



Skills and labour market strategy

2020–2025

Foreword

Portsmouth wants to be known as a city of attainable opportunity for every business, every student and every resident, and a strong strategy and action plan for skills and the labour market is key.

Portsmouth's Skills and Labour Market Strategy 2020–2025 has been developed with partners from across the city to answer the call from the Portsmouth Economic Development and Regeneration strategy 2019–2036. It aims to provide a skills-progression strategy that will seek to align skills provision to local employment needs, and to ensure that residents are able to access the opportunities on their doorstep.

The shared vision amongst these partners is to have a home grown, highly skilled and ambitious workforce, not only able to deliver on business and economic needs now, but sustainably and confidently into the future. A workforce that is inspired at all stages of its education, training and careers. A workforce that has the ability, the resources and the support to not only build and improve on their skills, but to also diversify and increase them.

The skills landscape is changing, and even before the Covid-19 crisis was doing so at a rapid rate with significant impacts in both the short and long term. The Covid-19 crisis brings with it new challenges as well as increasing the severity of the challenges already faced. Impacts on the workforce and business are being seen, with furloughed workers, redundancy, varying sector recovery speeds, changes in working practices and social distancing rules making the road ahead complex and turbulent. What remains unchanged is that skills and qualifications remain key in this strategy enhancing employment opportunities for the individual. Skills is one of the most important pillars of business competitiveness, and imperative in increasing economic prosperity of the global, national and local economy. Whilst the challenges Covid-19 brings should not be underestimated, there is a chance to view it as an opportunity. To launch large scale upskilling and reskilling, to be able to fine tune the Portsmouth workforce into one

of the most diverse, most innovative, and most future ready. It is also an opportunity to firmly push our social value ambitions focusing on the three pillars of social, economic and environmental work into the core of our business community, benefiting employees, students and residents alike. To better connect our business and our education providers, to ensure that the education and skills provided to our young people are truly suited to our changing economy, and to utilise transferrable skills in ways never seen before.

What does that mean for Portsmouth? It means that our residents should be inspired to increase their educational attainment, embrace lifelong learning, skills progression and qualifications progression, no matter what their age, background or need. Portsmouth wants its residents to be able to attain high quality and well paid work in the city and surrounding areas, and its students leaving the University of Portsmouth to build not only their careers but their lives here. Portsmouth needs to continue building on its record low unemployment seen prior to the Covid-19 crisis decreasing the amount of residents who have no qualifications and increasing the amount with higher qualifications. Since the Covid-19 pandemic unemployment rates in Portsmouth have risen, with unemployed claimants growing by 28.1%. Specific challenges seen in the high numbers of youth (16–24 years old) unemployment. Portsmouth knows that targeted support to help this demographic back into sustainable jobs within the work force is essential for recovery and economic growth.

It wants to improve the amount of apprenticeships, specifically within key science, technology, engineering, arts and maths (STEAM) industry areas. Apprenticeship starts in Portsmouth have declined significantly since the start of the Covid-19 crisis with 1,740 fewer beginning, accelerating a slight decline noted in 2018/19.

Portsmouth knows that partnerships within the business community are fundamental in encouraging these numbers to increase, and key to driving talent development in the many vital industry sectors within the city. It wants businesses to feel confident in the support that is on offer and to draw on it consistently and successfully. And most importantly, it wants a local economy that is inclusive and accessible to everyone.

Portsmouth wants to be known for leading the charge in response to the wider global challenges that face businesses and the workforce not only today, but into the future. Covid-19 is an example of such a challenge, and the city of Portsmouth has already shown that it has the capability and innovative thinking to immediately rise to such a challenge despite unprecedented levels of confusion and uncertainty. In the very early days and weeks of crisis Portsmouth launched a strong and resilient support service to businesses including setting up the first dedicated Covid-19 business helpline in the Solent area, taking part in the Solent LEP Partnership and H&IOW Local Resilience Forum, setting up the Portsmouth Crowd Funder “Pay It Forward Scheme”, helping to establish the “Shaping Portsmouth’s Future Together” action group,

and many more. Portsmouth City Council has also shown its unrelenting support for programmes based around skills development, upskilling and new skills training by contributing towards the Solent Apprenticeship Hub’s Transfer to Transform programme, giving struggling SMEs in the city vital funds with which to train new and existing staff. Portsmouth has shown that its strength lies within its ability to come together with all parts of its community and be responsive to the need, not only within a very short time, but also in the long term, as this strategy shows.

