

SUBJECT:	Employment and Skills Update
MEETING:	Children and Young People Select Committee
DATE:	2nd December 2021
DIVISION/WARDS AFFECTED:	All

1. PURPOSE:

- 1.1 To present an update on the projects, programmes and other activities being delivered by the Employment and Skills Team including progress to date, performance against targets, finance and resource implications, success stories and challenges.
- 1.2 To scrutinise the community focussed draft Employment and Skills 'Plan on a Page' (Appendix 1) and proposals to re-develop the Team's web presence.

2. RECOMMENDATIONS:

- 2.1 To provide comments which will be considered when finalising the Employment and Skills 'Plan on a Page' and the re-development of the Employment and Skills Website.

3. KEY ISSUES:

3.1 Performance of current Programmes

- 3.1.1 The Employment and Skills Team has undergone a restructure (Appendix 2) and delivery now includes Kickstart, InFuSe and the extended Communities for Work Plus delivery team.
- 3.1.2 **Kickstart:** The team were successful in their bid to deliver Kickstart, a UK Employment programme developed in response to Covid 19. Kickstart is part of the UK Government's Covid response within their 'Plan for Jobs' and aims to create thousands of new, fully funded jobs across England, Scotland and Wales. This aligns with Welsh Government's Employability Plan in preparing for a radical shift in the world of work, responding to current and future skills gaps and providing a personalised approach to employability support. The Scheme aims to create fully subsidised, six-month work placements for individuals aged 16-24 who are claiming Universal Credit and are at risk of long-term unemployment.
- 3.1.3 **InFuSe:** the ESF funded public sector innovative future services programme will build skills and capacity for Innovation in public services across the Cardiff Capital Region. The programme commenced with Cohort Alpha, a provision testing cohort. The Cohort are now tackling a range of real-world local challenges including Decarbonisation of Council fleets; Home energy efficiency; Opportunities for energy using dog fouling; Maximising supply chains through procurement; and Asset Based Community Development. Cohort 1 will commence in October 2021 and will be driven by the biggest challenges faced by the region – particularly those linked to accelerating decarbonisation and developing supportive communities.
- 3.1.4 The Employment and Skills Team are leading on/delivering projects with an estimated value of £2.4m in the 2021-22 financial year in line with project targets and outcomes (Appendix 3) and has moved to a project-based approach, to ensure the effective management and monitoring of individual project performance, delivery, finances, risk, and impact.

- 3.1.5 Project/Programme performance has remained consistent, demonstrating strong performance across most projects (Appendix 3) which are performing either above target or within tolerance against profile. There has also been an upturn in performance over the last six months with projects that were impacted by Covid-19.
- 3.1.6 The Team has recently conducted a survey with local businesses, to assess the impact of Covid-19 which included an assessment of skills gaps from the business sector. The survey identified skills gaps which included Marketing and Online Sales; Management; Website Development; Business Systems Automation; Accountancy. These are specialist skills that sit outside of traditional scope of delivery for employability providers, we will explore specialist provision to address these skills gaps.
- 3.1.7 A subscription to the Evolutive Business Management System is currently being explored which will support business engagement activities in the future in order to achieve a wider reach. This is currently being assessed by the Team in terms of resource implications, efficiency savings and added value for the Authority.
- 3.1.8 Early work has started on the re-development of the Employment and Skills Teams digital presence, in particular the website, in order to deliver a more accessible, attractive, and user-friendly online service to Monmouthshire residents; widen the teams reach; and increase the number of engagements and enrolments achieved via digital mediums such as; website, e-forms, and social media.
- 3.1.9 The website re-development is based on the Cardiff City Council's [Intoworkcardiff](#) website, which will enable the Team to reach clients who may not normally engage with Job Centre Plus or statutory services. The website will act as a triage tool for self-referrals, promote the Team's qualifications centre, classroom, and online courses, and increase the Team's digital media reach.

3.2 Next Steps

- 3.2.1 Inspire2Achieve, Inspire2Work and Skills@Work ESF funded projects will end in December 2022 with the conclusion of this EU funding stream. This presents a challenge for the sustainability of the local authorities' NEET and unemployment figures. The loss of provision coupled with the experience, knowledge and skills set of these teams will negatively impact upon Monmouthshire residents.
- 3.2.2 To address this issue, Torfaen County Borough Council are leading on an Employability Paper on behalf of the ten Local Authorities of the Cardiff Capital Region. This Paper sets out the region's future employment and skills demands and explores how the Shared Prosperity Fund can support this going forward. The paper has been approved by the CCR Strategic Board and will be taken through all the Local Authority's Cabinet Approval process once the final version has been signed off by Chief Officers.
- 3.2.3 In the interim, a regional Community Renewal Fund bid for CELT 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 purpose of the bid 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 support for homeless/at risk of homelessness.

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

- 4.1 The Assessment (Appendix 4) demonstrates that the Employment and Skills programmes comply 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 wellbeing, social and educational barriers, not every person will progress into education, employment, and training.

5. OPTIONS APPRAISAL

5.1 An options appraisal has been undertaken in Table One below.

Table One: Options Appraisal

Option	Benefits	Risks
Do nothing – ‘Plan on a Page’ and website redevelopment	None identified	Failure to sustain or develop the Team’s community and digital engagement will result in a failure to reach out to the residents that need employment and skills support for a better future.
Implement ‘Plan on a Page’ and re-develop website	A blended and responsive approach to community and digital engagement	Information must be relevant, community friendly and attractive to ensure residents engage, feel valued and supported.

