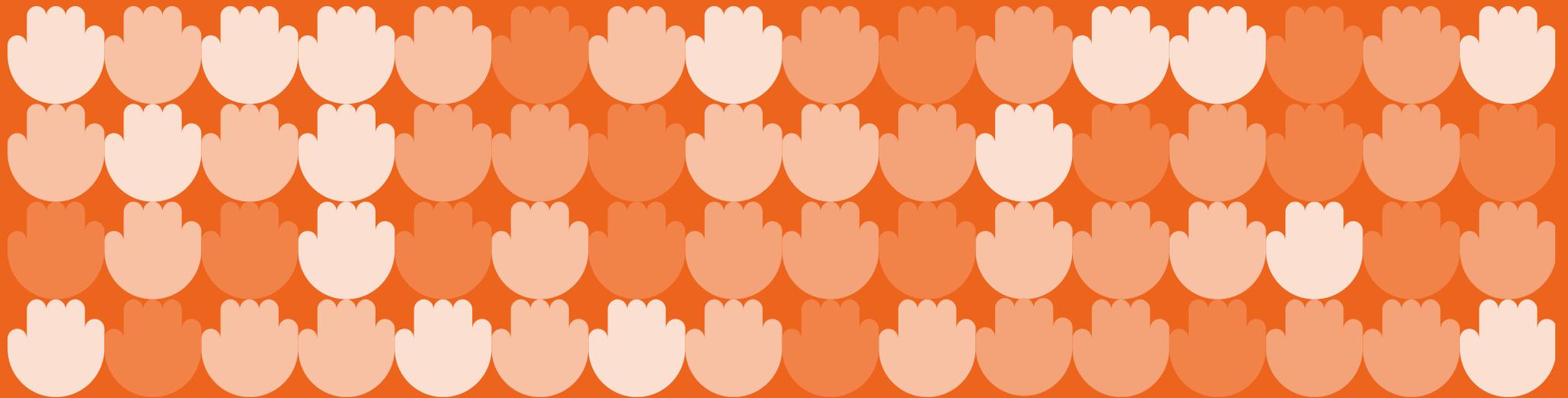


## Education, Skills & Work Directorate update

Scrutiny: September 2021

Cllr Andrew Western: Leader Trafford Council

Gemma Marsh: Director GMCA



# Aim of the presentation & Recommendations

- Aim of the presentation is to provide Scrutiny with an update on some key programmes of activity across the Education, Skills & Work Directorate.
- Welcome discussion on how the impact of Covid is playing out in LA's and how the programmes are supporting: gaps & need
- Outline some issues around national Government policy changes.

## **Recommendations:**

- Scrutiny are asked:
    - To note and discuss the presentation
    - To note & consider the updates on current and new programmes of activity
    - To note the approach to the proposed approach for new and existing programmes.
      - ESF NEET & Youth Unemployment: Update and renewed Delegation requested at same level set out in GMCA paper in June 2020
      - AEB no decision just an update: Delegation already approved 26<sup>th</sup> March 21 GMCA
      - ESF Skills for growth: update and renewed Delegation requested at same level set out in GMCA paper in June 2020.
      - Digital Bootcamps/National Skills Fund: Note progress and renewed Delegation requested at same level set out in GMCA paper in March 2019 in case further funding is received.
      - Construction/Retrofit bootcamp as above.
      - Working Well: Update only no decision at this stage.
      - Apprenticeships: Update only no decision
      - Young people: Update only.
  
  - **This presentation will be turned into a paper for the GMCA in September following discussion with Scrutiny.**
-

# Our 4 Priorities

Cllr Eamonn O'Brien

1. Young people leave education and training ready to succeed in the labour market, with a balance of academic, technical and 'life ready' skills.

Young People



Cllr Western

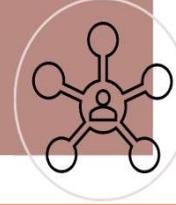
2. Adults can acquire the skills, mindset and support they need to fulfil their career potential and adapt to changing employer needs throughout their lives, from entering employment for the first time through to highly skilled careers and retraining.

