

ARMED FORCES COVENANT - SCRUTINY

Skills Update

7 November 2022

**Skills Update****1. Skills 4 Plymouth**

The Skills 4 Plymouth Plan is an ambitious transformation 5-year programme designed to ensure:

- 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

As part of the Skills 4 Plymouth action plan, we are committed to ‘grow and nurture talent from all communities.’ We recognise that as a city, we need to better connect veterans and serving members of HM Armed Forces and their families, with opportunities for skills, training, education, careers and jobs.

In response to this, we have already had significant success through Building Plymouth, the Council-led sector skills partnership with the construction and built environment sector. This is an industry with massive skills shortages which recognises the transferrable skills and pro-actively trains and recruits the talent from the Armed Forces.

2. Current support for veterans and serving members of HM Armed Forces and their families**Skills Launchpad Plymouth** www.skillslaunchpadplym.co.uk

Working in city wide partnership, Skills Launchpad Plymouth is the one-stop-shop for skills, training, education, careers and jobs, which aims to help local people in and around the city access independent information, advice and guidance. We are supporting those who are facing redundancy and changing careers through the [Adult Hub](#), and offering targeted support for our young people including those with additional needs through the [Youth Hub \(for those aged 16-24 years\)](#).

Supported by Barclays Plymouth (located 140-146 Armada Way), we opened our physical home for ‘Skills Launchpad Plymouth’, housing both the Youth Hub and Adult Hub in September 2021, providing appointments for face to face coordinated services for young people and adults. We also undertake community outreach in targeted wards.

Military Tuesdays – specific offer for veterans and serving members of HM Armed Forces and their families

As part of Skills Launchpad Plymouth delivery, we host ‘Military Tuesday’ drop-in sessions through a multi-agency approach, every Tuesday at Barclays Bank, 10am to 4pm, which aims to offer:

- access to impartial careers information, advice and guidance
- 1:1 skills assessments to identify transferrable skills to help you confidently apply for jobs
- sectoral insights and introductions with local employers across all industries
- opportunities to gain new skills and undertake training
- access to ongoing development once you get started, to continue up-skilling and developing your career.

Delivery of Military Tuesday is coordinated by the Skills Launchpad Plymouth team in partnership with The Forces Employment Charity, DWP Armed Forces Champions and CTP. Other providers and recruiting employers are invited to engage as part of the programme.

Job Shops

In Skills Launchpad Plymouth, we host sector specific weekly drop-in Job Shops to support local people connect with employment opportunities in construction and health and care.

The Process

We invite veterans and serving members of HM Armed Forces and their families to access the wealth of resources available virtually on Skills Launchpad Plymouth's website and to sign up as a Member. Or to drop into Military Tuesdays. Once registered, we have hold an initial assessment, followed up with the development of a tailored Skills Action Plan. Skills Launchpad Plymouth commits to following up in 3, 6 and 12 months to maintain contact and track destination, and Members are welcome to access Skills Launchpad Plymouth services as frequently as required.

3. Case studies

Ed Hall

In April 2022, we held a 'Military Tuesday' recruitment event with Building Plymouth's Project Sponsor Barratt Homes where the employer launched their Armed Forces Transition Programme.

[What's on: Military Tuesday \(skillslaunchpadplym.co.uk\)](https://skillslaunchpadplym.co.uk)

Ed attended and after hearing insights about the career opportunities available in construction, supported by Building Plymouth and RFEA, we referred him to the Building Heroes course at Sherford to fast track his training through a 5-week programme to get basic skills and a CSCS card.

Ed successfully completed the course and then we matched him with Building Plymouth Project Sponsor YGS Landscapes who recruited Ed to their landscaping team.

KD

KD a homeless veteran with anxiety, attended a Building Plymouth event at Bretonside Job Centre seeking construction experience and a CSCS card. He was referred to Train 4 All's Pathway to Construction Programme held on the Vistry Partnerships site in North Prospect. Prior to doing this, the Building Plymouth team made direct contact with the trainer to explain about KDs anxiety and together, were able to provide additional support and encouragement for him to attend the course. KD successfully completed his Level 1 H & S and passed his CSCS test and was so happy and grateful. KD is now going to work on the Stirling House Alabaré Veterans Self-Build development on Honicknowle Green. KD is going to learn skills, learn a trade, whilst also having the emotional support he needs. Once the project is complete, he will get to live in the build.

Highlights of the Stirling House Alabaré collaboration to date are:

- All involved in the project have undertaken bespoke 1:1 skills action plans
- Participants have engaged with Clarion Futures regarding benefits and better off in work calculations
- Building Plymouth introductions are supporting future career steps into construction

- Each individual is working towards differing goals from work experience in tiling, to health and safety apprenticeships, applying for security work

4. Future developments to support veterans and serving members of HM Armed Forces and their families

- Working closely with Plymouth's Armed Forces Covenant Partnership (AFC), November 2022 has been declared 'Military Month' with a coordinated campaign underway, supported by Plymouth City Council and Skills Launchpad Plymouth to raise awareness about the support available for skills, training and employment (amongst other city-wide services)
- As part of this campaign, the Skills Launchpad Plymouth team will be represented at the new veteran outreach pop-up events happening in community spaces throughout November 2022
- 'Military Tuesdays' in Skills Launchpad Plymouth will be extensively promoted with sector specific themed events happening in November to create opportunities to connect veterans, serving members and their families with local recruiting employers and training providers
- Explore funding for performance coaching to better support veterans on transitioning into employment
- 'Military Tuesdays' will have themed focuses and more employers, particularly the local AFC signatories engaged, mapping work underway to understand this membership and plan to assess their recruitment needs
- Promote continued access to the services of Skills Launchpad Plymouth's Youth Hub and Adult Hub, and expand community outreach to connect better with veterans in their own communities
- Skills Launchpad Plymouth is developing an online 'Employer Hub' which will have information, advice and guidance for local employers in relation to attracting and recruiting veterans and serving members of HM Armed Forces and their families to better match up opportunities
- The Skills Lead is currently engaging with the AFC Business Theme Group to work together to ensure alignment with the Skills 4 Plymouth Plan and relationships with the AFC signatories

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