

Armagh City Banbridge & Craigavon Borough Community Planning Partnership Skilled and Enterprising Economy

Chairs Report: three Reporting Period: 1 March 2019 – 31st July 2019

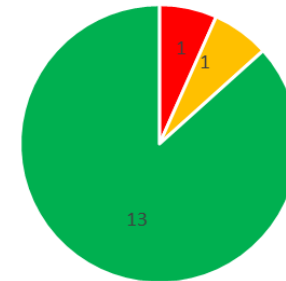
Update from the Ethna McNamee Chair of Skilled and Enterprising Economy

Work continues across a number of key actions in this area with all actions bar one now started and well underway. This continues to be a plan of work that addresses many complex and multidimensional aspects of Skills and the Enterprising Economy. The Accomplish Programme is a collaboration between ABC Council, SRC, DfE and offers high calibre training and practical support in leadership and coaching skills. The Accomplish Programme has been developed by the ABC Local Works Forum and is part funded by Council, DfE and is a direct work of the work being done to Increase coordination of skills and employment services, business and statutory agencies. There are three programmes Effective Coaching, Supervisory Development and Management Development. At this stage all available places have been booked and the evaluation of these programmes will enable the Forum to consider future requirements in this area. The programmes are only beginning but at present all places are fully booked. Another key partnership which should also be highlighted is the Enthuse partnership which is being funded by Council at present, this is the first of its kind in NI and should develop STEM capability in the region.

There are still complexities and many involved in the demand and supply of skills within the Borough, this critical area requires input and further links to current the work being done under 3.2 to link Economic and Community Development. This should ensure that those furthest from the labour market have the opportunity to contribute to the economic growth of the area.

RAG Overall

Skilled and Enterprising Economy RAG



■ Red ■ Amber ■ Green

RED	AMBER	GREEN	NO RETURN
1	1	13	0

Successes

The level of demand to date by local companies is viewed as a considerable success and participant viewed on delivery and better off measures will be gathered at the end.

Challenges

Issues for follow up by CPSP


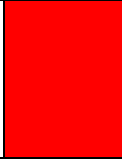
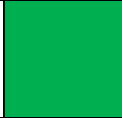


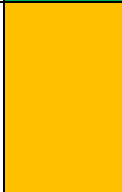
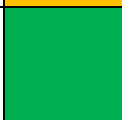
There are still complexities and many involved in the demand and supply of skills within the Borough, his critical area requires input and further links to current the work being done under 3.2 to link Economic and Community Development.

RAG Status (a subjective traffic light description of action status)
Red – action not on track, major concerns, **Amber** – action on track, some concerns
Green – action on track, **Grey** - no return at time of report



Quick Glance of Skilled and Enterprising Economy Action Plan

Strategic Action	Action	Action Coordinator	RAG
SKILLED ECONOMY ACTIONS			
1. Localise Careers Advice and Guidance for lifelong learning	1.1 Scope out existing education, business and enterprise links and collaborations	Nicola Wilson and Sarah Jayne MacDonald Armagh City, Banbridge and Craigavon Borough Council	Green
2. Increase coordination of skills and employment services, business and statutory agencies	2.1 Establish an employability forum with focussed meetings. Two sided supply and demand and the Promotion of Ambassadors for employment to be considered	Nicola Wilson and Sarah Jayne MacDonald Armagh City, Banbridge and Craigavon Borough Council	Green
3. Explore a local skills/employability pipeline to provide a service pathway focussed on the individual	3.1 Explore a skills/employability pipeline to ensure that individual customer journey pathways are productive and end in job or self-employment	No Action Coordinator	Amber
	3.2 Make links between Community and Economic Development	Sharon Polson, Department for Communities	Green
	3.3 Deliver mentoring and support programmes in relation to employability, skills development and connectivity with schools, communities, colleges and local businesses.	Alison Beattie and Joanne Grattan Armagh City, Banbridge and Craigavon Borough Council	Green
	3.4 Lead by example – Community Planning Partners to endeavour to offer placement/experiences of work opportunities as part of Skills Pipeline		Green
4. Support local businesses to recruit highly skilled specialist roles	4.1 Encourage Level 4 or lifelong learning to upskill to meet specific needs of high quality jobs in the borough	Maggie Grant Southern Regional College	Green
ENTERPRISING ECONOMY ACTIONS			
	1.1 Facilitate cross promotion of events, opportunities and services to local businesses	Nicola Wilson and Sarah Jayne MacDonald	Green