Adults



3. Employers have access to a system that is flexible, resilient and adaptable, and which meets their needs in the rapidly changing 21st century world of work, driving a sustainable economic future for GM in which companies compete on the basis of high productivity, good quality work, and excellent employment practices.

Employers



4. Residents are supported by a welfare system, under Universal Credit, that provides access to good work for those who can, support for those who could, and care for those who can't.

Support



Tackling Inequalities using the data and evidence from the projects/programmes to inform smarter policy & commissioning

# GMCA Education, Skills and Work Programmes in numbers over past year

- The full grant has been spent on projects, meeting the spend deadline targets from MHCLG.
- Non transport's allocation was £143.02m and spend was fully achieved by 31<sup>st</sup> March 2021

## Local Growth Fund



- Skills provision commissioning is taking place across a number of sectors and total approx. £30m.
- Further commissioning activity in late Q1 will include: digital transformation and bootcamp, manufacturing and health and social care

## Skills for Growth



**Levy Matchmaking Service:** 345 new apprenticeship starts funded by the Levy with a total value of £3.9m since launch in August 2019.

**Removing Barriers:** 7 projects funded to tackle and better understand under-representation in our apprentice population since September 2020. 99 learners engaged across the 7 projects, with 95 still on programme with 9 starting apprenticeships

**National Apprenticeship Week 2021:** saw 684 attendees tuning in to online events

**Older Apprentices:** 160 over 50's were surveyed to understand their views of undertaking an apprenticeship to further their career or re-train

## Apprenticeships



**Work & Health Programme:** Referrals at 106% over the last 12 months with 15,106 programmes starts achieved by end of March 2021. 9,000 people completed the programme. 26.8% achieved an Earnings Outcome at GM's higher Real Living Wage threshold

**Job Entry Targeted Support:** Started October 2020 with 5,275 starts to date (103% of profile vs 80% nationally)

**Specialist Employment Support:** Programme delivery started August 2020, with a gradual increase seen in referrals and programme starts during Q4

## Working Well



Challenges of Covid have continued into the 2020/21 academic year, however the majority of procured providers have forecasted 100% delivery against their contract, with the following flexibilities in place:

- pastoral funding to support activity that has taken place throughout the pandemic
- Maintaining flexibilities implemented in the first academic year in response to Covid, and expanding on these for 20/21
- GM Local Level 3 offer

## Adult Education Budget



- 207 schools and colleges in the Enterprise Adviser Network
- 173 Enterprise Advisers matched to schools and colleges
- Fantastic response from schools – nearly 6,800 Year 10s took part in Life ready survey
- All Careers Leaders within the Network have receive regular CPD alongside support from their Enterprise Coordinator and Enterprise Adviser
- All Careers Hub Careers Leaders have received dedicated training.
- 34 schools/colleges are fully implementing all eight Gatsby Benchmarks and nearly a quarter are fully implementing seven Gatsby Benchmarks.
- Just under 90,000 student logins to GMACS (89,094)
- Meet Your Future campaign reached just under 50,000 young people in 2020/2021

## Young People



**Enterprising You (Self Employment):** Q4 (Jan-Mar 21) has been the highest performing quarter bringing the total participants to 1,029.

**Digital Fast Track:** GMCA received £5m of funding from DCMS & DfE to deliver digital bootcamps. 1,328 participants been through a digital retraining programme.

**Future Workforce Fund:** The provider has a six month extension and aims to increase interventions from 6,300 to 7,739.

## HMT Skills Pilots



# Ensuring local integration and support

- Support and manage local integration of GMCA Education, Skills and Work programmes including
    - Integrating new programmes of activity within Locality Areas
    - Ensuring existing programmes of activity are actively complementing each other
    - Support existing programmes of activity to reach residents in need in each locality area
  - Report appropriate and relevant intelligence from Locality Areas to ESaW Principals, including but not limited to:
    - Local Demand for provision
    - Local Challenges
    - Local Opportunities
  - Support the development and implementation of locality Education, Skills & Work plans
  - Produce Locality Packs per area, linked to locality Education, Skills & Work plans and responsible for relevant actions
  - Act as an additional resource for Local Authorities Skills & Work Teams
  - Manage and maintain relationships with Locality colleagues, including but not limited to:
    - Local W&S Leads
    - Locality W&S Teams
    - Locality Digital Inclusion Leads
    - Locality 16-19 Leads
    - Locality Apprenticeship Leads
-

