

# THEMATIC ACTION PLANNING TEAM: SKILLED AND ENTERPRISING ECONOMY

**CHAIR:** Ethna McNamee, Invest NI      **COUNCIL LEAD:** Nicola Wilson, Head of Economic Development

## PROGRESS REPORT NO. 1 – FEBRUARY TO AUGUST 2018

### Update from the Chair

A total of 17 actions are being taken forward under the skilled and enterprising economy outcomes. The Thematic group members are working hard together, there have been a number of working meetings and these are enabling us to create more effective platforms for debate and discussion. Relationships are being built amongst members which I believe are key to driving forward the successful implementation of our Action Plan. The work to this point around getting the Actions defined and pulling together appropriate monitoring and measurement frameworks has been very useful and will enable us to focus our efforts going forward on driving the implementation of the Actions. Already we see some actions showing results which is really encouraging and we hope the next quarter we will see the activity around implementation step up.

### RAG Overall



RED	AMBER	GREEN
5	6	6

**Featured Action** – Skilled Economy 3d. Lead by example – Community Planning Partners to endeavour to offer placement/experiences of work opportunities as part of the Skills Pipeline. A number of opportunities in council identified - South Lake Leisure Centre (Farrans), Bushcraft, Health and Recreation Department and Conservation Team.

### How Much?

No. attending short courses  
 No. of university research projects  
 No. of students attending workshops **809**  
 No. of weeks work experience for those aged 18+ & 15-17  
 Apprentice placements on site  
 No. of students taking part in site visits **47**

### How well?

% of Health and Safety tests passed  
 % of apprentices obtaining Construction Skills Certification Scheme

### Is anyone better off?

No. of people on placements who reported increased skills and understanding of work environment  
 No. of people on placements who obtain formal qualifications  
 No. and % who progress into training  
 No. and % who progress into employment

<p><b>Successes</b></p> <p>The success of building the Report Cards for all 17 Actions in which partnership member’s map out the way forward and the monitoring framework to be used cannot be underestimated. This is a very comprehensive piece of work by all partners and provides us with a road map for going forward.</p>	<p><b>Challenges</b></p> <p>Getting a common understanding of the application of the OBA process has been challenging and the input of the Community Planning team and Council statistician has been invaluable to ensure consistency of approach.</p>
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<p><b>Issues for follow up by CPSP</b></p> <ul style="list-style-type: none"> <li>• Quantity of actions requires all partners to ensure that reports are submitted by the deadline</li> <li>• To maintain momentum it will be important for more than one person in each organisation to be across their organisation’s involvement in the action plans</li> </ul>
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### Skilled Economy long- term outcome

People are better equipped to take full advantage of the opportunities provided by our dynamic economy.

### Short-term outcome

- Stakeholders are more knowledgeable about current and future skills needs and are working in partnership to improve career pathways and equip people for employment.
- Individuals, particularly young people, have a better understanding of existing and future employment and enterprise opportunities, how to access them and the skills required.

### Population Indicator

- Percentage of the workforce in the employment qualified to level 1 and above, level 2 and above, level 3 and above, and level 4 and above
- Employment rate (age 16-64)

### Links to Programme for Government Draft Outcomes

- We prosper through a strong, competitive, regionally balanced economy
- We have more people working in better jobs

## Skilled Economy Action Plan

### Strategic action: 1. Localise Careers Advice and Guidance for lifelong learning

What will we do?	Suggested Partners	Time Frame	Resources	Action Coordinator	RAG	Performance Measures
a. Scope out existing education, business and enterprise links and collaborations (e.g. Area Learning Communities, Careers Advisory Forum), and develop actions to address gaps and embed good practice.	DfE for NI careers service, local JBO, Area Learning Communities (Princes Trust) Usel and People First. Young Enterprise Education Authority	Links to employability forum.	Staff Time	Education Authority Aidan McCormick  Template completed by Council ED Dept	G	<b>How much?</b> No. of visits by careers advisors/teachers to industry No. of advisors/teachers on each visit No. of priority sectors visited by careers advisors/teachers <b>How well?</b> No. & % teachers & employers who felt visits were valuable No. & % of advisors/teachers involved in follow up contact

