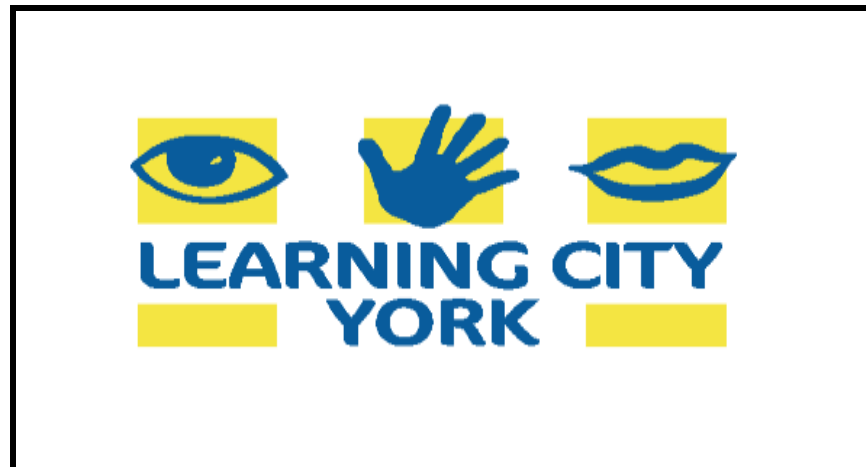


# York Learning & Skills Summit 2012 - Reaching Further -

**Better Jobs, Better Enterprise,  
Better Lives**



# Aims of Summit & Consultation

By End September.....**November**

- Refreshed learning & skills statement of need
- Refreshed strategy, ambitions to **2020**, priorities & action plan to 2015.....
- Refreshed partnership infrastructure to support delivery

# Challenges for Jobs & Growth - Now

## Strengths:

- Diverse & distinctive sectoral base
- Highly qualified resident population & strong HE assets
- 2<sup>nd</sup> highest business performance / GVA in region to Leeds
- Self-employment & start-ups ^
- High levels of employment & low levels of claimant count

## Challenges:

- Still over dependent on contracting public sector
- Lower than average jobs in private sector knowledge businesses .....under-employed graduates, taking lower level jobs.....out-commuting of high skills
- Lower productivity (GVA) per York-based job than national average , with basic & higher level skill gaps identified
- Lower than average rate of start-ups & those reaching VAT registration
- Pockets of worklessness & poverty .....^ in longer-term unemployed at all ages & women ....^ in part-time work

# Challenges for Jobs & Growth to 2020

## Forecasts:

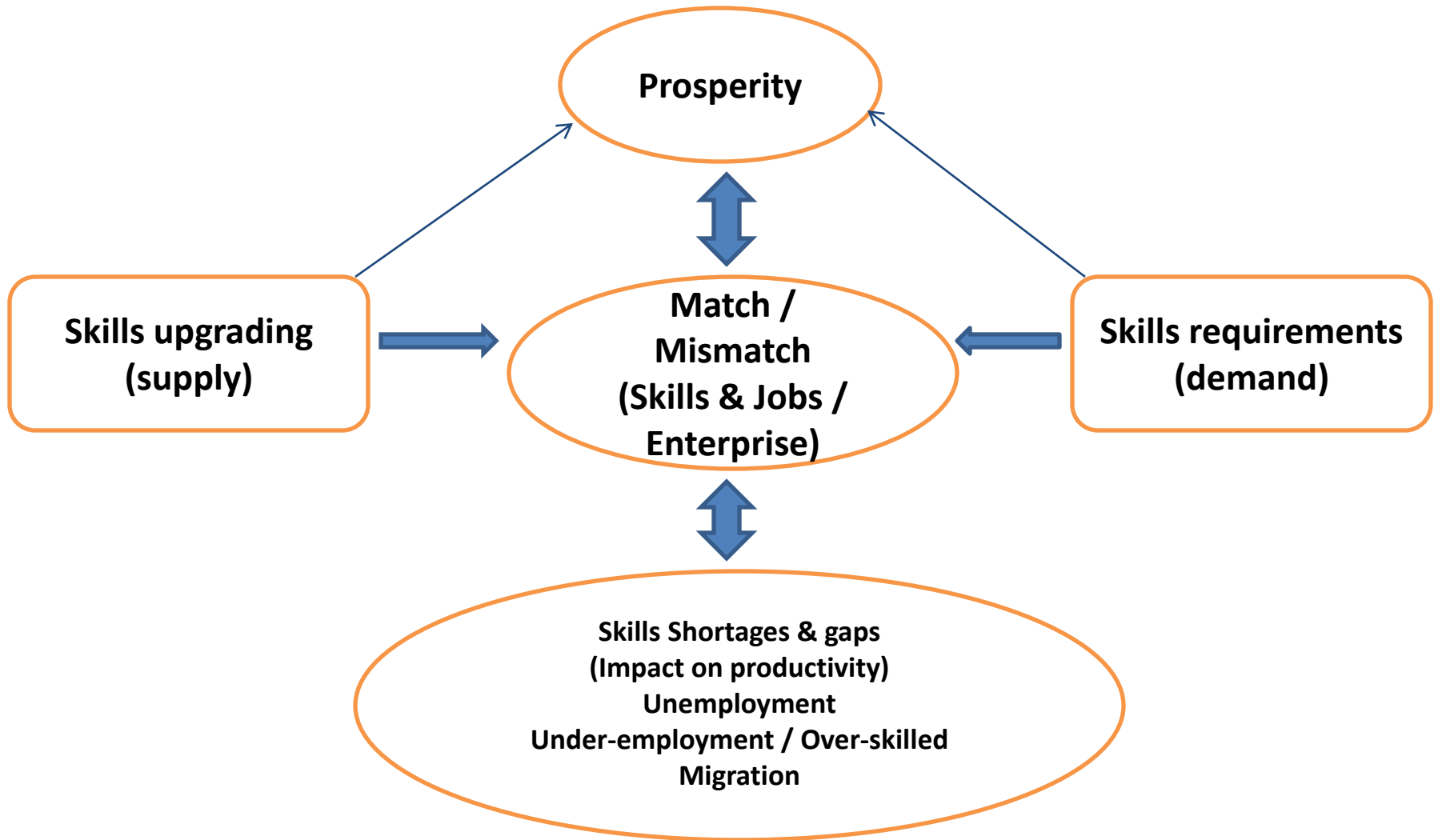
- **Economic Growth & GVA +6%** - lower than both LEPs & national averages
- **Work-based employment -2%**
- **Resident-based employment +9.1%**
- **Leeds based employment growth +9.1%**
- **Sector differences** – strong in business & professional services, health & care, hospitality & retail, ‘green / low carbon economy’; public sector & manufacturing under severe pressure
- **Occupational differences** – greatest ^ in higher skilled occupations; specific roles reflect ^ in service sectors; largest volume of jobs continue at L2
- **Replacement demand** - ageing workforce in sectors ^ & contracting
- **New entrants** – higher demand for Apprenticeships than Graduates; emphasis on work-readiness , employability & differentiation