# Strategic risks, challenges and opportunities (1)

## Government-facing: DfE

- Education recovery (encompassing early years, schools and colleges): Significant lack of funding nationally (one-tenth of the value recommended by the Education Recovery Commissioner), impacting our ability to support young people in transition and counteract the risk of increased NEETs due to Covid.
  - FE Reform White Paper - *Skills for Jobs*:
    - Local Skills Improvement Plan (LSIP) trailblazer and Strategic Development Fund EoIs unsuccessful but working with GMCC, GMCG and other core partners to take forward approach anyway, building on our industry intelligence work and ESF Skills for Growth programme
  - Skills Bill associated with White Paper – developing our policy and legal position (both in GM and collectively with M10);
  - Funding and Accountability consultation underway: some potentially welcome funding changes proposed but unclear how many of the proposals might play out in devolved areas
-

# Strategic risks, challenges and opportunities (2)

## Government-facing:

### DWP:

- Strong working relationship with local JCP
- Employment Support – integrating new/emerging measures into the landscape and avoiding Covid support ‘cliff-edge’
- Community Renewal Fund outcomes awaited impact in this area if not successful across all LA’s

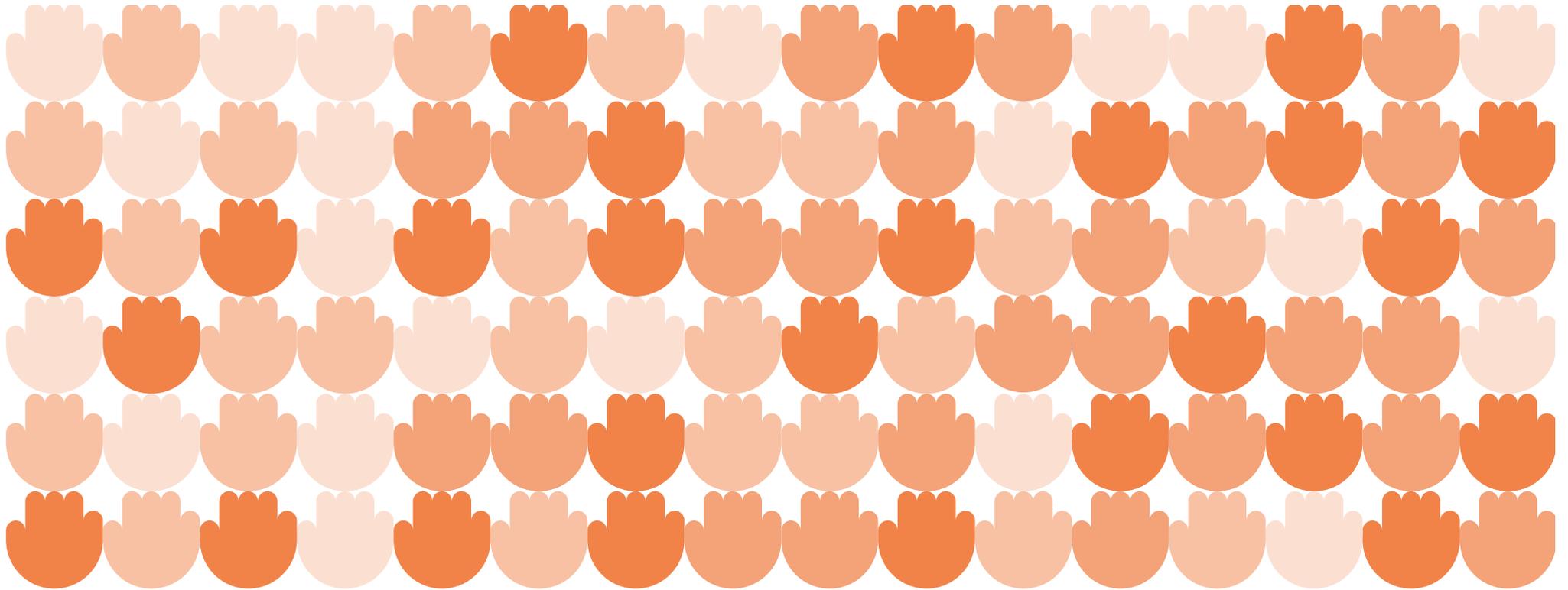
### BEIS:

