

Portsmouth City Council

Skills Strategy review 2022

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Summary:

Theme 1 Inspire

Objective 1.1

Encourage a skills-progression mentality across the city.

In 2022 the skills partnerships across the city delivered:

Future Portsmouth 2022- Online event to reflect continuing uncertainty around face to face events. Increased business attendance figures on 2021. Future Portsmouth 2023 will run face to face.

During National Apprenticeship Week the Apprenticeship Bus visited 9 secondary schools across 3 days, with 856 students being able to participate in meetings with 35 apprentices across a range of sectors. Some apprentices were able to attend on more than one day, allowing 48 apprentice engagements across the period. This is a joint project with PCC, Shaping Portsmouth, Solent Skills and Apprenticeship Hub and the University of Portsmouth.

Portsmouth City Councils Economic Growth Manager now sits as a non-executive director of Shaping Portsmouth to assist with strategic partnership building and programme delivery between businesses and skills delivery partners. Portsmouth City Councils Employment and Skills Lead now sits as the co-chair for the Skills and Employability strand of Shaping Portsmouth, supporting programme delivery across the City.

Objective 1.2

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

Universal credit claimant numbers show an increase in people securing sustainable employment, with claimant numbers reducing from approximately 7,200 in January 2022 to approximately 6,300 in December 2022.

In 2021/2022 the number of working apprenticeships within the City was 1340, this is an increase on 2020/21 which was 1220 (data via Shaping Portsmouth).

In 2022 the 'Digital City Project' was established, with the aim of 'Technology for children, technology for adults, technology for all'. This project has ambitious

continuation plans for 20223-2025 to develop, embed and support the initiative across the City.

PAYE employment continued to rise to hit a new record high of 93,600 pay rolled employees in November 2022, however median pay roll earning in Portsmouth reduced by approximately 7%, with inflation significantly eroding real earnings. The gap between private and public sector wage growth is near a record high.

Objective 1.3

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

Portsmouth City Council's education teams Careers and Apprenticeship Show took place at Portsmouth Football Club in September. 797 young people, parents and careers from 11 schools attended the event. 32 employers and 10 training providers were in attendance to ensure young people were aware of post-16 opportunities open to them.

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Shaping Portsmouth, via the 'Explore Your Future Program' showcased the best opportunities for our future generations. Over 30 Career stories on video created across the spectrum of our industries. In 2023 this programme plans to move to an in-school delivery and awareness programme.

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

The SEND Employability Group is supporting the development of supported internships and work placements for young people with SEND. This has resulted in a Supported Internship Programme at QA Hospital and the Café at Southsea Library being ran as a joint project with City of Portsmouth College, Redwood Park School and Mary Rose School.

In 2022 Portsmouth City Council continued delivery of the 4 year DWP Restart programme to support unemployed adults into work. In 2022 Restart recorded 931 job entries.

The joint delivery programme from our Regeneration and Children's, Families and Education directorates, in partnership with DWP continued into its second year of a 2-year funded youth hub to support young people aged 16-24 years old and in receipt of universal credit into work. In 2022 the Hub received 284 JCP referrals and placed 180 people into employment. This gave a referral to employment ratio of

63.4%. In total since the project began in 2021, 310 claimants have been supported into sustainable employment.

Theme 2 integrate

Objective 2.1

Ensure employers are at the heart of technical and vocational training

The Shaping Portsmouth Skills Provider group, that was re-established in 2021, has met and worked with major developers in the City to ensure opportunities through S106 Employment and Skills Plans are achieved with relevance to site/trade requirements. This group includes the 3 travel to learn colleges and independent training providers and is supported by Solent Apprenticeship and Skills Hub.

The Hampshire Chamber of Commerce was designated as the 'Employer representative body' to lead the Local Skills Improvement Plan (LSIP) for the Solent area. Portsmouth City Councils Economic Growth Manager and Skills and Employment Lead sit on the steer group to ensure focus on Portsmouth businesses and Portsmouth outcomes. The Department for Education has made an initial fund of £365,000 available for the Chamber to develop the LSIP from September 2022 to March 2023. A further £185,000 will be made available from June 2023 to March 2025 to keep the plan refreshed and support stakeholder engagement.

SkillsLabs ran in 2022, serving as an interactive hub to link employers to skills providers across the Solent. This was based in the Fareham College business centre, but was a partnership between 10 local colleges led by Fareham College and supported by Portsmouth City Council to develop curriculum delivery around the priorities of Marine, Digital and Net Zero.

Preparations for the third Portsmouth Business Week took place, with a date set for February 2023. This week-long festival of enterprise will provide free business events throughout the City, allowing business to interact around matter such as best practice, funding opportunities and solutions for future success.

Objective 2.2

Provide fully comprehensive business support to assist businesses with their current and future workforce needs.

Shaping Portsmouth's Employer Survey which was planned for late 2022 has been scheduled to take place in Summer 2023.