Strategic Action	Action	Action Coordinator	RAG
1. Encourage collaboration and signposting to support start-ups and existing businesses		Armagh City, Banbridge and Craigavon Borough Council	
	1.2 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	Nicola Wilson and Sarah Jayne MacDonald Armagh City, Banbridge and Craigavon Borough Council	
	1.3 Improve new and at risk businesses' access to support	Ethna McNamee and Stephen Fullerton Invest NI	
	1.4 Support a collaborative business network	Derek Browne Business Partnership Alliance	
2. Help the conditions for investment and growth	2.1 Lobby for increased and improved broadband coverage	Nicola Wilson and Sarah Jayne MacDonald Armagh City, Banbridge and Craigavon Borough Council	
	2.2 Evaluate land use/availability of employment lands and business accommodations and identify future requirements to ensure sufficient and suitable employment sites are available to meet local and regional needs	Damien McEvoy and Colm Gallagher Armagh City, Banbridge and Craigavon Borough Council	
	2.3 Collate and share ongoing research and work on Brexit with the wider TAP team	Ethna McNamee and Stephen Fullerton Invest NI	

Skilled and Enterprising Economy

Progress Report 3

1 March 2019 – 31 July 2019

CHAIR: Ethna McNamee, Invest NI

COUNCIL LEAD: Nicola Wilson, Head of Economic Development

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

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

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
<p>ACTION 1.1 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.</p>	<p>Armagh City, Banbridge and Craigavon Borough Council (ACBCBC) Nicola Wilson Sarah Jane MacDonald</p> <p>DfE Careers Service, local JBO, Area Learning Communities,</p>	Links to employ ability forum.	Staff Time		<p>No further update. Last visit was in Oct/Nov</p> <p>Enthuse Partnership established and meeting regularly</p>	<p>How much? TBC No. of visits by careers advisors/teachers to industry TBC No. of advisors/teachers on each visit TBC No. of priority sectors visited by careers advisors/teachers</p> <p>How well? TBC No. & % teachers & employers who felt visits were valuable TBC No. & % of advisors/teachers involved in follow up contact</p>
<p>Case Studies/Achievements First privately funded Enthuse Partnership in Northern Ireland</p>						
<p>Challenges None at present</p>						

SKILLED ECONOMY

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

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
<p>ACTION 2.1 Establish an Employability Forum with focussed meetings. Two sides – supply and demand. To include local business, employment service providers, education providers, Council, government departments, EA.</p> <p>Group to consider the Promotion of Ambassadors for employment.</p>	<p>Armagh City, Banbridge and Craigavon Borough Council (ACBCBC) Nicola Wilson Sarah Jane MacDonald</p> <p>Key local employers, Invest NI, Enterprise Ireland, DfC, DfE, DE, DAERA, SRC, UU, QUB, Reed in Partnership, Sector Skills Council</p>				Two meetings in this period of time	<p>How much? 2 meetings of Employability Forum</p> <p>No task and finish groups established</p> <p>No of ambassadors</p> <p>How well? 12 partners and 100% attendance at each meeting</p> <p>12 partners (100%) felt that the forum meetings are valuable.</p> <p>Is Anyone Better off TBC</p>
<p>Case Studies/Achievement Meetings have been congenial, and in June agreed to have a pilot suite of programmes to commence in Autumn 2019.</p>						
<p>Challenges</p>						

