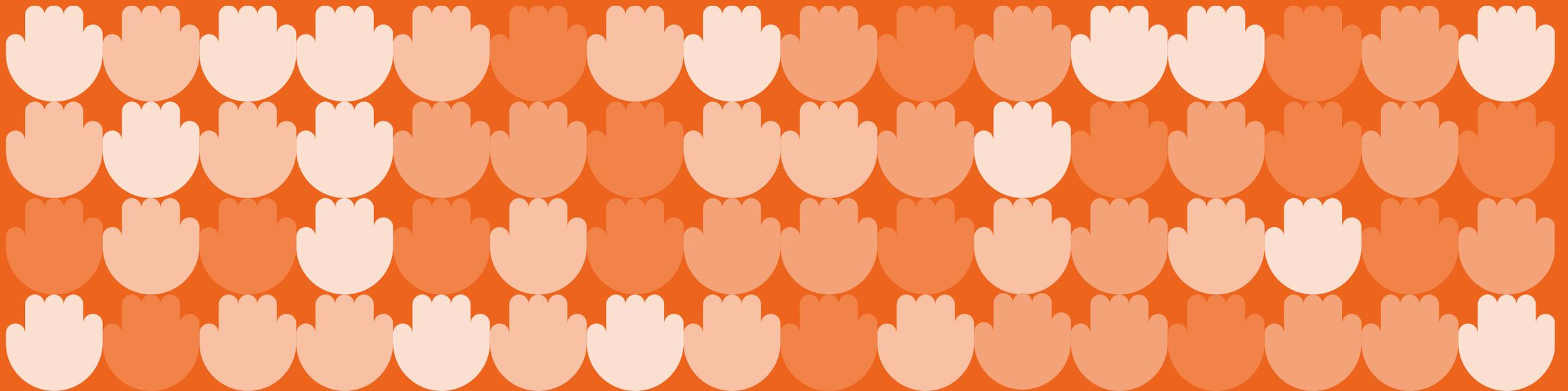


GMCA Employment & Skills

Scrutiny Dec 22

To provide an overview of the skills and work-based learning initiatives to achieve the GMS ambition to **'ensure businesses are able to access the skills and talent they need, by providing high quality learning, and wrapping support around individuals, enabling them to realise their potential – with access to good employment for those who can work, support for those who could work and care for those who can't.'**



Key Challenges

According to IMD 2019, of GM neighbourhoods:

- Over a fifth are in the bottom 10% of most deprived neighbourhoods nationally in the employment and income domain.
- 13% are in the bottom 10% nationally for skills deprivation.

2616 NEET (3.9%) – of which 416 are economically inactive

- 1426 Unknown (2.2%)
- NEET/Unknown level for young people in priority groups 13.8% (care experienced, SEN)

NW and GM have seen post-Covid increases in economic inactivity above the UK average, especially among residents in their 50s and 60s.

- Inactivity reached a new post-Covid record in the NW in the three months to Sept 2022. It stood at 23.6% of 16-64 year old people in the region (1,062,475 people). This compares with 21.6% nationally.

Addressing functional numeracy, literacy, and digital skills, alongside enhancing essential skills and employability, remains a key challenge.

Whilst the foundation economy makes up over 60% of jobs frontier sectors such as digital & creative, advanced materials, health innovation & low carbon are critical to regional growth.

52.7% of disabled people are in paid work compared to 81.0% of non-disabled people Gap in GM employment rate for older people: 25-49 year olds vs 50-64 year olds: 81.3% vs 68.1%

Total working age employment fell.

- It was 73.3% in the three months to Sept 2022 in the NW. This was lower than the three months to August (73.8%), which was in turn lower than the three months to July (74%).
- Employment has fallen in the Northwest consistently since the summer of 2022. Nationally, the employment rate in the three months to September 2022 was 75.5%.

GM's population is lower skilled than the national average; though skills at L4+ grew 87% between 2004 and 2020. Only 44% of graduates stay in GM after graduation.

Skills utilisation by employers is lower than the national average – 36% are under-utilising workforce skills.