## Skilled Economy Action Plan

### Strategic action: 2. Increase coordination of skills and employment services, business and statutory agencies.

What will we do?	Suggested Partners	Time Frame	Resources	Action Coordinator	RAG	Performance Measures
a. Establish an Employability Forum with focussed meetings. Two sides –	V&C sector Usel, Employability providers, umbrella	Target date start April 2018	Venue Costs	ABC Council Economic Development	G	<b>How much?</b> No. of meetings held No. of task & finish groups established

## Skilled Economy Action Plan

### Strategic action: 2. Increase coordination of skills and employment services, business and statutory agencies.

What will we do?	Suggested Partners	Time Frame	Resources	Action Coordinator	RAG	Performance Measures
supply and demand. To include local business, employment service providers, education providers, Council, government departments, EA.	<p>organisations for local businesses Chamber of Commerce, NIFDA, CBI, FSB, Young Enterprise, DfC, DfE - local JBO, careers service</p> <p>Large voluntary orgs in training Business Partnership Alliance. Education Authority, Schools, SRC.</p> <p>Specialised &amp; general recruitment companies.</p> <p>3 Area Learning Communities in ABC (reps from schools)</p>		Catering. (Council), Staff time and expertise.	Nicola Wilson Sharon Daly		<p><b>How well?</b></p> <p>No. &amp; attendance at each meeting (attendees/apologies)</p> <p>No. and % of members who feel the forum meetings are valuable</p>
b. Promotion of Ambassadors for employment.	SRC, People First	Target start date April 2018	Staff Time Venue, catering. (Council), staff time and expertise.	<b>ABC Council Economic Development</b>  Nicola Wilson Sharon Daly	<b>G</b>	<p><b>How much?</b></p> <p>No. of ambassadors</p>

## Skilled Economy Action Plan

### Strategic action: 3. Explore a local Skills/Employability Pipeline to provide a service pathway focussed on the individual

What will we do?	Suggested Partners	Time Frame	Resources	Action Coordinator	RAG	Performance Measures
a. Explore a Skills/Employability Pipeline to ensure that individual customer journey/pathways are productive and end in job or self-employment.	Council, DfC, DfE, TADA	Start research and prep straight away. Will be an ongoing action	Staff Time External Facilitator –	<b>Southern Regional College</b>  Maggie Grant Tracy Rice	<b>R</b>	Action coordinator recently confirmed – performance measures to follow.
b. Make links between Community and Economic Development (Social and Economic Pillars of draft PfG). Community Hubs example worked well. Promote social enterprise models and volunteering.	Skilled and Enterprising TAP team Council Social Enterprise Hub Community and Voluntary Sector		Staff Time Attendance at meetings Social Media Promotion	<b>Department for Communities</b>  Sharon Polson	<b>R</b>	Phase 1 – scoping Phase 2 – pilot programme in NR area <b>How much?</b> Pilot activity details <b>How well?</b> No. & % of participants who feel they benefited No. & % of delivery organisations who think activity is beneficial <b>Is anyone better off?</b> Self-efficacy score of participants before and after
c. Deliver mentoring and support programmes in relation to employability, skills development and connectivity with schools, communities, colleges and local businesses.	SRC Council Schools, local community groups			<b>ABC Council Community Development</b>  Alison Beattie	<b>A</b>	<b>How much?</b> No. of interventions in place No. of participants <b>How well?</b> % satisfaction levels reported by participants % satisfaction rates from other stakeholders

## Skilled Economy Action Plan

### Strategic action: 3. Explore a local Skills/Employability Pipeline to provide a service pathway focussed on the individual