Future Portsmouth 2022 continued its skills and apprenticeship promotion to an audience of approximately 100 businesses.

Objective 2.3

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

The Solent Apprenticeship and Skills Hub continues to work with business in the City of Portsmouth offering an independent skills brokerage service to business to assist workforce growth and skills development. Approximately 54 employers in the City of Portsmouth were engaged with in 2022 which has resulted in 30 apprenticeships.

Objective 2.4

Decrease the amount of Portsmouth residents who have no or low-level qualifications

Multiply is part of the UK shared prosperity fund (UKSPF) which replaces European Social Funds (ESF) from 2022. Multiply is the first priority of the UKSPF, and aims to support the £17M adults in England that have under-developed Maths skills. Portsmouth was allocated approx. £1.1MILL to spend from April 2022-March 2025. The Learning Place will take the lead on this programme delivery for PCC.

The Employment and Skills officer is working with planning colleagues to implement best practice within our Employment and Skills Plans for section 106 permissions to ensure that the council ensures best value from this work as part of our Social Value commitments in 2022. All sites that completed their ESP requirements in 2022, met their benchmark targets which included industry and nationally accredited training.

Theme 3 - Partner

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

The joint LEP post with Children, Families and Education supports schools to develop their careers strategy and deliver high quality careers education and impartial guidance. This has resulted in all schools improving their Gatsby benchmarks

3.2 Continue existing and develop new programmes and projects designed to support organisation and employers employ and train vulnerable adults

Shaping Portsmouth developed a wealth of resources for businesses to use which included:

- Mental Health Work, Mind mental health support, Stress Management
- Health and Safety, Physical Activity, Employer Toolkits
- Developing a positive health and wellbeing practice in the workplace

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

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

In May 2022 City of Portsmouth College opened its Net Zero Hub in collaboration with Net Zero Training, working within the Sustainability sectors. This hub offers green skills and education training. Courses began running in September 2022.

Planning for Future Portsmouth 2023 has begun with the decided theme being 'sustainability'. This event will see employers and skills providers in the green sector being brought together to discuss education and training for the future workforce.

Theme 4 - Respond

Objective 4.1 Workforce reskilling

In 2022 Shaping Portsmouth continued its successful Crowdfunder project. £835,000 has been raised since the project began three years ago from over 318 projects. An agreement has been made for an extension of the project into 2023, with regular clinics continuing.

A further Shaping Portsmouth project supporting businesses develop their digital capability against the increased needs (including cyber security). This initiative was established in 2022 with ambitions plans of development and business embedding through to 2025.

Following the success of the 2021 Shaping Portsmouth Skills and Employability 100 in 100 programme, which secured 413 vacancies and 269 young people into employment during 100 days, plans for a second project were agreed and planned. Made in Pompey will launch in 2023.

At its completion in March 2022, Portsmouth City Council supported 282 young people move from claiming universal credit to employment by acting as a Kickstart Gateway for Portsmouth businesses.

The Shaping Portsmouth partnership, including Portsmouth City Council continues to actively support businesses and promote the use of funding to support training and business development working in partnership with all skills providers and the independent information advice and guidance delivered by Solent Apprenticeship and Skills hub.

Objective 4.2 Redundancy Support

Portsmouth City Council commenced delivery of the covid response DWP programme, JETS (job entry targeted support) in Sept 2020. In 2022 the JETS programme supported 222 individuals into sustained employment.

In July 21 the council commenced delivery of the 4-year DWP unemployment programme Restart. In 2022 the Restart programme supported 931 individuals into sustained employment.

This skills development work collaborates closely with the wider economic growth team to promote opportunities to employers and ensure the promotion and encouragement of apprenticeship and other funded support for businesses. This includes support for the Children's, families and Education SEND work supporting young people with special educational needs, and the delivery of the Work and Health unemployment programme which continues to support adults with multiple barriers (including health conditions) move into work which commenced in 2018 and ends in 2023. In 2022 the Work & Health programme supported 205 individuals into sustained employment.

Objective 4.3 Alignment for recovery funding

The wider economic growth team continue to work with other business support partners and funders to promote and secure funding for Portsmouth businesses. This work includes crowd-funder which is now an exemplar for other local authorities

Objective 4.4 Young people

The joint LEP post with Children, Families and Education supports schools to develop their careers strategy and deliver high quality careers education and impartial guidance. This has resulted in all schools improving their Gatsby benchmarks

The joint delivery programme from our Regeneration and Children's, Families and Education directorates, in partnership with DWP continued into its second year of a 2-year funded youth hub to support young people aged 16-24 years old and in receipt of universal credit into work. In 2022 the Hub received 284 JCP referrals and placed 180 people into employment. This gave a referral to employment ratio of 63.4%. In total since the project began in 2021, 310 claimants have been supported into sustainable employment.