6. REASONS:

6.1 The Employment and Skills ‘Plan on a Page’ has been developed to provide a clear and concise overview of the Team’s purpose, offer and vision. The plan draws together the consistent aims and objectives from the Team’s diverse range of projects, programmes and activities whilst retaining the bespoke and specialist support provided through the individual projects.

6.2 The Team restructure has provided accessible and strong leadership and management to all staff and effective financial management of projects and programmes within the service area to ensure effective project performance and compliance with funding criteria and audit requirements.

6.3 The Team presently have limited resources and infrastructure for engaging and communicating with businesses in Monmouthshire in an effective manner. Subscription to the Evolutive Management system will:

- Serve as the primary local business information database for the Authority;
- Improve efficiency and capacity when liaising with businesses;
- Capture both business and participant information to enable a ‘job matching’ process.

6.4 The current website format on the Monmouthshire County Council website does not allow content such as events calendars, media, and videos. This limits information the Team can present and is currently not attractive and user friendly. A re-development of the Team’s website is essential to improve digital engagement, increase enrolments in qualifications and training and ultimately ensure the Team provide the most current employment and skills information.

6.5 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 recognise the need to continue to address individual and local need, through a regional approach in order to improve efficiency, sustainability and collaborative expertise and knowledge. The Team will be taking

part in a series of regional workshops to illustrate the local picture ensuring the Team are equitably resourced for the future.

- 6.6 If successful, the CELT Community Renewal Fund bid will provide an entry into the UK Shared Prosperity Fund and will enhance the Team's offer to residents by centralising the 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 Governments Employability Plan.

7. RESOURCE IMPLICATIONS:

- 7.1 Outline cost of £2,000 for redevelopment of the Employment and Skills Website including ongoing maintenance and hosting. This will be funded through existing project budgets.
- 7.2 Evolutive business management system will cost £4890 per annum for the core system with additional costs dependent on user requirements, to be funded through existing project budgets and service area collaboration.

8. CONSULTEES:

Economy and Development Select Committee
Children and Young People Select Committee
DMT – Enterprise
Frances O'Brien – Chief Officer for Enterprise
Cath Fallon – Head of Enterprise and Community Animation

9. BACKGROUND PAPERS:

- *Draft Employment and Skills Plan on a page (Appendix 1)*
- *Employment and Skills Structure (Appendix 2)*
- *Project Update 2021-22 (Appendix 3)*
- *Future Generations Evaluation (Appendix 4)*
- *Employment and Skills Presentation (Appendix 5)*

10. AUTHOR:

Hannah Jones - Strategic Lead for Employment and Skills

11. CONTACT DETAILS:

Email: hannahjones@monmouthshire.gov.uk

Employment & Skills: Our Plan on a Page 2021

OUR PURPOSE

We want 'your' Monmouthshire to be a place where you feel supported, provided an opportunity to access the education, employment and skills you need to thrive throughout your working life.

OBJECTIVES

Our plan sets out how our Employment and Skills Team intend to support individuals of working age progress by gaining the skills our economy needs:

This will be achieved by:

- Being more creative with our Social Media making it easier more engaging for you
- Keeping active within the community through our employment programmes
- Actively seeking future funding opportunities to ensure we can provide the best possible services
- Continuing our work within schools supporting those who need it most ensuring they have the same learning opportunities as their peers and are not left behind
- Working to support Young People affected by Homelessness or at risk of becoming homeless
- Increasing the range of qualifications, we offer meeting local community and business needs
- Offering opportunities to up skill or retrain, tailoring to meet both yours, your employer and future employer expectations.
- Creating apprenticeship, graduate and internship posts to meet skills gaps within the local authority and surrounding business community.

OUR VISION

Through working with our communities, we will create an Employment and skills support network that will meet the expectations and needs that you and our local businesses deserve, further establishing Monmouthshire as one of the best places in the country to live, learn and work.

EMPLOYABILITY SUPPORT

- Address personal and social barriers to work
- Intensive tailored support
- Gain valuable job search and job applications support
- Building and improving CVs
- Improve interview techniques and mock interviews
- Support into work and in work

SKILLS AND TRAINING SUPPORT

- Re-train or upskill to match employment opportunities
- Gain transferable skills or re-skill
- Address Individual Skills
- Vocational training courses including Level 2 health and safety, food hygiene, personal license holders

SPECIALIST SUPPORT

- Individual mentoring, Advice and guidance
- Mental health and wellbeing support
- Advocacy support for 16 -25 year old at risk of becoming homeless
- Access to a range of specialist services

WHAT HAVE WE BEEN DOING?

To date, our Employment and Skills Team have engaged with 1,540 Monmouthshire Residents aged 11+.

Our employability projects have supported 214 participants aged 16+ into employment.

School based projects have supported 694 young people aged 11-18

Through our skills and qualification support for participants aged 16+, we have supported 168 participants.

Our Compass project, supports young people 11-25 facing difficulties with housing and homelessness, has supported 67 participants into more stable housing or specialist support services.

Additionally our Employment and Skills Team have worked to create opportunities within Monmouthshire County Council through the Apprenticeship Graduate and Internship (AGI) scheme.

- Recruited 20 new Apprentices
- Approximately, 168 staff within MCC have signed up to apprenticeships to increase their qualifications/up-skill, 85 of these being higher level apprenticeships (Level 4/5).