SKILLED ECONOMY

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

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
3.1 Explore a Skills/Employability Pipeline to ensure that individual customer journey/pathways are productive and end in job or self-employment.	No Action Coordinator				There is currently no action coordinator for this action as yet. To progress this action, the Thematic Action Planning Team meeting in June was a bespoke interactive session. Richard Scothorne from Rocket Science UK facilitated the session, other TAP teams were also invited to this session.	Working group will be set up and performance measures will be agreed.
3.2 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.	<p>Department for Communities Sharon Polson ABC Council Community Development Alison Beattie</p> <p>ABC Council Health and Recreation</p> <p>Joanne Grattan</p> <p>Action Coordinators from action 3.1, 3.2, 3.3 and 3.4 have formed a project team to look at best way to take forward these actions.</p>					<p>Phase 1 – scoping Phase 2 – pilot programme in NR area</p> <p>How much? Pilot activity details</p> <p>How well? No. & % of participants who feel they benefited No. & % of delivery organisations who think activity is beneficial</p> <p>Is anyone better off? Self-efficacy score of participants before and after</p>
3.3 Deliver mentoring and support programmes in relation to employability, skills development and connectivity with schools, communities, colleges and local businesses.	Work has been progressing.					<p>How much? No. of interventions in place No. of participants</p> <p>How well? % satisfaction levels reported by participants</p>

					<p>% satisfaction rates from other stakeholders</p> <p>Is anyone better off?</p> <p>% participants reporting improved skills, knowledge, opportunities and confidence (tbc)</p>
<p>3.4 Lead by example – Community Planning Partners to endeavour to offer placement/experiences of work opportunities as part of the Skills Pipeline.</p>					<p>How much?</p> <p>1484 attending short courses</p> <p>12 uni research projects</p> <p>588 students attending workshops</p> <p>205.2 of weeks work experience for those aged 18+ & 15-17</p> <p>Apprentice placements on site</p> <p>735 students taking part in site visits</p> <p>How well?</p> <p>100% of Health and Safety tests passed</p> <p>100% of apprentices obtaining Construction Skills Certification Scheme</p> <p>Is anyone better off?</p> <p>No. of people on placements who reported increased skills and understanding of work environment</p> <p>82 people on placements who obtain formal qualifications</p> <p>100. & 100% who progress into training</p> <p>100. & 100% who progress into employment</p>
<p>Case Studies/Achievement</p>					
<p>Challenges</p>					

SKILLED ECONOMY

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

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
<p>Action 4.1 Encourage Level 4 or lifelong learning to upskill to meet specific needs of high quality jobs in the borough. SRC is running Big Apprenticeship Event in Portadown Campus on Thursday 4th April. The action planning team will promote the event to young people and parents and all potential apprenticeships and also to businesses who offer apprenticeship opportunities. Following this event, the team will meet to decide on next steps.</p>	<p>Southern Regional College Maggie Grant –</p> <p>ABC Council, Economic Development Invest Ni EA</p>				<p>The Big Apprenticeship event took place in SRC Portadown campuses on 4th April. The event was very successful with both an increase in the number of parents and young people attending, and the number of employers providing apprenticeships opportunities</p>	<p>How much? 4 partners publicised and promoted event 29 employers who participated in the event</p> <p>How well? 29 employers took part in the event 125 Higher level apprenticeship opportunities 198 level 2/3 apprenticeship opportunities 180 attendees Increase Of 40 in number of apprenticeship opportunities from last year -Increase of 50 in number of attendees from last year</p> <div style="border: 1px solid black; padding: 2px; display: inline-block;"> rated the event as good </div> 79 of employers rated the event as excellent and 21%
<p>Case Studies/Achievement Excellent engagement with significant local companies offering opportunities. Eg. Almac and Thompson Aero Seating offering Higher Level Apprenticeship places.</p>						
<p>Challenges SRC is engaging with local engineering employers to identify their skills gap between craft engineering apprenticeship (Level 2) and higher level apprenticeship mechatronics (Level 5). With a total of 13 employers engaged in the Engineering Forum we initially met in February 2019 to discuss the employer skills gap. A 2nd Forum meeting was held in April 2019 to develop a Technical Engineering Apprenticeship (Technician Route) by identifying the qualification and common units which meets the needs of the employers within the forum to address the skills gap. The next meeting is organised for September 2019 where we plan to develop a marketing strategy for the new provision to be offered in September 2020.</p>						

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

Strategic action: 1. Encourage collaboration and signposting to support start-ups and existing businesses

