

SUBJECT: THE PRINCIPLES OF A REGIONAL APPROACH TO EMPLOYABILITY

MEETING: CABINET

DATE: 1st December 2021

DIVISION/WARDS AFFECTED: ALL

1. PURPOSE:

- 1.1 To seek endorsement for the principle of a locally delivered regionally coordinated approach to employability post- EU.
- 1.2 To seek endorsement for *the Framework for Future Employability in the Cardiff Capital Region (CCR)* as shown in Appendix 1. The Framework has been approved by the Regional Skills Partnership and Regional Business Council.

2. RECOMMENDATIONS:

- 2.1 That Cabinet approves the principle of a locally delivered regionally coordinated approach to employability post-EU.
- 2.2 That Cabinet approves the proposed *Framework for Future Employability* in the Cardiff Capital Region (Appendix 1) across the ten Local Authorities. The framework is the preferred option which is subject to flexibility, change and local circumstances.

3. KEY ISSUES:

3.1 Current ESF programmes (Inspire2Achieve, Inspire2Work and Skills@Work)

- 3.1.1 The European Social Fund Operations are split between 'West Wales and the Valleys' (Blaenau Gwent, Bridgend, Caerphilly, Merthyr Tydfil RCT and Torfaen) and 'East Wales@ (Cardiff, Monmouthshire, Newport, and Vale of Glamorgan) This meant that two sub-regional suites of projects had to be developed.
- 3.1.2 The ESF funding was allocated to individual objectives. This meant that different employability projects had to be created for long-term unemployment, short-term unemployment, NEET, in work poverty and support for those with work-limiting health conditions. This has led over 15 separate projects operating in different areas within the CCR.
- 3.1.3 With the UK no longer part of the EU, ESF funding will no longer be available for these programmes from December 2022. It is not yet known whether the UK Shared Prosperity Fund (UK Government's replacement for EU funds will support employability activity or whether this will continue to be separated into

objective -led projects. Nor is the amount or delivery mechanism known at this stage.

- 3.1.4 Therefore, in preparation of any funding bids to the UK Shared Prosperity Fund, the 10 CCR Local Authorities have developed a single, clear, flexible framework for future employability programmes in the region based on a shared vision, shared principles and common tools.

3.2 Next Steps

- 3.2.1 All ten local authorities in the CCR deliver employability and skill programmes supporting our citizens into sustainable and better paid employment; upskill or train, bespoke support for our unemployed young people and adults and access further qualifications A regional framework will embrace local delivery supporting the earliest possible intervention and prevention and inform local need.
- 3.2.2 In the interim, a regional Community Renewal Fund Bid for CELT (Connect Engage Learn Transform) was submitted in June for short term funding from August 2021 to March 2022 in readiness for a subsequent bid to the UK Shared Prosperity Fund in 2022/23. The bid was successful in November and the framework has been extended until June 2022. The purpose of the bid for Monmouthshire is to enhance the current service by; Developing a Triage system – mechanism to ensure referrals to the right support: Employing a Wellbeing Engagement Worker; Enhancing our Digital and Outreach Engagement; Sourcing employment opportunities in Construction and Digital and Targeting employment for homeless/at risk of homelessness.
- 3.2.3 In principle the *Framework for Future Employability in the CCR*: A regional co-design and collaborative approach led by Torfaen County Borough Council sets out the region's future employment and skills demands and explores how the UK Shared Prosperity Fund and other alternative Funding can support this going forward. The Framework has been approved by the Regional Skills Partnership and Regional Business Council. All ten Local Authorities are presenting the framework to their cabinets for approval over the coming months.

4. EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):

The Assessment (Appendix 2) demonstrates that the proposed Framework for Future Employability in the CCR complies with the well-being five ways of working, supports the well-being goals and associated activities. This is expected to have a positive impact on all groups and people with protected characteristics, however the assessment also acknowledges that due to mental health and well-being, social and educational barriers not every person will progress into further education, training, and sustainable employment.

5. OPTIONS APPRAISAL

An options appraisal has been undertaken in Table one below

Table One: Options Appraisal

Option	Benefits	Risks
Do nothing – Framework for Future Employability	None Identified	Loss of expertise, knowledge, and support for our young people at risk of becoming NEET, unemployed adults with multiple barriers and no skills growth potentially leading to increased unemployment.
Endorse the Framework for Future Employability	A single, clear, and flexible framework for future employability programmes in the region based on a shared vision, shared principles, common tools, and local circumstance.	Shared Prosperity Fund (SPF) priorities have not been launched; this is a risk that the proposed Framework will not align to these priorities. To migrate this risk, we have reviewed the priorities of the Community Renewal Fund which is seen as a precursor to SPF.

6. REASONS:

- 6.1 The end of ESF presents local challenges, however this also presents the Team with an opportunity to reflect on what has worked well and what needs improvement going forward when developing a first-class delivery programme. The team recognises the need to continue to address individual and local need; through a regional approach to improve efficiency, sustainability and collaborative expertise and knowledge. The Team have taken part in a series of regional workshops; Pre-16 NEET prevention activity & the interface with Employability, Recruitment and Engagement, Triage and Lead Worker Allocation, Client Assessment Process and The Menu of Support & Intervention.
- 6.2 The loss of ESF programmes will potentially increase the number of young people at risk of becoming NEET when NEET figures for the past 3 years have remained low as a result of the work undertaken: 2020 Y11 leavers 11NEETs, Y12 leavers 7 NEETs and Y13 leavers 14 NEET. Adult unemployment in September was 1703 people/3.1% of the population of which 350 unemployed were aged 18 -24 years, the highest number in terms of the age ranges, therefore need for continued employability support. Not forgetting the human impact, potential loss of 12.2FTE staff who are highly skilled experts in their specialist field.

