



Oversight and Governance

Chief Executive's Department
Plymouth City Council
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CABINET

Thursday 7 July 2022
3.30 pm
Council House, Plymouth

Members:

Councillor Bingley, Chair
Councillor Shayer, Vice Chair
Councillors Drear, Carlyle, Dr Mahony, Patel, Smith, Stoneman and Wakeham.

Members are invited to attend the above meeting to consider the items of business overleaf.

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Tracey Lee
Chief Executive

Cabinet

Agenda

Part I (Public Meeting)

1. Apologies

To receive apologies for absence submitted by Cabinet Members.

2. Declarations of Interest

Cabinet Members will be asked to make any declarations of interest in respect of items on this agenda.

3. Minutes **(Pages 1 - 12)**

To sign and confirm as a correct record the minutes of the meeting held on 09 June 2022.

4. Questions from the Public

To receive questions from the public in accordance with the Constitution.

Questions, of no longer than 50 words, can be submitted to the Democratic Support Unit, Plymouth City Council, Ballard House, Plymouth, PL1 3BJ, or email to democraticsupport@plymouth.gov.uk. Any questions must be received at least five clear working days before the date of the meeting.

5. Chair's Urgent Business

To receive reports on business which, in the opinion of the Chair, should be brought forward for urgent consideration.

6. Leader's Announcements: **(Verbal Report)**

7. Cabinet Member Updates: **(Verbal Report)**

8. Plymouth's Delivery Plan: **(To Follow)**

9. Skills 4 Plymouth Strategic Plan: **(Pages 13 - 34)**

10. UK Shared Prosperity Fund: **(To Follow)**

11. Local Government Association Corporate Peer Challenge: **(To Follow)**

- 12. Finance Monitoring Report Month Two: (To Follow)**
- 13. Plymouth Crematorium - Capital Budget Variation: (To Follow)**
- 14. Parking Modernisation and Environment Plan: (To Follow)**

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Cabinet**Thursday 9 June 2022****PRESENT:**

Councillor Bingley, in the Chair.
Councillor Shayer, Vice Chair.
Councillors Drean, Carlyle, Dr Mahony, Patel, Smith and Wakeham.

Apologies for absence: Councillors Stoneman

The meeting started at 15:30 and finished at 15:45.

Note: The full discussion can be viewed on the webcast of the City Council meeting at www.plymouth.gov.uk. At a future meeting, the Council will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

1. Declarations of Interest

There were no declarations of interest received.

2. Minutes

Cabinet agreed that the minutes of the meeting held on 08 March 2022 be signed as a correct record.

3. Questions from the Public

There were no questions from the public.

4. Chair's Urgent Business

There were no items of Chair's Urgent Business.

5. Leader's Announcements

The Leader made the following announcements –

- (a) Had been a busy few weeks since we formed our new administration and hoped that we could use these meetings to give short updates on our priorities: Homes, Jobs, Education and Health.

- (b) Emerging projects to support the creation of High Value Jobs.

- (c) Congratulated Professor Paul Fieldsen-Danks and his amazing team at the College of Art on becoming the City's 3rd university. They WOULD now be known as Arts University Plymouth. This is huge news for the city and further cements the city's reputation as a national centre for cultural excellence but it will also bolster our Higher Education and FE offer.
- (d) It was essential for us to deliver to have strong relationships with the private sector.
- (e) had already briefed the city's private sector leaders at the Plymouth Growth Board about the administration's commitment to high value.
- (f) Was pleased to report that on 26th May, we formally submitted our Full Business Case to Government along completing the 5 necessary legal landowners agreements that will enable our 3 tax sites at South Yard, Sherford and Langage. This meant that we were hopeful of our Freeport proposal being presented to Parliament before the summer recess and then becoming live in the Autumn.
- (g) This had been a huge endeavour and I would particularly like to thank our partners: Devon County Council, South Hams District Council, Princess Yachts, Babcock, the Sherford Consortium, Langage Energy Park, Devonport Naval Base and Plymouth University.
- (h) The Freeport was all about high value jobs and this administration would be driving Plymouth's unique capabilities in new green technologies and autonomy. You would see this through our support of the Freeport, Smart Sound and Ocean Futures. The Global Marine sector was estimated to be worth 3trillion by 2030 and Plymouth could and should have its share of that growth.
- (i) pleased to update Cabinet that Plymouth City Council had entered into a formal partnership with ABP and Brittany Ferries to bring forward significant new investment at Millbay Docks. We were hugely ambitious for the port and there are many opportunities:

1. To be establish Millbay as a national player in trade and exporting
2. To enable green shipping with shore power as part of a transition to a net zero port
3. To increase our capacity as a cruise port and to achieve pre-eminence in the SW
4. To introduce new routes and expand the tourism season
5. To celebrate the role of Brittany Ferries in the City as part of their 50th anniversary

(Under the item Councillor Jonathan Drear (Cabinet Member for Transport) declared an interest as his wife is employed by Brittany Ferries)

6. **Cabinet Member Updates**

Councillor Shayer (Deputy Leader and Cabinet Member for Finance and Economy made the following announcements:

- (a) I had the opportunity to see this first hand at a recent visit to Turnchapel Wharfs. The quality of the working being undertaken is truly stunning with cutting edge autonomous vehicle being assembled and tested here in Plymouth. These were some of the best paid jobs in Plymouth and we must do everything we can to support this growth.
- (b) As part of the visit I visited the Mayflower Autonomous Ship control room to see the ship mid Atlantic. Since then the ship has completed its transatlantic voyage of 5618km and arrived in the US. I want to pay tribute to Brett Phaneuf and his amazing team for this epic adventure which has showcased Plymouths engineering prowess around the world.
- (c) As a newly appointed Board member I also wanted to highlight 2 amazing new partnerships at Plymouth Science Park between focussing on 3D printing. The Health Tech Innovation Hub focussed on medical applications and the Advanced Digital Manufacturing and Innovation centre focussed on industrial applications. Surgeons were using these facilities to print prosthetics for various applications including dentistry. And Babcock were looking at how ship parts can be 3d printed for

redundant parts of those needed very quickly at sea. Over the coming 12 months I will be pushing this and similar opportunities to support our agenda for higher value jobs.

- (d) wanted to highlight how we were using Sail GP this year to target investors and raise the profile of Plymouth across the globe. The series would reach 40m people this year in 185 countries making it one of the fast growing global sports events in the world. We were hosting a number of investment dinners and visits over the weekend targeting a number of marine businesses and investors.

Councillor Charlotte Carlyle (Cabinet Member for Education, Skills, Children and Young People) made the following announcements: -

- (e) The government had set out its' ambition in the published SEND and AP Green Paper. – Plymouth Education, Participation and Skills (EPS) were organising a response from our SEND Strategic Group to the Green Paper.
- (f) Welcomed key proposals set out in Green Paper as they are broadly in line with our current work on the Inclusion Transformation Programme - Undertaken in Plymouth with active engagement of schools and stakeholders.
- (g) Continued to work with DfE to chart our steps in response to Schools White Paper – A main priority to have sustainable improvement in education. The number of Good and Outstanding Schools had increased from 72% to 78% as of May 2022.
- (h) Following 14 months of work to review the Children's Social Care system, Josh MacAlister's independent review report was published in late May 2022. Key areas covered:
- A revolution in family help to support much earlier intervention
 - A just and decisive child protection system
 - Unlocking the potential of family networks, in terms of support and care arrangements to support children to remain with family members

- Transforming care to address the national challenges in placement sufficiency for children needing care outside of their immediate and extended families
- The care experience
- and
- A system that is relentlessly focused on children and families.

Councillor Bill Wakeham (Cabinet Member for Environment and Street Scene) made the following announcements:

- (i) The Cleansing Teams were especially busy this time of the year with the advent of the growing season and multiple events planned around the city. This last weekend we had teams working around the clock to ensure that not only was the city looking great to receive so many visitors over the Jubilee weekend, but also cleaning up after events such as the One Big Weekend on Plymouth Hoe. We managed to also secure the help of 60 students from Plymouth College to assist as volunteers in the 'Big' clear up as well as other volunteers working with event organisers. It does not stop there with Plymouth Half marathon next weekend and a look forward to SailGP in July.
- (j) This was our second full summer of the revised cutting schedule, albeit updated following ward consultation at the end of last summer. This had seen some changes to those areas that have been re-wilded and those that have just received an edging cut – short back and sides. Whilst there continues to be some resistance to the re-wilding, the overwhelming response has been positive – as demonstrated in a recent Plymouth Herald article. It was great to see so many of our residents out and about and enjoying the abundance of green space we have in the city.
- (k) Free garden waste collections continue to run smoothly and is now used by over 60,000 residents in Plymouth. Not only does it help increase our recycle rates it is recycled locally and used on local farms. However, I would really like to explore how we might encourage more households to home-compost to reduce our carbon footprint yet further.