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
ACTION 1.1 Facilitate cross-promotion of events, opportunities and services to local businesses	ABC Council Economic Development Nicola Wilson, Sharon Daly Council Regeneration, Council Tourism, Environmental Health, Enterprise Centres, Invest NI, Chambers of Commerce, Amma Centre, SRC Business Support, Aaron Taylor, Digital Ambassador (Council).				New Landing page developed for Go for it, sending participants	How Much? <ul style="list-style-type: none"> • TBC Meetings held with partners • TBC of Business E-Newsletters published • TBC stakeholder articles published How Well? <ul style="list-style-type: none"> • 3000 subscribers to e-zine • 100% No of stakeholders who feel that the E-zine is valuable to them
Case Studies/Achievement E-zine now being produced weekly in contrast to previous monthly circulation. Landing page is almost active and shows real partnership working with enterprise partners and Invest NI						
Challenges Selecting the best stories as we have so many						

ENTERPRISING ECONOMY

Strategic action: 1. Encourage collaboration and signposting to support start-ups and existing businesses

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
ACTION 1.2 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.	ABC Council Economic Development Nicola Wilson, Sarah Jayne MacDonald Amma Centre					None agreed at present.
Case Studies/Achievement						
Challenges						

ENTERPRISING ECONOMY

Strategic action: 1. Encourage collaboration and signposting to support start-ups and existing businesses

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
<p>ACTION 1.3 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&D start-up support, innovation, social enterprise, incubation and hot desk space, funding programmes and training. Liaise with partners to widen the exposure of the business community to the existence and the benefits of registering on the NI business info website.</p>	<p>Invest NI</p> <p>Ethna McNamee Stephen Fullerton</p> <p>Council, Libraries, Local Enterprise Agencies, Local FE colleges</p>				<p>Progress continues to be strong following meetings with the Invest NI team and partners earlier in the year to promote the use and benefits of the nibusinessinfo website for the promotion of council activities and programs. This has also been extended to enterprise agencies, dept of communities and SRC.</p>	<p>How much? TBC No. of local business support services listing on the site nibusinfo.co.uk delivered 166 clicks to the council website. nibuinfo.co.uk published 4 news stories promoting ABC activity. 3 ABC events were highlighted via the events finder. 10 ABC support schemes were promoted via the Business support finder. 24 customers clicked from the business support finder to ABC</p> <p>How well? TBC No. of local business support organisations reporting an increase in referrals from web site 80% increase in clicks from NIbusiness info to Council website from previous report</p> <p>Is anyone better off? Website Traffic to site numbers currently being measured.</p>
<p>Case Studies/Achievement ABC news story on shop front improvements was the top performing council news story during this period with 160 views.</p>						
<p>Challenges Being able to keep momentum going in the coming months to ensure further progress</p>						

ENTERPRISING ECONOMY

Strategic action: 1. Encourage collaboration and signposting to support start-ups and existing businesses

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
<p>ACTION 1.4 Support a collaborative business network (e.g. Sectoral champions, B2B support & mentoring, supply chain, training, information).</p>	<p>Business Partnership Alliance Derek Brown</p>				<p>In 2019 the BPA has established itself as an active collaborative business network that has a strategic, borough-wide business voice with a growing diverse membership, including urban and rural, retail and business: long-standing and new. It has secured funding from the Council for 2 years and has developed a business-focused priorities and action plan that includes outreach events across the borough, business masterclasses, meetings with political representatives and Departments, and support for Council initiatives such as the Town Centre Regeneration Task Force and Community Plan</p>	<p>How much? 8. meetings/events 300 attendees How well? TBC % attendance at meetings 97% of responses rating each event as good or very good Is anyone better off? No. and % of businesses in the network who feel that they benefit from the business network TBC No. and 53% of businesses in the network who report increased connections/skills/knowledge from being in the network Council increased connection with businesses</p>
Case Studies/Achievement						
Challenges						