- 6.3 The *Framework for Future Employability in the CCR* will share a shared vision for an employability service which is: Responsive enough to rapidly changing employability trends/priorities; Flexible enough to still address individual barriers; still align to local circumstances and still delivered by local teams; Engage with industry to support people into more sustainable roles; with a particular focus on the following barriers- Adult Barriers, Priority Industry Engagement, Anti- Poverty and Early Interventions for young people at risk of NEET.
- 6.4 The framework considers the current employability landscape, lessons learnt from current programmes and the changes in policy and labour market demands, the framework is based on these key principles:
- Subsidiarity works
 - Local knowledge is crucial
 - The need for a trusted brand
 - Prevention over profitability
 - Continuity of provision is valuable and cost effective
 - Shared regional learning adds value
 - Simplified project costs have been effective
 - An employability journey not a project journey has the greatest impact
 - One framework doesn't necessarily mean a single point
 - Employability should not just be seeking jobs, it should be seeking sustainable jobs
- 6.5 The 2019 CCR Employment and Skills plan highlights the value and importance that employers place on employability and the key that it plays in helping residents into the jobs of the future, in light of recovery from the Covid pandemic this is more than important than ever in shaping our future local economy.
- 6.6 The CELT Community Renewal Fund bid will provide an entry into UK Shared Prosperity Fund and will enhance the Team's offer to resident by centralising triage role within the Team and providing additional wellbeing and support resources. It also strengthens the regional working practices of the team which aligns to both local and national priorities including Welsh Government Employability Plan.

7 RESOURCE IMPLICATIONS:

- 7.1 The funding framework and delivery model for future employability provision post-ESF is still being developed with the 10 local authorities of the Cardiff Capital Region. This is intended to provide a flexible and changeable regional approach that will address local demands currently served by ESF provision.
- 7.2 The cost to staff Inspire2Achieve, Inspire2Work and Skills@Work per annum is approximately £525,000. This is currently made up of £328,500 of ESF grant income in and £197,000 from core funding (£167,000) and Welsh Government grants (Youth Support Grant, £30,000).

7.3 ESF funding will end in December 2022 resulting in a loss of £328,500 per annum in funding support for these programmes

8 CONSULTEES:

- SLT – Cabinet Member for Enterprise
- Economy and Development Select Committee
- DMT – Enterprise
- Frances O'Brien – Chief Officer for Enterprise
- Cath Fallon – Head of Enterprise and Community Animation
- Regional Skills Partnership
- Regional Business Council

9 BACKGROUND PAPERS:

Framework for Future Employability – Appendix 1
Integrated Impact Assessment – Appendix 2

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Shaping Employability to Achieve the Vision of the CCR Employment & Skills Plan

A Discussion Paper from the RSP Cluster Group

In 2019 the Cardiff Capital Regional Skills Partnership adopted its **Employment and Skills Plan**. This sets a clear vision of the future skills needs of the City Region and the activities that regional partners need to deliver to achieve this.

Employability features strongly. The value and importance that employers place on ‘employability’ skills is clearly reflected. So too is the need to help individuals address their personal barriers to employment to avoid communities being “left behind” in a very competitive labour market. With the impact of the Covid-19 pandemic now being felt in the economy and labour market, employability is more important now than ever.

There is recognition too of the important role and impact of Local Authority employability projects. With expertise built up over 20 years, the projects epitomise the benefits of subsidiarity and devolution. They are delivered as close as possible to the citizen. They are flexible making them highly responsive to local labour market changes. They are focussed on the personal needs of the client and not the need to generate profit. They create a long-term relationship with thousands of clients, helping people into work, to remain in work, and to progress into better paid work at various stages in their lives. They work together, solving problems in partnership with each other and with other early intervention and prevention services. They are respected and trusted by residents.

The end of EU funding is an opportunity to learn lessons: to remove some of the artificial barriers, constraints, and bureaucracy. It is an opportunity to shape a new long-term local authority-led employability programme. But with EU funding ending in 2022, there is a need to do so quickly.

In this context, this discussion paper considers:

- The lessons learnt from employability delivery during the EU programmes
- The achievements and impact of locally led employability programmes
- CCR labour market challenges and the “new context” for future employability

And concludes with the principles of a future employability approach:

- Local Authority-led delivery using...
- ... a common approach to “**pre-assessment & engagement**” and...
- ... a common “**Triage system**” and...
- ... a common “**Assessment Toolkit**” and ...
- ... a common but flexible “**menu of support & interventions**”

What is Employability?

At its core, employability is about removing an individual's barriers to finding, maintaining, or progressing in sustainable employment whatever that barrier may be. This could be **skills** (general or occupationally specific), it could be **job readiness/awareness**, or it could be the availability of **support**.

Employability programmes *target* the individual, but they *impact* on families, communities, employers, and the economy too. From an employer's perspective, staff with the right skills, knowledge and attitude can "hit the ground running" and can introduce new thinking on products and processes adding significant value for the company. At a macro-economic scale, employability programmes can help prepare the workforce to move from lower demand to higher demand (or higher value) occupations.

Consequently, employability programmes have a positive impact on various economic policy objectives including:

- Early intervention & prevention
- Child poverty
- Young people at risk of becoming NEET
- Preparation for work and long-term unemployment
- Youth unemployment
- Short-term unemployment
- Economic integration of refugees (e.g., REACH)
- Under-employment and work-limiting health conditions
- Maximising income, in-work poverty & progression
- Workforce development and employee retention
- Preparation for entry into RSP priority sectors



With such wide impacts, employability is well-reflected in several national strategies and policy documents:

- **CCR Industrial and Economic Growth Plan:** *"We must... target our most deprived and isolated communities and support regenerative growth... GVA per capita remains low, like other regions in the UK. Participation rates - the proportion of the population that is economically-active - could be higher"*
- **UK Industrial Strategy:** *"We need to narrow disparities between communities in skills and education and remove barriers faced by workers from underrepresented groups in realising their potential."*
- **WG Employability Plan:** *"It is one of the prime responsibilities of Government to educate, train and prepare people for the world of work and to remove barriers which prevent people from accessing work so that they can make a contribution to society."*
"We are creating a new service, the Employment Advice Gateway, to provide employment-related advice and guidance to people in Wales... Careers Wales will be given an enhanced role to operate the Employment Advice Gateway"