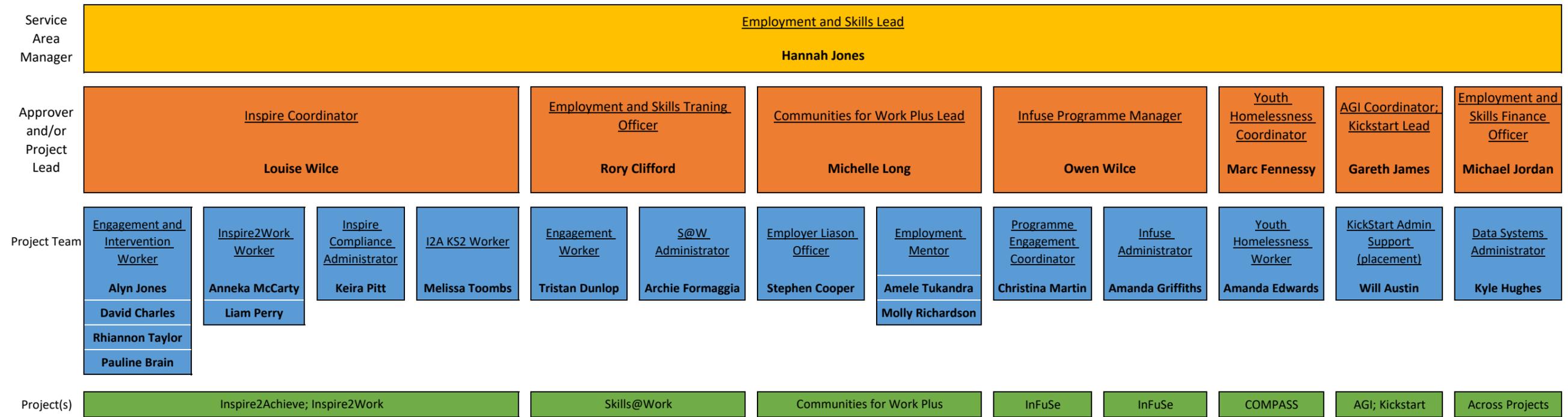
Successful with a bid to deliver the UK Governments Kickstart Scheme creating 108 opportunities for participants 16 - 24 in receipt of Universal Credit

Click on the social media icons below for more information and updates:



APPENDIX 2

EMPLOYMENT AND SKILLS TEAM STRUCTURE



APPENDIX 3

Employment and Skills Team Projects Overview (2021-22 Financial Year)

- Forecast project costs are inclusive of Grant Income and any associated Match Funding
- Total Project cost includes joint beneficiary costs where MCC is the lead
- FTE Staff based on all currently vacant posts being filled

Project	Purpose	Targets/Outputs	Progress to Date (from April 21)	Total Project Cost 2021-22 (Grant Funding Sources)
Infuse (EW and WWV)	To develop new innovation skills and capacity within the 10 local authorities in CCR by tackling regional public service challenges.	40 Participants enrolled on programme. 10 LA's Engaged. Peer network and community created. Case Studies produced. New methods explored.	19 Participants enrolled on programme 10LA's engaged Network created on Microsoft Teams 2 Case studies produced	£1,150,379 (European Social Fund) [Lead for Regional Operation]
Inspire2Achieve	To work with young people identified as most at risk of becoming NEET (not in education, employment or training).	180 participants enrolled 37 achieving a qualification 35 entering further education/training 54 at reduced risk of NEET	67 participants enrolled 43 achieving a qualification 0 entering further education/training 45 at reduced risk of NEET	£328,993 (European Social Fund, Youth Support Grant)
Inspire2Work	To work with young people 16-24 years old, who have been identified as not engaged in education, employment or training.	87 participants enrolled 24 achieving a qualification 8 entering further education/training 20 entering employment	16 participants enrolled 12 achieving a qualification 0 entering further education/training 19 entering employment	£248,506 (European Social Fund, Youth Support Grant)
Communities for Work Plus	Provide employability support to Monmouthshire residents at risk of poverty	150 participants enrolled 75 participants enter employment of 16hrs or more	<ul style="list-style-type: none"> • 41 clients enrolled • 21 job outcomes 16+ hrs • Elearning to 9 participants • Social media Video - "A Summer to remember" 	£150,000 (Children & Communities Grant) £114,366 (WG Additional CfW+ Allocation)

Skills@Work	Provide opportunities for those in work Monmouthshire residents who are looking to upskill, change career or after some general employability support	103 enrolled 120 to achieve qualifications	58 enrolled as of August 21 40 qualifications achieved as of August 21	£135,736 (European Social Fund)
Compass & Youth Support Grant Activity	Compass aims to identify and support young people aged 11-25 that are at risk of homelessness or have become homeless; to support each in achieving and maintaining a stable and safe home environment and sustainable level of independence.	25 X KS3-4 pupils identified and to receive support. 40 X 16–25-year-olds identified and to receive support. Staff Homeless Awareness Development & Training 5 X Training Opportunities to be offered to Partners Continued expansion of professional collaborations as required.	36 x KS3-4 pupils supported or still receiving support (36 Risk of Homelessness) 12 x 16-25s supported or still receiving support (11 Risk of Homelessness, 1 Homeless) 2 x Post 25s supported or still receiving support (1 Risk of Homelessness, 1 Homeless)	£150,000 approx.
KickStart	Provides funding to employers to create job placements for 16 to 24 year olds on Universal Credit.	Creation of 86 job placements (45 MCC; 41 external organisations) Additional applications for placements or to act as gateway open until June 2022. Option to extend depending on internal and business community needs.	Job opportunities now created stands at 107 (although this figure changes regularly due to DWP attrition exercises and sometimes circumstances of employers). 14 opportunities have been filled with several others pending. DWP will start to see relaxation in house now which means we may start to see our employability projects working more closely with participants at point of referral.	£141,300 (DWP KickStart) [Gateway for 45 internal placements and 41 external] These numbers will increase as further work is progressed within the authority.

