

# LEARNING AND TALENT DEVELOPMENT

## Executive Summary

***‘A major civic push to learning and skills development – driven by individuals, businesses and institutions, supported by providers and civic society’***

**Growth Board Champions:**

*Phil Davies and Steve Cardew*

**Flagship Sponsors:**

*David Draffan and Judith Harwood*

**Report Author:** *Edward Coley*



### Highlights

Progress against strategic objectives and actions set out in the LES Review 2013/14 over the last 12 months (more detailed information in ‘full report’).

### Match Skills with Demand

- **STRATEGIC FOUNDATION:** The Employment and Skills Board has a new Chair, Steve Cardew of Kawasaki. Representation has increased with education now present alongside business and the Local Authority. The Board has verified the objectives of the Plan for Employment and Skills (PES) against the LES Review and the Skills Audit and Skills Analysis. The PES has been approved by the HotSW LEP and PCC Cabinet. The Head of Employability and Skills is now responsible for its delivery. A Building Plymouth Skills Coordinator was appointed in October 2015.
- **SKILLS ANALYSIS:** Completed and published on the Plymouth City Council website, providing a comprehensive picture of skills and employment across Plymouth, both now and looking forward to provide a landscape across the city; act as an additional CEIAG tool that can be utilised by schools and others; provide background information for business cases and bids; provide supporting data for devolution.
- **DRIVE TO ALIGN BUSINESS AND EDUCATION:** Four Summits linking education with business delivered this year (2 Construction, 1 Digital, 1 STEM). A Manufacturing Challenge project was also launched to focus on linking secondary schools with the localised needs of the manufacturing sector. SW Skills Show hosted at Plymouth Pavilions and attended by schools across the SW.

- **PROSPECTUS IN PARTNERSHIP:** Two editions of Plymouth Learning Prospectus 'Reach for your Future' for ages 11-18 delivered to Years 8, 9, 10, 11 detailing impartial careers advice, all publicly funded training opportunities, apprenticeships, traineeships and core skills information. This dovetails with the recent Ofsted drive to ensure fair provision and access to careers information in schools.

### **Drive Enterprise and Innovation**

**PLYMOUTH ADULT LEARNING SERVICE SPUN OUT INTO SOCIAL ENTERPRISE:** Relating to core skills, 'On Course' became a Community Interest Company in April 2015 sustaining a turnover of approx. £2.2million. This is in partnership with Shekinah and YMCA, using community centres, schools, libraries, enterprises and children's centres to widen skills opportunities and provide a more flexible gateway into up skilling for those 16+, often at most risk of social exclusion.

**URBAN ENTERPRISE PROGRAMME:** Fifteen major stakeholders coordinated and funded by the European Regional Development Fund and Plymouth City Council delivered a linked business support programme and two managed workspace infrastructure projects delivered by two social enterprises. Resulted in 400 jobs, 260 businesses and 70 social enterprises.

**HIGH LEVEL INNOVATION:** Asset transfer of Devonport Market to the Council enabled a pioneering project for Plymouth University and Real Ideas Organisation (RIO) to develop Plymouth's Institute of Digital Arts (i-DAT). Here, there will be a 'hatchery' for new firms and a testing ground for established companies to 'entice' a new generation of researchers and would-be designers from Plymouth schools in addition to University students.

**MENTOR SUPPORT:** GAIN provided accessible, well-publicised advice, mentors and support for business start-up, small business and growing business. (See Business, Growth and Investment Flagship.

### **Preparing for Work and Worklessness**

**MENTOR SUPPORT:** A DWP Work Coach has started work with CSW teams and staff from the Youth Service to offer advice and guidance to approximately 100 16-17 year old NEETs with support for re-engaging in education and training. Additionally, the Mentors Project aims to support 1500 unemployed young people (18-24) from across the peninsula, (including Plymouth), into work. The Council has submitted a further application for the personalised mentor's project as part of the Youth Deal, to extend this into new identified postcodes. Further mentoring is taking place through with the Wage Progression Project, the largest of its kind in the country and now open to all age

groups. It acts as an incentive for progression in work and supports recruitment and retention in some career sectors.

**EMPLOYABILITY PASSPORT:** launched in October 2015 to address and focus schools on the benefits of employability skills in addition to qualifications. Developed locally in partnership with employers, schools, colleges, Plymouth Learning Trust (part of Plymouth Learning Partnership - a direct link into Head teachers), Plymouth University and CEIAG Networks.

**REDUCING NEETS:** A robust analysis of NEETs in Plymouth is taking place with a 'deep dive' being shared with the Learning, Skills and Employability Group across Plymouth to determine focused interventions going forward.

### **Improve Core Skills:**

**PRIMARY SCHOOL DEVELOPMENT IN ENGLISH:** PCC in partnership with Plymouth Teaching School Alliance delivering 'Talk for writing' across all Primary schools in order to boost reading and writing outcomes particularly boys' literacy levels. Results in reading and writing, especially for boys, have improved above national results since 2014.

**PRIMARY SCHOOL DEVELOPMENT MATHS:** Maths subject knowledge training and a 'visual maths' programme has been successfully provided in Plymouth alongside other maths courses for teachers. Results for primary aged pupils have improved well this year.

**SECONDARY SCHOOL DEVELOPMENT IN MATHS AND ENGLISH:** Subject hubs are being set up by PLT (Plymouth Learning Trust) in all secondary schools to share best practice and work on city specific priorities in attainment of English and maths. Additionally, the English and maths Skillspace at City College was set up in 2013 and continues to be developed.

**STEM DEVELOPMENT:** An innovative STEM Centre opened in February 2015 at City College Plymouth for schools and colleges to access and develop skills. Furthermore a £5.4m has been secured from the HotSW LEP Growth Fund, as part of a £12.8m package for a new Centre of Regional Excellence for STEM in Plymouth to be delivered by September 2017.

**DIGITAL DEVELOPMENT:** Plymouth Learning Partnership (PLP) has started to develop a computing hub for teachers with a responsibility for digital education in schools. This will provide routes for a variety of training opportunities including the Barefoot Computing initiative through CAS (Computing at School) and SWGfL (South West Grid for Learning).

**Key Questions for Plymouth Growth Board:**

1. How could the Growth Board contribute to the improvement of Careers Education Information Advice and Guidance in the city?
2. There are still businesses in the city that do not engage with apprenticeships; how can the Growth Board help to overcome this?
3. How would the Growth Board like to be informed of developments and progress on devolution?