- **WG Programme for Government:** *“Low skill levels are the single biggest barrier to building the Welsh economy we want, and often the biggest barrier for individuals in securing meaningful work. It is critical we tailor skills support to individuals’ needs, while addressing other barriers such as poor health, transport and caring responsibilities to drive up prosperity levels for all.”*
We will deliver the Young Persons Guarantee, giving everyone under 25 the offer of work, education, training, or self-employment.”
- **WG: Regional Framework in Wales After Brexit:** *[What works] “Unemployed participants on EU-funded employability projects are 46 per cent more likely to find work over twelve months than non-participants. Economically inactive participants are 84 per cent more likely to find work than similar economically inactive people who have not benefited from this support”*
- **WG: A More Equal Wales: Preparing for the commencement of the Socio-economic duty.** *Socio-economic disadvantage leads to inequality of outcome including lower paid work and poorer skills and attainment.*
- **WG: Wellbeing of Future Generations Act:** *“Applying the well-being goals can help tackle poverty as it helps you identify where the main determinants of poverty exist, how they work together and what opportunities there might be.”*
- **One Million Welsh Speakers:** *“The evidence received suggests that there is a demand for a bilingual workforce to meet business and customer needs; this can be addressed by developing the linguistic skills and confidence to meet the requirements of businesses.” “Employers in the Childcare sector were the most likely of all sectors to consider Welsh language skills important. 84 per cent considered such skills important, and 42 per cent ‘very important’.*
- **Youth Engagement and Progression Framework:** *“The recently published Tackling Poverty plan clearly identifies that reducing the number of young people who are not engaged in education, employment or training (NEET) will have a long-term impact on the lives of not just today’s young people, but generations to come. The cost of not addressing this issue is not just economic, but impacts on levels of unemployment, under employment, crime, well-being, substance misuse, premature death and early motherhood.”*

What have Employability Programmes Achieved?

It is well-established that reducing unemployment and economic inactivity, improving skills levels and equipping workers with the ambition to progress in their careers is one of the principal drivers of regional productivity growth. Employability programmes in the Cardiff City Region have helped thousands of people to improve their skills, gain new qualifications and enter / progress in employment.

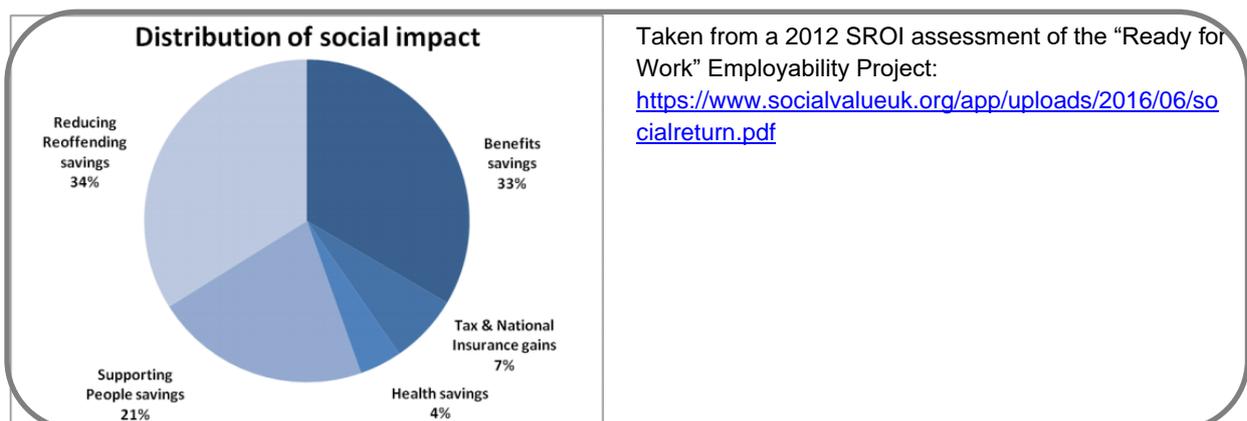
‘2014-2020 Structural Funds’ in the CCR

The projects supported **14,522** long-term unemployed into employment and **51,127** to gain qualifications

For over 20 years local authority led programmes have had success in deprived communities; success working in partnership with the third and private sectors; success working with young people and with vulnerable adults. Highlights include



But the statistics do not show the full impact of these interventions. It is well-established that employability programmes have a high social return on investment. A 2012 evaluation of employability programmes showed cashable impacts across various government departments:



Closer to home, a 2019 **social return on investment** study for RCT showed a net social impact of £2,080,078 on the £405,000 Inspire to Work project alone. A social return on investment of £5.10 for every £1 spent.

“RCT I2W: A social return on investment of £5.10 for every £1.00 spent”

Nor do they show the impact on individuals:

Monmouthshire Inspires to Achieve

In Spring 2016, Monmouthshire Inspire to Achieve (I2A) was asked to intervene to support a year 9 boy (“X”) who was not attending school. He had a turbulent family background, no contact with his dad and had recently seen his older sister sectioned under the Mental Health Act leading a severe decline in his own mental health. “X” withdrew from all facets of life and was becoming increasingly violent. His school attendance fell to 30% with 56% unauthorised absence. At this point I2A was asked to intervene.

“X” continued to work towards core subjects in school whilst receiving pastoral support for his emotional needs and employability skills support from I2A. Through intense 1:1 support, “X” and his case worker have developed a trusting and effective relationship which has identified his barriers to employment and has significantly reduced his anxiety and improved his confidence. He is now close to completing a BTEC L2 Qualification in Work Skills (ahead of his peers) and his attendance has increased to almost 90% (a 200% increase). He now has the ambition to progress into a career in advertising and design.

Torfaen Bridges into Work helps land Dream Job

In Winter 2020, Torfaen Bridges into Work (BiW2) supported Andrew Wilkinson into his dream job. Andrew was paralysed from the chest down following a road traffic accident 18 years ago. Prior to his accident he worked as a full-time scaffolder. Considered as long term unemployed and having no formal qualifications, he contacted BiW2, where he received support from Employment Mentors who helped him to build his confidence, develop his CV, complete online qualification and ultimately to secure a job as an assistive technologist at Rookwood Hospital – the hospital that provided him with treatment following his accident.