Councillor Dr John Mahony (Health and Adult Social Care) made the following announcements:

- (l) Plans for new health and wellbeing centre in West End of Plymouth at Colin Campbell Court had taken a step forward – Planning Permission has been granted for the building
- (m) Plymouth City Council and NHS locally were working close together on this project to offer several services under one roof - This building was an important next step and supports the development of the business case to national NHS team and will help secure funding.
- (n) Services offered in the building would include Primary Care, Mental Health Services, Diagnostics and the voluntary sector to provide a one stop shop for health and wellbeing for a part of the city where health outcomes are traditionally poor. This scheme would not only provide a much-needed modern health and community facility, but would help kick start the regeneration of the Stonehouse area.
- (o) On 16th May the William and Patricia Venton Short Term Care Centre opened its doors. This facility provides time limited rehabilitation for people leaving hospital
- (p) It has 24 ensuite rooms where on site therapists and care staff can help people to return home.
- (q) The building demonstrates great partnership working across the city, the building is owned by AgeUK, the care provision is delivered by Livewell SouthWest and PCC has supported with capital works to bring centre back in use and the facility is commissioned by NHS Devon Clinical Commissioning Group.
- (r) Plymouth was receiving enhanced funding for drug and alcohol treatment services, as part of the government's new 10 year Drug Strategy to help drug users access treatment and reduce crime within communities. – Additional funding would be provided across the country but Plymouth was one of the first 50 Local Authorities to receive this.
- (s) We plan to use the money to continue the expansion of treatment places – Increasing specialist medical resource, expand treatment for young people, improve links with courts and prisons, and expand access to life saving interventions like Naloxone Programmes (Reverses opioid overdose)
- (t) We were also a part of a consortium with Cornwall, Torbay and Devon – Pooling our resources together to expand access to inpatient and residential rehabilitation.

Councillor Patel (Cabinet Member for Customer Services, Leisure and Sport) made the following announcements:

- (u) The summer season at The Box opens on 18th June with a new exhibition of work by painter George Shaw. From 25th June, St Luke's would be hosting '**Because the night Belongs to Us**', an ambitious project conceived with the community. The Box would continue to show work from the Collections and Archives including a new film to mark Falklands 40 in Media Lab.
- (v) In partnership with Building Plymouth, this year STEAM Fest comes to The Box. We were challenging local primary schools to create a fictional design home for another mammoth to join Mildred at The Box.
- (w) The city hosted the inaugural futures diving cup in mid-May – this was an event to provide athlete with valuable competition opportunities after a few disrupted years.
- (x) 70 divers representing 8 countries (Canada, the USA, Jamaica, Britain, and separate home nation teams), participated – Including Senior and Junior international divers, and Olympic champion and world cup medal winners.
- (y) The event was hosted at no cost to the authority, with British Diving liaising with Destination Plymouth to book hotel accommodation and transport for competitors and support staff for the week.
- (z) Building on the success of the event, Plymouth Active Leisure are working in partnership with England Diving to launch a talent identification programme later in the year.
- (aa) We are now in wedding season and were conducting many ceremonies each week- Council House had been dressed with fresh flowers, new chairs and a red carpet.
- (bb) We were working with Dream Weddings to create a magazine that is inclusive and relevant to all customers.
- (cc) Citizenship Ceremonies were not slowing down and we are filling spaces monthly – Last one was performed with Deputy Lord Mayor Maddi Bridgeman and the next one will be 14 June with new Lord Mayor Sue Dann.
- (dd) Libraries had re-opened and had restarted activities much to the way they were prior to Covid. Children could attend activities and class visits have resumed. All PC's in libraries were now available.
- (ee) Last week each Library held a cream tea party for the Jubilee – over 1,000 customers of all ages visited. To mark the Jubilee on the evening of 29 June there will be an event by the Greenwood Consort at the Central Library.

Councillor Jonathan Drear, Cabinet Member for Transport provided an update to Cabinet and highlighted the following key points:

- (ff) The designs for a new CCTV centre had been completed and new data cabling would commence on 20 June 2022;

- (gg) Vehicle restraint works would commence on 20 June 2022;
- (hh) Plymouth City Council's new MMA white lining vehicle would commence work in the City in July 2022;
- (ii) Major re-modelling of the Ridgeway pedestrian area had commenced and benches as well as planting would be installed on week commencing 13 June 2022;
- (jj) Millbay resurfacing had been on schedule to complete by 10 June 2022;
- (kk) Plymouth City Council had received a letter from a resident in Scotland who had been impressed with the facilities of Coypool following a brief stop in the Plymouth area;
- (ll) Plymouth's Lining lorry had a technical problem but had been rectified and crews continued with their work to catch up.

Councillor Rebecca Smith, Cabinet Member for Homes and Communities provided an update to Cabinet and highlighted the following key points:

- (a) Housing and homelessness had been high on the administrations agenda, particularly following the COVID-19 pandemic and the changes to tenancies in the private sector as well as the cost of living changes which had been developing regionally and nationally;
- (b) Plymouth City Council received a Disabled Facilities Grant of £2.8 mil for the city of Plymouth. This grant would actively support residents to make the necessary changes to their homes and to keep them living in their homes;
- (c) The high-rise building team would be working to bring a number of highrise buildings in Plymouth in order to conform with the new Building Safety Act 2022;
- (d) Plymouth City Council continued its target hardening on travelling Gypsy Roma travelling communities to protect communities in a robust manner;
- (e) Plymouth welcomed 103 Ukrainians into the city, 87 as a family and 16 individuals;
- (f) The Violence Against Women and Girls report would be launched on 10 June 2022.

7. **Cabinet Appointments 2022 - 23**

Councillor Richard Bingley (Leader) introduced the Cabinet Appointments 2022 – 23

Following approval at the Annual General Meeting of the Council on 20 May 2022, Cabinet are recommended to confirm the appointments contained within the report for the 2022/23 municipal year.

Cabinet agreed to:

1. confirm the appointments contained within the report for the 2022/23 municipal year.

8. **Director of Public Health Annual Report 2021**

Dr Ruth Harrell (Director of Public Health) will introduce the Director of Public Health Annual Report 2021.

The Director of Public Health Annual Report covered the pandemic years. It summarised the pandemic itself and highlighted some of the impacts of Covid-19, both direct and indirect, and with a focus on mental health and wellbeing. It also highlighted some of the lived experiences of people in the city. Finally it highlighted the focus for Thrive Plymouth this year; to listen, connect and heal.

Cabinet noted the report; in particular, the potential impacts of Covid-19 on people's health and wellbeing, which have already been discussed at the Health and Wellbeing Board, with various mitigations in place.

9. **Provisional Capital and Revenue Outturn Report 2021 - 22**

Councillor Mark Shayer (Deputy Leader and Cabinet Member for Finance and Economy) and Brendan Arnold (Service Director for Finance) introduced the Provisional Capital and Revenue Outturn Report 2021 – 22 -

This report outlined the Provisional Outturn position of the Council for the year ending 31st March 2022. Full details of the Provisional Outturn position for each directorate is set out in the body of the report.

Cabinet agreed to:

1. Note the Provisional Revenue Outturn position for the year to 31 March 2022 and
2. Note the Provisional Capital Outturn position for that year including the Capital Financing Requirement of £75.275m

is a statutory requirement to provide an outturn report and is provisional as it is subject to external audit.

3. Agree that the Provisional Revenue Outturn position includes the setting aside of monies in the sum of £0.349m into a Change Contingency To be carried forward to financial year 2022/23

To fund Invest to Save initiatives in 2022/23 to assist in balancing future budget requirements.

4. Note that the Provisional Revenue Outturn position includes the setting aside of monies to support the 2022/23 Revenue Budget as agreed by Council on 28 February 2022 to agree the
 - a. Carry forward of general resources in the sum of £2.845m to financial year 2022/23
 - b. Carry forward of Covid grants in the sum of £4.890 m to 2022/23.
 - c. Carry forward of the remaining balance of £1.708m set aside at closure of the accounts for 2020/21 to assist in preparing for budget settlements in later years.

These arrangements were approved by Full Council at the meeting on 28 February 2022 to balance the 2022/23 Revenue Budget.

