the workplace.

#### 4.5 The Skills Strategy

This Skills Strategy (Appendix 1) has been produced to give strategic intent and actions for developing the skills required locally to support the sustainable growth of the local economy, build stronger communities and promote social mobility.

The UKCES analysis of projected growth for the proportion of the workforce in the Eastern region shows a significant change in the need for higher-level qualifications: table 1 below shows there will be a strong increase in demand for people with higher-level qualifications, including those with post-graduate qualifications; and correspondingly, those with no or low-level qualifications will find it increasingly difficult to find employment.

Qualification level	Percentage share		Forecast % change
	2012 actual	2022 projection	
QCF 7-8 (post-grad)	9.1	14.6	+ 73.6%
Masters and Doctorial level			
QCF 4-6	27.6	33.1	+ 29.1%
University degree level			
QCF 3	19.9	17.6.	- 5.0%
A Level			
QCF 2	22.1	19.9	- 3.3%
A-C GCSE level			
QCF 1	15.2	11.3	- 20.3%
D-F GCSE level			
No qualification	6.1	3.5	- 38.4%

(Table 1)

In addition to this, there is a need to bring in new development opportunities to help and support individuals to make life improvements, whatever people's circumstances, by promoting social renewal impacting on the social and economic well-being of individuals, families and communities, especially for people who are disadvantaged and least likely to participate, often people on low incomes with low skills. These opportunities should widen participation and transform people's destinies by supporting progression relevant to personal circumstances.

##### 4.5.1 Strategic Intent

To develop a cross city post-16 targeted approach to skills development to help address the identified local need, reduce the skills gap, grow the economy, improve well-being and create strong, supportive and inclusive communities.

The targeted approach to consist of three strands:

- a) Employment and Supporting Labour Mobility;
- b) Social Inclusion and Help Combat Poverty; and
- c) Education, Skills and Lifelong Learning.

##### 4.5.2 Goal

To develop a cohesive, city-wide approach to the wider skills agenda to meet the long term plans for the City and local residents and support career pathways from within schools on to sustainable long term employment with progression.

##### 4.5.3 Aims

To:

- a) support partnership and collaborate on the collective vision and shared purpose;

- b) strengthen and build capacity;
- c) align skills development to local need;
- d) address business skills gaps;
- e) improve the social and economic well-being of local residents;
- f) improve health and well-being;
- g) reduce poverty; and
- h) nurture aspirations.

#### 4.5.4 Objectives

##### Governance and Strategy (GS)

1. To set up appropriate governance and controls.
2. Through the already established Peterborough Skills Strategic Partnership Board (PSSPB), engage strategic partners across the City, develop strategic direction for skills in the City, working within and beyond their individual organisations to share and harness the best resources to bring about improvements, influencing thinking, policy and practice to have a positive impact.
3. To align and develop sub strategies and plans to support the strategy.
4. To develop a comprehensive data set to inform the group and set meaningful KPI's.

##### Employment and Supporting Labour Mobility (ESLM)

1. To take a sectorial approach to skills areas considered to be significant to Peterborough.
2. To engage with local employers to develop programmes to help fulfil current and future skills demands.
3. To provide support to local residents to enable them to meet labour market demands.

##### Social Inclusion and Help Combat Poverty (SIHCP) and support lifelong learning.

1. To identify need and appropriate skills interventions, including the upskilling of local residents
2. To identify and deliver cross city targeted interventions
3. To respond to local need as and when needed
4. To develop further high quality ESOL provision
5. To improve the English and maths skills of local residents

##### Education, Skills and Lifelong Learning (ESLL)

1. To embed skills and learning across all City Strategy's and initiatives.
2. To promote and increase apprenticeships, supported internships and traineeships across the City
3. To develop a local Higher Education offer.
4. To develop a PCC 16-19 Education Plan
5. To give support, advice and guidance to Area reviews and the devolution of the skills budgets and the wider travel to work area.

#### 4.5.5 Partnership Working

In order to deliver the strategy multi agency, including health and partnership working will be imperative. The PPSG will be the driving force behind the strong partnership work that is needed to achieve the vision.

#### 4.5.6 Controls

This strategy and delivery plan will be approved and monitored as described below:

- a. Cabinet  
The strategy to be approved by Cabinet.
- b. Creating Opportunities & Tackling Inequalities Scrutiny Committee  
The Strategy to be scrutinised annually by the committee.
- c. Health and Wellbeing Board

The action plan to be monitored at the Health and Wellbeing Programme Board.

- d. The Peterborough Skills Partnership Strategy Group  
To review and update the action plan, at each meeting.

## **5. CONSULTATION**

- 5.1 39 individuals were approached to participate in the research that was undertaken to inform this strategy. These included members of the PSPSG and those with relevant roles in employment, education and/or training in Peterborough, including a selection of employer contacts. One organisation from outside Peterborough was included to offer an external perspective, from the point of view of an Adult Skills and Learning provider. A list of those approached for interview is set out at Annex A of the report commissioned (Appendix 2).
- 5.2 32 interviews were conducted as part of the said research; one respondent declined the chance to be interviewed on the grounds of being about to change employment. All those interviewed brought an individual perspective and most commented on their observation of local employment/training activity from the viewpoint of their own employment sector. Several interviewees felt unable to offer more than a global view, based on anecdote rather than data or any analysis of factual intelligence.

## **6. ANTICIPATED OUTCOMES**

- 6.1 This strategy has been produced to ensure a cohesive City wide approach is taken to the wider skills agenda and to meet the long term economic plans for the City and local residents.
- 6.2 The adoption of this strategy by the Cabinet will further ensure a City wide approach to this strategy and a delivery plan, to further build on the current initiatives for the implementation of the skills strategy, will be developed.

## **7. REASONS FOR RECOMMENDATIONS**

- 7.1 It will assist in:
  - supporting partnership and collaborate on the collective vision and shared purpose
  - strengthening and building capacity
  - aligning skills development to local need
  - addressing business skills gaps
  - improving the social and economic wellbeing of local residents
  - improving health and wellbeing
  - reducing poverty

## **8. ALTERNATIVE OPTIONS CONSIDERED**

- 8.1 Not develop a Skills Strategy; this would not enable the City to focus attention on the need to increase skills levels in the city and this would adversely impact on the economic growth of the City.

## **9. IMPLICATIONS**

- 9.1 Legal Implications  
There are no specific legal implications arising from this report at this time. Equality Act and Human Rights legislation must be adhered to.
- 9.2 Financial implications  
There are no specific financial implications arising from this report at this time.

## **10. APPENDICES**

- Appendix 1 - Skills Strategy
- Appendix 2 - OHA Ltd Report to Peterborough Skills Partnership Strategy Group