How employability has been delivered in CCR

The project-based nature of EU structural funding led to a plethora of employability programmes, each based on the principles above, but targeting a different **clientele**, **geography**, or **employability outcome** and using slightly different models, assessment tools and interventions.

To add to the complexity, there are many wider programmes that have an employability component, including: DWP Restart, DWP Kickstart, and Communities 4 Work+. This is alongside the Working Wales service that provides an independent careers information, advice, coaching and signposting service that incorporates referrals to the full breadth of employability and other provision.

Summary of Recent EU-Funded Employability Programmes

	Clientele	Geography	Outcome
Bridges into Work	<ul style="list-style-type: none"> • Long-term unemployed • Age 25+ 	<ul style="list-style-type: none"> • BGCBC, TCBC, CCBC, BCBC, MTCBC • Non-CF* areas 	<ul style="list-style-type: none"> • Long-term unemployment • Economic Inactivity
Working Skills for Adults	<ul style="list-style-type: none"> • In Employment • Age 16+ • QCF2 or lower 	<ul style="list-style-type: none"> • BGCBC, TCBC, CCBC, BCBC, MTCBC 	<ul style="list-style-type: none"> • In work poverty / career progression
Nurture, Equip, Thrive	<ul style="list-style-type: none"> • In Employment • Age 16+ 	<ul style="list-style-type: none"> • BGCBC, TCBC, CCBC, BCBC, MTCBC 	<ul style="list-style-type: none"> • Underemployment & Work limiting health conditions • Workforce development
Journey 2 Work	<ul style="list-style-type: none"> • Long-term unemployed • Age 25+ 	<ul style="list-style-type: none"> • CCC, NCC, MCC • Non-CF areas 	<ul style="list-style-type: none"> • Long-term unemployment • Economic Inactivity
Skills @ Work	<ul style="list-style-type: none"> • In Employment • Age 16+ • QCF2 or lower 	<ul style="list-style-type: none"> • CCC, NCC, MCC • Non-CF areas 	<ul style="list-style-type: none"> • In work poverty / career progression
Building Resilience, Prosperity & Wellbeing (SWAW)	<ul style="list-style-type: none"> • In Employment • Returning to Work • WLHC 	<ul style="list-style-type: none"> • RCTCBC • Non-CF* & CF areas 	<ul style="list-style-type: none"> • Long-term unemployment • Underemployment & Work limiting health conditions
Communities 4 Work	<ul style="list-style-type: none"> • Age 16+ • AND QCF2 or lower; OR • WLHC; OR • BME; OR • Jobless Household 	<ul style="list-style-type: none"> • Whole CCR • CF areas 	<ul style="list-style-type: none"> • Long-term unemployment • Economic Inactivity
PACE	<ul style="list-style-type: none"> • Economically Inactive • Parents • AND NEET 16-24 OR 25+ 	<ul style="list-style-type: none"> • Non-CF • Whole CCR 	<ul style="list-style-type: none"> • Long-term unemployment • Economic Inactivity
ReAct	<ul style="list-style-type: none"> • Redundant less than 3 months • <16+ hours /week since redundancy 	<ul style="list-style-type: none"> • Whole CCR 	<ul style="list-style-type: none"> • Short-term unemployment • Career's advisory role
Traineeships	<ul style="list-style-type: none"> • Age 16-17 • NEET 	<ul style="list-style-type: none"> • Whole CCR 	<ul style="list-style-type: none"> • Youth Unemployment • Career's advisory role
Active Inclusion Fund	<ul style="list-style-type: none"> • Age 25+ AND • 54+ econ. inactive. • OR BAME & long-term unemployed; OR • Carer & econ. inactive. • OR QCF2 or lower. • OR WLHC 	<ul style="list-style-type: none"> • Whole CCR 	<ul style="list-style-type: none"> • Long-term unemployment • Economic Inactivity • Underemployment & Work limiting health conditions
Upskilling at Work	<ul style="list-style-type: none"> • Employees QCF2 or lower 	<ul style="list-style-type: none"> • Whole CCR 	<ul style="list-style-type: none"> • Developing priority sectors • Career progression
Inspire to Achieve	<ul style="list-style-type: none"> • Age 11-16 • At risk of NEET 	<ul style="list-style-type: none"> • Whole CCR (East & West projects) 	<ul style="list-style-type: none"> • At risk of NEET • Career's advisory role
Inspire to Work	<ul style="list-style-type: none"> • Age 16-24 • NEET 	<ul style="list-style-type: none"> • Whole CCR (East & West projects) 	<ul style="list-style-type: none"> • Youth Unemployment

*CF – Communities First

Each employability project relies on staff resource to deliver or procure the appropriate mix of interventions that address their participants' barriers and achieve the project outcome. In some cases, this involves specialist referrals to other programmes. These staffing roles / interventions / specialist referrals are summarised below:

Staff Resource	Interventions / Activities	Specialist Referrals
Design & Deliver Qualifications (e.g., Agored)		Specialist referral: Prison leavers
Employer Liaison Officers	Delivery of courses via accredited centres (e.g., Pearsons, Highfields)	Specialist referral: Learning difficulties
Financial Inclusion Officers		Specialist referral: LAC
Counsellors	Volunteering	Specialist referral: work limiting health condition
Health & Wellbeing Support	Work Placements	
Post-16 Youth Worker Support Workers	Job Prep / Employment Support	
Pre-16 Youth Support Workers	FE Referrals	
	Barriers Fund	

Lessons Learnt from the EU Programmes

What has Worked Well?

- **Subsidiarity works:** Local Authority delivered projects have great penetration into their target communities. LA employability teams have been embedded in communities for over 20 years and so have a strong understanding of residents' barriers, good networks with local support organisations, and are delivered by well-established (and well-known) practitioners.
- **Local knowledge is crucial:** Local Authority delivered projects have developed good knowledge of local labour markets, and good relations with local and regional employers built over many years. Collectively we have networks of thousands of employers who engage employability as part of their recruitment. Importantly, Local Authorities also have a strong understanding of the emerging employment opportunities in their local area.
- **A trusted brand:** Local authority delivered projects are trusted by participants. Without trust, it is impossible to engage those furthest from the labour market.
- **Prevention over profitability:** Local Authority led delivery has been motivated by tackling the root causes of participants barriers, however complex and however long that intervention takes. They have been successful at working as part of a wider Early Intervention & Prevention coalition of support agencies, employer networks and early intervention teams (e.g., money advice, benefits, foodbanks, ESOL provision, volunteering agencies, adult learning, children's services, education welfare, housing, and health & wellbeing advisory services) to help participants.