5. Recommend the Report to City Council 20 June 2022

10. **Response to the Budget Amendment at Council 28 February 2022 (To Follow)**

Councillor Mark Shayer (Deputy Leader and Cabinet Member for Finance and Economy) and Brendan Arnold (Service Director for Finance) introduced the Response to the Budget Amendment at Council 28 February 2022 -

To clarify decisions and actions required to deal with the consequences of the Budget Amendment

Cabinet agreed to:

1. Note the Report

2. Approve a post lockdown review of all parking charges, to include the potential reinstatement of the charges removed in 2021 (see Appendix 3); and delegate the outcome of the review to the Portfolio Holder for Finance in consultation with the Strategic Director for Place and the Section 151 Officer to be reported at the next Cabinet meeting.

The recommendation is required in order to offset the budget pressure of £300,000 introduced at Council on 28 February

3. Approve the creation of the Council Advisory Group on the Community Improvement Fund referred to in Appendix

4. Approve the creation of a cross-party working group to investigate the use of the current £16m commercial rental income.

These recommendations are needed to keep the 2022/23 Budget in balance and to avoid increasing the budget shortfall for future years.

11. **Corporate Plan Performance Report, Q4 2021-22**

Councillor Mark Shayer (Deputy Leader and Cabinet Member for Finance and Economy) introduced the Corporate Plan Performance Report, Q4 2021-22.

- (a) This is the Corporate Plan Performance report that details how the Council is performing against its priority performance indicators that were agreed at the inception of the Corporate Plan.
- (b) It provides an analysis of performance as at the end of March 2022 against the Council's key performance indicators (KPIs), providing a detailed performance update against the Corporate Plan priorities.

Cabinet noted the Corporate Plan Quarter Four Performance Report.

12. **Facilities Management (Hard Services) Term Services Contracts**

Councillor Mark Shayer (Deputy Leader and Cabinet Member for Finance and Economy) introduced the Facilities Management (Hard Services) Term Services Contracts report.

- (a) The current Facilities Management (Hard Services) term services contracts expire in February 2023.
- (b) Plymouth City Council outsources repairs, maintenance and compliance of its property assets to specialist maintenance term contractors.
- (c) In order to safeguard continuity and protect 'business as usual' it is required that Plymouth City Council undertake a new procurement and tender process for Facilities Management (Hard Services) term services contracts.

Cabinet agreed to:

1. Approve the business case, which includes the Options Appraisal for Facilities Management and its conclusion that Option 2: Outsource delivery to multiple term contractors is the best option.
2. Authorise the undertaking of a new procurement and tender process for Facilities Management (Hard Services) contracts. This will be achieved through term service contracts delivered by outsourced multiple term contractors.
3. Delegate authority for the award of contracts to the Strategic Director for Customer and Corporate Services where they would otherwise not have the authority to do so.

13. **Renewal of Armed Forces Covenant**

Councillor Mark Shayer (Deputy Leader and Cabinet Member for Finance and Economy) introduced the Renewal of Armed Forces Covenant report.

The purpose of this report is to request Cabinet approval of the renewal of the Armed Forces Covenant by Plymouth City Council and to delegate to the Leader of the Council authority to effect signing.

Cabinet agreed to:

- I. Approves the renewal proposal so that the Council can demonstrate its individual commitment, not only to serving members of the armed forces, but to veterans, reservists and their families.

Cabinet



Date of meeting:	07 July 2022
Title of Report:	Skills 4 Plymouth Strategic Plan
Lead Member:	Councillor Charlotte Carlyle (Cabinet Member for Education, Skills, Children and Young People)
Lead Strategic Director:	Sharon Muldoon (Director for Children's Services)
Author:	Tina Brinkworth
Contact Email:	Tina.brinkworth@plymouth.gov.uk
Your Reference:	
Key Decision:	Yes
Confidentiality:	Part I - Official

Purpose of Report

This paper seeks to gain approval to formally implement Skills 4 Plymouth as a strategic skills plan. We recognise that the Covid-19 pandemic and Brexit has fundamentally changed the skills landscape, with many local employers struggling to attract, recruit and retain people with the right skills. Skills gaps (in the current workforce) and skills shortages (difficulties in recruiting) are evident across all sectors. As a city, we do not have enough engineers, technicians, construction workers, health, social care, hospitality, tourism or retail professionals, to meet the demand of our local businesses. Employers report recruiting difficulties in these areas as a key constraint and redressing this is critical to improving productivity, competitiveness and growth.

In response we seek your approval to launch the city's first Skills 4 Plymouth strategic plan. The 5 year strategic plan is designed to make sure people have the right skills now and in the future to get a job and progress in work, and employers have people with the right skills they need for recovery and growth. It recognises that employers must be put at the heart of defining local skills needs.

The plan has been circulated widely under the Employment and Skills Board, including the Skills 4 Plymouth Summit held in November 2021. The consultation process, along with wider stakeholder engagement, has greatly shaped the skills priorities going forward, with oversight and strategic direction of the detailed plans proposed under the leadership of the Employment and Skills Board.

The short-term skills recovery actions have been developed and delivered under the Resurgam programme, established during the Covid-19 pandemic to enable the city to recovery and build back better. The medium to long-term skills actions align to Plymouth's Local Economic Strategy for 2020 to 2025.

Recommendations and Reasons

Cabinet is asked to

1. Approve the Skills 4 Plymouth strategic plan
2. Delegate oversight, strategic direction and delivery of the Skills 4 Plymouth strategic plan and action plan to the Employment and Skills Board

Reasons

Note that strategic plan will be supported by an action plan.

Alternative options considered and rejected

I. Do nothing

The above option is the only alternative option available and has been rejected. Without a localised skills plan in place we will be reliant on the regional skills plan (across the Heart of the South West Local Enterprise Partnership area) to address our needs. While we work closely with regional colleagues, we are the largest city on the South Coast, with a different businesses profile and skills needs. A localised skills plan will enable us to address long outstanding skills issues and best position Plymouth as a city to access the full range of skills funding.

Relevance to the Corporate Plan and/or the Plymouth Plan

Skills for Plymouth has been designed to support and align with both the Corporate Plan and Plymouth Plan:

- Corporate Plan (2021 – 2025) – it helps delivers the ‘Unlocking the City’s Potential’ priority by contributing towards ‘a vibrant economy, developing quality jobs and skills’.
- Plymouth Plan (2014 – 2034) - it contributes to a number of key policies, particularly a ‘Growing City’, specifically GRO1 ‘Creating the conditions for economic growth’ and GRO2 ‘Delivering skills and talent development’

Implications for the Medium Term Financial Plan and Resource Implications:

- No direct financial implications, but may provide opportunity to access funding to support interventions / initiatives.
- No direct implication on resources as this work will be subsumed into the Employment and Skills Board (sub group).

Financial Risks

No financial implications

Carbon Footprint (Environmental) Implications:

None identified

Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

** When considering these proposals members have a responsibility to ensure they give due regard to the Council’s duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

Risk Register:				
Potential Risks Identified		Likelihood	Impact	Overall Rating
Risk	Ineffective governance of Employment & Skills Board	Low	Medium	Medium

Mitigation	Report as a subgroup into the Employment and Skills Board to ensure alignment to Plymouth's strategic plans, including the Local Economic Strategy and the regional skills plan through the Skills Advisory Panel.	Low	Low	Low
Calculated risk value in £ (Extent of financial risk)	£ N/A	Risk Owner		
		Tina Brinkworth		

Appendices

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Briefing report title							
B	Skills 4 Plymouth – Plymouth Skills Plan 2021 - 2026							

Background papers:

*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

Sign off:

Fin	djn.21 .22.29 9	Leg	LS/38 226/A C/10/ 3/22	Mon Off		HR		Asset s		Strat Proc	
Originating Senior Leadership Team member: Ming Zhang / Tina Brinkworth											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 21/06/2022											

Cabinet Member approval: Councillor Charlotte Carlyle (Cabinet Member for Education, Skills, Children and Young People)

Date approved: 26/06/2022

SKILLS 4 PLYMOUTH

Strategic Skills Plan
Education, Participation & Skills



Briefing Note:

This paper seeks to gain approval to formally implement Skills 4 Plymouth as a strategic skills plan. We recognise that the Covid-19 pandemic and Brexit has fundamentally changed the skills landscape, with many local employers struggling to attract, recruit and retain people with the right skills. Skills gaps (in the current workforce) and skills shortages (difficulties in recruiting) are evident across all sectors. As a city, we do not have enough engineers, technicians, construction workers, health, social care, hospitality, tourism or retail professionals, to meet the demand of our local businesses. Employers report recruiting difficulties in these areas as a key constraint and redressing this is critical to improving productivity, competitiveness and growth. During November 2021, there was over 2,700 job postings, the largest number advertised since August 2015 and there are a projected 8,000 new jobs projected in the city as a result of investment (construction programmes, National Marine Park, Free Port status etc.) which will further compound the problems.