Despite the Covid-19 impact, Portsmouth has not lost sight of the other challenges facing its workforce and residents. Portsmouth still wants residents to be prosperous, happy and healthy; living in a city that actively tackles climate change and takes ambitious strides towards clean growth. Portsmouth seeks an unrivalled infrastructure; driving the growth and success of the businesses and residents that it supports. It wants to understand and embrace the speed of technological advancement, and ensure our residents and workers have the necessary new skills and training needed for jobs in artificial intelligence, virtual reality, automation and digital technologies.



Introduction



The Skills and Labour Market Strategy is designed to not only provide a focused strategy, but be driven by a clear action plan to support recovery and growth. Produced in partnership with the business and education communities, this working document is designed to be responsive to the skills and workforce needs we face in the current economic climate. This remains the same following the Covid-19 crisis.

We cannot give an expected date of a vaccine or antiviral treatment so it remains likely that we will need to learn to live with the risks associated with COVID-19, the threat this poses to public health, the possibility of other future pandemics and the likelihood of prolonged disruption to our lives and livelihoods for months if not years. Due to this, we will need to revisit, repurpose and update this strategy and action plan as both the situation and our plans evolve. The core data

and research for the strategy is based on the responses and analysis of the Employer Skills Survey in 2019 which received approximately 250 business responses. Analysis of the Portsmouth economy using Hampshire County Council economic dashboard data, input from the Hampshire Future Skills team, three Further Education (FE), Higher Education (HE), training provider consultations, and five industrial sector focus groups were also part of the foundation research. As we transition into recovery post Covid-19, more local interventions will be necessary and partnership with local stakeholders will be even more critical to protect livelihoods, to safeguard the economy, secure long-term economic success for the residents, workforce and businesses.

The very core of this strategy is to be ambitious – for residents, businesses and the workforce as one. With emphasis on raising aspirations within the city, developing home-

grown talent to support our skills needs and providing the critical educational and training support to be able to move the city in tandem with the rapidly changing industrial landscape.

The Skills and Labour Market Strategy seeks to make itself sustainable by keeping in sight not only the local factors that impact skills, but also the wider national picture, including global trends. The strategy works to directly align itself to a wide range of relevant strategies and policies, encompassing the Solent LEAs emerging local industrial strategy, the Solent LEAs evolving skills strategy, the UK Industrial Strategy 2017, and the Department for Education's Post-16 skills plan.

This strategy will invigorate and refresh the confidence the city holds in its skills. Portsmouth already has a strong platform on which to launch this Skills and Labour Market strategy and action plan, with established and committed partnerships in place, a history of successful projects aimed at workforce and skills development, and an increasingly engaged employer base, keen to support talent growth. Portsmouth has an impressive job density of 0.88, meaning there is a job for 88 of every 100 residents, which is higher than comparator areas.

Since 2010, Portsmouth saw impressive resident workforce employment growth with over 4,000 new employees. However data shows, that since 2018 with the additional impact of the Covid-19 crisis, this has now decreased by approximately 3,000. The majority of our GVA comes from global industries such as aerospace and defence, marine and maritime and advanced engineering, but our smaller industries such as the creative industries are experiencing commendably fast growth rates – as of 2019 this stood at 10% per annum since 2010. It's notable that public administration, defence, education and health accounts for a third of Portsmouth workplace employees, reflecting the presence of the naval base and Portsmouth

University in addition to local government and hospitals in the city.

Portsmouth recognises the strengths of its larger industry sectors and the growth of new emerging technologies and has put these at the heart of the development and evolution of skills within the Portsmouth city workforce.

This strategy and action plan not only looks to build upon existing good work and increase the current success stories, but to also tackle the obstacles and challenges with strength and innovation. The three most important drivers to raising employment levels, supporting economic growth and increasing productivity are Level 3 attainment, Level 4 attainment and trade apprenticeships, and despite solid improvements in Level 3 attainments, Level 4 attainment and trade apprenticeships are areas where Portsmouth falls behind in comparative data. More needs to be done to assist emerging technologies and new types of employment clusters with focused support and investment.