Non-project Staff	<p style="text-align: center;">Employment and Skills Lead Apprentice Graduate and Intern Coordinator</p>		<p>Since April MCC has brought in 4 new apprentices, 3 new Kickstart placements and 1 new graduate into a range of different settings. For tracking and Monitoring purposes we have now arranged with Systems and Data for AGI's and Kickstart participants to have unique prefix's for ease of running reports: Apprentice – APP Graduate – GRD Kickstart – KSTART Reports will be run on a monthly basis.</p>	-
Employment & Skills Total				£2,419,280

APPENDIX 4



monmouthshire
sir fynwy

Integrated Impact Assessment document (incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p>Name of the Officer completing the evaluation</p> <p>Hannah Jones</p> <p>Phone no: 07738 340 418</p> <p>E-mail: HannahJones@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <ul style="list-style-type: none"> To present an update on the projects, programmes and other activities being delivered by the Employment and Skills Team including progress to date, performance against targets, finance and resource implications, success stories and challenges. To consider the community focussed draft Employment and Skills 'Plan on a Page' (Appendix 1) and proposals to re-develop the Team's web presence.
<p>Name of Service area</p> <p>Employment and Skills – Enterprise and Community Animation</p>	<p>Date</p> <p>2nd December 2021</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	We will engage with all young people and adults.	None identified.	N/A
Disability	We will meet individual needs without discrimination.	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	Employment and Skills programmes help to address any perceived barriers that might impact on a participants route into education, employment or training. Programmes have provided advice and support previously to residents who are transitioning	None identified	N/A
Marriage or civil partnership	We will ensure fairness and equity regardless.	None identified	N/A
Pregnancy or maternity	Risk assessment will be in place for pregnant women ensures all health and safety measures have been addressed. Employment and Skills 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	We will ensure equity of opportunity regardless of race.	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?
Religion or Belief	We will offer opportunities that will take into account peoples' religion and religious beliefs.	None identified	N/A
Sex	We will offer opportunities that will take into account individual needs regardless of sex.	None identified	N/A
Sexual Orientation	We 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 support young people and adults across Monmouthshire to upskill, tackle barriers in their education, employment or training journey. We will support the reduction of 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
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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
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>We will adhere to the Welsh Government Welsh Language Policy. We will aim to provide bilingual learning opportunities if there is a need. Qualifications delivered through the programmes are available bilingually if needed.</p>	<p>None Identified</p>	<p>N/A</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Opportunities to upskill are offered to the staff team as part of CPD. This is reviewed in line with supervision and CICO processes. Recruitment follows the MCC Safer Recruitment Processes and Welsh Language assessment.</p>	<p>None identified</p>	<p>N/A</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>All employment and Skills advertising is through the medium of English and Welsh including, twitter, facebook and website transactions</p>	<p>None identified</p>	<p>N/A</p>

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>Employment and Skills continue to use resources in the best way to support young people and adults in achieving sustainable employment, improving skills levels and increasing earnings potential in the future.</p>	<p>We will work with Managers to develop new higher-level apprentice and graduate opportunities and opportunities for existing staff.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>We will strive to maintain biodiversity and ecosystems in our working environment such as waste, recycling, minimize energy usage and efficient use of such resources, whilst also raising awareness of environmental issues and healthy lifestyles. Work around this theme is core part of the qualifications delivered across some of our programmes.</p>	<p>Since March 2020, staff team have worked from home as much as possible therefore significantly reducing the carbon footprint.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Young people and adults' physical and mental wellbeing can be a barrier to education training and employment. Our support continues to remain high and consistent. We refer clients to specialist support services at the point of concern and maintain contact through.</p>	
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The website redevelopment will be community friendly, attractive and flexible to local need. Communities for Work Plus (CfW+) IT loan scheme has proved invaluable for training and employment support. All 10 chrome books have</p>	<p>To ensure the Employment and Skills team continue to focus on encouraging community cohesion as one of its social drivers.</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?
	been loaned out and 3 job outcomes have been achieved from the scheme	
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Qualifications delivered across our programmes incorporate tasks focused on social, economic and environmental wellbeing.	Any decisions taken will take into account global wellbeing as part of the day to day processes.
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	All our marketing publications and printed literature will continue to be available bilingually where appropriate. We will conform to the Welsh Language Legislation Welsh Language Wales Measure 2011 and accompanying welsh language standards	
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The Employment and Skills team will continue to effectively engage and provide support for young people and adults regardless of ethnic origin, gender, disability sexual orientation or religion to ensure all actively participate in and benefit from their apprenticeship opportunity.	All our policies and procedures are guided by the current local and national equal opportunities guidance and legislation.