In response we seek your approval to launch the city's first Skills 4 Plymouth strategic plan. The 5 year strategic plan is designed to make sure people have the right skills now and in the future to get a job and progress in work, and employers have people with the right skills they need for recovery and growth.

Skills 4 Plymouth is an ambitious transformation programme that has been co-designed with local employers and businesses, skills providers and wider stakeholders.

It is designed to make sure:

- People have the right skills they need now and in the future to get a job
- Employers and individuals invest in skills and lifelong learning
- Employers have people with the right skills they need for recovery and growth

It recognises that employers must be put at the heart of defining local skills needs.

The plan has been circulated widely under the Employment and Skills Board, including the Skills 4 Plymouth Summit held in November 2021. The consultation process, along with wider stakeholder engagement, has greatly shaped the skills priorities going forward, with proposed oversight and strategic direction of the detailed plans under the leadership of the Employment and Skills Board.

The short-term skills recovery actions have been developed and delivered under the Resurgam programme, established during the Covid-19 pandemic to enable the city to recovery and build back better. The medium to long-term skills actions align to Plymouth's Local Economic Strategy for 2020 to 2025.

Key points for consideration

1. There is no direct financial impact on PCC, but there are numerous non-financial benefits which support people to enter into and progress in work. This enables them to become financially independent. It also supports businesses to ensure they have people with the right skills they need for recovery and growth.
2. Propose the approval of the Skills 4 Plymouth strategic plan
3. Note that this strategic plan will be supported by an action plan.

4. Delegate oversight, strategic direction and delivery of the Skills 4 Plymouth strategic plan and action plan to the Employment and Skills Board.

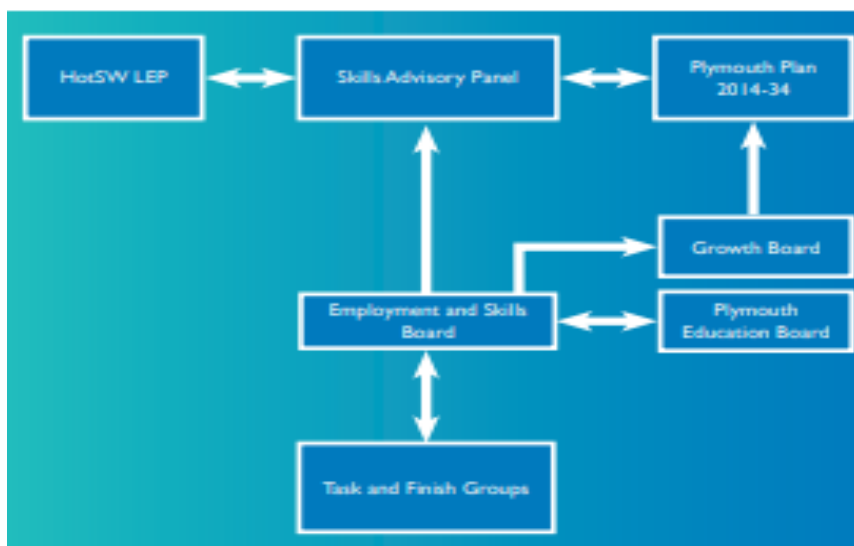
Governance

It is proposed that the current and future skills priorities will be identified and assessed by the Plymouth Employment and Skills Board (ESB). The ESB will report into the Growth Board (locally) and into Skills Advisory Panel (SAP) - Heart of the South West (HotSW) Local Enterprise Partnership (LEP) (regionally).

The strategic plan will be underpinned by an action plan and dashboard (which is under development).

Oversight and strategic direction of the plans will be provided by the ESB, which includes representation from the local authority, local employers and sector networks, Federation of Small Businesses, Plymouth and Devon Chamber of Commerce, Department for Work and Pensions, Devon and Cornwall Training Provider Network, adult, further and higher education, Plymouth Education Board and other third party stakeholders.

Where appropriate Task and Finish groups will be established to deliver the agreed strategic priorities, these sub-groups will report into the ESB. Delivery of the Skills 4 Plymouth plan will rely on partners working together effectively to drive a responsive, single skills system to realise the potential for the city.



Key Outcomes:

Underpinned by key performance indicators and a dashboard the key outcomes for Skills 4 Plymouth are:

- **Outcome 1** – across growth sectors there is higher productivity more advances in innovation and fewer skills shortages
- **Outcome 2** – higher percentage of working age population employed and higher percentage of highly skilled jobs
- **Outcome 3** – employers are investing significantly more in their workforce (lifelong learning with improved employer attrition rates)
- **Outcome 4** – increased engagements of young people, higher percentage of young people have raised aspirations, good attainment levels in English, Maths and STEM subjects and improved levels of work readiness
- **Outcome 5** – an inclusive, diverse economy, which creates opportunities for all

SKILLS 4 PLYMOUTH

PLYMOUTH SKILLS PLAN 2021-2026



*People have the right skills to enter into and progress in work;
and employers have the people they need with the right skills
for recovery and growth*

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I Foreword

Plymouth is an amazing place to live and work and home to world leading, thriving businesses and high value jobs in manufacturing, marine and defence sector as well as rapidly growing digital and health tech sectors. The city has seen significant regeneration, coupled with ongoing investment through Plymouth's largest construction programme in 25 years and major initiatives such as the National Marine Park and the Plymouth and South Devon Freeport that will generate up to a further 8,000 new jobs in the decade up to 2030.

Like all cities across the UK, the Covid-19 pandemic and exit from the EU has fundamentally changed the skills landscape. Skills gaps and skills shortages are evident across all sectors with many local employers struggling to attract, recruit and retain people with the right skills. We recognise that we do not have enough engineers, technicians, construction professionals and tradespeople, health care professionals, front line care workers, or hospitality and tourism workers, to meet the growing demand of our local businesses and key growth sectors. Employers report recruiting difficulties in these areas as a key constraint and the Covid-19 pandemic has created numerous challenges for businesses, individuals and communities. It has highlighted the inequalities that have existed in the city for many years, and led to higher numbers of unemployment in young people under 25 years old and those over 50 year olds. In addition, we are also seeing significantly more unemployed people on health journeys as a direct impact from the pandemic. Now, more than ever, we need to ensure that no-one is left behind.

As Chair of the Plymouth Employment and Skills Board (ESB), I am delighted to share with you that in response we have launched the city's first Skills 4 Plymouth strategic plan. This puts employers at the heart of defining the local skills needs, ensuring our coordinated actions are demand led and demand informed. Skills 4 Plymouth has been designed to make sure people have the right skills now and in the future to enter into and progress in work, and employers have people with the right skills they need for recovery and growth.

Through working together, we aspire to deliver a responsive, single skills system that meets the needs of local employers, and where local people across all ages and all communities can access skills, jobs and support for career progression right on their doorstep, enabling them to thrive in the city.



Paul Turner
Chair of the Plymouth Employment and Skills Board
HR Director, Princess Yachts

2 The Plymouth Plan

The Plymouth Plan is a ground-breaking plan which looks ahead to 2034. It sets a shared direction of travel for the long-term future of the city bringing together a number of strategic planning processes into one place. It talks about the future of the city's economy; it plans for the city's transport and housing needs. It looks at how the city can improve the lives of children and young people and address the issues which lead to child poverty. It sets out the aspiration to be a healthy and prosperous city with a rich arts and cultural environment. It sets out the city's spatial strategy, incorporating the Plymouth-specific elements of the Plymouth and South West Devon Joint Local Plan.

The plan outlines the vision for Plymouth and how this will be implemented around three strategic themes:

- ◆ Healthy city
- ◆ Growing city
- ◆ International city

Each theme has a strategic outcome and objectives, underpinned by individual policies to achieve them. Skills 4 Plymouth aligns with a number of these, but is most directly connected with: Policy GRO1 'Creating the conditions for economic growth' (through its support for business start-ups, entrepreneurship, innovation and social enterprise) and Policy GRO2 'Delivering skills and talent development' (through its support for lifelong learning). It helps to create the conditions for people and communities to thrive.

There are two further strategic themes running through the plan; a Welcoming city and a Green city.