The city of Portsmouth houses some of the most deprived members of society in the country meaning that economic inactivity and social mobility are core issues to resolve. Reaching those positioned the furthest from the labour market and working to support their successful and sustained entry into it, is essential.

The Covid-19 pandemic has only increased the challenge in supporting these sections of our community, as an increase in skilled jobseekers flooding the market serves to increase employment barriers to those with fewer skills and less experience. On a much wider platform, Portsmouth is not alone in the face of growing technologies such as artificial intelligence, digital skills and autonomous development, factors that will lead to jobs that do not yet exist. Skills preparation for this is one of the most critical focus points for the next five years.

The statistics

Setting the skills scene

71.4% of full time employed

18.4% part time **13.4%** self employed



Unemployment low at **3.5%** | Southampton **4.1%** | National **4.1%**

Employment in full-time/part-time:



Approx.

28,400
resident workers leaving
the city to work each day

Approx.

41,500
workers commute in
to Portsmouth to work
(Net inflow of 13,100 approx.)

26.1% Economic inactivity
Southampton **20.4%**
National **21.3%**
(as of March 2019)

Job density in
Portsmouth of **0.88** South East
0.88 **0.78** Solent
0.75 Southampton

One of the highest amongst benchmark areas.
5th out of 14 of authenticities in Hampshire and Isle of Wight.

25.8%
high level 3 qualifications
in 2018 in Portsmouth
17% National

6.9% of the resident population
have no qualifications.

6.2% Southampton
6.9% National

Portsmouth Businesses by size:

80.8%
micro

15% Small

3.7% Medium

0.5% Large

75%

of the working age population are receiving unemployment claimant benefits (correct as of May 2020)

Public administration, education and health largest sector of local economy accounting for

26.5% of GVA

4 neighbourhoods within Portsmouth in top 2% of most deprived areas

18/19 FE apprenticeship starts fell compared to 17/18, slower than South East. Apprenticeship completions fallen faster than South East average.

6.4% started in Portsmouth
3.4% in Southampton
3% in the UK

4.8% 16-18 year olds are NEET

Statistical neighbour 6.6%, national 5.5%

Highest business start up against comparator areas **1,200** at **16.6%** new businesses in Portsmouth (2019,Q3 data)

Residents' earnings in Portsmouth are in line with Southampton at

£555p/w

but below national average at **£585p/w.**

Workplace earnings are:

£590 Portsmouth

£615 Southampton

£585 National

33.1%

Southampton **38.1%**

2018 saw an increase in residents gaining a level 4 qualification

Nationally **39.2%**



What the city is saying about skills

This is a strategy for the city, by the city, and as such draws on consultation with a wide variety of businesses, education organisations, stakeholders and public sector colleagues.

Some of the headline comments from those consultations are listed below:

- Soft skills such as written communications, negotiation, customer service is still lacking from the workforce currently and will be in the future. Emphasis on emotional intelligence in future (Employer Survey 2019, Shaping Portsmouth)
- Engineering, management/leadership and IT/computer skills were the most important skills lacking in businesses current and future workforces (Employer Survey 2019, Shaping Portsmouth)
- Team working, leadership/management skills and customer service/interaction were the three most requested local training courses (Employer Survey 2019, Shaping Portsmouth)
- Internships/work experience/ apprenticeships, practical/life skills – including work ethic and interview preparation were the three most common responses to how the education system can better prepare young people for the world of work (Employer Survey 2019, Shaping Portsmouth)
- The majority of businesses do not feel the education system currently prepares young people well enough for the world of work (Employer Survey 2019, Shaping Portsmouth)
- Public sector and private sector employers need to improve the way they provide work experience for local schools, colleges and universities (Cornerstone Employers Solent group)



