

# Employment and Skills Board

## 20<sup>th</sup> February 2024

	Agenda Item	Lead	Timing	Papers/ Presentation
<b>Part 1 – Governance Items</b>				
1.	Welcome, Apologies and Introductions	Chair	5 mins	Verbal
2.	Minutes and Action log	Chair	5 mins	Paper
3.	Work Programme (Employment and Skills Committee Forward Plan Agenda)	All	5 mins	Paper
4.	Governance and Membership Review	Melissa Gresswell	5 mins	Verbal Update
<b>Part 2 – Delivery</b>				
5	DWP Update: <ul style="list-style-type: none"> <li>Unemployment data and trends</li> </ul>	Julia Nix (presented by Melissa Gresswell)	15 mins	Presentation and Discussion
6	Delivering on the Local Skills Improvement Plan (LSIP)	Adeline Winshaw and Laura Guymer	20 mins	Presentation and Discussion
7	Good Work Charter	Laura Guymer	20 mins	Presentation and Discussion
8	Shaping an Internship Offer	Nicola March	25mins	Presentation and Discussion
9	Skills Bootcamps 2024-25 Financial Year	Melissa Gresswell	10 mins	Discussion



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# **Welcome, Introductions and Apologies**

## **Chair**



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# **Minutes and Actions Log**

## **Chair**



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# **Work Programme (Forward Plan)**

**All**



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# **Governance Update**

**Melissa Gresswell (CPCA)**



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# **DWP Update**

**Julia Nix**

# UNEMPLOYMENT DATA AND TRENDS

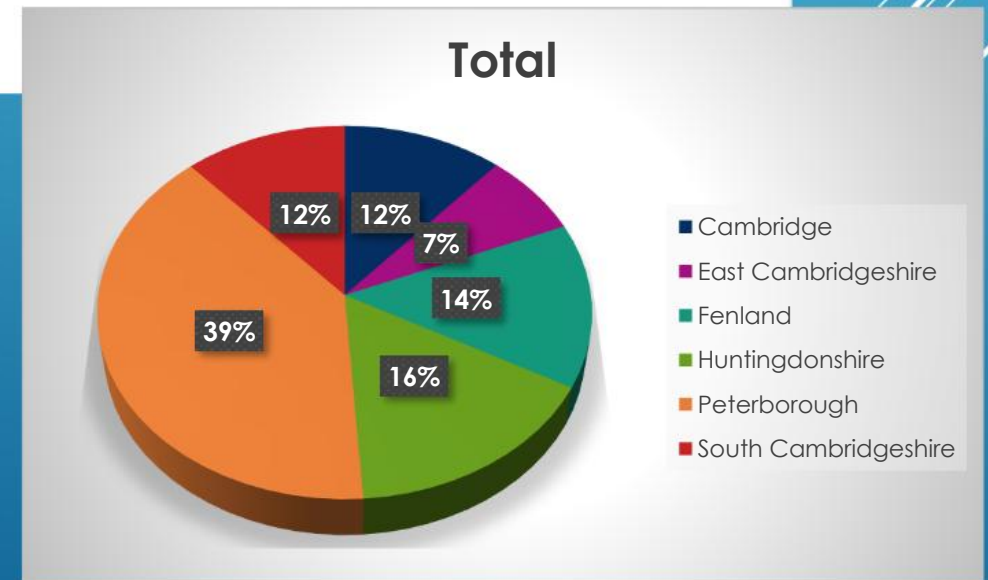
Julia Nix, Department for Work and Pensions

20 February 2024

A series of several parallel white lines of varying thicknesses, slanted diagonally from the bottom left towards the top right, set against a blue gradient background.

	Searching for work	Working - with requirements	No work requirements	Working - no requirements	Planning for work	Preparing for work	Total
Cambridge	1,974	1,251	2,966	1,867	135	497	8,693
East Cambridgeshire	946	701	1,903	1,555	85	296	5,483
Fenland	2,135	1,457	3,584	2,543	256	754	10,729
Huntingdonshire	2,145	1,632	4,157	3,223	208	753	12,114
Peterborough	6,985	4,999	8,837	6,484	662	1,862	29,835
South Cambridgeshire	1,648	1,138	3,045	2,425	153	420	8,834
<b>Total</b>	<b>15,829</b>	<b>11,178</b>	<b>24,498</b>	<b>18,091</b>	<b>1,501</b>	<b>4,578</b>	<b>75,689</b>