## Needs:

- **Accelerate Transformational Investment Projects** - to stimulate economic and employment growth to +3%
- **Attract Inward Investment** - higher skilled, higher GVA jobs & companies, as well as maintaining progression through lower level entry jobs
- **Target skills, productivity & growth** needs of business base; IT/software & customer handling (all sectors, basic & high level); sector specific technical/practical ; drive innovation and exports
- **Connect people** - equip residents to compete for jobs or to be their own boss; particularly new entrants, unemployed & those facing redundancy
- **Stimulate a culture of enterprise & build entrepreneurship skills** – to support more start-ups and self-employment

# Supply of Skills for Jobs & Enterprise

## UKCES Strategic Framework



	<b>Adult Residents – % with Qualifications (NOMIS - Annual Pop Survey – Jan – Dec 2011)</b>				<b>2020 Leitch Targets</b>
	<b>UK % 16-64</b>	<b>York % 16-64</b>	<b>York % 19-64</b>	<b>City Ranking 2011</b>	<b>UK %</b>
<b>Level 4+</b>	<b>32.9</b>	<b>40.8% (53,995)</b>	<b>42.7 (53,680)</b>	<b>6/64</b>	<b>42</b>
Level 3	19.8	19.8% (26,203)	24.8		
Level 2	17	16.5% (21,836)	14.5		
<b>Level 2 or above</b>	<b>69.7</b>	<b>77.1% (102,034)</b>	<b>82 (103,086)</b>	<b>9/64</b>	<b>90</b>
<b>Below L2</b>	<b>30.3</b>	<b>22.9% (30,306)</b>	<b>18 (22,629)</b>		
Level 1	13	11.9% (15,748)	12.1		
Other qual	6.7	4.2% (5,558)	n/a		
<b>No qualifications</b>	<b>10.6</b>	<b>6.8% (8,999)</b>	<b>5.9 (7,385)</b>	<b>7/64</b>	<b>5</b>
<b>Poor Literacy &amp; numeracy</b>		<b>18.3% (23,000) age 19+ 60% working</b>			<b>95% with L2 Functional skills</b>

# Basic Skills Deficit / L2 Challenge

## Facts:

- 18% (23,000) 19+ below L2
- 5.9% (7,400) 19+ no qualifications
- est. 18% 23,000 (2003) 19+ with poor numeracy & literacy
- Need 2089 (19+) per year achieving a **L2 in Basic Skills** to hit 2020 target
- Need 2134 (16+) & 1257 (19+) p.a. achieving a **full L2** to hit 2020 target
- Good news – SFA funding is focused on those with low skills, unemployed, younger age groups, 16-18 / 19-24