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- Careers Information and Guidance (CIAG) needs to become a priority (Solent NHS)
 - Low levels of literacy and numeracy act as a substantial barrier to work and education opportunities (NHS)
 - The aging work force in Portsmouth needs to be considered when looking at training and skills development for all stages of an individual's career (NHS)
 - Health and Social care needs to be recognised as a priority area alongside traditional STEM industries (Citizens Advice, NHS)
 - Business support, from recruitment, CIAG, skills access and infrastructure guidance needs to be increased and consistent (Shaping, NHS, British Marine)
 - Focus on the inclusion of those most vulnerable and/or furthest away to the labour market. This includes supporting programmes such as the Armed Forces Covenant, Disability Confident, as well as looking at supporting Looked After Children and those in minority groups (NHS, Portsmouth City Council)
 - Aspirations of residents within the city need to be raised to encourage educational and skills development towards Level 4+ (DWP)
 - Business support, especially for SMEs, need to be improved to ensure full representation, and access to particular skills suited to small businesses (DWP)
 - Inclusion and accessibility work needs to continue (Shaping Portsmouth)
 - Call to make Portsmouth a Marine Hub, drawing more business and investment into the city (British Marine)



Strengths and opportunities



- Contractions seen in growth in two important sectors for Portsmouth; 0.2% for manufacturing and 1.4% for IT and communication.
- Strong growth has been seen in the number of businesses in Portsmouth, driven specifically by micro and small businesses. 80.8% of business units in Portsmouth are utilised by micro businesses.
- Self-employment growth is strong within the city – last year 170 new businesses created.
- Portsmouth's workplace earnings remain 1% higher than the national average at approximately £590 per week.
- The two largest contributors to the Portsmouth economy both grew on the previous year with the broad public administration, health and education sector up by 2.4% and distribution, transport, accommodation and food up by an impressive 6.6% on the year before. Growth in these two broad sectors in Portsmouth was faster than most of comparator areas.
- Portsmouth has a high number of residents who are achieving Level 3 qualifications, the fastest growth across all benchmark areas.

Weaknesses and threats



- UK manufacturing output is suffering a decrease, this is unwelcome to Portsmouth with its large manufacturing base.
- There is a fall in FE apprenticeship starts within Portsmouth, although this is a slower decrease than the national picture. There is also a fall in apprenticeship achievements, at a faster increase than the national picture.
- Portsmouth has a low number of residents that progress to a Level 4 qualification or higher.
- Portsmouth has a low percentage of people going to university.
- The construction sector has been hit extremely hard by the Covid-19 pandemic, with construction output falling by 40.1%.
- The unemployment claimant rise for the City is 7.2%, higher than the national average of 6.4%. The covid-19 pandemic saw 25.5% of employed workers furloughed and 58.3% of self-employed workers claiming via the Self-Employment Income Support Scheme.
- Many higher paid and higher skilled jobs are being taken by employees commuting into Portsmouth and not by residents.
- Resident salaries are lower than the national average which indicates the lower skills level of the workforce.
- Large amounts of the resident population are leaving the city each day to work and these are mainly in the lower skilled job types.

Key priority themes

Through our extensive consultation process and analysis of the quantitative and qualitative data and feedback, there was a broad agreement over the following key themes that emerged:

- Inspire
- Develop
- Partner

Following on from the Covid-19 crisis, a further theme was agreed upon. Whilst Portsmouth knows that the effects will be felt in the

immediate and long term future of Portsmouth workforce and labour market, it also knows the some of these effects are still yet to be known or fully understood. Being responsive to the needs as they arise, and allowing flexible changes in approach and assistance is key in the final theme of this strategy and action plan.

- Respond

These themes were developed and used as the basis for the strategy and subsequent action plans.



Theme 1: Inspire Portsmouth residents to achieve better skills, train and find higher skilled employment

We want Portsmouth to be a place where people of all ages have access to a high quality local education offer to learn, improve their skill levels and earn a good living. Encouragement to diversify is key to this; as well as ensuring our business and training partners work with us in creating sustainable training and employment opportunities.

Objective 1.1: Develop and encourage a skills-progression mentality across the city

Helping residents to understand and obtain the opportunities to diversify and widen their skill sets. Work to build a proactive skills development mentality within businesses, and work to promote the benefits of training throughout all stages of a career.

Objective 1.2: Increase workforce retention and support the development of resident skills to allow city opportunities to be obtained

Inspire every resident to gain, develop and utilise their skills within the city of Portsmouth's businesses. Work with our employers and training providers to provide experience and opportunities for those about to enter the workforce.