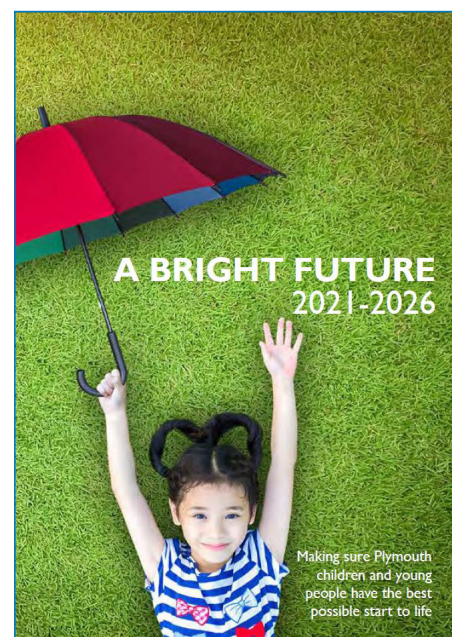


3 A Bright Future

Working in partnership, we want to make sure all children and young people in Plymouth have a Bright Future, supported by a system, which works seamlessly to spot difficulties early, responds quickly and effectively, and makes sure help is there as long as it is needed.

Everyone has their part to play in achieving this, whether they work directly with children and young people or not. We recognise the central role parents and carers have in determining the best outcomes for their children and that supporting parents and carers alongside children and young people will be key in determining our success.

We will continue to work together with key partners to address our shared priorities so that our children and young people can stay healthy and happy; be safe and aspire and achieve, making our vision for a Bright Future for all children and young people in Plymouth a reality.



4 Skills 4 Plymouth

Plymouth is home to thriving and established sectors and high value jobs in advanced manufacturing, marine, defence, large construction, built environment and health and wellbeing and to a young and fast-growing digital and creative sector. It is a place with enormous potential in its distinctive natural and cultural assets, its businesses, and its people. Brexit and the pandemic has had a direct impact on other key sectors, such as health and social care and hospitality, tourism and retail. The city has seen significant regeneration and the benefits are beginning to show, and will enable our businesses and people to thrive in a changing,

data-driven economy that ensures economic benefits are felt by everyone and supports the city's carbon neutrality (by 2030). This will be achieved with ongoing investment through the city's largest construction programme (in 25 years), sector growth and major initiatives such as the National Marine Park and Plymouth and South Devon Freeport that will generate up to 8,000 new jobs in the decade up to 2030.

With a population of 263,100, a real economic output of £5.23 billion and 104,000 FTE (Full-Time Equivalent) jobs, Plymouth is the most significant urban agglomeration on the South West peninsula. However, the Covid-19 pandemic has had a negative impact on the city's labour market, exacerbating long-standing and emerging unemployment issues particularly affecting people aged under 25 and over 50 years old. In addition, we are seeing an increase in claimants now on health journeys.

Skills 4 Plymouth is an ambitious transformation programme that has been co-designed with local employers and businesses, skills providers and wider stakeholders. It is designed to make sure:

- ◆ People have the right skills they need now and in the future to get a job and progress in work
- ◆ Employers and individuals invest in skills and lifelong learning
- ◆ Employers have people with the right skills they need for recovery and growth

Short-term skills recovery actions have been developed and delivered under the Resurgam programme, established during the Covid-19 pandemic to deliver an immediate economic response. Medium to long-term skills actions align to Plymouth's Local Economic Strategy for 2020 to 2025.

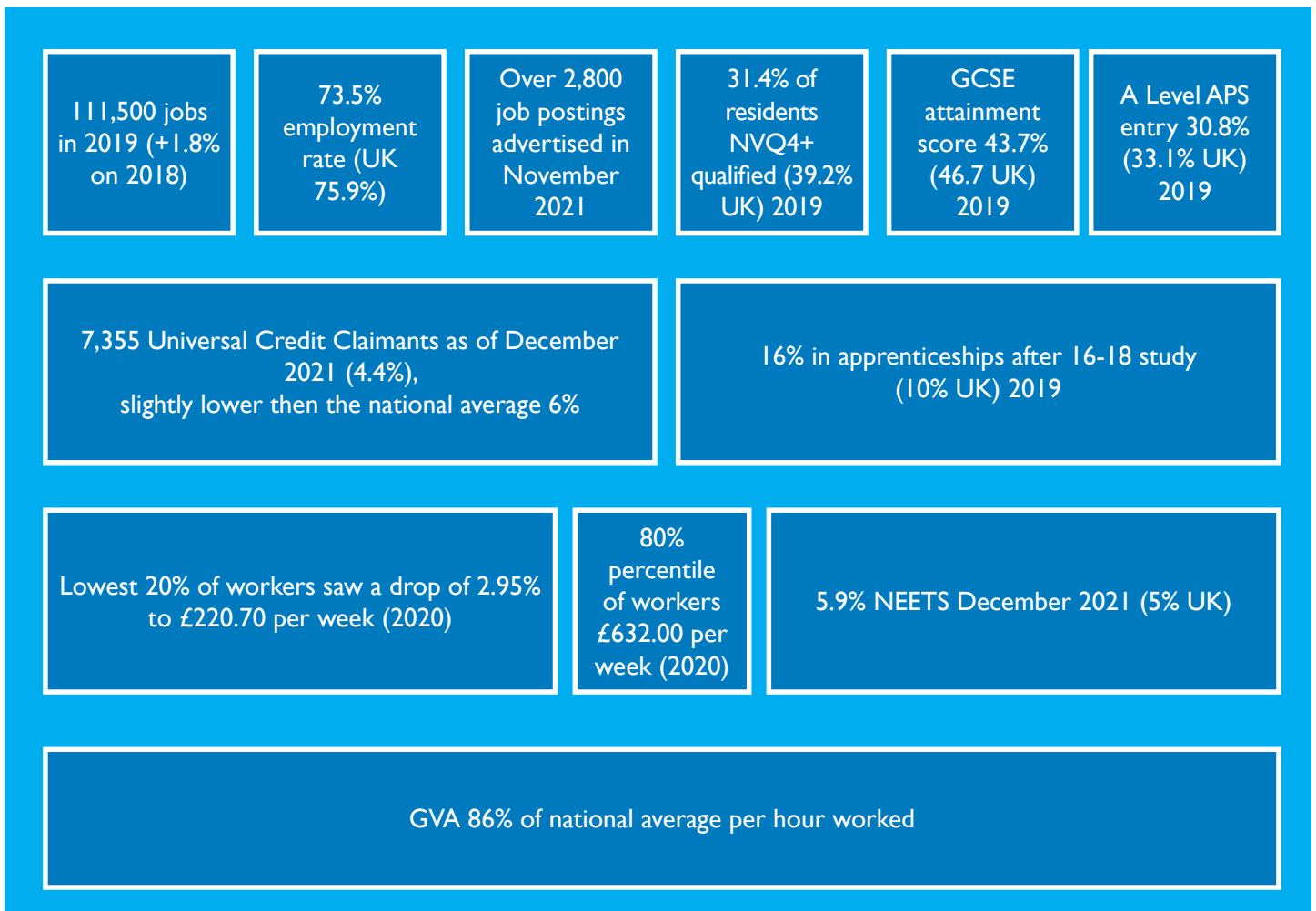
The key aim for the Skills 4 Plymouth strategy is to close the skills gaps (in the current workforce) and skills shortages (difficulties in recruitment) that have been holding Plymouth back economically. As a city, we do not have enough engineers, technicians, construction professionals, tradespeople, health care professionals, social care workers, or hospitality and tourism workers, to meet the growing demand of our local businesses and key sectors. Employers report recruiting difficulties in these areas as a key constraint and redressing this is critical to improving productivity, competitiveness and growth. We also recognise that social enterprises are a vital partner in the city's economy, they address social need, strengthen communities and create a fairer, more inclusive economy. The Skills 4 Plymouth 5 year plan must be demand led and demand informed by real time labour market intelligence. Employers must be put at the heart of defining local skills needs and at the heart of developing post 16 skills provision to ensure that technical education and training aligns to what employers want and need.