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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The proposal is well-aligned to a long-term way of working: 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. .</p>	<p>The proposal seeks to continue to raise young people’s and adults work aspirations for the future; increase skill levels and employment opportunities with the potential to earn a higher income.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The proposal is well aligned to a collaborative way of working. The proposal relies on the Employment and Skills teams programmes working effectively with stakeholders and partners to achieve successful outcomes for young people and adults.</p>	<p>The Employment and Skills Team offer services within the community working with partners to the benefit of our citizens.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The plan on a page will provide community focussed information directing residents to our points of contact to access our support. It will also seek their views on individual and local employment and skills needs and respond accordingly. We will continue to evaluate the programmes through a number of methods including exit questionnaires and annual consultation. ESF projects will also participate in and support the Regional ESF evaluations for each programme (I2A, I2W and Skillas@Work).</p>	<p>We will be carrying out an evaluation of our ESF projects over the next 12 months as ESF draws to end to ensure our future delivery model is the best it can be for our young people and adults.</p>

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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The proposal is also well-aligned to a preventative way of working: -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,- 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.</p>	
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Employment and Skills contributes to the wellbeing goals and staff demonstrate and understand their input into the wellbeing goals whilst also considering the impact. The proposal is also well-aligned to an integrated way of working:</p> <p>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.</p>	

6. Council has agreed the need to consider the impact its decisions has 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?

<p>This report is founded upon following:</p> <p>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.</p>
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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 Employment & Skills Plan on a Page.		Hannah Jones
Continue to deliver projects, programmes and other activities being delivered by the Employment and Skills Team working towards achieving performance against targets.		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
	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		

Employment & Skills Update

CYP Select Committee

2nd December 2021



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Employment & Skills Presenters

- Hannah Jones - Strategic Lead for Employment and Skills
- Melissa Toombs - Year 6 Transition
- Marc Fennessy - Compass Coordinator
- Louise Wilce - Inspire Coordinator/Engagement & Progression



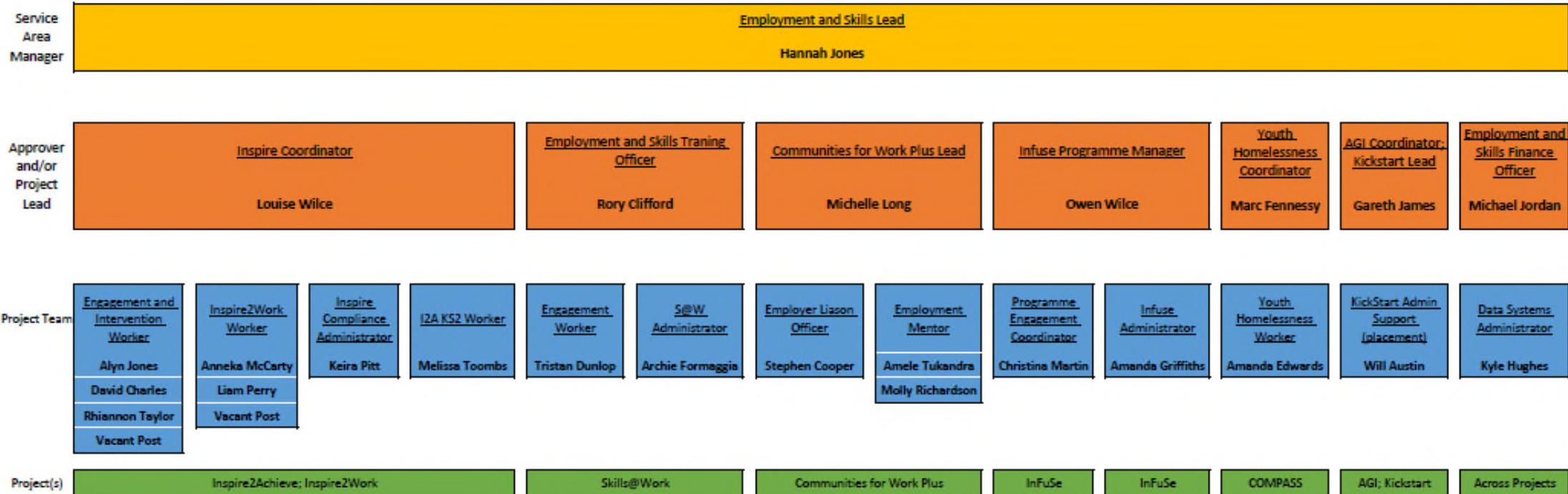
Employment & Skills Team

- Employment and Skills aims to support children, young people and adults to engage in education, training and employment.
- We will provide the opportunity to gain new skills, retrain, upskill and achieve the right qualifications for future career aspirations.
- We will develop and support apprenticeship, graduate jobs and internships across the authority.
- We will work with our most vulnerable offering appropriate interventions for a safe, prosperous and healthy life.
- We aim to work with our local businesses, employers and communities on a local and regional basis providing innovative pathways to thrive and succeed.



Employment & Skills Team Structure

EMPLOYMENT AND SKILLS TEAM STRUCTURE



Compass aims to identify and support young people aged 11-25 that are at risk of homelessness or have become homeless to support each in achieving and maintaining a stable and safe home environment; a sustainable level of independence and personal wellbeing.