Objective 1.3: Strengthen and improve the Career Information and Guidance (CIAG) available to all residents

Provide good quality, valuable and impartial information, advice and guidance linked to local Labour Market Information (LMI) to ensure an understanding of the different pathways to skills, qualifications and training. Make improvements to better prepare young people for the current and future skills needs of employers. Allow individuals to make informed choices about their careers and personal development.

Objective 1.4: Promote inclusion and employability for all to ensure a career and skills development pathway for everyone

Shake the stigma of education and training being for the young, and encourage those already in the workforce to develop themselves further. Support targeted employment and skills provision for the most disadvantaged groups, including those people experiencing complex barriers to work.

Theme 2: Integrate Portsmouth businesses into the heart of skills and labour market development

Continue to drive productivity by making the best use of training programmes and qualification pathways to create a highly skilled and talented home grown workforce. Working with businesses to build upon Portsmouth's competitive advantage in its high growth business sectors and new technologies by investing in training and skills development. Helping business to thrive in Portsmouth.

Objective 2.1: Ensure employers are at the heart of technical and vocational training

Draw down on the multi-industry knowledge, the businesses in our city hold to gain a greater understanding of their skills needs of the present and the future. Creating a strong workforce that is responsive and proactive in sustaining Portsmouth's economic growth.

Objective 2.2: Provide fully comprehensive business support to assist businesses with their current and future workforce needs

Provide a system that gives support to all businesses within the city of Portsmouth to support workforce development and employment. This covers a wide variety of needs from recruitment, to technology access, to wider infrastructure development, in all business from micros and SMEs to large multinational corporations.

Objective 2.3: Work to increase the amount of Portsmouth residents that have L4+ qualifications

To ensure that the key drivers for economic growth are met by encouraging further and higher education participation by Portsmouth residents. Promote the variety of skills training that can be completed not only whilst in full time education, but also whilst in full time work.

Objective 2.4: Decrease the number of Portsmouth residents who have no or low level qualifications

Focus on the large number of residents that do not hold any qualifications at all and ensure that they are given basic skills training as a minimum. Assist them to gain the qualifications needed to secure employment or places on training programmes that will develop and progress their skill sets. Help residents with no skills or low skills secure paid employment and subsequently healthier and safer lives within the city.

Theme 3: Create and strengthen city wide partnerships to support relevant and focused workforce development

Create, improve and utilise the wide range of partnerships across the city that support skills and the labour market.

Building upon the strong partnerships already established within the city, we want to encourage education providers, industry groups, authorities and other supporting employment organisations to take a lead role in providing innovative ideas around training and skills, supporting the wider economic growth and regeneration plans for Portsmouth.

Objective 3.1: Create a clear communication network for skills partners within the city to use in relation to skills and the workforce

Encourage direct communications between education providers and skills industry partners including but not exclusive to the Solent LEP, Shaping Portsmouth, and DWP. Increase participation in learning and improve progression pathways into intermediate and higher-level skills by promoting awareness, specifically around financial and social support.

Objective 3.2: Develop new and existing programmes and projects that support businesses employing vulnerable resident groups

Identify clear pathways to financial and social support for employment and skills programmes within the city. Addressing the barriers to learning and education for these residents is critical in improving economic inactivity levels, solving social mobility issues and increasing aspiration levels in Portsmouth.

Developing a sustainable and successful skills and education offer for the more vulnerable residents is essential when looking at the offer within the city.

Objective 3.3: Work to create a skills and learning provision that is focused on economic growth and prosperity for the city of Portsmouth

Allow employers to not only support our workforce, but also to help influence and shape the skills provision needed to do this. Create links between employers and education and training providers to ensure that educational offers are meeting industry needs. Bring together partners who can assist with technology, funding and infrastructure support to ensure the education is sustainable.

Objective 3.4: Encourage and support clean green growth education, skills, and training

Ensure that the skills provision centred on climate change and clean growth is being prioritised. Work to develop skills programmes that can be developed and approved for delivery over the course of the Skills and Labour Market Strategy and Action Plan. Identify relevant funding to support this and encourage providers and colleges in the area to add weight to the development of the curriculum.