5 Where we are now

The Covid-19 pandemic and Brexit has fundamentally changed the skills landscape, with many local employers struggling to attract, recruit and retain people with the right skills. Skills gaps and skills shortages are evident across all sectors. The Skills 4 Plymouth strategy will respond to how our city currently performs, where we have strengths and where we have challenges to address:

- ◆ Significant volume of job vacancies, with a further 8,000 new jobs forecast over the next decade
- ◆ Strong growth sectors and strong demand for high level skills, particularly in health and care, marine, defence, manufacturing and engineering, construction and the built environment
- ◆ High number and take-up of apprenticeships in the city
- ◆ Increasingly digitally enabled employment that will continue to shape the labour market in the city
- ◆ Significant skills gaps and shortages, particularly in Science, Technology, Engineering and Maths (STEM) sectors, which accounts for nearly 60% of all jobs in the city, with declining interest and take-up at Key Stage 4 in the education system
- ◆ Education pipeline is under performing with educational achievement below average in both primary and secondary schools
- ◆ Significantly fewer young people in the city go on to study at a higher level
- ◆ High levels number of highly skilled vacancies in the city
- ◆ The proportion of 16-17 year olds who are Not in Education, Employment or Training (NEET) is higher than average
- ◆ Attainment and engagement in education amongst our disadvantaged children including those with SEND and care leavers is below average
- ◆ High number of adults without a Level 2 qualification
- ◆ Increased number of people in work seeking welfare support
- ◆ An ageing population and workforce, with early retirement compounding the issues

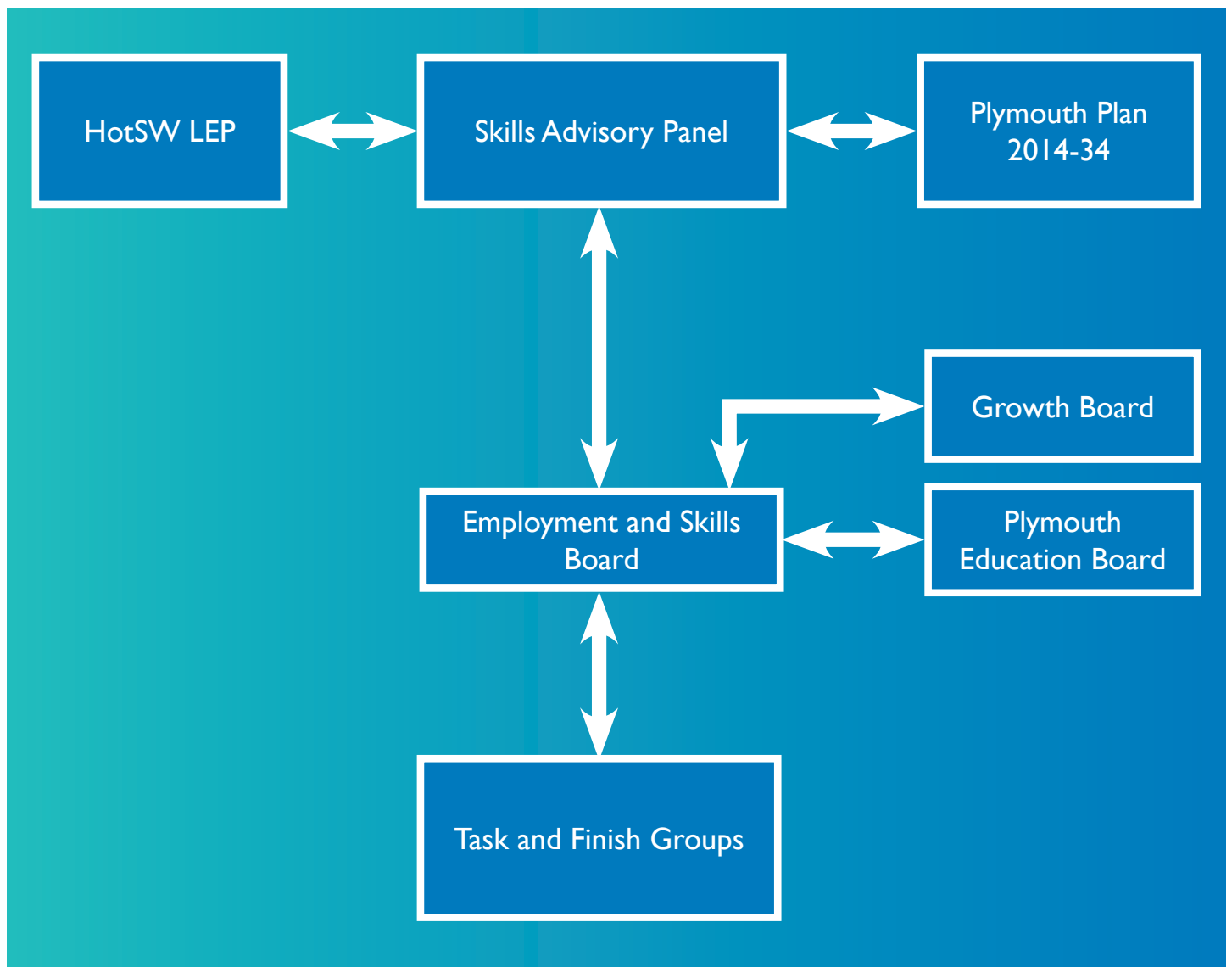
6 What we know



Current and future skills priorities will be identified and assessed by the Plymouth Employment and Skills Board (ESB). The ESB will report into the Growth Board (locally) and into the Skills Advisory Panel (SAP) - Heart of the South West (HotSW) Local Enterprise Partnership (LEP) (regionally). We will align future priorities with the emerging devolution work at county level.

Detailed delivery plans for each of the priority areas will be developed.

Oversight and strategic direction of the detailed plans will be provided by the ESB, which includes representation from the local authority, local employers and sector networks, Federation of Small Businesses, Plymouth and Devon Chamber of Commerce, Department for Work and Pensions, Devon and Cornwall Training Provider Network, adult, further and higher education, Plymouth Education Board and other third party stakeholders. Where appropriate Task and Finish groups will be established to deliver the agreed strategic priorities, these sub-groups will report into the ESB. Delivery of the Skills 4 Plymouth plan will rely on partners working together effectively to drive a responsive, single skills system to realise the potential for the city.



8 Skills Vision

The city's Skills Vision will deliver a responsive, single skills system that meets the demands of employers, increases the number of highly skilled jobs and improves educational performance:

- ◆ Where residents and workers access skills, jobs and support (on their doorstep) to thrive in Plymouth
- ◆ That works for all groups of people, across all communities, where every individual can access the training or learning they need to enter into and progress in a productive job they value, supporting inclusive growth and prosperity
- ◆ Where employers can secure growth and increased productivity through access and support to a more diverse, better skilled and retained workforce
- ◆ Where educators and training providers support the city's changing needs through access to information about the labour market and local needs to improve the quality and relevance of the education and training they offer and inspire all stages of education
- ◆ Where children and young people aspire and achieve
- ◆ Which is simplified, responsive, single skills system that shares best practice and innovation, providing a clear plan and measured outcomes and progress
- ◆ Which attracts a fair share of skills funding investment

Skills Vision:

An outstanding skills system, which drives high aspirations and attainment while meeting the needs of employers and individuals across all ages and across all communities

Skills framework and interventions

DEMAND

- Business need
- Sectoral partnership focus

SUPPLY

- Working age population
- Skills and training provision including adult, further and higher education

PIPELINE

- Those in education or training
- Young people not in employment, education or training (NEET)

9 Skills priorities

The Skills 4 Plymouth strategy will create a framework to coordinate the actions of employers and sectors, educators, training providers and other stakeholders to improve skills and to close the evident skills gaps and skills shortages. Working together in partnership we will deliver the following priorities:



10 Enablers

Collation of real-time Labour Market Intelligence: we will gather this for the city and travel to work area through our Employment and Skills Board, Growth Board sectoral leads, Plymouth City Council, Plymouth and Devon Chamber of Commerce, Federation of Small Businesses, sector networks, sector skills partnerships and directly with local employers, Department for Work and Pensions, and many more key strategic working groups and partners in the city.

Skills Sector Partnerships: the city’s growth sectors will be supported to better coordinate efforts to improve educating, attracting, recruiting, training and retaining a skilled workforce, using Building Plymouth as the blue-print for a successful sectoral joined up skills approach.

Employer Hub: the new Employer Hub as part of Skills Launchpad Plymouth will include a specific focus on aiding inclusive recruitment and employment, and ensuring support for small to medium sized companies to better navigate the complex skills and employment landscape.