- Innovation Strategy published (July 21): exploring opportunities, challenges, etc
- Brexit implications for business & skills

### HMT:

- Updating/revising CSR submission:
    - Including proposals to bring together skills and work programmes in a coherent multi-year, place-based settlement rather than the current series of piecemeal, short-term siloed programmes
  - Influence shape and focus of UKSPF (£1.5bn pa) – significant risks and opportunities
-

# Annex 1: Programme Specific update



# ESF NEETs and Youth Employment

- £10 million funding to support 15-24 year olds who have barriers to education, training or work
  - Will support at least 6000 young people across GM up to September 2023
  - Objectives of programme:
    - Reduce numbers of young people who are NEET
    - Close the disadvantage gap
    - Address sub-regional variances
    - Address skills gaps
    - Raise hopes and aspirations
  - Consultation taken place with partners, LAs, providers. Aim to include young people in the commissioning/ design
  - Focus on priority groups and those with complex barriers, and ensuring added value to existing provision
  - Programme to be commissioned Sept/ Oct with contract award(s) expected Nov 2021
-

# GMCA Devolved Adult Education Budget

**What is GM's overarching vision for Adult Education – A Long-term journey of change**, to deliver positive outcomes for GM's residents aimed to support:

- **Closer work with AEB providers**, with a focus on positive outcomes and progression.
- Create a more **place-based approach** to the delivery of adult skills across all the ten local authorities, recognising a 'blanket approach' to provision will not achieve increased productivity and better outcomes for residents.
- Working with local and internal stakeholders to **better respond to employer skills/talent needs**, linked to the GM Local Industrial Strategy.
- **Better understanding of residents' barriers** to accessing adult education bringing local **stakeholders and AEB providers together to respond directly** to local challenges and remove barriers to learning.

- Supported over **51,000 residents** to access over **114,000 courses**, given the impact of the **first COVID-19 lockdown**.
- **Reduced** the Provider base from over **300 to 36 Lead AEB Providers** and **approx. 70** in the supply chain with a **direct officer** allocated to manage individual contracts.
- **All lead providers are Outstanding or Good** for overall or adult learning in their **Ofsted Inspections**, with **3 AEB-funded Providers inspected** pre COVID-19 resulting in **Good or Outstanding gradings**.
- **Provided financial support** for all AEB skills providers due to the **impact of COVID-19**.
- **Developed a suite of programmes** to support the **skills challenges as a result of Covid-19** from Summer 2020 - Supporting Safe Returns to Work; Rise of the Keyworker; Short Retraining Programme with **2062 course enrolments**.

Year 1 – achievements / challenges



- Supported over **48,000 residents** to access over **106,000 courses (as of June 2021)**.
- No **Ofsted** Inspections have been held **12 AEB-funded Providers** have **received monitoring** visits during the pandemic.
- **Continued to provide a level of financial support** for all AEB skills providers due to the continued **impact of COVID-19**.
- Developed and implemented a **specific GM Level 3 adult offer** with **7 AEB providers engaged** and **£420k of funding allocated** for last term of 20/21 (**79 course enrolments to date**)
- Residents able to access the new **Digital Entitlement** supporting residents up to & including **Level 1 in ICT Skills (5,570 course enrolments)**, including enabling access to **Level 2** for GM residents (**1,095 course enrolments**)
- **£1.5m Grants** supporting LAs to **alleviate barriers for adults accessing Adult Education, ESOL** and targeting **DI**

