

**OVERVIEW AND SCRUTINY COMMITTEE
TASK AND FINISH GROUP MONITORING SHEET**

TOPIC	Employment and Skills
DATE CONCLUDED	February 2016
PRESENTED TO CABINET	12 October 2016
MONITORING DATE	12 June 2017

RECOMMENDATION	LEAD OFFICER(S)	PROGRESS/ACTION TAKEN	STATUS
Consideration to be given to introducing a Gloucester careers kitemark in partnership with the County Council and other interested bodies..	<i>City Growth and Delivery Manager</i>	There is a nationally recognised KiteMark scheme which has been delivered by Prospects Careers elsewhere but this would require additional resources and would need support and commitment from the City's schools. However, a Gloucestershire Employment and Skills Board is being established by the County Council and Gfirst LEP. The County Council and the LEP are fully committed to involving Gloucestershire's local authorities in the work of the Employment and Skills Board and delivering consistent careers information, advice and guidance will be a key consideration for the Board.	
Consideration to be given to the City Council hosting an 'Ambitions' type event, similar to that operated at Stroud, with the help of sponsors and interested bodies. There could also be participation in the 'Skills Fest' event.	<i>City Growth and Delivery Manager</i>	Stroud's 'Ambitions' event relied upon strong employer engagement - we are strengthening our employer engagement activity through the Gloucester Business Forum held on 3 rd March 2017, and through a programme of business visits, where skills will be a key issue. Assuming	

		that employer commitment can be secured through the engagement programme, developing an Ambitions event, or similar would require a resource input from the Council – both staffing and financial. The Gloucestershire Employment and Skills Board will also bring employers and providers to the table.	
Consideration to be given to the City and County Council working together to identify vulnerable young people in families receiving support from the City Council, Families First, Department of Work and Pensions and the Youth Support Team, in order to develop their employability skills and experience.	<i>City Growth and Delivery Manager</i>	There is ongoing work between the City and County Councils and other agencies to support young people – including addressing employability issues. That work will continue and we are in the process of developing a programme to ensure that local communities benefit from the employment and training opportunities offered by major regeneration schemes in the City including the Kings Quarter development.	
Consideration to be given to Gloucester City Council exploring its corporate social responsibilities and allowing staff and Councillors to participate in mock interviews and ‘Dragon’s Den’ scenarios as part of its Volunteering Scheme.	<i>SMT</i>	The recommendation has not been taken forward, pending the completion of the Together Gloucester process	
Using the contact networks of the Federation of Small Businesses, Major Employers’ Group and City Centre Retail Partnership, more work experience opportunities should be given to young people (up to the age	<i>City Growth and Delivery Manager</i>	Both City and County Councils currently offer work experience placements working with locals secondary schools as well as running in-house apprenticeship programmes. As part of the employer engagement programme, the business	

<p>of 24). This would also include the City and County Council and their partners. Companies should also be encouraged to have 'open days'.</p>		<p>case for apprenticeships and work experience will be promoted to individual employers</p>	
<p>Small businesses could be encouraged to offer apprenticeships, possibly on a shared basis, using the network of the Federation of Small Businesses.</p>	<p><i>City Growth and Delivery Manager</i></p>	<p>From 6th April 2017, large businesses have to pay an apprenticeship levy, effectively subsidising apprenticeship placements in small businesses. As part of the employer engagement programme, the business case for apprenticeships and work experience is being promoted to small businesses</p>	
<p>Consideration should be given to the City Council including in its Local Plan an obligation for developers to prepare employment and skills plans with the help of the City Council and other key partners. Such plans would set out the type of training and employment opportunities that would be offered by the developer such as apprenticeships, training placements, work experience, and the use of trades in the local area. This could be a recommendation to Planning Policy Sub-Committee and also reflected in the Joint Core Strategy. New investors or employers moving to the City should also be approached by the City Council to see what the Council, in conjunction with partners, could do to assist</p>	<p><i>Planning Manager</i></p>	<p>The inclusion of employment and skills planning obligations for developers is proposed to be included in the City Plan.</p>	

them.			
Consideration should be given to the City and County Council promoting opportunities to develop and upskill staff, particularly those in the retail sector, in partnership with the Major Employers' Group, Federation of Small Businesses and the City Centre Retail Partnership.	<i>City Growth and Delivery Manager</i>	GFirst Local Enterprise Partnership have established sector working groups with a remit to identify and address skills issues within those sectors, including Retail. The establishment of an Employment and Skills Board will also seek to align provision more closely with employer need.	
Consideration should be given to the City Council including in its Local Plan an obligation for new employers coming to Gloucester to have their own travel schemes to assist employees in getting to work, particularly those living in rural areas. This could be a recommendation to Planning Policy Sub-Committee. This could include providing transport for the first few months to allow workers to explore car sharing alternatives, etc.	<i>Planning Manager</i>	Through Local Plan policies and through the development management process, the Council ensures that new employment development is accessible by a range of modes of transport. Creating an attractive and effective transport hub through the redevelopment of the Bus Station and proposed improvements to the rail station, as well as ongoing work to improve parking in the city will also encourage the use of a range of transport modes by the City's employees.	
The City Council's website should have links to 'Yes2Jobs', Jobs Centre Plus and any other relevant websites.	<i>City Growth and Delivery Manager</i>	Work to improve and update the Council's website by the Regeneration and Economic Development Team have focussed on providing up to date information and support to employers and start-up businesses. Further phases of this work will ensure up-to-date information and links for those seeking work.	

