

## APPENDIX 2 – CABINET RESPONSE

<b>OVERVIEW AND SCRUTINY TOPIC</b>	<b>EMPLOYMENT AND SKILLS OPPORTUNITIES FOR YOUNG PEOPLE IN GLOUCESTER</b>
<b>DATE OF PRESENTATION TO CABINET</b>	21 <sup>st</sup> September 2016

<b>RECOMMENDATION</b>	<b>ACCEPTED YES/NO</b>	<b>IF ‘YES’ INDICATION OF ACTION TO BE TAKEN AND IMPLEMENTATION DATE</b>	<b>IF ‘NO’ REASONS FOR DECISION</b>
1. Consideration to be given to introducing a Gloucester careers kitemark in partnership with the County Council and other interested bodies.	Yes	The extent and quality of careers guidance in the City’s secondary schools is variable and there are no additional resources available. 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. Further discussion will take place with the County Council to investigate whether a scheme is viable and feasible. <b>Ongoing</b>	

<p>2. 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.</p>	<p>No</p>		<p>Stroud's 'Ambitions' event relied upon strong employer engagement and was resource intensive. We don't currently have the capacity to deliver such an event but we are developing an employer engagement programme. In the meantime GFutures currently deliver County-wide employers skills events and we will work with GFirst to ensure that Gloucester businesses participate fully.</p>
<p>3. 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.</p>	<p>Yes</p>	<p>There is ongoing work between the City and County Council sand other agencies to support young people – including addressing employability issues. That work will continue and we will look to identify any opportunities for targeted estate-based activities for example as part of the Housing Zone Programme. - <b>Ongoing</b></p>	
<p>4. 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</p>	<p>Yes</p>	<p>Subject to agreement from SMT to release staff, this will be discussed with GFutures who manage the</p>	

Volunteering Scheme.		County Education Business Partnership	
5. 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 of 24). This would also include the City and County Council and their partners. Companies should also be encouraged to have 'open days'.	Yes	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 case for apprenticeships and work experience will be promoted to employers - <b>Ongoing</b>	
6. Small businesses could be encouraged to offer apprenticeships, possibly on a shared basis, using the network of the Federation of Small Businesses.	Yes	From 2017, large businesses will 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 will be promoted to small businesses, - <b>Ongoing</b>	
7. 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	Yes	The inclusion of employment and skills planning obligations for developers is being	

<p>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 them.</p>		<p>considered as part of the Local Plan development process.</p>	
<p>8. 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.</p>	<p>Yes</p>	<p>GFirst Local Enterprise Partnership have established sector working groups with a remit to identify and address skills issues within those sectors, including Retail. The LEP are also considering the establishment of an Employment and Skills Board to align provision with employer need. - <b>Ongoing</b></p>	
<p>9. 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.</p>	<p>Yes</p>	<p>The inclusion of travel planning obligations for developers is being considered as part of the Local Plan development process.</p>	

10. The City Council's website should have links to 'Yes2Jobs', Jobs Centre Plus and any other relevant websites.	Yes	Links to employment support organisations will be included in work to update the City Council's regeneration and Economic Development web pages – <b>Target date March 2017</b>	