Year 2 – Progress so far



- Continued focus on targeting the **GM Level 3 adult offer**, with **£3m allocated** to this for 21/22 and inclusion of **additional qualifications** relating to **key occupational areas** i.e. **retrofit – 29 providers** accessing the funds.
- Greater development of **GM Level 2 Digital Entitlement** over and above the national offer.
- Reviewing and updating **existing flexibilities** i.e. **Level 3 unit** offer updated to allow **modular delivery**
- Increased focus on how we support **more residents** to engage in adult education post pandemic
- Links with **wider commissioning** across GMCA i.e. GM Integrated rehabilitation Services
- Continue the LA Grant from Yr2 onwards to support relevant & targeted activity
- Supporting **College Specialisation** around **higher technical**
- Supporting **Higher Level Skills** linked to key development opportunities eg Northern Gateway

Year 3 & onwards



## Who is Adult Education supporting

AEB is accessible to all residents who want to improve their education and skills, whether to move into employment or change their career. AEB will support residents who are:

- aged **19 and over**.
- whether **economically inactive, unemployed or employed**.
- continually reviewing **eligibility** to ensure **residents access** what they need

- ❖ **Engage in education and skills**, whether for the first time or after a long break.
- ❖ Improve their **basic skills** (maths, English, & Digital skills) and support those with ESOL needs.
- ❖ Support residents to prepare for a career with qualifications from **Level 1 through to Level 3**, which respond to employer skills / talent needs.
- ❖ Through the **devolved capabilities**, GMCA is implementing additional **flexible policies** to target areas of concerns i.e. improving opportunities for **all adults** to access **Level 2** qualifications.

# ESF Skills for Growth



## Programme overview

- £42m European Social Fund, to deliver Skills for Growth to people working in Greater Manchester
- The programme will work with more than 3000 SME's, helping them identify and realise growth opportunities related to skills in GM.
- The programme will support more than 25,000 individuals, employed in GM, to gain new skills and progress in their careers.
- Designed to build a truly collaborative programme using real time intelligence
- Shapes skills delivery and responds to skills needs that emerge throughout the programme's lifetime

## Story so far

- SME support, delivered by Growth Company is now 9 months into delivery and has supported more than 500 SME's, also feeding our intelligence function. [Home | Skills for Growth - SME Support \(skillsforgrowthsmc.co.uk\)](https://skillsforgrowthsmc.co.uk)
- Intelligence gathering with employers is producing powerful skills gap knowledge, helping to steer commissioning and work across the Directorate, reports are available on Low Carbon Buildings, Health & Social Care, Manufacturing, Digital at [Skills for Growth - Greater Manchester Combined Authority \(greatermanchester-ca.gov.uk\)](https://greatermanchester-ca.gov.uk)
- Award of the Retrofit Skills Hub to Low Carbon Academy, that will upskill more than 1000 people in GM with Retrofit knowledge and skills. Commencing delivery in July 2021.
- Partnered with York Consulting to help us evaluate the impact of the programme.
- Flexible Procurement System (FPS) helping us build a base of quality providers we can use for delivery [Flexible Procurement System - Greater Manchester Combined Authority \(greatermanchester-ca.gov.uk\)](https://greatermanchester-ca.gov.uk)
- Greater Manchester Individual Tracker (GMIT) is the software we have developed and will use to track the 25k individuals across the programme.
- 4 Summer commissions now live, Manufacturing, Digital upskill & Reskill, Digital Skills for Growth & Productivity, Health and Social Care which will benefit over 9000 people

## Next steps

- Continuing to commission skills delivery based on intelligence gathering.
- Regular market engagement, strategic briefings and comms shared with a wide variety of stakeholders.
- GMIT operational, producing ESF claims and powerful data on the programme
- Regular evaluation points and findings shared across GM

