SKILLS & EMPLOYMENT PARTNERSHIP

Delivering GM Work and Skills Strategy

June 2016
<table>
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<tr>
<th>STRATEGIC CONTEXT: WORK &amp; SKILLS PART OF A WIDER SYSTEM</th>
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<td>• 40% of GM children entering school who are not school ready</td>
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<td>• 45% of GM young people leaving school without 5 GCSEs including English and Maths</td>
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<td>• 70% of the Adult Skills Budget spent on level 2 qualifications</td>
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<td>• over £1bn spent on in work tax credits</td>
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<td>• low levels of productivity and innovation</td>
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<td>• low-paid jobs often with poor career progression</td>
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<td>• Businesses face difficulty recruiting skilled staff</td>
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<td>• 250,000 GM residents of working age claiming an out of work benefit</td>
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<td>• 140,000 out of work due to ill-health – costing £600m every year</td>
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<td>• Poor mental health a significant issue</td>
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Our ambition is to create an integrated employment and skills eco-system, which has the individual and employer at its heart, and that better responds to the needs of residents, business and contributes to the growth and productivity of the GM economy.
Developed 10 key priorities that will drive delivery of the GM Work & Skills Strategy between 2016 and 2019. These are:

1. **Careers Education, Information, Advice & Guidance (CEIAG):** high quality, LMI based CEIAG across school, FE and work provision to ensure all individuals understand the range of education, skills and employment opportunities/pathways

2. **Outcome Frameworks:** Develop outcome frameworks to ensure all work & skills provision incorporates enterprise skills and supports progression and employment outcomes for the individual

3. **Infrastructure:** Put in place the right work and skills infrastructure via ABR, JCP estate review, One Public Estate, to ensure localised provision for Level 2/3 and below and for specialist provision at Level 3/4 and above

4. **Attainment:** Improve L2 English, Maths and STEM subjects at age 16

5. **Employer Engagement:** Develop a comprehensive approach to employer engagement working with the LEP, employer bodies and local authorities
TOP TEN PRIORITIES TO DELIVER THE ECO-SYSTEM

6. **Apprenticeships**: Increase the number, quality and level in core and growth sector

7. **Higher Level Skills**: Support individuals to develop the higher level and STEM skills needed by employers via FE Loans and access to HE

8. **Universal Support**: Redesign services to support workless residents ensuring Day 1 assessment & rapid response to support low need individuals back into work. Create a universal support offer for all jobseekers and benefit claimants delivered through integrated services, improving the customer experience and labour market outcomes

9. **Specialist Support**: Expand the Working Well Programme and design a new offer for more complex individuals via Work Programme recommissioning which fully utilises complementary public services and supports more GM long-term benefit claimants to secure work

10. **Commissioned Activity**: Integrates work & skills, supporting the key priorities listed above - including ESF programmes and employment outcomes in GM health (in particular mental health) commissioned programmes
CAREERS EDUCATION, INFORMATION, ADVICE & GUIDANCE (CEIAG) AND RAISING ATTAINMENT

- Raising the Participation Age Strategy - link to children
- Working with the School Improvement Group
- Work with Careers and Enterprise Company
- Engagement with schools
- Improved labour market information/Sector intelligence (Deep Dives)
- £2m CEIAG links to Apprenticeships – parity of routes
- Sainsbury review of pathways
## Outcome Frameworks

A draft outcome framework developed for AEB devolution from 2018, with £100m per annum to be managed by CA.

| Task and finish group is being established to ensure stakeholder involvement – includes nominations from the SEP | Currently focussed on L2 and Starts | Need to define outcomes for all W/S Commissioning - linked to GM Outcomes framework. To include digital skills | Developed in line with Health Outcomes Framework and Life Changes Fund to avoid duplication | Still only Devolution in relation to post 19. Agreed to align work with DFE on Pre 19 by developing a MoU |
Area Based Review and implementation - Curriculum, Quality, Estates, Transport

Management of skills capital - £25m and Local Growth Fund3 bid

‘Curriculum Planning Session’ – September – developing GM wide learning infrastructure

Links to One Public Estate
Set up group of employers – LEP, Chamber, Business in the Community, Institute of Directors etc.

The group will be advising on:

- Specifying future skills needs
- Engagement in schools – consistent work experience across GM
- Students who recall four or more quality interactions with an employer are 20% less likely to be NEET and more likely to earn more
- In work upskilling (responsibility of employers for L3 and above)
- Improving Employment Practices
Apprenticeship Hub
AGE Grant Management - £5m plus an extra £5.1m in 2016
As at March 2016, 95% target achieved - 2786 grants to employers have been approved against a target of 2808
Levy (0.5% payroll +2.3% target for public sector)
Trying to gain flexibility for GM to be involved in national system to maximise benefit of levy in GM and ensure no preserve effects of levy (e.g. redistribution of vouchers from North to South)
Linking to CEIAG
Work continuing on a GM public sector response, continuing to understand demand (challenging workforce development plans and progression pathways) and developing supply (common framework – T&Cs, induction etc.)
HIGHER LEVEL SKILLS

- Institute of Technology development
- FE loan flexibility discussions
- Sector Deep Dives
- Improving access to HE
- Support GM leadership programme
UNIVERSAL SUPPORT

Co-location

- Developed co-location options for JCP including co-location with local services and within job centres

Outreach

- GM exploring co-located outreach delivery in community settings

Single district

- Established single GM JCP district

Integrating

- Integrating JCP work coach resource into place based teams

Supporting role out of Universal Credit
Specialist Support: Working Well – from pilot to mainstream

**WORKING WELL PILOT**

Supporting 1 claimant group for whom the WP has not delivered results

Up to two years of intensive dedicated key worker support for 5,000 ESA WPL

**40-50:1 keyworker ratio**

Bespoke and sequenced packages of support, drawing on a range of local services

Up to one year of in-work support

20% enter work

15% sustain work for a year

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**PHASE 1 EXPANSION**

Continuing to wrap Personalised Support provision around the existing employment and skills landscape: extended cohorts

Supporting up to 15,000 those for whom the current mainstream is offering limited results: Health, Debt, low, skills & housing. In addition to the PSS service clients will have access to the Talking Therapies Service for mental Health and the Skills for Employment Service for improving skills and access to work placements and apprenticeships via a 1 to 1 learning mentor.