# CLAIMANT COUNT FIGURES





## Unemployment Rate - aged 16-64

Location	%
Cambridge	5.7
East Cambridgeshire	3.0
Fenland	4.0
Huntingdonshire	3.3
Peterborough	6.0
South Cambridgeshire	6.2
East Anglia	4.4
United Kingdom	3.8

# UNEMPLOYMENT RATES



### Sector-based Work Academy Programme

A way to create a skilled work force for your business. The individual gets access to pre-employment training tailored to your business needs, a work experience placement and a guaranteed interview over a period of up to six weeks. This is a great way to help you meet your immediate and future recruitment needs. [Link](#)



### Work Place Experience

Interested in helping someone return to work? Why not think about offering an unpaid Work Experience placement? Not only will it give the person the chance to develop and grow it is also a fantastic way for you to identify possible candidates for any future vacancies.



### Mentoring Circles

Would you like to become involved in making a difference to a young jobseeker? Mentoring circles offers an opportunity for you to inspire young people within the community. The Mentoring Circle model comprises of three meetings in which your business will lead and share insight and information with mentees. Each session lasts two hours and is spread over three weeks. The total time commitment is 6 hours and each session will be of the same group of 8-10.



### Work Trials

If you are not sure about if a candidate is suitable why not 'try before you buy' by offering a [work trial](#) to a candidate. If you have a specific vacancy that you are trying to fill, a work trial would be offered on a non-competitive basis – at the end of the trial if both parties are happy then the job is theirs.



### Access to Work

A grant-based award for practical support to help someone do their job. This can help people stay in work if they are facing barriers because they have a long-term health condition or disability. Grants can be given to individuals to a maximum of £60,000. If you have an employee who may need support or advice about staying in their job with a disability or long-term health condition, encourage them to find out more about [Access to Work](#).



### Disability Confident

As an employer you could make a real difference to disabled people by becoming an employer that embraces disability, and ensures individuals reach their full potential. This will help your workforce become engaged, loyal and more productive. Our Employer Advisors can speak to you further about how you can be recognised as a [Disability Confident](#) employer.



### Apprenticeships

A fantastic way to grow your own workforce. There are payments available for employers who hire new apprentices – £2,000 for those aged under 25, and a £1,500 payment for each new apprentice you hire aged 25 and over, from 1st August 2020 to 31st January 2021. These payments will be in addition to the existing £1,000 payment the government offers those aged under 25 years of age. [Link](#)



### Traineeships

Offering a 3 to 6 month work placement to a young person on a [Traineeship](#) would secure you up to £1000 of funding and would provide them with the experience they need to add to their CV and progress into a job. They will also participate in a training programme and might already be qualified at level 3 and below.



### Internships

These work based placements can be offered when positions require a higher level of qualification than other forms of work experience. They are often associated with gaining experience for a professional career. This could enable you to source your future candidates to help your business grow. [Link](#)



### Small Business Leadership Programme

The [Small Business Leadership Programme](#) supports senior leaders to enhance their business's resilience and recovery from the impact of COVID-19. It helps small and medium-sized businesses to develop their potential for future growth and productivity. Participants develop strategic leadership skills and the confidence to make informed decisions to boost business performance.

The fully-funded 10 week programme is delivered online by small business and enterprise experts by world leading business schools accredited by the Small Business Charter (SBC), and supported by the Department for Business, Energy & Industrial Strategy.

## FUTURE EVENTS

- ▶ 28 February: Cambridge: Multi Sector Jobsfair
- ▶ 7 March: Stansted Airport Academy Jobsfair
- ▶ 20 March: Cambridge: Emergency Services Jobsfair
- ▶ 28 March: Peterborough: Multi Sector Jobsfair



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# **Delivering on the Local Skills Improvement Plan**

**Adeline Winshaw**



Cambridgeshire  
Chambers of  
Commerce

# Local Skills Improvement Plan

Update January 2024

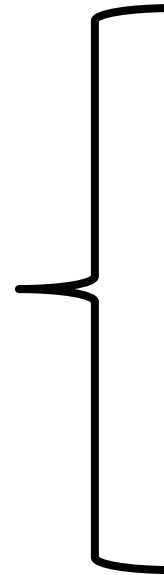


# Cambridgeshire and Peterborough's LSIP



The Local Skills Improvement Plan (LSIP) was approved in August 2023. It focused on four key sectors for the region - as well as the impact of two cross-cutting themes:

- **Advanced Manufacturing**
- **Life Sciences**
- **Argi-tech**
- **Digital and IT**



**Green / net zero skills**

**Digitalisation of jobs**



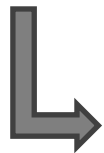
# Cambridgeshire and Peterborough's LSIP



Cambridgeshire  
Chambers of  
Commerce

The plan addressed a number of sector-specific issues, as well making recommendations around key themes that impact all industries:

- **Commitment to collaboration:** Regional collaboration for taking forward the actions/changes
- **Skills brokerage services:** Delivery of and signposting to a range of business services.
- **Careers information:** A consistent and regional approach to career information
- **Communications:** An approach for simplifying the skills system



## **Local Skills Improvement Fund:**

- Provided by the Department of Education to education providers
- Enables actions in response to the LSIP recommendations
- Brought £2.5 million of funding into the region



# The Chamber's role



As the Employer Representative Body, the Chamber isn't funded to deliver any of the actions in the LSIP, but to continue leading the skills conversation via:

## Keeping the LSIP under review:

- Keeping up to date with any significant changes in employer skills needs
- Reporting annually on progress made by stakeholder across the region and highlighting action still yet to be taken.

## Supporting stakeholders to take action:

- Engaging stakeholders of all kinds to highlight LSIP recommendations
- Support education and training providers to understand and act on employer skills needs

## Galvanising employers to engage

- Supporting employers to understand the skills system
- Encouraging employers to engage in education and training

# What's next?



We will be publishing an annual report on the progress of the LSIP in June 2024 and again in June 2025.

We will be keeping a spotlight on the recommendations made in the LSIP, via engagement activities, case studies and informational resources. So we want to hear from stakeholders of all kinds, who are interested in skills and want to get involved!

- Reach out to the LSIP team at: [lsip@cambscci.co.uk](mailto:lsip@cambscci.co.uk)
- Or sign up to our mailing list to stay up to date with the latest activities via: [www.cambridgeshirechamber.co.uk/sectors/localskills/](http://www.cambridgeshirechamber.co.uk/sectors/localskills/)



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# **Good Work Charter**

**Laura Guymer**



**Good Work  
Charter**



# Taylor Review of Modern Working Practices (2017)



**“All work should be fair and decent with realistic scope for development and fulfilment.”**

**Fifty three recommendations: Three categories**

- **Fair and decent work – flexible and quality work**
- **Clarity for employers and workers around employment status and rights/ entitlement**
- **Fairer enforcement of employment law.**

*Do work  
you enjoy!*



# The Good Work Charter

- **Access to Good Work**
- **Fair Pay**
- **Fair Conditions**
- **Equality**
- **Dignity**
- **Autonomy**
- **Wellbeing**
- **Support**
- **Participation**
- **Learning**



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the Future of  
Work**

# What others are doing

MCA	Name of charter	Launch date
Greater London Authority	Good Work Standard	2019
Greater Manchester Combined Authority	Good Employment Charter	2019
Liverpool City Region	Fair Employment Charter	2021
North of Tyne Combined Authority	Good Work Pledge	2020
West of England Combined Authority	Good Employment Charter	2022
West Yorkshire Combined Authority	Fair Work Charter	To be launched

# Resonates with CPCA



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- **Mayoral Ambitions to create a fairer and healthier sub-region for all**
- **Aligns with the Combined Authority's Economic Growth Strategy to facilitate and enable inclusive growth across sub-regions.**



# Our Approach

- **Not just a Press Release**
- **Practical support drives change**
- **Avoids preaching**
- **Simple/ plain English**
- **No tick boxes – helps not hinders**
- **Celebration**



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# Discussion questions



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- 1. How do you think the concept of a Good Work Charter will land with employers?**
- 2. Does the name work well - or is there a better one? If so, what and why?**
- 3. Bringing the Charter to life: An example of practical support we can offer employers when they hire young people/ people with disabilities?**



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# **Shaping an Internship Offer**

**Nicola March**

# Due To Launch Spring/ Summer 2024

200 -50% match funded high quality internships, paying a minimum of the national living wage

Minimum of 16 hours per week, lasting for 13 weeks, with possibility of further employment

For Participants furthest from the labour market and currently not in employment or training

Health and social care, construction, educational/ professional, agri-tech, manufacturing, logistics, IT /digital and life sciences.

