

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:

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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