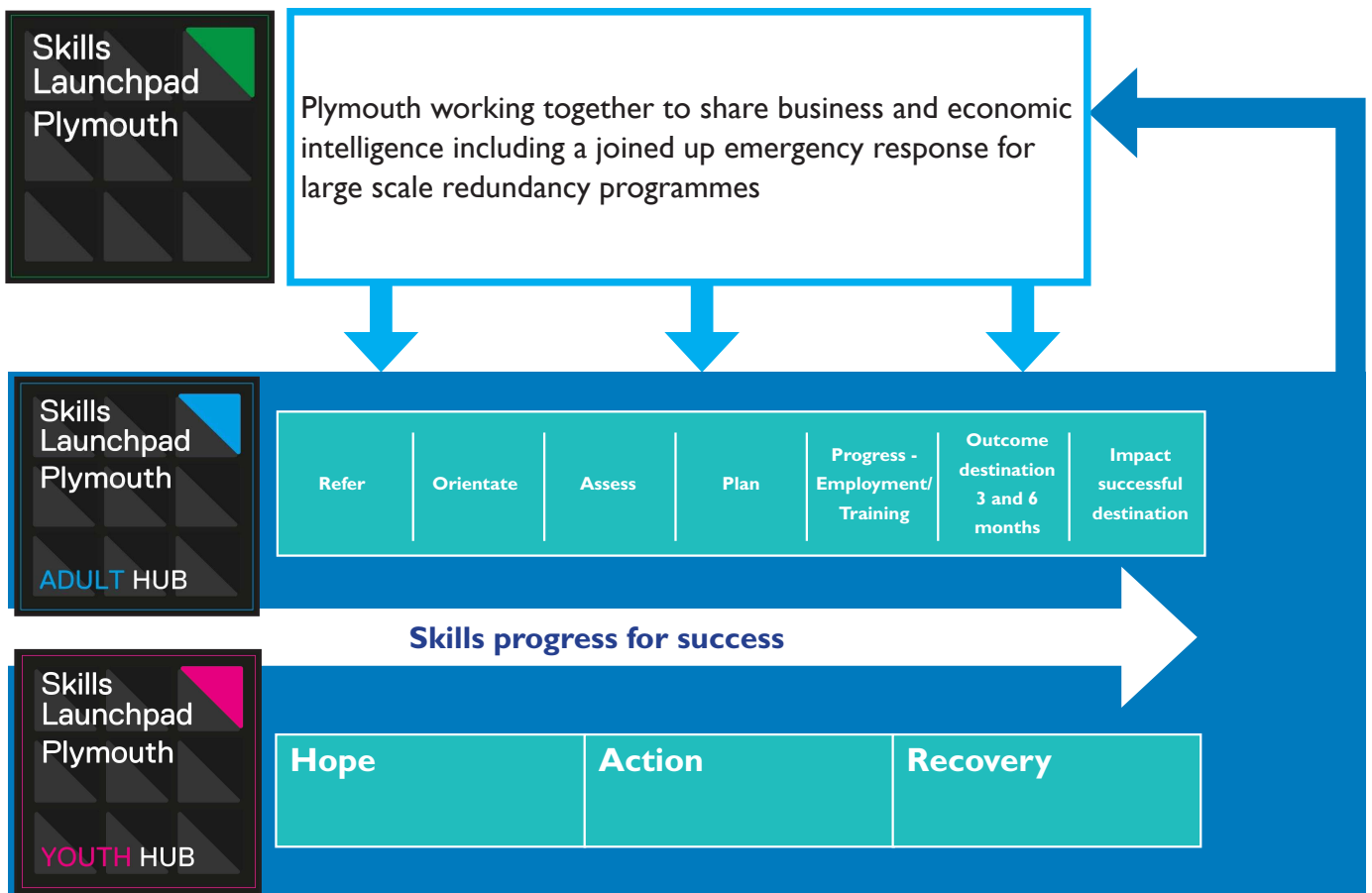
Clean Energy and Low Carbon Growth plans: the city has unique expertise in engineering, green and marine energy, wind, photovoltaic, nuclear and commissioning and clean mobility technologies.

Keep Plymouth Working: a strategic partnership agreement between Plymouth City Council and the Department for Work and Pensions to tackle social inequality and the barriers to jobs and opportunities to realise our ambition for Plymouth to be a modern, vibrant and sustainable city to live, work and visit. The agreement acts as a mechanism to identify emerging issues at the earliest opportunity and to ensure that strategic priorities are aligned.

Skills Launchpad Plymouth: working in city wide partnership to connect the people of Plymouth with opportunities for skills, training, education, careers and jobs www.skillslaunchpadplym.co.uk

Led by Plymouth City Council, in alignment with Department for Work and Pensions, Skills Launchpad Plymouth supports those who are job seeking, facing redundancy or changing careers through the Adult Hub aged 25 years +, and offering targeted support for young people aged 16-24 years including those with additional needs through the Youth Hub. The intention of the ‘Skills Journey’ through the Launchpad is to put the individual at the heart – recognising that not one size fits all and that anyone in Plymouth can access this free help. The service offer an ethical and inclusive front door, designed to help residents make independent and informed skills and training choices, leading to better access to real employment opportunities.

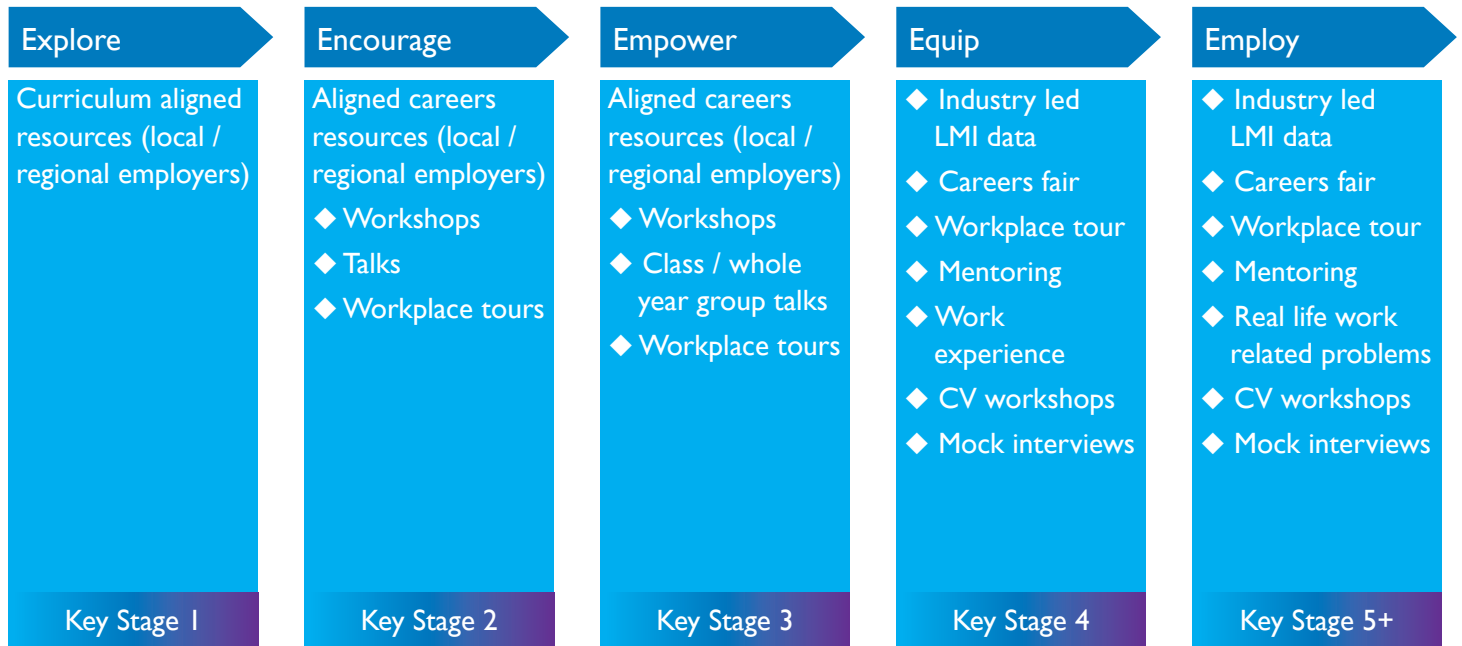
The Skills Journey



Education Hub: the new Education Hub as part of Skills Launchpad Plymouth will provide online support for teachers, educators, parents and carers to access localised curriculum aligned resources developed by Plymouth City Council, skills sectoral partnerships and partners. Designed to showcase the current and future job opportunities in the city and to embed careers information, advice and guidance into education across all key stages.

Plymouth 5E Careers Education model: this provides a new strategic framework to embed local Labour Market Intelligence and careers, information, advice and guidance across Primary, Secondary, SEND, further and higher education institutions to focus on preparing children and young people for the world of work so that they are better informed about the city’s career opportunities and confidently transition from education into positive destinations.