Healthy Life Expectancy (estimate of lifetime spent in 'good' or 'very good' health) based on individual's own perceived health) is lower for GM residents than UK average, with wide disparities between localities

Up to 30% of the north of England's productivity gap with the UK average could be reduced by addressing ill health.

How does this all connect

GMS

- Greater Manchester is determined to become **greener, fairer, more prosperous, driven by opportunities in all localities** across the conurbation.

Education, Work & Skills role in GMS & IPR

- The Independent Prosperity Review found that health inequalities in Greater Manchester were holding back productivity and refuted the idea of a trade-off between inequality and growth – greater equality actually leads to more growth. As our economy rebuilds and recovers from the pandemic, we will support our businesses to grow and develop, including recognising the key role in a successful business played by a skilled and talented workforce and thus the importance of ensuring that our education and skills provision is focussed on business need, which in tandem ensures that employment opportunities are accessible for our residents – as they have the skills required by employers.

Collective vision: Creating the conditions to Thrive in life & work

GM will lead the way in supporting its residents and businesses to connect to skills & work Opportunities.

This is a system in which all stakeholders support the ambition to tackle inequalities and ensure:

*** Residents (11-67+) reach their potential and are supported to enter, progress & sustain good work or learning;**

*** Business are enabled to play their part in connecting & investing in a talent pipeline that is diverse & resilient.**

5 main areas of work

Developing the evidence base

Policy Development

Local integration

Commissioned Programmes

Performance & contract management

Our 4 (current) Priorities

Cllr Eamonn O'Brien

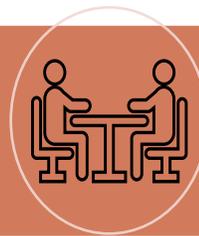
1. Young people leave education and training ready to succeed in the labour market, with a balance of academic, technical and 'life ready' skills.

Young People



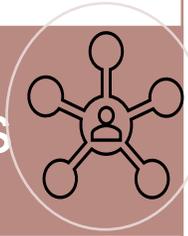
2. Adults can acquire the skills, mindset and support they need to fulfil their career potential and adapt to changing employer needs throughout their lives, from entering employment for the first time through to highly skilled careers and retraining.

Adults



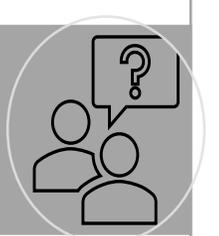
3. Employers have access to a system that is flexible, resilient and adaptable, and which meets their needs in the rapidly changing 21st century world of work, driving a sustainable economic future for GM in which companies compete on the basis of high productivity, good quality work, and excellent employment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



Across each of these priorities GMCA plays a different role either as a commissioner via devolved functions or national/local funding, a strategic partner, a convenor & or facilitator.

Moving forward GMCA will need to use data & evidence to work in different ways: Make current programmes/policy **work harder**, **target inequalities** using new provision & the **power of partnerships** where there is no funding but GMCA plays a strategic role

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

Ways of working going forward:

Work harder

- How can we use the data on current programmes/policy to ensure they work as hard as possible