Theme 4: Respond to the significant impact on people's health, wellbeing and livelihoods caused by the Covid-19 pandemic.

We want the Covid-19 recovery to be people focused, protecting the labour market and the improvements previously seen. We recognise that the economy has changed permanently and Covid-19 has caused disruption to almost every business within Portsmouth. We plan to set out an innovative set of local interventions needed to deliver effective, targeted support, filling the local gaps in provision. Some of these gaps are already known, some we anticipate, and some we just simply don't know, but by being prepared to adapt to the need as and when it appears, we can be sure to respond to the skills and workforce challenges we are facing and will face.

Objective 4.1: Workforce reskilling

As some job roles change, some cease to exist and some are created for the very first time, we want to help our workforce, residents and businesses access the right skills training and education so vitally needed to get through this current economic situation. Helping our employers to understand new funding opportunities and ensure that their needs help shape local skills provision. This will include projects being prepared before the pandemic whilst recognising individuals and protecting businesses that were viable before the crisis but now face rapid structural changes.

Objective 4.2: Redundancy support

Business failure will lead to job losses, and the employment rate is likely to fall from its current high. It is too early to estimate the number of job losses in the city due to Covid-19 but data already shows an increase in the number of people claiming benefits due to unemployment. Previous recessions have particularly affected the 16-24 age group but we also need to be alive to the impact on all working age groups.

Objective 4.3: Alignment for recovery funding

Support existing businesses to recover, grow and create decent jobs; radically improve our ecosystem for growth businesses; and deliver the next generation of strategic economic infrastructure. Work with key stakeholders to ensure city-wide agreement and alignment for funding streams in the short, medium and long term.

Objective 4.4: Young people

Many young people may now find that their first career steps are compromised. It is essential that we use this time to give them the right skills to improve their chances of getting employment. There will be significantly increased competition for fewer jobs, making it harder for those further away from the labour market to get into work.

Action plans

Theme 1: action plan: inspire

Objective 1.1: Encourage a skills-progression mentality across the city

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Future Portsmouth event	PCC economic growth	Hampshire Chamber, University of Portsmouth ALPHI	Event held annually in March	Maintain attendance figures of approx. 130 Portsmouth businesses potentially via virtual means
National Apprenticeship Week events	PCC children, families and education services	Solent Apprenticeship Hub, University of Portsmouth, Shaping Portsmouth, PCC (economic growth)	Events held annually in February/ March potentially via virtual means	By 2023 increase number of people starting and completing apprenticeships within Portsmouth by 5%
Impartial skills needs analysis and advice to Portsmouth businesses	Solent Apprenticeship Hub	PCC economic growth	2020-2021	Increase the amount of Portsmouth business that complete training programmes/apprenticeships based on Solent Apprenticeship Hub engagement

Objective 1.2: Increase workforce retention and support the development of resident skills to allow city opportunities to be obtained

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Pledge scheme created for businesses in Portsmouth to offer meaningful engagement with school pupils/ students/residents.	Shaping Portsmouth	PCC economic growth, EBP, Solent LEP, Solent Apprenticeship Hub, PCC children, families and education services, University of Portsmouth	End of year 2020	Creation of Pledge scheme, including promotional materials
			End of 2021	30 businesses signed up
			2022	
			2023	15 more businesses per year signed up
			2024	
			2025	10 employer signed up to Care Leavers Covenant
Increase opportunities for work placements and subsequent job offers to those at the University of Portsmouth	University of Portsmouth	Shaping Portsmouth, PCC economic growth, Solent LEP, Solent Apprenticeship Hub, University of Portsmouth	2025	Increase graduate retention figure by TO BE CONFIRMED BY UOP
Create pledge scheme to encourage employers to pay living wage as minimum (as defined by the Living Wage Foundation)	Shaping Portsmouth	Solent LEP	2022	Creation of Pledge scheme, including promotional activities
			2023	30 businesses signed up in initial year

Objective 1.3: Strengthen and improve the Career Information and Guidance (CIAG) available to all residents