ENTERPRISING ECONOMY

Strategic action: 2 Help create the conditions for investment and growth

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
<p>ACTION 2.1 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</p>	<p>ABC Council Economic Development</p> <p>Nicola Wilson Sarah Jayne MacDonald</p> <p>TAP Team</p>				Additional £1.5m secured as part of a 10 council bid	<p>How much? To be agreed by working group once established</p> <p>How well? To be agreed by working group once established</p> <p>Is anyone better off? To be agreed by working group once established</p>
<p>Case Studies/Achievement Council has increased awareness of access to broadband issue and has brought in almost £4m for infrastructure Additional £1.5m secured as part of a 10 council bid</p>						
<p>Challenges Challenging timeframes and procurement processes</p>						

ENTERPRISING ECONOMY

Strategic action: 2. Help create the conditions for investment and growth

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
<p>ACTION 2.2 Evaluate land-use / availability of employment lands and business accommodation and identify future requirements to ensure sufficient and suitable employment sites are available to meet local and regional needs.</p>	<p>ABC Council Local Development Plan Team</p> <p>Damien McEvoy Colm Gallagher</p> <p>Council Economic Development & Regeneration Departments, Invest NI</p>				<p>This action will be taken forward through the Council's Local Development Plan (LDP) process, as part of an ongoing programme of evidence gathering that will inform the next stage in the LDP – the preparation of the Draft Plan Strategy (second public consultation document). The action is planned to be carried out in Spring / Summer 2019, with future reviews to be planned, to ensure the LDP's evidence base remains up-to-date and sound.</p>	<p>Performance measures to be agreed</p> <p>Annual monitoring will be carried out when the LDP is adopted – to monitor the take up and loss of land allocated for economic development purposes; with review of the LDP at least every 5 years to determine the need for any changes to the LDP's Economic Development Strategy and related policies.</p>
Case Studies/Achievement						
Challenges						
<p>The action (economic lands / business accommodation survey) will be brought forward as part of a very challenging LDP work programme, which is continually kept under review. Review (updating) of the survey information could be affected by other commitments within the LDP work programme and any slippage to the overall Timetable. The information gathered will also be open to scrutiny through the LDP process, including at the independent examinations.</p>						

ENTERPRISING ECONOMY

Strategic action: 2. Help create the conditions for investment and growth

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
ACTION 2.3 Collate and share ongoing research and work on Brexit with the wider Thematic Action Planning Team	Invest NI - Ethna McNamee and Stephen Fullerton Council, any TAP Team members undertaking work on Brexit				Invest NI team have run a number of information and advisory sessions.	How much? 1 Brexit events/briefings shared with TAP Team TBC No. of Brexit Info Briefings published 129 businesses in the borough have completed the diagnostic in preparation for Brexit. How well? No. of local businesses and other stakeholders who attend each Brexit event
Case Studies/Achievement						
Challenges						
Each of the businesses that completed the Brexit Diagnostic will be better off and this will enable them to assess their readiness for Brexit and prepare accordingly.						

Actions with no action coordinators identified

What will we do?	Suggested Partners	Time Frame	Resources	Action Coordinator	RAG	Performance Measures
3.4 Evaluate transport connections across the borough to the main employment/training locations.						
a. Raise awareness of Connect to Success Encourage businesses to get involved. Useful for parents/teachers – awareness and help address career pathways.			Staff Time			
b. Deliver Skills Forums/Fairs. Take a fresh approach, e.g. create festival vibes.	Youth service Council Young Enterprise Libraries NI SRC <i>Invest NI</i>		Staff Time Promotion Costs			
a. Coordinate service provision around NEETS and section 75 groups- ensuring customer journey is personalised and productive (better signposting/navigation)			Staff Time Meeting			
b. Public procurement – Social clauses and apprenticeships Explore models of good practice to bring people back to work.						

ENTERPRISING ECONOMY

Strategic action: 2. Improve links between the private sector and schools training providers to support entrepreneurship activities in new and growing businesses

Action	Partners (Action coordinator in Bold)	Time frame	Resource required	RAG	Progress Update	Performance measure
<p>ACTION 2.1 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>No action coordinator</p> <p>Suggested Performance Measure</p> <p>How much? Number of business/education/training interactions</p> <p>How well? Value of interactions to students & to businesses.</p> <p>Is anyone better off? Increased awareness of business needs & variety of local opportunities amongst student participants</p>