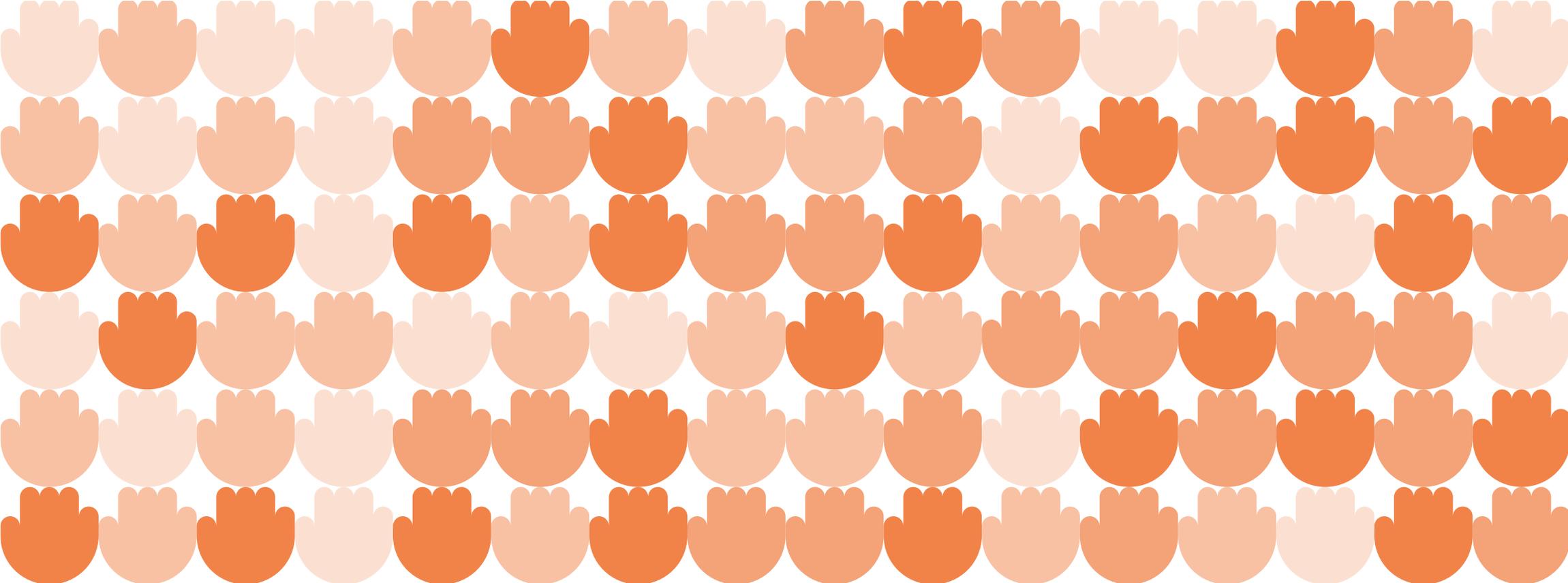
Target

- Use the data to drive new provision/policy into the areas of most need

Power of partnership