- **Continuity of provision is valuable *and* cost-effective:** Under current EU programmes Local Authority employability teams employ 100s of support workers, counsellors, and employment liaison officers. Many have developed networks in their local area over 20 years. Collectively there are hundreds of years of experience and local knowledge that would be lost if employability programmes were to end. In a profession that relies on building long-term 1:1 relationship with clients, the loss of this expertise could take decades to recover. Add to this the financial cost of decommissioning existing services (office costs, redundancy costs, re-branding) and continuity between programmes significantly improves the short and long-term cost-effectiveness for the region
- **Shared learning adds value:** Over the past two decades strong networks have emerged between employability programmes, training providers, higher and further education institutions, the voluntary sector, and the business community. Local Authority led provision is effective at working in partnership to deliver in areas where partners' have greater expertise, experience of knowledge.
- **Decades of progress towards real change:** Prior to the Covid-19 pandemic, regional qualifications levels were rising, unemployment was low. Youth employability teams were able to implement a 10-year preventative approach (through successive programmes like Prevent, Lift, and Inspire) which is benefitting a generation of young people. As a result of intervention, NEET figures were amongst their lowest ever.
- **Simplified Costs has reduced bureaucracy:** The FR40 simplified costs model used during the 2014-2020 programmes has had a significant impact on efficiency. This essentially creates a barriers and training fund for project participants. Local Authorities can now design interventions around a participant's needs and not around a pre-conceived list of compliant purchases.

What could be improved?

- **Assess participants for their "employability" journey, not their "project" journey:** Currently a participant is assessed when they enter each project. Each uses a different approach to determine eligibility and to assess what support to provide to a participant. To some extent this is necessary – the questions asked of an 11- or 16-year-old will be different from those asked of a 30- or 50-year-old. But there should be more commonality between and coordination of assessment tools so that a client can move seamlessly in and out of support at key stages in their employability journey.
- **Flexible outcomes:** Whilst FR40 has made project delivery more flexible, the current ESF-funded programmes are still rigid in their outcomes. The Covid-19 pandemic has again highlighted the need for employability to adapt quickly to changing labour market conditions and priorities (e.g., the flexibility to switch from economic inactivity to unemployment; from long-term unemployment to short-term unemployment; or from unemployment to under-employment). The end of EU funding requirements means that apprenticeships, further learning, and volunteering could all become more acceptable progression outcomes.
- **One Framework, but not necessarily one Programme:** Some programmes (particularly C4W/+) are wider than just employability. Others (particularly the Inspire 2 Achieve reduction of risk of NEET programme) require specialist interventions. Whilst these interact with an employability programme, they may also sit alongside rather than within it.

- **Hide ‘even more’ of the wiring:** Each project currently has strong brand identity amongst their clients, but the sheer number of brands can create confusion. There are examples of good practice in “hiding the wiring” (creating a seamless experience for a participant) within individual local authorities, but as a region there are still too many brands for employability alone (let alone complementary national programmes like Communities 4 Work/+, Jobs Growth Wales or Restart). There should be a clearer brand hierarchy, fewer brands, and a more consistent and universally accepted approach to triage across all employability interventions in the CCR.
- **Closer alignment with industry:** We want to move from projects which focus on ‘how do I support an individual into a job’ to ‘how do I support an individual into a *sustainable* job’ There is substantial change taking place in the economic base of the CCR, accelerated by Covid-19. The employability ‘skills’ needed to work in this emerging economy are also likely to evolve. With the adoption of a regional Employment and Skills Plan, and cluster groups in priority sectors, we face a unique opportunity to improve the alignment between our programme design and the demands of industry. There are some good innovative ideas:
 - E-learning modules for employability staff so that they are better placed to understand and therefore direct support towards priority sectors.
 - “Try before you qualify” model, supporting employability candidates into the workplace in priority sector roles before they make a decision on which qualification route to pursue.

The Future Context for Employability

The Covid-19 pandemic has brought into sharp focus the scale of the employability challenge. Structural changes are taking place in the economy at a rate not seen for decades with some well-established sectors declining rapidly.

The following represent opportunities / threats to the delivery of employability support:

- **Brexit:** The impact of Brexit on the industrial base of the CCR remains uncertain. Pre-departure assessments highlighted a high risk to the South Wales economy with its relatively high proportions of manufacturing employment and personal/financial services. Brexit impacts do not yet appear to be impacting on the labour market, but any decline in manufacturing employment will impact on the number of opportunities for employability clients.
- **Retail & Customer Service:** Even before Covid-19 restrictions the retail sector was transitioning away from bricks and mortar premises in town and city centres. Retail is one of the most popular and accessible routes from our employability programmes and any decline in retail employment will impact on opportunities for employability clients. The shift online (accelerated by Covid-19) will create other opportunities – in delivery and warehousing occupations in particular – but the propensity of these workplaces to cluster near to major transport routes will impact on the accessibility of any vacancies to employability clients. This is a particularly acute risk for young people at risk of becoming NEET.
- **Automation and Industry 4.0:** The CCR Industrial Strategy recognises a regional strength in advanced manufacturing and seeks to promote growth and innovation within key manufacturing sub-sectors (including medical devices and diagnostics, compound semi-conductors and transport engineering). The extent to which automation will reduce employment in South Wales’ largely SME manufacturers is unclear, but there is clearly a need to prepare employability programmes for the impact of a reduced number of lower-skilled occupations within these sectors. This will require better employability pathways, improved perceptions of the sector amongst clients and a stronger link between employability and technical skills.