Expanding the groups receiving (and referral routes to) support. Where possible, supporting people earlier on their journey

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**PHASE 2 EXPANSION**

Phase 2 expansion will be encompassed within GM’s Work & Health programme

- Continuing to support up to and beyond 50,000 GM residents who would benefit from the WW approach
- Fully utilise health & skills devolution to create a new delivery ‘eco-system’
- Delivering support within a reformed landscape, taking account of changes to the skills and broader employment support framework

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**GM Partners**

**JCP**

**GM WP**

Range of employment support offers Skills for employment
Delivering job outcomes & progression

![Graph showing job outcomes and progression over time.](image)

**Baseline number of clients starting a job (cumulative)**

**Actual number of clients starting a job (cumulative)**

**Bar chart showing improvement and worsening in job outcomes relative to baseline.**

- Mental health: 34.4% (20.1% improving, 14.4% worsening)
- Physical health: 28.8% (13.2% improving, 15.6% worsening)
- Lack of qualifications/skills: 34.3% (17.5% improving, 16.8% worsening)
- Access to public transport to travel to work: 19.5% (3.8% improving, 15.7% worsening)
- Lack of work experience: 27.7% (13.6% improving, 14.1% worsening)
- Bereavement: 16.2% (6.3% improving, 9.9% worsening)
- Access to private transport to travel to work: 16.1% (0.5% improving, 15.6% worsening)

**Net change (% improved - % worsened):**

- Mental health: 6.7%
- Physical health: 13.2%
- Lack of qualifications/skills: 17.1%
- Access to public transport to travel to work: 15.8%
- Lack of work experience: 13.6%
- Bereavement: 6.3%
- Access to private transport to travel to work: 15.6%
£20m + programme commenced 1st March 2016
Response extremely positive - 2700 referrals in first two months against a target of 1200
Programme Office working with providers to address issue /concerns and manage client engagement
Four job starts claimed – others in pipeline awaiting validation
Programme Office negotiated terms of grant funding agreement with DWP - £6m over three years subject to performance realising AME savings. Agreement will be with Trafford Council on behalf of GMCA.
Cross over between Working Well expansion and Troubled Families cohort – task and finish group established to ensure programmes come together effectively
GM working closely with DWP – Working Well programme helped shaped national Work and Health programme

Anticipated national funding available will be £20 to £30m over five years – supporting between 10,000 and 15,000 – not sufficient to tackle GMs worklessness and low productivity challenges

If additional funding available - extend scope & scale

Adopt asset-based approach, support tailored and bespoke solutions and integrated response to complex issues

Adopt keyworker approach to delivery – require a clear offer to respond to health needs i.e. mental health, musculoskeletal as well as transport, skills and work experience

GM anticipates leading on procurement of Work and Health Programme - PQQ end of July with go live October 2017
GM to take more control - expand referral routes and move away from reliance on JCP
Referrals will then be made on personal circumstances rather than benefit claiming
Risk is that individuals identified do not meet funding criteria
Exercise to scope how the Work and Health Programme could be used as a catalyst to embed the Reform Framework into GM delivery model and remove duplication/barriers
Ageing Hub MoU incudes a proposal to test new ways of engaging and supporting disadvantaged older residents to re-engage with the labour market – planning session completed and will define a project
Focus on certain groups and test small-scale approach in discrete localities under consideration
Discussions held with Sport England as to how sport and physical activity could be tools to support people and then sustain employment
Proposal drafted and will be progressed through Sport England/GMCA Strategic group and Employment and Skills Executive
COMMISSIONING ACTIVITY

Secured and Managing Co-Financing Status for GM – only area outside London to achieve this; ensuring ESF delivering the 10 priorities - £136m programme will be managed by the team, and used to expand cohorts covered e.g. under W&H

Realigning existing contracts
To deliver this agenda and ensuring they perform e.g. Youth Contract, Talent Match, City Deal; Recent positive CA audit on management of these programmes

Securing new monies
E.g. £12m for BIS to pilot skills linked to Working Well (Local Growth Funds)
To note the following:
- GM Work and Skills priorities
- Progress on the Area Based Review
- Current performance of commissioned projects and ESF
- Update on Raising Participation and agree the link and joint working with the Children’s Service Review
- Current performance and evaluation of Working Well pilot
- The high numbers of people exiting the programme early due to poor health and support work to identify how reform programmes can continue support
- Proposal for a task and finish group to examine cross-over between Working Well expansion and Troubled Families

And to:
- Proposed procurement strategy for the Work & Health Programme

Note exercise to scope how the Work & Health Programme could be used as a catalyst to embed the Reform Framework into a consistent GM delivery model
- Support proposals for greater co-location with Jobcentre Plus and the development of a new integrated delivery model
QUESTIONS?