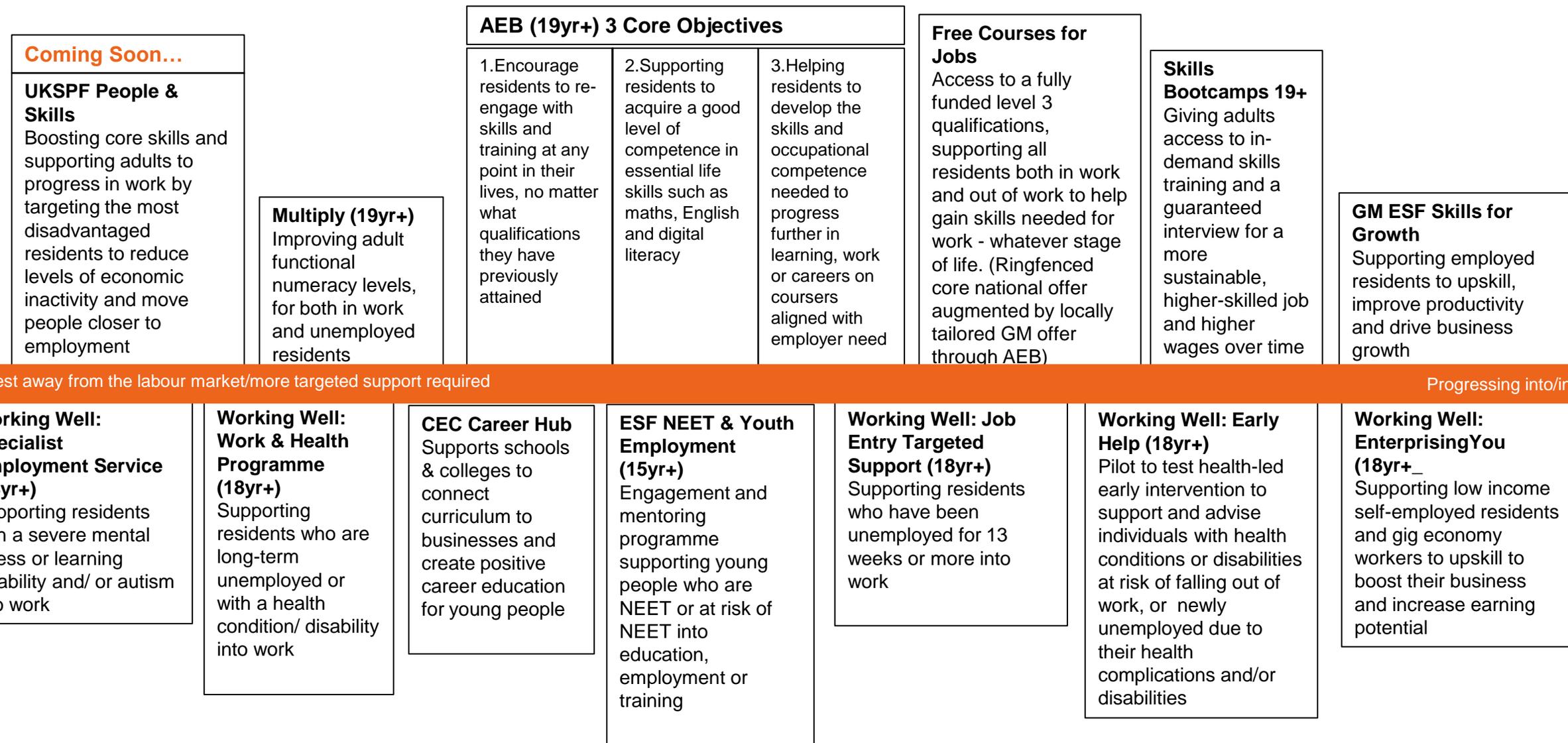
- Where we have no funding how can we come together as partners to lobby; bring collective power, respond with one voice, drive change