- **Human Foundational Economy:** The Human Foundational Economy includes several priority sectors for the CCR RSP and has continued potential as a strong source of vacancies for employability clients. But there is a risk that these roles may perpetuate a low-wage economy and a need for employability programmes to engage with the sector to promote fair work, improve job security, improve the reputation of the sector, and stimulate progression opportunities.
- **Covid-19: labour market tightening:** The Covid-19 pandemic has forced many businesses to either cease trading temporarily or adjust their business model. Schemes like the Coronavirus Job Retention Scheme (furlough) and relief funds have to date limited the number of redundancies, but there remain risks to the labour market as this support is gradually withdrawn. At the peak of the pandemic, the ratio between claimants and vacancies rose substantially, and further such peaks may be seen. Any tightening of the labour market is likely to reduce opportunities for employability clients. In addition, employability teams are likely to be working with a more diverse range of clients, many of whom may not have previously been unemployed and may need to reskill / upskill. The extent to which demand on employability services will increase post Covid is, as yet, unknown
- **Covid-19: The psychological barriers:** Research conducted with children and young people by the Children’s Commissioners Office shows that young people’s emotional and psychological wellbeing has been severely impacted by the Covid-19 pandemic. This is highly likely to ‘present’ as an additional barrier to employment amongst the most vulnerable and may affect their ability to achieve their potential in education and/or to sustain employment.

An Employability Framework Fit for the Future

The priorities for future delivery

Reflecting on the context, on what has worked well, and on the lessons from earlier programmes, any future employability approach for the CCR should:

- Use a single long-term employability “model” which can rapidly respond to changeable policy priorities, but is flexible enough to cater to individual barriers and needs.....
- as the basis for designing common programmes together and with our partners across the region which address our three principal employability themes: “flexible employability support”; “anti-poverty interventions” and “early intervention for young people at risk of becoming NEET”
- which would include a common triage process, a “single front door” that ‘hides the wiring’, and common participant assessment tools
- and which would be delivered by teams in each of the 10 LAs with the flexibility to directly deliver, procure or refer participants onto a range of approved interventions
- funded through the Levelling Up Programme or other similar funds.....
- alongside activity to work with the RSP cluster groups to design pre-employment pathways for priority sectors.
-with the aim to give the region the direction, stability, and maturity to collectively engage with or bid for other emerging contracts (e.g., Kickstart, CAEHS, Jobs Growth Wales+, apprenticeship programmes).....

The Pre-Assessment Process

The pre assessment engagement process is about reaching out to individuals, supporting them into regular activity and positive routines, and helping them to connect with others.

Many economically inactive and unemployed individuals are not actively engaged with employability services. This may be because they are not interested in working, have had poor experiences of employability services in the past, or are unaware of the range of services available.

To overcome this lack of engagement, a number of mechanisms will be used to reach out to individuals and engage them in employability services. These include:

- Pro-active marketing.
- Effective location of services
- Community outreach workers
- Partnership working with community organisations.
- Co-location of services.
- Adopting area-based approach and client group-based approach

Upon engagement, Triage officers will begin the Triage process to identify the most suitable provision for the client.

The Triage Process

A triage process is an integral feature of employability programmes to successfully refer a client to the project which can best support the skills, needs and circumstances of the client and for which the client is eligible. Under the proposed framework, all 10 authorities, and partner organisations, will design a common, collective, consistent approach to triage.

In practice the client or referral body completes, with the client's agreement, an expression of interest which is sent to a Triage Officer. The Triage Officer must fully understand all the provision in the area, what that provision can achieve for the client and then assesses the details of the client that have been provided. If there are areas which need further clarification the Triage Officer would contact the client to ask for more details. When the Triage Officer is confident, they have that level of detail which allows them to make a sound judgment they refer to the most suitable provision for the client in that locality.

The Triage Officer would notify the referrer that the client had been triaged to the particular project. The receiving agency would be asked to notify Triage when the client is successfully enrolled on the provision. Should the Mentor on that project undertake assessment with that client and determine that the provision is unsuitable for that clients' needs they would refer back to the Triage Officer with any new information which would able the Triage Officer to make a new provision.

When clients complete their time on a particular project, for example they get a job, and would leave that project a judgment must be made if there is other provision which could continue to meet the client's needs, for example in work support, a referral back to Triage or at least informing Triage that a referral is made to another project is key so the clients employability journey can be tracked. Many clients are re-referred to provision and seeing what schemes they have successfully or unsuccessfully completed helps inform Triage Officers when making the next referral and ensures that the client is eligible for that provision.

The Client Assessment Process

The model below provides a comprehensive and complete range of employment and skills interventions coordinated by the RSP. The ability to seamlessly link the client's journey, whatever their age, from their first engagement with employment and skills provision, demonstrates a model of local integration and delivery of services, which maximises benefits for clients. The various stages of the model below allow a client to re-engage at various stages of their employability journey. This section provides further information about the pipeline, and the different stages and interventions within it.



Alignment to Other Provision

An employability programme should not be developed in isolation from the wider skills provision in the CCR to ensure that participants can readily and seamlessly access specialist support, and, importantly, to provide opportunities for participants to progress into more technical skills development activities in priority sectors.

The following conversations should be prioritised during programme design:

- **Communities 4 Work (+):** National anti-poverty programmes have wider objectives which can complement the employability proposals in this discussion paper. In some LAs the projects may be delivered under the same management structures. Discussions should focus on a shared/consistent approach to branding, triage, and assessment.
- **NEET prevention:** Any successor programme to Inspire 2 Achieve will be an important feeder into the employability programme. Discussions should focus on the referral process from Inspire 2 Achieve into the employability programme.
- **RSP Priority Sector Cluster Groups:** Learning the lessons from previous EU programmes, the successor employability framework will need to establish a clear pathway into each sector for employability clients. This will need to consider the requirements of entry level job roles as well as technical skills requirements. This work – looking at starter roles – is now underway jointly between the local authorities and the RSP team.
- **Working Wales & School's Employer Engagement:** The creation of Working Wales and the launch of Jobs Growth Wales+ creates an opportunity to join up “careers & aspirations” workstreams with employability programmes. There are already pockets of good practice focussed on STEM in schools (BGCB) and coordination of opportunities for young people (Cardiff Commitment).
- **Further Education Provision & Technical Skills:** Upskilling / reskilling is likely to remain an important part of the employability offer and technical skills will play an increasing role in that. Discussions with FE should focus on the assessment/intervention model and how it can act as a seamless feeder into existing/proposed FE provision.
- **Work-based Learning & Specialist Apprenticeship Provision:** The end of EU funding restrictions provides an opportunity to embrace apprenticeships as a progression route from employability programmes. There are opportunities for joint promotion, and the co-design of the assessment/referral process. There are also opportunities to align to local authority / third sector led specialist apprenticeship provision like Y Prentis and Aspire. This collaborative programme brings together education, industry, and the local authority to provide skilled opportunities in the advanced manufacturing sector. With its strong industry links and track record of supporting industry with recruitment, training & work placements, the Aspire programme could represent a link from employability provision into technical skills development. Y Prentis can do likewise into construction routes.
- **Public Sector Shared Apprenticeships and InFuSe:** A public sector testbed is likely to stimulate new service provision and new occupational routes in the public sector. This could be a strong source of future opportunities for employability clients and should be considered at an early stage of InFuSe's development.
- **CCR Investment Pipeline:** The CCR City Deal is developing a strong pipeline of upcoming investments in infrastructure (creating opportunities for construction vacancies) and innovation (creating opportunities for technological vacancies). If a clear “early warning” system could be

created to notify employability programmes when an investment proposition looks likely to receive support, it will help the employability teams to begin to prepare the workforce to reskill for these opportunities.

Conclusions and Next Steps

The adoption of a new framework for employability and a commitment from the RSP to seek funding to sustain the teams required to deliver this framework would usher in an exciting new era for employability in the CCR.

Learning lessons from the EU programmes, our proposed framework would create a system based on coordination not competition; a system based on flexibility and responsiveness to structural changes in the regional labour market; a system aligned to the priority sectors with distinct employability pathways into each one.

The case is strong for locally delivered employability. It provides excellent value for money and social return on investment. It is based on over 20 years of experience, and relationships with local communities that would take years to recover if that expertise was lost.

Adopting the proposed framework for employability would give the Regional Skills Partnership a mechanism to:

- Rapidly adapt to changing regional employability priorities in response to structural changes in the economy and labour market (i.e., getting the right mix between short-term unemployed, long-term unemployed, NEETs, under-employment etc).
- Improve the integration of employability with the other elements of the Regional Employment and Skills Plan, like careers and aspiration, technical education, and cluster development.

And it would provide direction to local authorities (working with the Cardiff City Deal) to seek funding from the Levelling Up fund to establish a long-term, regionally minded, locally delivered employability approach. It would provide a launchpad for further collaboration with other emerging contracts like Kickstart, Jobs Growth Wales+ or other programmes coming from the CAEHRs.

Immediate Next Step

Subject to approval on the principles within this paper from the RSP, the LA cluster group will commence work with partners on an employability project proposal for submission to Shared Prosperity Fund.

Appendix 2: Integrated Impact Assessment



Integrated Impact Assessment document

(Incorporating Equalities, Future Generations, Welsh Language and Socio-Economic Duty)

<p>Name of the Officer: Hannah Jones</p> <p>Phone no: 07738 340418 E-mail: hannahjones@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>Establishing the principles of a regional framework for employability post -EU</p>
<p>Name of Service area Employment and Skills – Enterprise and Community Animation</p>	<p>Date: 04/11/21</p>

1. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Yes: The framework has scope for employability programmes that focus on particular age ranges (for example Pre-16)	None Identified	N/A
Disability	Yes: The framework has scope for employability programmes that focus on work limiting health conditions	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	. Yes: Employability programmes help to address any perceived barriers that might impact on a participants route into employment. Programmes have provided advice and support previously to residents who are transitioning	None identified	N/A
Marriage or civil partnership	Yes: The framework will ensure fairness and equity.	None identified	N/A
Pregnancy or maternity	Yes: Employability programmes help to address any perceived barriers that might impact on a participants route into employment. Programmes have provided advice and support previously to young mothers and pregnant young people to help with their transition into employment	None identified	N/A
Race	Yes: The framework will ensure equity of opportunity regardless of race.	None identified	N/A
Religion or Belief	Yes: The framework will offer opportunities that will take into account peoples' religion and religious beliefs.	None identified	N/A
Sex	Yes: The framework will offer opportunities that will take into account individual needs regardless of sex.	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sexual Orientation	Yes: The framework will offer opportunities that will take into account individual needs regardless of sexual orientation.	None identified	N/A

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	This proposal will reduce the number of residents that are living in poverty offering supportive measures to improve their future chances of securing higher earning employment, improve skills levels and sustaining employment.	None identified	N/A

3. Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	The framework will adhere to the Welsh Government Welsh Language Policy. We will aim to provide bilingual learning opportunities if there is a need.	None identified	N/A
Operational Recruitment & Training of workforce	This proposal is a principle framework, once the delivery programme has been developed recruitment and training will be considered and the need for the Welsh language.	None identified	N/A
Service delivery Use of Welsh language in service delivery Promoting use of the language	All Employment and Skills advertising is through the medium of English and Welsh including, Twitter, Facebook and website transactions.	None identified	N/A

4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well-Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal strongly supports the Prosperous Wales wellbeing goal:</p> <ul style="list-style-type: none"> - <i>Delivering employability support to local residents will lead to improved labour market positions for those in employment</i> - <i>Delivering employability support to local residents will lead to employment, and increased income for those who are currently seeking work</i> - <i>Delivering employability support to local residents will lead to improved productivity and growth for companies in the region.</i> 	
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The proposal strongly supports the Resilient Wales wellbeing goal:</p> <ul style="list-style-type: none"> - <i>employability programmes support community and social resilience within communities and encourage greater levels of community interaction.</i> - <i>Employability programmes focus on building sustainable employment within communities, reducing inequalities between communities.</i> 	