Alternative methods of recruitment without the traditional CV/ interview: including assessment task-based recruitment

# Benefits For Organisations That Offer Internships

Find new hidden talent and look at alternative methods employees can be sourced and recruited.

Recruit new staff with the available funding where it would not be financially viable otherwise.

Interns bring fresh ideas and new perspectives to the organisation, which can lead to increased productivity and innovation.

Support will be provided to help Managers mentor interns as well as other staff within their organisation

Access to the Training Needs Analysis (TNA) and Skills Brokers to enhance business growth opportunities.

# Internships Employer Journey



# Next Steps and Questions

Employer  
Consultation  
27/02/24

Provider and  
Stakeholder  
Consultation

Programme  
and Process  
Development

Internships  
Pilot for 6-10  
Employers

Internships  
Programme  
Launch



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# **Skills Bootcamps 2024-25 Financial Year**



# Wave 5 2024-25 FY

Category	Lot
Construction and the Built Environment 60 GLH	Lot 1: Construction and the Built Environment (general)
	Lot 2: Pathway to Accelerated Apprenticeships in Construction and the Built Environment
	Lot 3: Green Skills in Construction and the Built Environment
Engineering and Manufacturing 60 GLH	Lot 1: Engineering and Manufacturing (general)
	Lot 2: Pathway to Accelerated Apprenticeships in Engineering and Manufacturing
	Lot 3: Green Skills in Engineering and Manufacturing
Digital	Lot 1: Digital (general) 100 GLH
	Lot 2: Pathway to Accelerated Apprenticeships in Digital 60 GLH
Sales, Marketing and Procurement	Lot 1: Digital Marketing 100 GLH
	Lot 2: IT Technical Sales 100 GLH
	Lot 3: Pathway to Accelerated Apprenticeships in Digital Marketing 60 GLH
	Lot 4: Pathway to Accelerated Apprenticeships in IT Technical Sales 60 GLH
Creative and Design 60 GLH	Lot 1: Creative and Design – Screen production or post-production, live events production & video games production
	Lot 2: Pathway to Accelerated Apprenticeships in Creative and Design – Screen production or post-production, <a href="#">live</a> events production & video games production
Business and Administration 60 GLH	Lot 1: Project Management
	Lot 2: Pathway to Accelerated Apprenticeships in Project Management
Education and Early Years 60 GLH	Lot 1: Pathway to Accelerated Apprenticeships in Early Years
Transport and Logistics 20 GLH (exc Transport Manager 60 GLH)	Lot 1: Pathway A – Novice to CAT C
	Lot 2: Pathway B – Novice to CAT C, then C+E
	Lot 3: Pathway C – Novice to CAT C, then C+E + additional elements
	Lot 4: Pathway D – Existing CAT C upgrade to CAT C+E
	Lot 5: Pathway E – Existing HGV upgrade to ADR Packages / Tankers
	Lot 6: Pathway F – Existing HGV upgrade to ADR Tankers + PDP
	Lot 7: Pathway G – Back to Wheels Refresher into previous existing category
	Lot 8: Pathway H – Back to Wheels Refresher with upgrade to CAT C+E
	Lot 9: Transport Manager

Skills Bootcamps are now categorised by using the IfATE Occupational Map

The left image shows the Lots currently available on the DfE Skills Bootcamp DPS.

CPCA can use up to 30% of the 2024-25 FY funding (total funding £2.8mil) to commission outside of these areas, e.g. Care, Life Sciences, Leadership & Management

# Wave 5 2024-25 FY

CPCA Dynamic Purchasing System in development

In the meantime...

Open Tender Opportunity: March

Scoring, Awarding Contracts, Contract Mobilisation: April to May

Electric Vehicle Maintenance and Repair

Sustainability and Environmental Management

Civil Engineering - Groundworks

Retrofitting

Introduction to Engineering (route to a L3 Apprenticeship)

Leadership and Management

Life Sciences - Lab Technician (to be included when DPS ready)

Full Stack Web Development / Coding

Digital Marketing

Data Analysis / Data Scientist

Project Management

Introduction to Care

From the list of the left...what is missing, for your industry.

Where are the gaps in provision which link to your upcoming recruitment needs.