

Gloucestershire: COVID19 and Employment Economic Intelligence

Update for GSAP members Oct 2020

prepared by Katherine Martin, John Mayell, GCC and Jute Blackmon, Gfirst LEP



Accountable



Integrity



Empower



Respect

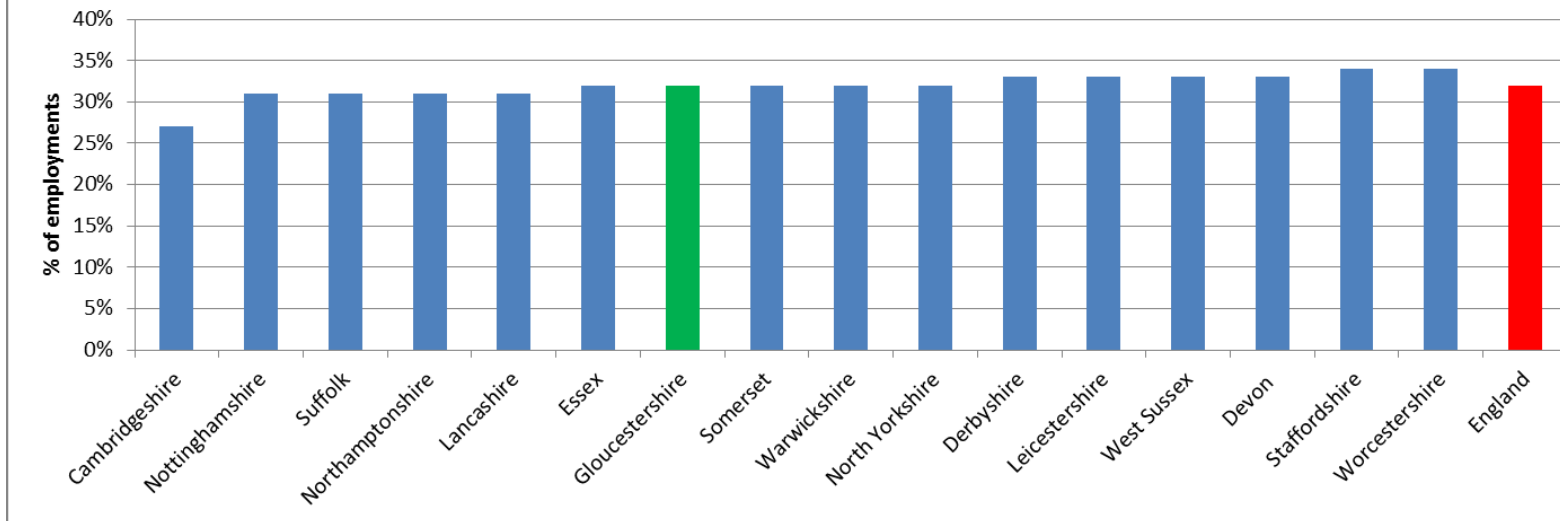


Excellence



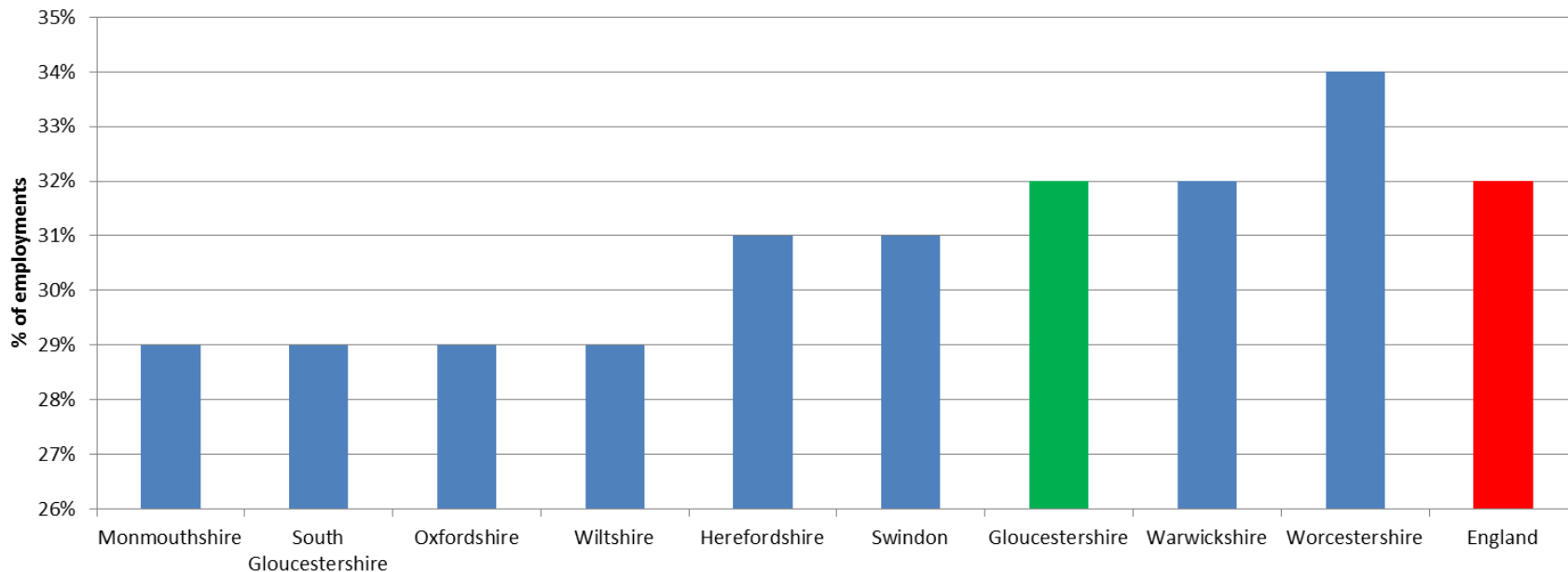
Furloughed workers

Take up of Coronavirus Job Retention Scheme, based on claims received up until 31st July 2020, Gloucestershire and its statistical neighbours