Funded until **June 2022**

Delivery Team:

- Marc Fennessy
- Amanda Edwards

Focus:

- Needs led support
- Prevention of homelessness aged 11-25
- Multi Agency Networking
- Advocating for young people

Working Alongside:

Social Services

Housing Options Team

Housing Authorities

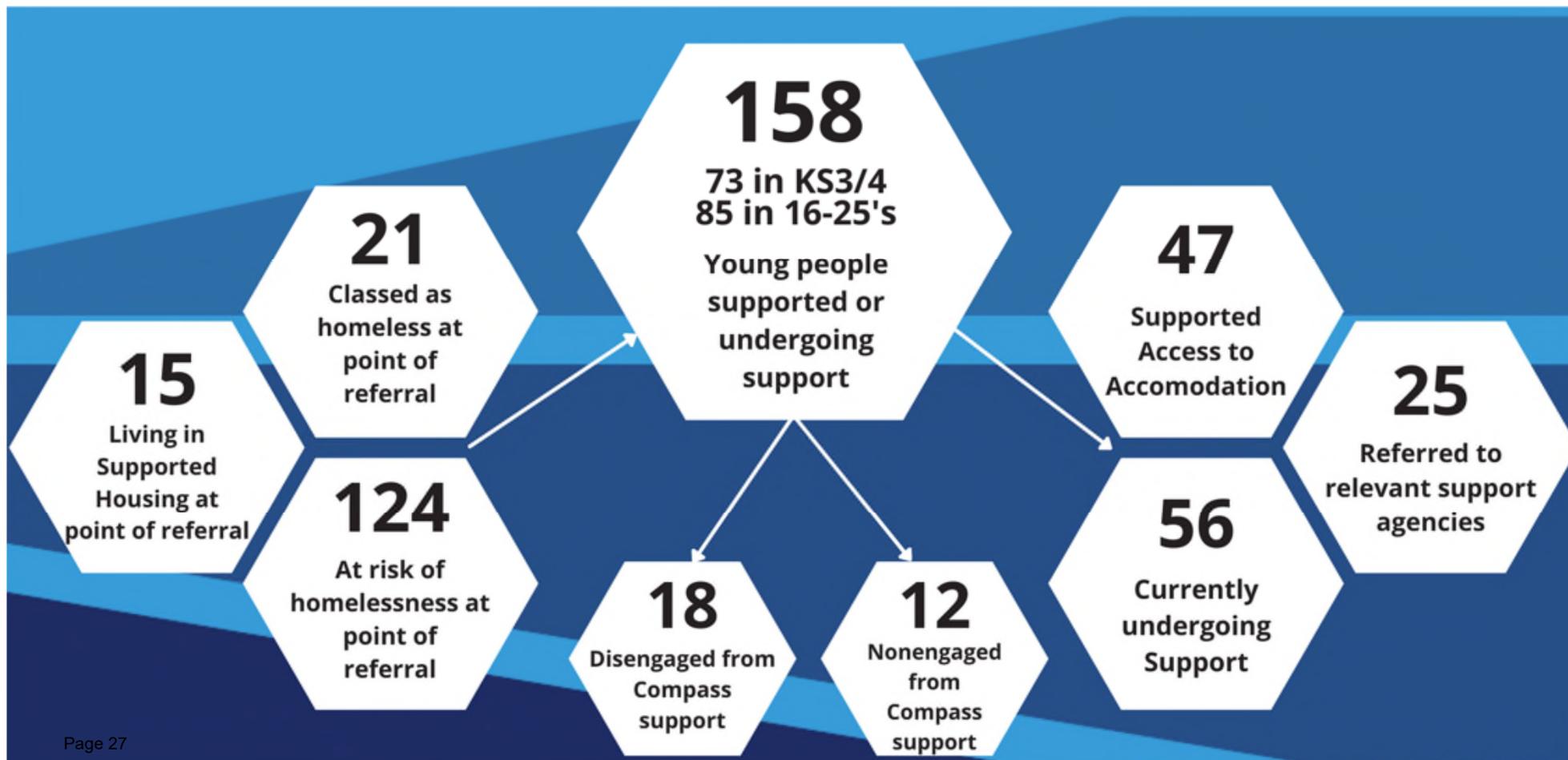
Job Centers

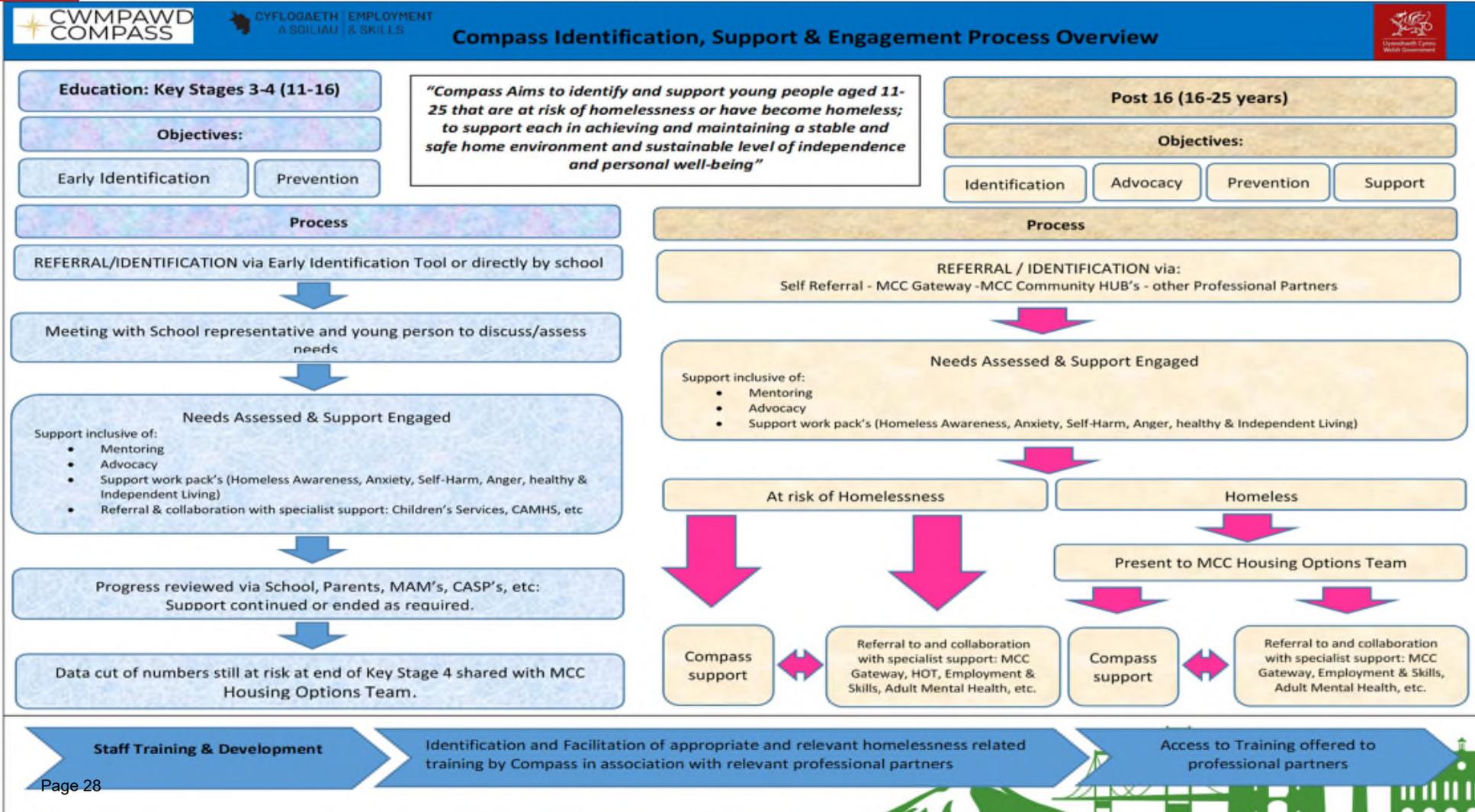
Charities

Third Sector



Overall Enrolments & Outcomes





Homelessness Prevention

Housing Transition

Independent Living Skills

Mental and Emotional Well-Being

Family Relationship Support

Managing Finances

Pre-Tenancy Support

Employment Support

Support while NEET

Project Support



To support young people in Year 6 who are identified as at risk of becoming NEET from an early age by providing emotional and behavioural support .

Funded until **December 2022**

Numbers of Year 6 into 7 children to be supported during transition this academic year 21/22.

Chepstow - 10

Caldicot - 42

King Henry VIII - 43

Monmouth - 36

KS2/3 Transition

Focus:

Early Intervention Tool

Needs led support

Attendance, Wellbeing and Behaviour improvement focus

Transition support through first term

ELSA/THRIVE Intervention

Networking

School Clusters

Early Help Panel

PRS

Multi-agency meetings.



Ysbrydoli Gyflawni Inspire Achieve

To support young people aged 8-18 who are identified as at risk of becoming NEET (not in education, employment or training (NEET) in Monmouthshire.

Funded until **December 2022**

Delivery Team :

- Louise Wilce (Co-ordinator)
- Rhiannon Taylor (King Henry)
- Alyn Jones (Monmouth)
- Dave Charles (Caldicot)
- Pauline Brain (Chepstow)
- Melissa Toombs (KS2)
- Keira Pitt (Admin/Compliance)

Enrolments & Outcomes Q22

- Total Young People supported since Apr 2016 – 727 (721)