# Digital Skills Bootcamps: Progress Update

- Multi Year £5m partnership: DCMS, DfE, GMCA & Lancashire LEP. Key Objectives: retrain residents for digital roles & support employers to address local digital skill gaps and diversify their workforce.
  - 30+ consortia of employers and providers have delivered digital skills training including software development, content creation, data analytics, additive manufacturing and much more.
  - Over 1000 GM residents started on a digital skills bootcamp; 76% of which completed (during a pandemic). Reasons for leaving; family problems, mental health and course is not for them.
  - 33% of people that started courses have progressed into employment so far. 65% of whom were unemployed prior to starting the course – JCP have played a key role here.
  - Demographics of participants:
    - Gender: 55% Male, 45% female
    - Age: 69% of participants under 35, just 10% 45+.
    - Ethnicity: 55% of participants were from ethnic minorities.
    - Prior Employment Status: 59% unemployed, 40% in-work, 1% in education.
    - Prior Skill Level: 89% had L3+ quals, nearly 45% were educated to degree level.
  - Skills Bootcamps are now being rolled out nationally by DfE and expanded to other sectors.
  - **Approach:** As the policy moves to national roll out GM needs to use intelligence to focus provision on occupational clusters within places with particular skills gaps e.g. advanced machinery in Rochdale, creative content around MediaCityUK. Opportunity to seek further devolution of funds to test innovative approaches with Government.
-

# Construction/Retrofit Skills Bootcamp: New Project

- For GM to reach its low carbon targets 62,000 homes need to be retrofitted annually. New skills are required at scale to carry out work to the required PAS2035 standard.
  - This £500k DfE funded “skills bootcamp” project aims to create pathways into retrofit for 200-250 unemployed people / career switchers in GM ensuring they are trained to the appropriate standard to work on retrofit projects and meet the demand for a skilled workforce.
  - The “retrofit skills bootcamp” will work in harmony with the ESF funded low carbon academy as part of a longer term plan to develop the skills required for retrofitting.
  - The delivery model incorporates; practical skills training in insulation/fenestration, access to accredited pathways in energy efficiency/insulation, training for retrofit specific roles e.g. retrofit co-ordinator and wider construction skills interventions e.g. health & safety. **The key point is a pick & mix of pathways for each individual based on their interests and employer need.**
  - The project links to construction/retrofit job vacancies e.g. with housing providers, contractors, orgs facilitating the willing to pay market. **All candidates offered a guaranteed interview.**
  - Timeline: provider appointed following a competitive procurement process. Currently in contracting stage. Mobilisation from September – project will complete end of March 2022.
-

# Working Well: Progress Update



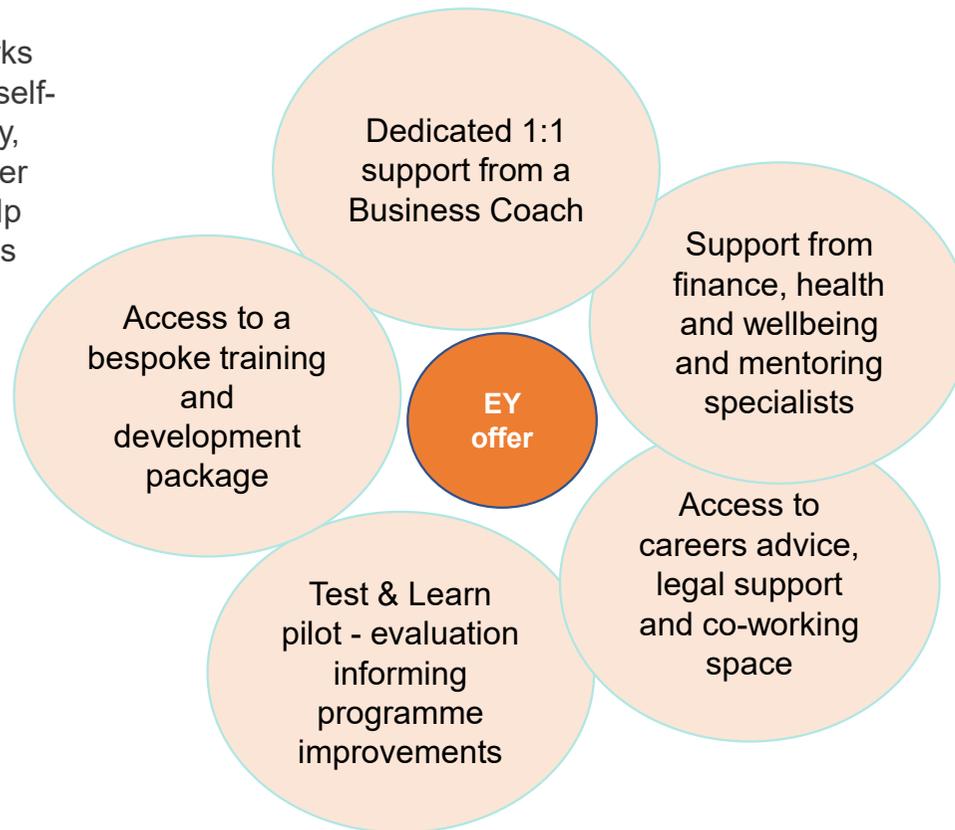
Committing more than £100 million in employment provision in Greater Manchester