Programme/Initiative updates



Commissioned Programmes: Continuum of support

Commissioned programmes play their part but do not deliver everything that is needed. We need a GM brand that all of this activity, plus new programmes, can sit underneath.



GMCA's Current Offer to Young People...

1. An offer to young people – GMACS , Curriculum for Life , Our Pass and Meet your Future
2. An offer to the education system to build their capacity to integrate high quality careers programmes into their curriculum and meet statutory duties
3. An offer to businesses to support them to inspire and work with young people and education leaders



226 schools and colleges (120 on GMACS)



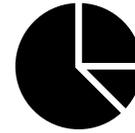
110,000 students registered for GMACS



210 volunteer Enterprise Advisers



100,000+ young people engaged with Meet Your Future 2020 - 2022



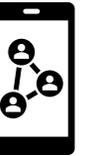
Detailed GMACS analytics



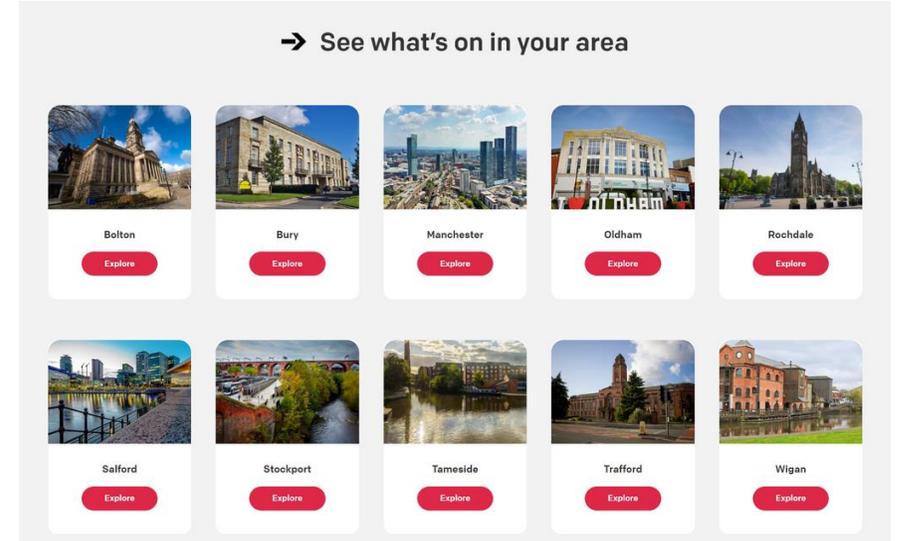
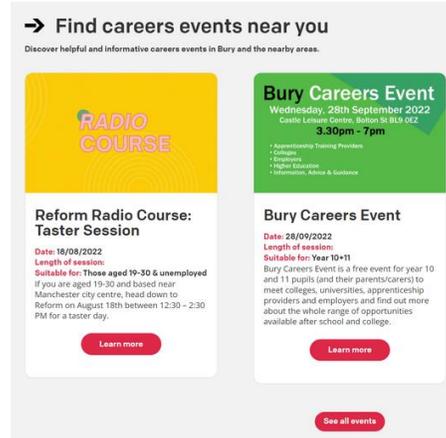
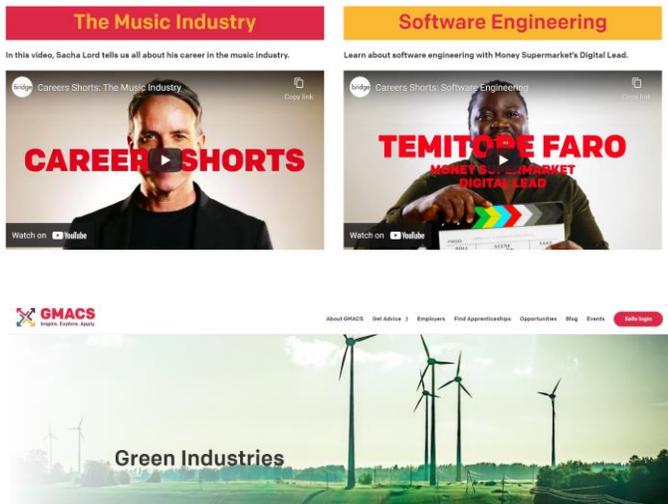
250+ organisations all making a difference to GM's young people



Employer led content and videos



Growing social media presence



ESF NEET & Youth Employment Programme

The ESF NEET & Youth Employment Programme is a 2 year engagement and mentoring programme aimed at 15 to 24 year olds in GM. Delivered by 2 prime providers with an additional 17 sub contractors responding to local need across GM.

Key focus:

- Mitigate the impacts on those young people most affected by the Covid-19 pandemic, those who are experiencing disadvantage and those not engaging in other provision.
- Priority groups are those affected by missed learning and / or disengaged from mainstream skills support offers and / or not in employment or training.
- Enabling young people to successfully engage in a positive learning or work destination and develop the skills and confidence to continue into a sustainable career pathway.



£10m total funding



6000 young people aged 15-24 to be supported



1500 'hidden' young people to be reached



2,700 young people moved into Education, Employment or Training outcomes (EET)

330 young people have completed their support on programme, and 57 have achieved additional positive outcomes.

Devolved Adult Education Budget

The primary aim of devolved AEB is to ensure all GM residents, aged 19+, are equipped for life and work, with good job opportunities to progress and develop within a thriving and productive city-region economy.

Key focus:

- Encourage residents to re-engage with skills and training at any point in their lives, matter what qualifications they have previously attained.
- Support residents to acquire a good level of competence in essential life skills such as maths, English and digital literacy.
- Helping residents develop the skills and occupational competence needed to progress further in their learning, work or careers on courses aligned with local employer needs