## Challenges:

- 60% working : 40% not working or seeking a job
- Hard to reach & potentially older
- Specific wards (Westfield, Acomb, Clifton, Guildhall, Heworth & Hull Road)
- Specific sectors – hotels & restaurants; public admin & health / care, retail & construction
- 2,200 (19+) participated in Functional English, Maths and ESOL in 2010/11, only 1200 achieved a L2
- 3,020 (19+) starts in 2010/11; 1730 achievements
- Engendering an effective & targeted partnership approach to tackle – over 55 out of area / national providers delivering adult skills, inc. 70% adult Apprenticeships 19/25+

# Higher Level Skills - inc. L&M

## Facts:

- Highly qualified population at L3 & L4+
- Employers & individuals often seek flexible, short & bespoke courses / workshops to support CPD
- Leaders, managers & business owners often need coaching & mentoring and networking opportunities with other professionals
- To maintain national L4 advantage, need 1000 19+ attaining L3/4 year on year

## Challenges:

- Out-commuting; under-employed graduates; still lower productivity per York-based job
- Full qualifications-led approach, driven by public funding does not always meet need
- Maintaining a strong mixed 'offer' in York via grant funded ERDF / ESF 'coaching', mentoring and bespoke provision, as well as growing the thriving private sector employer networks & their 'offer'
- Impact of Adult & HE Loans
- Lack of modular accreditation



Target Group	Ambitions / Outcomes	Drivers
<p><b>Residents</b></p> <ol style="list-style-type: none"> <li>1. Young People – talent pipeline</li> <li>2. Adult individuals (in work &amp; not in work)</li> <li>3. Families</li> <li>4. Communities</li> </ol>	<ul style="list-style-type: none"> <li>• Greater social equality to help ALL residents benefit from the economic prosperity of the city</li> <li>• Increase participation &amp; progression &amp; reduce unemployment</li> <li>• Enhance wage &amp; income levels</li> <li>• Support &amp; enable greater personal, social and community well-being</li> </ul>	<p>Skills Knowledge Ambition Support</p>
<p><b>Employers, Investors &amp; Business Owners</b></p> <ol style="list-style-type: none"> <li>5. By sector</li> <li>6. By individual business</li> <li>7. By type &amp; size</li> <li>8. By stage &amp; ambition</li> </ol>	<ul style="list-style-type: none"> <li>• Increased productivity, growth and competitiveness of existing businesses</li> <li>• Higher levels of start-ups &amp; inward investment to grow the business base</li> <li>• Create more jobs &amp; opportunities for all – encouraging inclusive employment practices to support a ‘diverse workforce’</li> </ul>	<p>Skills Knowledge Support Infrastructure</p>
<p><b>Providers, Agencies &amp; Networks</b></p> <ol style="list-style-type: none"> <li>9. Education &amp; Training providers</li> <li>10. Employment agencies</li> <li>11. Other support agencies</li> <li>12. Employer networks</li> </ol>	<ul style="list-style-type: none"> <li>• Support and challenge to meet the needs of employers and individuals, both now and in the future</li> <li>• Drive provision to be ‘outstanding’</li> </ul>	<p>Intelligence Funding Flexibility Partnership working</p>

<b>1. Meet employers skills needs to support growth &amp; job creation</b>	<b>2. Equip residents with skills, knowledge, ambition &amp; support to compete for jobs or be their own boss</b>	<b>3. Stimulate employer &amp; individual investment in skills</b>	<b>4. Stimulate, strengthen &amp; support a culture of enterprise</b>	<b>5. Maintain a balanced offer of adult learning</b>
<ul style="list-style-type: none"> <li>• By sector</li> </ul>	<ul style="list-style-type: none"> <li>• Young People – still at school, college or university</li> </ul>	<ul style="list-style-type: none"> <li>• Apprenticeships</li> </ul>	<ul style="list-style-type: none"> <li>• Private sector start-ups</li> </ul>	<ul style="list-style-type: none"> <li>• for personal dev, health &amp; well-being</li> </ul>
<ul style="list-style-type: none"> <li>• By individual employer</li> </ul>	<ul style="list-style-type: none"> <li>• Youth unemployed</li> </ul>	<ul style="list-style-type: none"> <li>• Graduate interns &amp; knowledge transfer</li> </ul>	<ul style="list-style-type: none"> <li>• Social &amp; community enterprises</li> </ul>	<ul style="list-style-type: none"> <li>• active citizenship (volunteering &amp; community action)</li> </ul>
<ul style="list-style-type: none"> <li>• By spatial cluster</li> </ul>	<ul style="list-style-type: none"> <li>• Lone Parents</li> </ul>	<ul style="list-style-type: none"> <li>• Basic / low level skills</li> </ul>		
<ul style="list-style-type: none"> <li>• By generic skill or business need</li> </ul>	<ul style="list-style-type: none"> <li>• More vulnerable adults</li> </ul>	<ul style="list-style-type: none"> <li>• higher level skills</li> </ul>		<ul style="list-style-type: none"> <li>• informal learning to support journey to work &amp; sustain employment</li> </ul>
	<ul style="list-style-type: none"> <li>• Those facing redundancy</li> </ul>	<ul style="list-style-type: none"> <li>• entrepreneurial leadership &amp; management</li> </ul>		