Plymouth 5E – Careers Education Model



LONG TERM

- ◆ Identify jobs and skills for 10 year+ view
- ◆ Where possible, identify demand for next 20 years+ view
- ◆ Develop new curriculum content, specialist school provision, inform new apprenticeship standards and T-Levels etc.
- ◆ Establish growth sector skills academies: Health and Care; Marine and Maritime; Construction and Built Environment
- ◆ Attract and recruit people nationally and internationally
- ◆ Build a strong talent pool to meet future skills demand
- ◆ Close Skills Gaps

MEDIUM TERM

- ◆ Identify growth jobs and skills required in the next 2 to 5 years
- ◆ Map the existing provision, undertake gap analysis and create new provision to align with employer demand
- ◆ Embed real time Labour Market Intelligence into the education system and the community
- ◆ Ensure high quality impartial careers information, advice and guidance that supports positive destinations
- ◆ Embed careers, enterprise and employability skills into the education model and wider community
- ◆ Grow new entrant opportunities in future demand areas, co-designed with employers across sectors
- ◆ Work with Further Education and Higher Education providers to inform curriculum
- ◆ Set up sectoral skills partnerships for further growth sectors including: marine and maritime; manufacturing; and hospitality and tourism and retail
- ◆ Maintain and increase the growth in the number of high value jobs in the city
- ◆ Enhance Plymouth's role in the digital economy by supporting ongoing investment in cutting edge technologies such as augmented reality, immersive tech and autonomy
- ◆ To develop a programme with employers and training providers to embed digital work readiness via digital technology education into schools
- ◆ Build funding pipeline (include skills academies aligned to growth sectors)
- ◆ Implement coordinated education outreach and embed the Skills Launchpad Plymouth's Education Hub (including 5E Model) - Primary - Secondary - SEND - Further Education - Higher Education
- ◆ Ensure sustainability for delivery of Skills Launchpad Plymouth (both virtual and physical services)
- ◆ Expand the Skills Launchpad Plymouth's dedicated Youth Hub supporting those 16-24 years, including those with additional support needs and a priority focus on targeting young people not in education, employment or training (NEET)
- ◆ Expand the Skills Launchpad Plymouth's dedicated Adult Hub supporting those 25 years+ facing redundancy, job seeking, retraining/ upskilling or changing careers, matching adults with real opportunities
- ◆ Expand the Skills Launchpad Plymouth's community outreach programme to engage and support more disadvantaged individuals
- ◆ Deliver a graduate recruitment and retention programme
- ◆ Develop strategic workforce / succession planning training for small to medium sized enterprises

SHORT TERM

- ◆ Demand informed by real-time Labour Market Intelligence for next 18 months
- ◆ Develop new content and inform Post 16 provision, adult, further and higher education curriculum development
- ◆ Build funding pipeline to ensure delivery of skills priorities
- ◆ Expand delivery and ensure sustainability for Skills Launchpad Plymouth's Youth Hub, Adult Hub and community outreach activities
- ◆ Further develop Building Plymouth as the 'blue-print' for sectoral skills partnerships to meet the skills demand for the construction and built environment sector
- ◆ Launch new sector skills partnership for health and care
- ◆ Develop sector insight programmes for those Post-16 seeking opportunities
- ◆ Host high profile, localised careers and sectoral education engagement events
- ◆ Develop compelling career route maps and materials to align with growth sector messaging and real job opportunities
- ◆ Develop an Employer Hub as part of Skills Launchpad Plymouth
- ◆ Implement a coordinated plan to increase the number of young people accessing and maintaining meaningful education, employment or training opportunities, and improve successful transitions at Post 16
- ◆ Secure funding for and plan for Skills Launchpad Plymouth's Education Hub and 5E Model

12 Outcomes

Globalisation, technology progress, demographic changes, the Coronavirus pandemic and Brexit have had a profound impact on the local economy. This has resulted in high numbers of unemployment and significant skills gaps and skills shortages. To address these issues Plymouth must work towards aligning a skilled supply of people to meet the demand as Plymouth continues to drive growth in existing, new and emerging industries.

The best way to improve people's life chances is to give them the skills to succeed. Plymouth has a strong foundation of apprenticeship and technical skills, but lags behind the UK on higher (Level 4+) and basic adult skills. This has created significant skills gaps and skills shortages in the city.

Innovation drives economic growth and creates jobs. Plymouth is already home to world-leading research in areas such as Marine, Science and Health and we must be best-placed to take advantage of the government's significant uplift in Research and Development (R&D) investment and the creation of the Advanced Research and Invention Agency to fund high-risk, high-reward research.

Key to successful outcomes is creating opportunities for all, creating a strategic programme of engaging activities, which raise aspirations and broaden horizons across schools and communities and raises the attainment levels in key subjects such as English, maths and other STEM subjects including digital skills. Ensuring young people, their parents / carers and teachers understand what jobs will exist when they leave education and the career pathways to their chosen careers.

To create a growing and fair economy, we need to support and empower communities to develop the economic opportunities most suited to their need. Individuals living in our most deprived areas often face a multitude of barriers to participating in the economy. Those who have been disengaged from the labour market for some time and/ or significantly impacted by the pandemic, require more intensive support to help them re-connect with better considered inclusive recruitment practices. It is therefore imperative that our employment and skills interventions are responsive to this.

We also need to make sure that people in work are supported to stay in work and maintain, or increase productivity. This means that highly skilled workers make the most of their qualifications and that associate professional and skilled trades are upskilling to more knowledge intensive roles particularly where those roles are automated or where new technology is introduced.

Outcome 1

across growth sectors there is higher productivity, more advances in innovation and fewer skills challenges

Outcome 2

higher percentage of working age population employed and higher percentage of highly skilled jobs

Outcome 3

employers are investing significantly more in the skills of their workforce

Outcome 4

increased engagement of young people, higher percentage of young people have raised aspirations, good attainment levels in English, Maths and STEM subjects and improved levels of work readiness

Outcome 5

an inclusive, diverse economy, which creates opportunities for all

Outcome	Measures	Year 1	Year 2	Year 3	Year 4	Year 5
Outcome 1 across growth sectors there is higher productivity, more advances in innovation and fewer skills challenges	♦ Sector based Labour Market Intelligence breakdown, including skills gaps and shortages	For 18 months	For 5 years	For 5 years	Embedded process	Ongoing reporting for trend analysis
	♦ Skills and training provision gaps by sector	Capture	Understand position Capture	Embedded process, annual reporting	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	♦ Increase in GVA	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	♦ Graduate recruitment	Capture	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	♦ Apprenticeship starts and Level	3 % Increase	3 % Increase	2 % increase	2 % increase	2% increase
Outcome 2 higher percentage of working age population employed and higher percentage of highly skilled jobs	♦ Number of unique visitors to Skills Launchpad Plymouth website and sign ups	Capture	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	♦ Employment rates ♦ Number of Universal Credit claimants	-0.5% below national average	-0.75% below national average	-1% below national average	-1.25% below national average	-1.5% below national average
	♦ Retention and attainment of Adult Education Budget funded learners	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	♦ Number of personalised action plans	Capture	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	♦ Number of people 25 years+ transitioned into education, training or employment through Skills Launchpad Plymouth ♦ Number of people 16-24 years transitioned into education, training or employment through Skills Launchpad Plymouth ♦ Number of people transitioned into education, training or employment through Sectoral Skills Partnership	Capture	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis

Outcome	Measures	Year 1	Year 2	Year 3	Year 4	Year 5
Outcome 3 employers are investing significantly more in the skills of their workforce	<ul style="list-style-type: none"> ◆ New training in the City (new or brought back into the city) ◆ Apprenticeship offer to meet employer needs ◆ Number and level of qualifications 	Capture	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
Outcome 4 increased engagement of young people, higher percentage of young people have raised aspirations, good attainment levels in English, Maths and STEM subjects and improved levels of work readiness	<ul style="list-style-type: none"> ◆ NEET rates ◆ Number of 16-24 year old NEETs transitioned into education, training or employment through Skills Launchpad Plymouth's Youth Hub ◆ Use same measure in Years 1 to 5 as above 	0.25% improvement	+0.75% improvement	National Average	0.25% below national average	0.5% below national average
	<ul style="list-style-type: none"> ◆ Attainment 	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
	<ul style="list-style-type: none"> ◆ Destination ◆ Number of Educational Interventions (5E Model) ◆ % English, Maths retake ◆ % of young people selecting STEM subjects at GCSE, A and T Level 	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis
Outcome 5 an inclusive, diverse economy, which creates opportunities for all	<ul style="list-style-type: none"> ◆ Weekly wage (close on national gaps) ◆ Number of Social Enterprises / Small Businesses ◆ Business Survival Rate (closing gap on national benchmark) ◆ Number of new start-ups ◆ Number of people supported to transition into education, training or employment through Skills Launchpad Plymouth's community outreach programme ◆ Number of people supported through community Leads (SLP) ◆ Number of at risk of NEET Interventions 	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis	Ongoing reporting for trend analysis



Plymouth

Britain's Ocean City

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