£96m

annual funding

148,000

residents accessing AEB provision

£1.5m p.a

Local Authority Grant Programme

16,860

Residents taking advantage of policy changes and GM flexibilities

6,000

Residents engaging with newly implemented GM ESOL Advisory Service

Impacts that have been achieved through devolved AEB

	Since devolution in August 2019, over 155,000 GM residents have accessed over 340,000 devolved AEB funded courses
	16,860 GM residents have taken advantage of the policy changes and flexibilities introduced, enrolling on a total of over 28,000 learning aims
	Development of a GM-wide ESOL Advisory Service to centralise waiting lists, with over 6,000 residents engaged in the service and approx. 3,800 referred onto ESOL provision.
	Implementation of a Local Authority Grant programme to support alleviating barriers to accessing adult and digital skills, worth £1.5m per year for Local Authorities (non-provision based activity)
	Responding to labour market challenges as a result of covid including supporting the move to online delivery, extending learner eligibility and developing a suite of programmes to address the skills challenges with approx. 2,000 enrolments on to these.
	Development of a GM Level 3 qualification list linked directly to occupations within the LIS growth and foundation sectors and also supporting the response to recovery. Approx. 1,100 GM residents have taken advantage of this opportunity since its launch in April 2021
	All GM residents can access a range of fully funded digital qualifications up to and including Level 2 irrespective of their employment status or income, compared to the national offer which is only up to a Level 1. To date 2,200 GM residents have taken up this opportunity.
	We have gained a strong influence on the policy decisions of the ESFA on our methods of approach, i.e. Guided Learning Hours, community learning, engaged in the funding and accountability consultation with the ESFA.

ESF Skills for Growth Programme

Skills for Growth purposefully iterative in its development and commissioning, the aim of which is to put GM in a unique position to build a truly collaborative programme that shapes skills delivery and responds to skills needs that emerge throughout the three-year programme.

Key focus:

- Responding directly to employer skills needs at Level 3+
- Working closely with employers, business networks and providers to gather up-to-date industry intelligence to inform highly relevant commissioning of skills delivery
- Increasing the skill levels of employed people and increasing the number of people with technical and job specific skills.



c£30m

ESF funding over 3 years

9,640

Individuals supported to access skills provision

2,665

GM SME's supported

16

Different skills delivery contracts covering 10 different industries in GM's LIS growth and foundation sectors

4,000

Users on GM Skills Map

To date the programme has worked with over 2800 SME's and supported 9,640 individuals to upskill. Across the programmes lifetime we are expecting to work with 3000 SME's and 25,000 individuals.

Skills Bootcamps

Skills Bootcamps uses funding from DFE via the National Skills Fund to support adults to retrain and upskill into high value jobs through programmes designed with employers.

Key Focus:

- Supporting target groups including unemployed individuals, career changers, veterans and prisoners due to be released in six months and residents aged 50+.
- Responding directly to local employer need aligned with GM's response to the Local Skills Improvement Plan.
- flexible courses of up to 16 weeks, giving people the opportunity to build up sector-specific skills and fast-track to an interview with a local employer.



£7m

Annual funding

1,077

Individuals supported to access skills provision to date

14

Delivery partners delivering across GM

2,100

Additional engagements targeted for 2023/24

4

GM growth and frontier sectors – Construction, Green Skills, Manufacturing & Digital

To date the programme has worked with over 700 residents and supported over 300 into new employment.

GM Working Well System: whole population approach to health, disability and work

The GM Working Well System provides a suite of activity for GM residents with a range of barriers to entering and sustaining in work.

The range of programmes includes:

- **Working Well Specialist Employment Service** for unemployed residents with a learning disability and/or autism or severe mental illness
- **Working Well Work & Health Programme** for long-term unemployed residents with a health condition or disability
- **Working Well Job Entry Targeted Support** for people out of work 13 weeks plus
- **Working Well Early Help** for residents at risk of falling out of work or newly unemployed due to health issues/ disability
- **Working Well Enterprising You** for self-employed or gig-economy workers