Well-Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A healthier Wales People's physical and mental wellbeing is maximised and health impacts are understood</p>	<p>The proposal strongly supports the Healthier Wales wellbeing goal:</p> <ul style="list-style-type: none"> - <i>Employability programmes support people back into employment. Employment is widely seen as a positive wider determinant of health.</i> - <i>Employability programmes also support people with work-limiting health conditions to enter and progress in employment.</i> - <i>Employability programmes help to raise income levels, lifting residents and their families out of poverty. This is widely seen as a positive wider determinant of health.</i> 	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The proposal also supports the Cohesive Communities wellbeing goal:</p> <p><i>Employability programmes focus on building sustainable employment within communities, reducing inequalities between communities</i></p>	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The proposal also supports the Globally Responsible Wales wellbeing goal:</p> <p><i>Employability programmes will work closely with priority industries to help steer the labour market towards those growing industries. Many of these industries focus on developing products that will support global health (med</i></p>	

Well-Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<i>tech, life science etc) or reduce greenhouse gas emissions (e.g. e-mobility)</i>	
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>The proposal also supports the Wales of Vibrant Culture wellbeing goal:</p> <p><i>Employability programmes focus on building sustainable employment within communities, reducing inequalities between communities</i></p>	
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The proposal also supports the More Equal Wales wellbeing goal:</p> <ul style="list-style-type: none"> - <i>Employability programmes focus on building sustainable employment within communities, reducing inequalities between communities.</i> <p><i>Employability programmes help people to fulfil their potential no matter what their background or circumstances. For example, programmes provide specific support to those in deprived communities, those with work-limiting health conditions, and those for whom English is a second language.</i></p>	

5. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The proposal is well-aligned to a long-term way of working:</p> <ul style="list-style-type: none"> - <i>By supporting households into employment and helping to sustain and improve the quality of that employment, employability activity is a key part of the suite of early intervention & prevention activities. This reduces the likelihood of long-term challenges resulting from deprivation, adverse childhood experiences, and unemployment.</i> - <i>This regional employability framework introduces a mechanism for priority industry engagement aligned to the Regional Skills Partnership priority sectors. This mechanism is specifically designed to support participants not just into a job, but into a sustainable, long-term career pathway.</i> 	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Working together with other partners to deliver objectives</p>	<p>The proposal is also well-aligned to a collaborative way of working:</p> <ul style="list-style-type: none"> - <i>The proposal has been considered by the Regional Skills Partnership and Regional Business Council.</i> - <i>Having been developed by the regional cluster group, it is particularly focussed on ensuring that there is a coordinated and joined up employability offer across the region</i> - <i>As the proposal develops further engagement, collaboration and co-design will take place with FE, Independent Training Providers, HE and the third sector.</i> 	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The proposal is also well-aligned to a preventative way of working:</p> <ul style="list-style-type: none"> - <i>Employability activity supports young people who are “at risk” of becoming NEET based on well-established risk factors. By intervening early, employability programmes help to prevent generational unemployment,</i> - <i>Employability activity supports people to progress in their employment, helping to address issues of in-work poverty before they result in a participant feeling forced to leave the labour market.</i> - <i>The proposal has been shaped by a strong baseline of regional labour market intelligence provided by Data Cymru as part of their role supporting the RSP</i> - <i>The proposed framework seeks to improve engagement with industry so that participants are better prepared for securing employment in priority sectors.</i> 	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The proposal is also well-aligned to a preventative way of working:</p> <ul style="list-style-type: none"> - <i>Employability activity supports young people who are “at risk” of becoming NEET based on well-established risk factors. By intervening early, employability programmes help to prevent generational unemployment,</i> - <i>Employability activity supports people to progress in their employment, helping to address issues of in-work poverty before they result in a participant feeling forced to leave the labour market.</i> - <i>The proposal has been shaped by a strong baseline of regional labour market intelligence provided by Data Cymru as part of their role supporting the RSP</i> 	



Integration

Considering impact on all wellbeing goals together and on other bodies

The proposal is also well-aligned to an **integrated** way of working:

- *The regional framework seeks to embed employability as part of the suite of activity used to address a number of policy objectives. This includes:*
 - o **Adverse Childhood Experiences, Child Poverty & Community Deprivation:** Pre-16 reduction of risk of NEET activity helps young people to access the skills, support, and readiness to embrace long-term and sustainable employment, and break often generational cycles of unemployment. Similarly, programmes to support people into employment and to progress in employment help to raise families' income and lift communities out of poverty.

Regional Economic Performance. This employability framework is aligned to regional labour market demand and is based on an assessment of the strengths, weaknesses, opportunities, and threats within the regional labour market. Aligning employability activity to the needs of economy will help

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
	<ul style="list-style-type: none"> ○ businesses to grow, employ people, and sustain local incomes. ○ Integration of Refugees. This employability framework is aligned to activity like REACH and to ESOL provision ○ Supporting population health & wellbeing. This employability framework retains a focus on supporting those with work-limiting health conditions as well as promoting general wellbeing within employment. It is widely referenced that sustainable employment improves population health outcomes. 	

6. Council has agreed the need to consider the impact its decisions have on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?

Safeguarding	Safeguarding is a priority, and we have an excellent relationship with children and adult services. All Employment and Skills staff and volunteers have completed the Safeguarding level 1.	None identified	n/a
Corporate Parenting	All Care Leavers have guaranteed interviews to all MCC vacancies including apprenticeships. We aim to provide a tailor package for Care Leavers which is flexible to their needs and circumstances.	None identified	n/a

7. What evidence and data has informed the development of your proposal?

This report is founded upon following:

The team work to deliver the NEET (not in education, employment, and training) agenda and the AGI (Apprentice Graduate and Intern) strategy at a local level, their work also aligns with the skills for the future agenda at a regional and national level including the Welsh Government Employability Plan and Youth Engagement and Progression Framework.

8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

It is anticipated that this change will have a positive impact on peoples' social, emotional, health and wellbeing, education, and skills. This will develop their resilience and improve their life chances. This proposal does acknowledge that due to personal, social, and educational barriers, not person will progress in their employment.

9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible
To take forward the principles of the Framework for Future Employability with a Monmouthshire focus	March 2022	Hannah Jones

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision-making process. It is important to keep a record of this process to demonstrate how you have considered and built-in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Cabinet	1 st December 2021	