

# Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting: 06 January 2021  
 Title of Report: Skills4Plymouth and Kickstart Programme  
 Lead Member: Councillor Jon Taylor (Cabinet Member for Education, Skills and Transformation)  
 Lead Strategic Director: Alison Botham (Director for Childrens Services)  
 Author: Ming Zhang  
 Contact Email: Ming.zhang@plymouth.gov.uk  
 Your Reference: AB.MZ.06012021/1  
 Key Decision: No  
 Confidentiality: Part I - Official

## Purpose of Report

To provide an update to the Education and Children's Social Care Overview and Scrutiny Committee on Skills4Plymouth and Kickstart

## Recommendations and Reasons

For the Education and Children's Social Care Overview and Scrutiny Committee to receive the report for consideration.

## Alternative options considered and rejected

Not applicable - report is for information only

## Relevance to the Corporate Plan and/or the Plymouth Plan

Plymouth Plan

Policy HEA2: Delivering the best outcomes for children, young people and families.

Policy GRO2: Delivering skills and talent development

Corporate Plan: A Growing City

## Implications for the Medium Term Financial Plan and Resource Implications:

There are no implications for the Medium Term Financial Plan arising from this advisory report.

## Carbon Footprint (Environmental) Implications:

No direct carbon/environmental issues 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.

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## Appendices

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If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.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

## Background papers:

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.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

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Originating Senior Leadership Team member: Ming Zhang											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 8 December 2020											
Cabinet Member approval: Approved verbally by Councillor Jon Taylor											
Date approved: 04/12/2020											

## **SKILLS 4 PLYMOUTH PROGRAMME**

Education, Participation and Skills



Post COVID-19, Plymouth is potentially facing high numbers of unemployment along with over 4,000 potential school leavers and 10,000 further and higher education leavers trying to enter a jobs market with high unemployment and fewer new entrant opportunities. The difficult reality is that Plymouth may not have enough jobs for everyone who wants to work, with uncertainty on recovery timescales.

Resurgam; Plymouth's COVID-19 economic recovery plan has been established to support the creation and protection of jobs in Plymouth. The vision for Skills 4 Plymouth is to close the skills for Plymouth by creating a skilled supply of people to match demand. Working direct with employers in growth sectors and growth businesses to identify their skills demands required today and in the future and refocus the skills delivery that is needed to achieve this.

Skills 4 Plymouth objectives:

1. Support Resurgam sectors and businesses in identifying future skills demand and skills recovery interventions that create and protect jobs.
2. Create a capable and trained supply of people to meet future skills demand and close existing skills gaps.
3. To help people affected to be able to make swift, informed choices to develop their skills with collective support wrapped around them to take positive next steps into outcomes that benefit the individual, the community and the economy.
4. To join up in partnership so that the skills journey is seamless and that effort and funding is maximised and not duplicated.

The key activities under Skills 4 Plymouth:

1. Collation of Labour Market Intelligence direct from employers to understand the skills and job opportunities that exist today and in the future.
2. Skills gap analysis to identify gaps in provision and the development of an action plan to close the gaps.
3. Skills Launchpad Plymouth, a virtual Youth Hub, Adult Hub and Employer Hub for accessing independent advice and guidance ([www.skillslaunchpadplym.co.uk/](http://www.skillslaunchpadplym.co.uk/)).
4. Physical Youth Hub space, in partnership across the city with Department of Works and Pensions and various other partners to access and repurpose existing funding to create a space where young people can access free and impartial careers advice, information, education and guidance to enable them to make informed decisions and to help them achieve their career aspirations.
5. Embed future skill requirements and careers information aligned to the curriculum into education system from primary through to post 16, to inspire young people and broaden their horizons so that they know the educational and career pathways that will lead to real jobs that will exist when they leave their educational journey. Developing a sustainable pipeline to meet future skills demands.

Skills 4 Plymouth is aligned to the work underway in the LEP but has been tailored to bring urgent, local assistance to Plymouth's people.

## UPDATE REGARDING KICKSTART PROGRAMME

Education, Participation and Skills



Led by DWP as part of the Government's Plan for Jobs, the Kickstart Scheme is a £2 billion fund to create thousands of high quality work placements for young people. The programme is planned to run until December 2021, more information can be found here:

<https://www.gov.uk/government/collections/kickstart-scheme>

The £2 billion has been allocated to fund employers to create 6-month job placements for 16 to 24 year olds (who have been on universal claimant credit for 6 months or longer). Placements will start from November 2020 and young people will be paid 25 hours by the Government at minimum wage, numbers are unlimited numbers within budget. Employers from all industries and across the private, public and voluntary sectors will be encouraged to get involved, however these placements must not replace existing or planned vacancies, or cause existing employees or contractors to lose or reduce their employment. There has been some delay to employer applications being processed by DWP nationally.

There are some conditions; applications must have a minimum of 30 job placements. If a single employer cannot provide this many job placements, they can either join a group of other employers, nominating a representative for the group to submit the application, or register their interest with registered Kickstart Gateway, such as chambers of commerce or trade bodies. Each application should include how you will help the participants to develop their skills and experience, including support:

1. To look for long-term work, including career advice and setting goals.
2. With CV and interview preparations.
3. The participant with basic skills, such as attendance, timekeeping and teamwork.

Employers will receive funding:

- 100% of the relevant National Minimum Wage for 25 hours a week.
- Associated employer National Insurance contributions.
- Employer minimum auto-enrolment pension contributions.

On confirmation of job start, the employer will be paid £1,500 per placement to support overhead costs, this can be used for things like:

- Setup costs
- Support
- Training
- Onboarding

Kickstart Gateways will have a significant amount of responsibility. They will be able to claim £300 per placement, providing they have a minimum of 30 placements and will be required to:

- Gather information about job placements from employers (the jobs must not replace existing or planned vacancies, or cause existing employees or contractors to loss or reduce their employment). The role should not require people to undertake extensive training before they begin their job placement.
- Submit an online application on behalf of a group of employers.
- Pass on relevant payments made by DWP to the employer.
- They may also share their experience to help employers with onboarding and training
- They can also provide employability support direct to young people employed through the scheme.

Kickstart Gateway must have:

- Experience of managing partnerships and agreements with third parties.
- Robust financial and governance processes to manage the application.

There will also be extra funding to support young people to build upon their experience and help them move into sustained employment after they have completed their Kickstart scheme (details are not yet available).

In Plymouth (as of November 2020);

- The kickstart programme applies to a maximum of 1,926 young people and 3,000 in the wider perimeter of the city.
- 20+ local, regional and national Kickstart Gateways have come forward and placements are proving popular with employers, over 400 placement registered in Devon.
- Plymouth City Council (Education, Participation and Skills department) has established a working group across the city, who meet on a regular basis with various stakeholders to develop an optional 'menu of support' to both the young person and the employer. Where possible utilising existing funded employability programmes as well as specific services for
  - mental health and well-being
  - funded initiatives, courses and qualifications
  - coaching and mentoring support
  - whilst recognising that each individual and employer will have different needs
- We and partners are working direct with the DWP to deliver 'Sector Based Work Academy' style pilots focused on preparing for and applying for Kickstarts for eligible young people. These started last week along with an induction programme for Kickstart employers.
- Kickstart placements will commence in the city from January 2021.

Tina Brinkworth  
Head of Skills and Post 16