£101m

total funding across the suite of programmes

19,696

Individuals supported on JETS

19,500

Individuals supported on Work & Health Programme

3,433

Individuals supported on Early Help

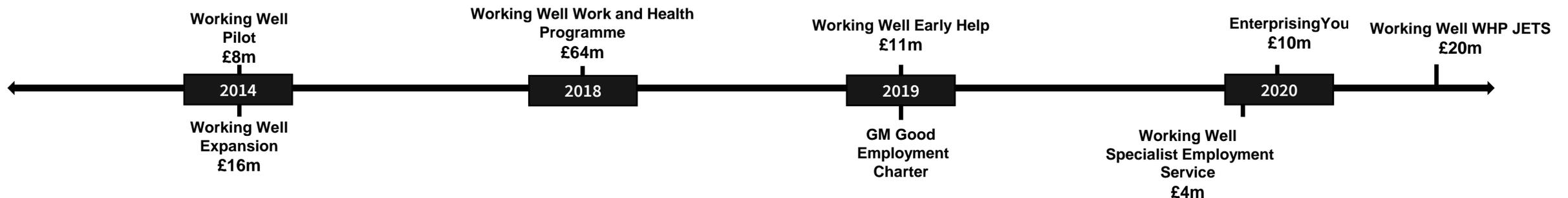
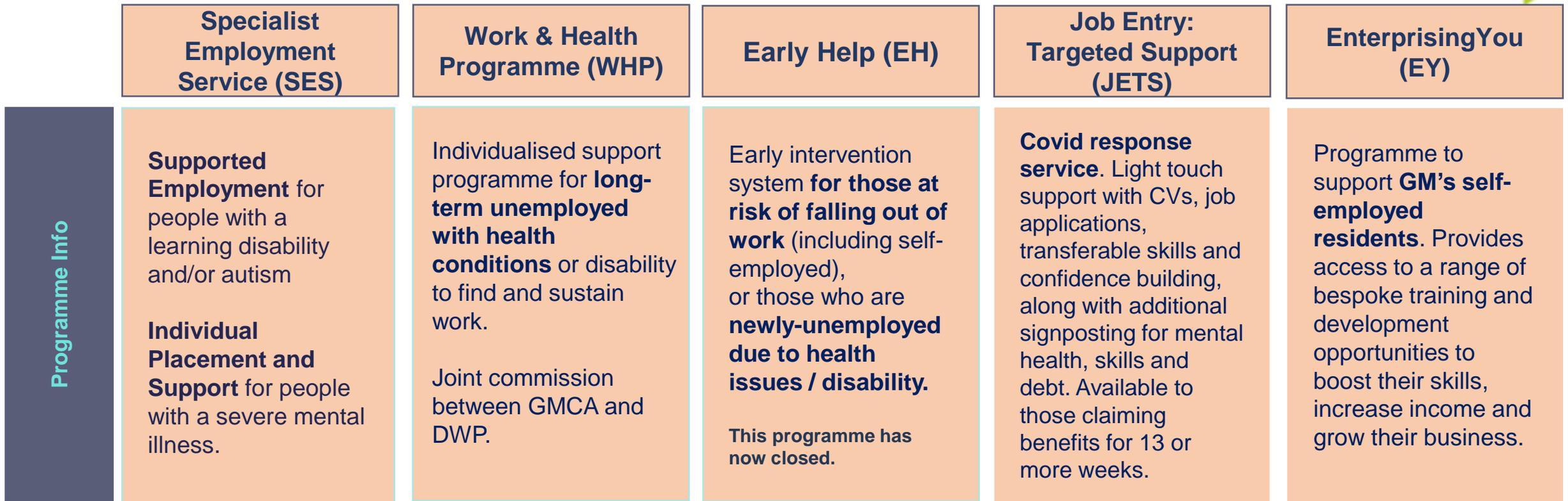
2,576

Individuals support on Enterprising You

Working Well programmes (including pilots) have supported over 65,000 GM residents to date and helped over 21,000 people to find employment (many of whom were not likely to move into work without specialist support).

Greater Manchester Working Well System

Working Well: A whole population approach to Health, Skills and Employment in GM



UK Shared Prosperity Fund (UKSPF) Multiply Programme (NEW)

GM's Multiply Scheme will work alongside the devolved AEB funded activity, providing increased opportunities for residents to access essential maths and numeracy skills. The programme will have a flexible and proactive approach to delivery and will target those hardest to reach and/or who have no or low qualification.

Key Focus:

- Improving adult functional numeracy levels
- Increasing the number of adults participating in, and achieving numeracy qualifications up to and including L2
- Complementing existing AEB interventions
- Enabling access to maths / numeracy skills for those who would not normally consider accessing the usual adult skills offer.



c£3m

Funding via DFE

GM-wide

Activity to engage more residents

Aim:
Number of people participating in Multiply funded courses:
16,025
Total funding for GM Multiply:
£14,384,692

Any Questions?