What will we do?	Suggested Partners	Time Frame	Resources	Action Coordinator	RAG	Performance Measures
						<b>Is anyone better off?</b> % participants reporting improved skills, knowledge, opportunities and confidence (tbc)
d. Lead by example – Community Planning Partners to endeavour to offer placement/experiences of work opportunities as part of the Skills Pipeline.	Farrans Schools SRC Employment service providers			ABC Council Health and Recreation  Joanne Grattan	G	<b>How much?</b> No. attending short courses No. of uni research projects No. of students attending workshops 809 No. of weeks work experience for those aged 18+ & 15-17 Apprentice placements on site No. of students taking part in site visits 47 <b>How well?</b> % of Health and Safety tests passed % of apprentices obtaining Construction Skills Certification Scheme <b>Is anyone better off?</b> No. of people on placements who reported increased skills and understanding of work environment No. of people on placements who obtain formal qualifications No. & % who progress into training No. & % who progress into employment

## Skilled Economy Action Plan

### Strategic action: 4. Support local businesses to recruit highly skilled, specialist roles.

What will we do?	Suggested Partners	Time Frame	Resources	Action Coordinator	RAG	Performance Measures
a. Encourage Level 4 or lifelong learning to upskill to meet specific needs of high quality jobs in the borough.	HR Departments within local companies SRC Employability providers Council	Linked to Employability Forum	Staff Time Travelling costs to undertake interviews/ attend meetings Coordinator/Facilitator	<i>SRC – as above to incorporate point 3 Skills/Employability Pipeline and 4a and b</i>	<b>R</b>	Action coordinator recently confirmed – performance measures to follow.

#### Enterprising Economy long- term outcome

Our borough is a centre of excellence for entrepreneurship innovation and investment

#### Short-term outcome

- The borough is an enticing, collaborative and supportive environment for business start-ups, growth and innovation and attracts higher levels of foreign direct investment (FDI)



**Population Indicator**

- Number of VAT and/or PAYE registered businesses
- Business birth rates
- Survival rate of newly born businesses

**Links to Programme for Government Draft Outcomes**

- We are an innovative, creative society where people can fulfil their potential

**Enterprising Economy Action Plan**  
**Strategic action: 1. Encourage collaboration and signposting to support start-ups and existing businesses**

What will we do?	Suggested Partners	Time Frame	Resources	Action Coordinator	RAG	Performance Measures

<p>a. Facilitate cross-promotion of events, opportunities and services to local businesses</p>	<p>All business support organisations e.g. Council Economic Development, Regeneration, Environmental Health, Enterprise Centres, Invest NI, Chambers of Commerce, Amma Centre SRC Business Support</p>	<p>Start research and prep straight away. Will be an ongoing action</p>	<p>Staff time</p>	<p><b>ABC Council Economic Development</b>  Nicola Wilson Sharon Daly</p>	<p><b>G</b></p>	<p><b>How much?</b> No. of meetings held with partners No. of business E-Newsletters published No. of stakeholder articles published <b>How well?</b> No. of subscribes and unsubscribes from E-Newsletter No. of stakeholders who feel that the Ezine is valuable to them</p>
<p>b. Develop a shared online calendar or similar planning tool to coordinate the planning of business events in the borough. Group to share information and useful contacts.</p>	<p>Amma Centre</p>		<p>Staff time</p>	<p><b>ABC Council Economic Development IT</b>  Nicola Wilson Sharon Daly</p>	<p><b>R</b></p>	<p><b>How much?</b> <b>How well?</b> <b>Is anyone better off?</b></p>
<p>c. Improve new and at risk businesses' access to support through encouraging services to list themselves on NI Business Info website and promoting the website to local businesses. Promote the website in physical places such as libraries and leisure centres. Support services to include (R&amp;D, start up support, innovation, social enterprise, incubation and hot desk space, funding programmes and training)</p>	<p>Council, Enterprise Centres  (Libraries NI, SHSCT etc.)</p>		<p>Staff time Promotion costs</p>	<p><b>Invest NI</b>  Ethna McNamee Stephen Fullerton</p>	<p><b>A</b></p>	<p><b>How much?</b> No. of meetings held with partners No. of local business support services listing on the site <b>How well?</b> No. of local business support organisations reporting an increase in referrals from web site</p>
<p>d. Support a collaborative business network (e.g. Sectoral champions, B2B support &amp; mentoring, supply chain, training, information).</p>	<p>Invest NI, Council, Enterprise Agencies. SRC Business Support</p>		<p>Staff time Promotion</p>	<p><b>Business Partnership Alliance</b>  Derek Brown</p>	<p><b>G</b></p>	<p><b>How much?</b> No. of meetings <b>How well?</b> % attendance at meetings <b>Is anyone better off?</b></p>