- Year 11's into Education/Training – 166 (165)
- Qualifications Achieved – 217 (198)
- Participants at Reduced Risk of NEET - 372 (335)

Focus:

- Needs led support
- Qualifications - BTEC Workskills/Personal & Social Development with Year 10/11
- Support to improve Attendance, Attainment, Behaviour, Wellbeing
- Support with Post 16 destination transition

College Course Uptake

Multi-Skills (Construction)

Childcare

Hair & Beauty

Animal Care

Health & Social



To support young people aged 16-24 who are not in education, employment or training (NEET) in Monmouthshire.

Funded until **December 2022**

Delivery Team :

- Louise Wilce (Co-ordinator)
- Anneka McCarty (Engagement)
- Liam Perry (Engagement)
- Keira Pitt (Admin)
- Vacancy

Enrolments & Outcomes – Q19

- Total Young People supported since Apr 2017 – 324 (387)
- Participants into Education/Training – 46 (70)
- Qualifications Achieved – 67 (92)
- Participants into employment - 125 (112)

Focus:

- Needs led support
- Qualifications
- Employment Support – Job Search, CV/Job Applications
- Education/Training - College, Work Based Learning, Apprenticeship opportunities

Employment Sectors Entered

Business Admin	Labouring
Hospitality	Retail
Childcare	Logistics

Courses Entered

Multi-Skills	Animal Care
Childcare	Health & Social
Business Admin	Art & Creative Media



NEET Figures 2016-2020

	Year 11	Year 12	Year 13
2016	16 (2.0%)	6 (1.3%)	8 (1.9%)
2017	10 (1.4%)	7 (1.4%)	8 (2.1%)
2018	12 (1.6%)	2 (0.5%)	6 (1.4%)
2019	10 (1.3%)	4 (1.0%)	5 (1.3%)
2020	11 (1.4%)	7 (1.5%)	14 (3.9%)

Areas for Development:

- ISP with English Colleges
 - Hereford 6th Form
 - Hereford Arts
 - Hereford
 - Gloucester
 - Filton
- Align NEET Strategy with ALN Protocol
- Review processes for vulnerable groups.