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Support schools to deliver an effective careers education programme in order to meet the requirements of the careers strategy etc	PCC children, families and education services	Solent careers hub, Portsmouth schools	Annually 2020-2025	Progress and benchmarks measured annually
Ensure that high quality and relevant LMI is accessible to schools and young people	PCC children, families and education services	Solent LEP, National Careers Service, Solent Apprenticeship Hub, Shaping Portsmouth, independent learning providers, colleges	2021	Portsmouth LMI guide and resources created and agreed by all partners Guide promoted and utilised by relevant partners and available to residents

Objective 1.4: Promote inclusion and employability for all to ensure a career and skills development pathway for everyone

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Support long term unemployed through the delivery of available funded programmes	PCC employment, learning and skills	Training providers, FE Colleges	Annually	Meets, and where possible maximise, each contracts targets
Ensure the delivery of targeted employment training to meet under-represented groups	PCC employment, learning and skills	Training providers, FE Colleges	2020	Establish funding and targets to support the skills strategy based on funding
			2021	Review and target annually
			2021-2025	
Promote the Portsmouth City Council Disability Confident agenda in relation to employment	The Hive	Department of Work and Pensions, Shaping Portsmouth, PCC HR and children, education and families	2025	Increase the number of employers across the city signing up to the Disability Confident mark Increase the amount of residents with SEND and /or disabilities in meaningful employment

Theme 2: action plan: integrate

Objective 2.1: Ensure employers are at the heart of technical and vocational training

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Shaping Portsmouth skills group	Shaping Portsmouth	PCC economic growth and employment and skills	Quarterly	Skills group meeting
			Annually	Review of current members of skills group and additional member recruitment

Objective 2.2: Provide fully comprehensive business support to assist businesses with their current and future workforce needs

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Improve the sharing of labour market information between businesses within the city	Shaping Portsmouth	PCC economic growth	2020	Shaping Portsmouth to utilise labour market information from PCC and Solent LEP and disseminate to businesses
Complete further employer skills surveys	Shaping Portsmouth	PCC economic growth	2021, 2023 and 2025	Completed employer skills survey with accompanying analysis published
Increase skills communication with SME businesses	PCC economic growth	Chamber of Commerce, University of Portsmouth, Solent Apprenticeship Hub, ALPHI, Shaping Portsmouth	Every three months	Put a skills case study/skills information into the PCC business e-bulletin
			Annually	At least 50% of businesses at Future Portsmouth to be SMEs

Objective 2.3: Work to increase the amount of Portsmouth residents that have higher qualifications, specifically apprenticeships

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Use PCC 25% levy share option (in years available) to support Portsmouth SMEs to recruit apprentices, with emphasis within STEAM sectors	PCC HR	Solent Apprenticeship Hub	Annually	Increase the amount of STEAM sector apprenticeships support by 25% by 2025
Acting as a conduit between large employers and SMEs in the city to encourage and guide on levy share	Solent Apprenticeship Hub	Shaping Portsmouth, ALPHI	2021	Increase the amount of higher apprenticeship starts

Objective 2.4: Decrease the amount of Portsmouth residents who have no or low level qualifications

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Use Section 106 employment and skills plan benchmarks to target those with no or low level qualifications	PCC economic growth	DWP, Solent Apprenticeship Hub, FE providers, PCC employment, learning and skills	Each section 106 to be completed within each individual site duration	All relevant section 106 ESP benchmarks achieved, with supporting evidence, including related activities outside of benchmarks

Theme 3: partner, action plan

Objective 3.1: Create a clear communication network for skills partners within the city to use in relation to skills and the workforce

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Industry specific economic sector group meetings	PCC economic growth	FE colleges and training providers	2020	Dates set for bi-annual meetings and invitations sent to sector specific businesses

Objective 3.2: Continue existing and develop new programmes and projects designed to support organisation and employers employ and train vulnerable resident groups

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Champion Portsmouth City Council's Health & Wellbeing policy and Disability Confident agenda.	PCC employment, learning and skills	DWP, Shaping Portsmouth	2021-2025	Yearly reduction of those claiming disability benefits in the city

Objective 3.3: Work to create a skills and learning provision that is focused on economic growth and prosperity for the city of Portsmouth