						<p>No. and % of businesses in the network who feel that they benefit from the business network</p> <p>No. and % of businesses in the network who report increased connections/skills/knowledge from being in the network</p> <p>Council increased connection with businesses</p>
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<p><b>Enterprising Economy Action Plan</b></p> <p><b>Strategic action: 2. Improve links between the private sector and schools training providers to support entrepreneurship activities in new and growing businesses</b></p>						
What will we do?	Suggested Partners	Time Frame	Resources	Action Coordinator	RAG	Performance Measures
<p>a. Explore potential opportunities for our business base to provide live learning opportunities for students in e.g. digital marketing to support growth</p>	<p>Young Enterprise, Education Authority, SRC, Social Enterprise Hub, Training Providers, Amma Centre, People First, Department of Education, Universities, Business/Industry,</p>			<p>Young Enterprise</p> <p>Carol Fitzsimons</p>	<p>A</p>	<p><b>How much?</b> Number of business/education/training interactions</p> <p><b>How well?</b> Value of interactions to students &amp; to businesses.</p> <p><b>Is anyone better off?</b> Increased awareness of business needs &amp; variety of local opportunities amongst student participants</p>

<b>Enterprising Economy Action Plan</b> <b>Strategic action: 3. Help create the conditions for investment and growth</b>						
What will we do?	Suggested Partners	Time Frame	Resources	Action Coordinator	RAG	Performance Measures
a. Lobby for increased & improved broadband coverage (extend pilot scheme, Super Connected Cities). Council to share information on broadband project and TAP Team to participate in lobbying activities.	TAP Team			ABC Council Economic Development  Nicola Wilson Sharon Daly	A	How much? How well? Is anyone better off?
b. Evaluate landuse/ availability of employment lands/business units (incubation units, next step units, office space etc) to ensure sufficient employment sites are available throughout the plan period.	Council Economic Development & Regeneration Departments, Invest NI			ABC Council Local Development Plan Team  Damien McEvoy Colm Gallagher	A	N/A
c. Collate and share ongoing research and work on Brexit with the wider Thematic Action Planning Team	Council, any TAP Team members undertaking work on Brexit			Invest NI  Ethna McNamee Stephen Fullerton	A	How much? No. of Brexit events/briefings shares with TAP Team No. of Brexit Info Briefings published How well? No. of local businesses and other stakeholders who attend each Brexit event

<p>d. Evaluate transport connections across the borough to the main employment/training locations.</p>				<p><b>ABC Council Local Development Plan Team</b>  Damien McEvoy Colm Gallagher</p>	<p><b>R</b></p>	
<p>b. Raise awareness of Connect to Success Encourage businesses to get involved. Useful for parents/teachers – awareness and help address career pathways.</p>			<p>Staff Time</p>			
<p>c. Deliver Skills Forums/Fairs. Take a fresh approach, e.g. create festival vibes.</p>	<p>Youth service Council Young Enterprise Libraries NI SRC <i>Invest NI</i></p>		<p>Staff Time Promotion Costs</p>			
<p>a. Coordinate service provision around NEETS and section 75 groups- ensuring customer journey is personalised and productive (better signposting/navigation)</p>			<p>Staff Time Meeting</p>			
<p>b. Public procurement – Social clauses and apprenticeships Explore models of good practice to bring people back to work.</p>						