Our NEET strategy currently under review with the following partners: Careers Wales, EPC, Schools, CYP, PRS



Challenges

- Participant engagement
 - We have relied on traditional referral pathways (job centre, partners)
 - Develop alternative referral pathways (digital, social media, website)
 - Increased community based outreach
- Business Engagement
 - Reaching business in Monmouthshire
 - Developing a base of business contacts
 - Build relationships with businesses to create employment opportunities for clients/participants
 - Identifying skills gaps and skills needs
 - How can we meet local skills needs?
- Sustainability of funding
 - End of WEFO Funding / European Social Fund for Skills@Work, Inspire2Achieve and Inspire2Work in 2022 (approx. 350k per annum)
 - Annually awarded grants such as Communities for Work Plus (Children and Communities Grant), Compass (Youth Support Grant)
 - Exploring future funding opportunities under the Cardiff Capital Region (CELT, UK Prosperity Fund)
- Loss of expertise / specialist knowledge
 - Staff uncertainty around project renewal and end of fixed term contracts
 - Equipping staff with transferable skills and qualifications
 - Supporting staff to pursue their career ambitions
- Employment and skills opportunities for young people
 - Employing local young people for local jobs
 - Creating more opportunities within the local authority for apprentices, graduates and interns
- Future Economy
 - Understanding future skills needs within Monmouthshire and responding to those needs
 - Transport networks and decarb agenda



Employment & Skills Team

Our Vision : (FUTURE DEVELOPMENTS)

- Early intervention and prevention
- Delivering flexible employability support as close as possible to our citizens
- Supporting the current workforce to restart or reskill following unemployment or furlough
- Harnessing the potential of lifelong learning to grow our digital, advanced engineering and green skill base and support the foundational economy to thrive
- Driving opportunities for our young people to train, work and live in the county
- Understanding and responding to future skills needs
- Digital engagement, connection, inclusion and blended learning
- Regional and national collaboration – CCR/Regional Skills Partnership



Employment & Skills: Our Plan on a Page 2021

OUR PURPOSE

We want your Monmouthshire to be a place where you feel supported, provided an opportunity to access the education, employment and skills you need to thrive throughout your working life.

OBJECTIVES

Our plan sets out how our Employment and Skills Team intend to support individuals of working age progress by gaining the skills our economy needs:

This will be achieved by:

- Being more creative with our Social Media making it easier more engaging for you
- Keeping active within the community through our employment programmes
- Actively seeking future funding opportunities to ensure we can provide the best possible services
- Continuing our work within schools supporting those who need it most ensuring they have the same learning opportunities as their peers and are not left behind
- Working to support Young People affected by Homelessness or at risk of becoming homeless
- Increasing the range of qualifications, we offer meeting local community and business needs
- Offering opportunities to up skill or retrain, tailoring to meet both yours, your employer and future employer expectations.
- Creating apprenticeship, graduate and internship posts to meet skills gaps within the local authority and surrounding business community.

OUR VISION

Through working with our communities, we will create an Employment and skills support network that will meet the expectations and needs that you and our local businesses deserve, further establishing Monmouthshire as one of the best places in the country to live, learn and work.

EMPLOYABILITY SUPPORT

- Address personal and social barriers to work
- Intensive tailored support
- Gain valuable job search and job applications support
- Building and improving CVs
- Improve interview techniques and mock interviews
- Support into work and in work

SKILLS AND TRAINING SUPPORT

- Re-train or upskill to match employment opportunities
- Gain transferable skills or re-skill
- Address Individual Skills
- Vocational training courses including Level 2 health and safety, food hygiene, personal license holders

SPECIALIST SUPPORT

- Individual mentoring, Advice and guidance
- Mental health and wellbeing support
- Advocacy support for 16 -25 year old at risk of becoming homeless
- Access to a range of specialist services

WHAT HAVE WE BEEN DOING?

To date, our Employment and Skills Team have engaged with 1,540 Monmouthshire Residents aged 11+.

Our employability projects have supported 214 participants aged 16+ into employment.

School based projects have supported 694 young people aged 11-18

Through our skills and qualification support for participants aged 16+, we have supported 168 participants.

Our Compass project, supports young people 11-25 facing difficulties with housing and homelessness, has supported 67 participants into more stable housing or specialist support services.

Additionally our Employment and Skills Team have worked to create opportunities within Monmouthshire County Council through the Apprenticeship Graduate and Internship (AGI) scheme.

- Recruited 20 new Apprentices
- Approximately, 168 staff within MCC have signed up to apprenticeships to increase their qualifications/up-skill, 85 of these being higher level apprenticeships (Level 4/5).

Successful with a bid to deliver the UK Governments Kickstart Scheme creating 108 opportunities for participants 16 - 24 in receipt of Universal Credit

Click on the social media icons below for more information and updates:



Any questions?