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Begin development of training programmes to support emerging technologies including AI, robotics, and automation	PCC economic growth	Solent Apprenticeship Hub, schools, FE colleges, Shaping Portsmouth	2020	Establish current provision for emerging industrial sectors
			2021–2022	Develop programmes for emerging sectors
			2024–2025	Begin delivery on programmes for emerging sectors
Make FE colleges and training providers a successful conduit for advanced skills and manufacturing to support top industry sectors in Portsmouth	Post 16 forum	Shaping Portsmouth, Solent LEP	Annually	Numbers of students gaining employment in city within STEAM companies
Lobby to increase capital funded projects related to skills in the city	PCC economic growth	PCC HR, Solent LEP, Shaping Portsmouth	2020-2025	One major capital grant for skills infrastructure

Objective 3.4: Encourage and support clean growth education, skills, and training

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Promote available funding to support new training programmes	PCC economic growth	Solent LEP	2020-2021	Provide monthly reports on funding streams made available
Encourage the delivery of clean growth sectors	Schools, FE colleges	TBC	2020	Establish current provision for clean growth sectors
			2021–2022	Develop programmes for clean growth sectors
			2024–2025	Begin delivery on programmes for clean growth sectors

Theme 4: respond

Objective 4.1: Workforce reskilling

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Digital Skills for Businesses (digital exclusion)	Shaping Portsmouth (skills)	PCC skills providers, Shaping Portsmouth	2020	Digital skills action plan agreed by 31/1/21
Supporting skills providers to meet employers' diverse needs	Skills group	PCC skills providers, Shaping Portsmouth	2020	Quarterly LMI Dashboard formally shared with skills network to inform planning. Establish a skills provider sub group of the skills group by 31/12/20. Communication plan agreed by 31/12/20
Portsmouth Pledge	Shaping Portsmouth	PCC skills providers support organisations	2020	Launch of the Portsmouth Pledge page by 30/11/20. Live support from Shaping Portsmouth from Nov 20
Chamber of Solutions business events	Shaping Portsmouth	PCC, Hampshire Chamber of Commerce, businesses	2020-2021	Business engagement statistics (delegates) reports (monthly). Qualitative feedback reports (monthly)
Active promotion of all funded provision available across Portsmouth to Businesses	Shaping Portsmouth	PCC skills providers, businesses, Hampshire Chamber of commerce	2020-2021	Communication plan and delivery
Transfer to Transform	Solent Apprenticeship HUB	PCC, Shaping Portsmouth	2020-2021	£1M in levy transfer spent in the Solent LEP area to increase Apprenticeship starts by 30/04/21

Objective 4.2: Redundancy support

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Ensure the delivering of the DWP JET (Job entry targeted support) to support individuals (in receipt of universal credit for min 3 months) into work, in Portsmouth	ELS (economic development) Businesses	DWP Businesses	October 2020	Min of 22% of participants moving into sustained employment over 18 months of delivery
Promotion of all funded programmes across the city	Shaping Portsmouth	PCC, all skills providers, businesses	2020	Communication evidence and participation numbers (attendance)

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Work with partners to increase opportunities and funding available to those experiencing redundancy in the city	Wider Economic Development	DWP, internal PCC partners, Portsmouth HIVE, Solent LEP and other funding sources	2020	Renew Grantfinder for 2020/1021

Objective 4.3: Alignment for recovery funding

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Promote all funding opportunities to businesses to	Economic Growth	Shaping Portsmouth	2020	Communication plan and delivery
Crowdfunder	Shaping Portsmouth (B&E)	PCC General public and businesses, Crowdfunder	2020	Any spend allocation from KIM?
To continue to ensure that 100% of eligible businesses receive appropriate grant funding	Economic Growth	Shaping Portsmouth, Solent LEP, Chamber of Commerce, businesses	2020-2021	Funding spend reports

Objective 4.4: Young people

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Kickstart (plan for jobs 2020)	PCC employment, learning and skills	Other intermediary bodies, including but not exclusive to DWP, Shaping, SAH	December 2021	PCC recognised as an intermediary organisation in Portsmouth by 30/11/20. Reduction in UC claimants in the 16-24 age bracket as a% of overall claimants by Quarter 1 2022
Youth Hub	PCC education, PCC employment, learning and skills	DWP	2020	Formal application for funds submitted Sept 2020



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