Specialist Employment Service	Work and Health Programme	Job Entry: Targeted Support (JETS)	Early Help	Enterprising You	Over 50s Employment Pilot
<ul style="list-style-type: none"> <li>£4m, three year programme launched August 2020 for up to 1200 participants with complex health needs and disabilities.</li> <li>Comprises Supported Employment for people with a learning disability and/or autism via GM's ten local authorities and Individual Placement and Support for people with a severe mental illness integrated into GM's 3 mental health trusts.</li> <li>Slow start due to Covid but now starting to ramp up and plans already underway to extend IPS element with Mental Health commissioners</li> </ul>	<ul style="list-style-type: none"> <li>£52m programme supporting 22.5k people</li> <li>By July 21 was supporting 16.5k people with c6k moving into work.</li> <li>GM programme incentivises Real Living Wage outcomes rather than NLW, which is DWP's measure of success</li> <li>10 x as many referrals into other local services than DWP – embedding social prescribing in delivery model</li> </ul>	<ul style="list-style-type: none"> <li>£19.5m extension of the Work and Health Programme</li> <li>Designed as a light touch programme to support those impacted by Covid to rapidly move back into work</li> <li>Started in Oct 20 and by June 21 had already supported c10k people, achieving 125% referral profile, and over 200% job outcome target.</li> <li>Funding secured from DWP to extend service for further 12 months.</li> </ul>	<ul style="list-style-type: none"> <li>£6.5 million test and learn programme launched March 2019</li> <li>Designed to test an early intervention support system geared to support individuals who are at risk of falling out of work, or are newly unemployed due to their health complications and/or disabilities.</li> <li>By June 21 had supported over 3,000 people with 62% of participants on medical leave returning to work &amp; 23% of unemployed participants returned to work</li> </ul>	<ul style="list-style-type: none"> <li>£10 million DfE investment in a test and learn programme designed to support self-employed small business owners and is the only programme in the England to support those working in the gig economy.</li> <li>Commenced in March 2020 and will run for two years, supporting 2500 GM residents.</li> <li>Exploring potential to extend programme for further 12 months.</li> <li>More information on separate slide.</li> </ul>	<ul style="list-style-type: none"> <li>Significant investment from Centre for Ageing Better for co-design test and learn project in GM via strategic partnership with GM Ageing Hub.</li> <li>Co-design process commenced Summer 2020 with Humanly - specialists in human-centred design.</li> <li>Currently prototyping a number of co-designed propositions which if successful will turn into larger pilots in late 2021.</li> </ul>

# EnterprisingYou

## Supporting the self-employed in Greater Manchester

- Pilot programme to test what works best to support those working in self-employment and the gig economy, particularly those who are on lower incomes who need support to help grow and sustain their businesses
- Programme was funded by DfE as one of the Treasury Skills Pilots and commissioned by GMCA.
- Jointly delivered by The Growth Company and People Plus – launched in February 2020 and will support 2000 GM residents over two years to March 22



### Up to July 2021:-

- Over **1350** people supported through the programme
- **480** programme completions

### Following their time on EY;

- **64%** of participants have increased business turnover
- **54%** of participants have increased business profitability
- **59%** of participants have improved stability and longevity of their business
- **71%** of participants report having improved skills to run their business

# Apprenticeships – GM projects

**GREATER  
MANCHESTER**

DOING THINGS DIFFERENTLY FOR OUR WORKFORCE



European Union

European  
Social Fund

## Programme overview – Removing Barriers to Apprenticeships

- Total of £328,000 awarded to 7 projects across GM tackling a range of barriers to apprenticeships
- Projects operate on a test and learn basis, and with different groups of learners, but all have a target of at least 10 apprenticeship starts which are sustained for at least 4 months
- Projects come together to share learning on a quarterly basis and are evaluated by an external partner (Little Lion Research)

## Story so far

- Projects look at barriers related to gender, ethnicity, personal circumstance (lone parents), learning disabilities, age, and distance from the labour market
- 108 learners engaged so far on pre-apprenticeship programme
- 9 apprenticeship starts to date, predominantly in the Salford project
- Evaluation partner in the process of creating 3 qualitative case studies looking at the themes of gender, ethnicity and LLDD

## Next steps

- All projects on track to meet or exceed targets, meaning a minimum of 70 sustained apprenticeships starts
- Continue to share knowledge and evaluate projects
- Knowledge created by the project will inform future commissioning activity
- Significant interest in LLDD and especially the success of the Salford project – project team will be invited to share their work with external partners including other MCAs

## Programme overview – Levy Matchmaking Service

- Total of £205k funding over 4 years through underspend of the devolved AGE grant
- Originally formed one strand of the SME Support package but has been renewed independently
- Facilitates large companies to transfer unspent Apprenticeship Levy funds to SMEs to fully fund apprenticeship training
- Delivered by Growth Company

## Story so far

- Initial contract ran for 1 year but was extended for another, and then renewed for another 2 years (2019-2023)
- Monthly reporting of activity to GMCA
- 395 apprenticeship starts through the service to date (July 2021)
- More than £5mil agreed as transfers so far, which would otherwise have gone back to central government as levy underspend
- 85 of our own (GMFRS) firefighter apprenticeships have been funded through transfers
- Relationships developed with several large employers with a presence in GM, including Lloyds Banking Group, Asda, Co-op, and Bentley
- Lloyds Banking Group apprenticeship awards 2021 included an SME category for those supported through transfers

## Next steps

- Engaged with DfE to support development of their national matching system – will work in parallel with GM service
- New employers (large and small) continue to register with the service
- Potential for the website to be developed to provide more cohesive signposting to apprenticeship support for employers



# Young People Overview: Leave education and training ready to succeed in the labour market, with a balance of academic, technical and 'life ready' skills.

## Our Focus

- Young people must be **life-ready and work-ready**.
- They must be able to **see clear lines of sight into local education, training and employment opportunities** in sectors that are active and growing, together with the support that will help them get ahead in their chosen career.

## Issues

- **Careers education and inspiration must help to raise aspirations and awareness**, linked to real-time labour market and to mechanisms that enable young people to access those opportunities.
- For **young people who are not in education, employment or training**, and for young adults who have never worked or have done so only sporadically, **tailored support must be in place to help build skills, employability confidence, aspirations and hope for the future**

## Mayoral Pledges

- We will implement the **Young Person's Guarantee**
- We will approach all **bigger employers** in GM and ask them to register at **least five job-related opportunities on GMACS**
- We will develop a plan, working with industry and education providers, **to get all under-25s online** and expand digital skills provision
- We will lobby Government for **full devolution of post-16 skills policy**
- We will **continue to build GMACS** as an alternative to the UCAS system

- Continue to **increase the number of, and access to, opportunities for young people** and begin to tackle some of the more systemic challenges that cannot currently be overcome
- Continue to **co-work directly with young people**, ensuring that services (e.g. GMACS and Curriculum for Life) are designed with them at the heart and are responsive to GM's current economic picture: **building on the YPG**
- Continue working with schools, colleges and careers partners to **increase the standing of careers education so that it is prioritised and embedded within the curriculum**, with links to the local labour market strengthened
- Continue to improve how **technical pathways** (including Apprenticeships and T-levels) in GM are explored by young people and their support
- Push the boundaries of **best careers education practice**, in partnership with CEC and our local models, to **connect education and business**
- Continue to **support youth employment**, working with JCP to support the Youth Employment Programme and Youth Hubs for 18-25 year olds, system stewardship of programmes such as Kickstart, and by addressing gaps in support for 'hidden' young people

## What we are doing