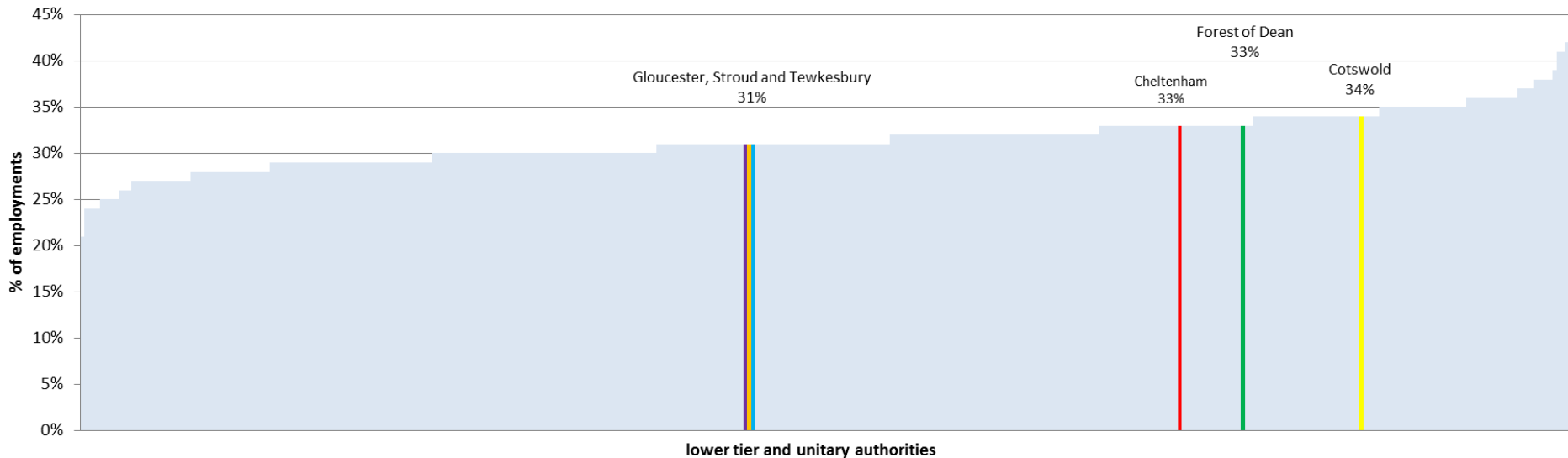
Furloughed workers

Take up of the Coronavirus Job Retention Scheme, based on claims received up until 31st July 2020, Gloucestershire and its nearest neighbours



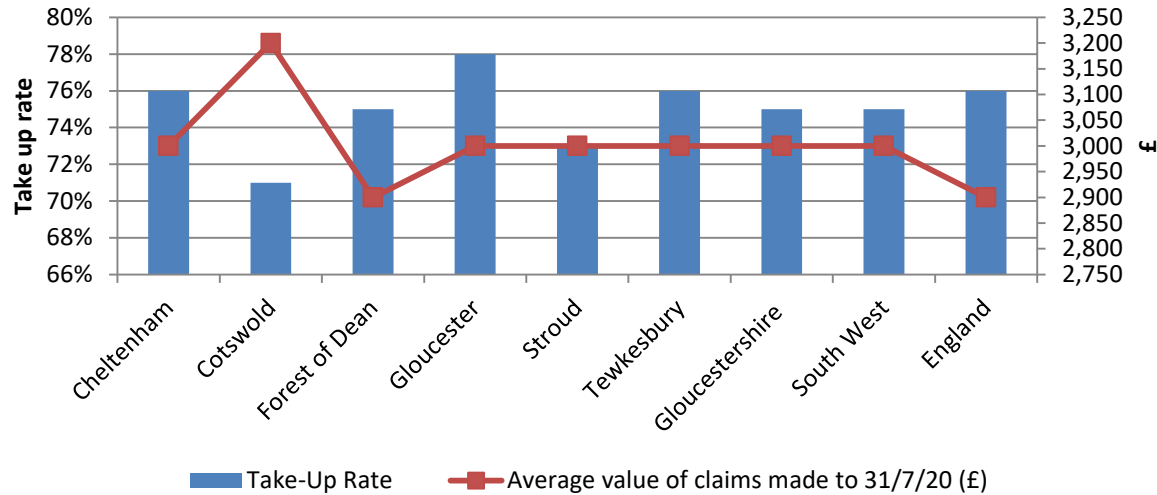
Furloughed workers

Take up of the Coronavirus Job Retention Scheme, based on claims received up until 31st July 2020

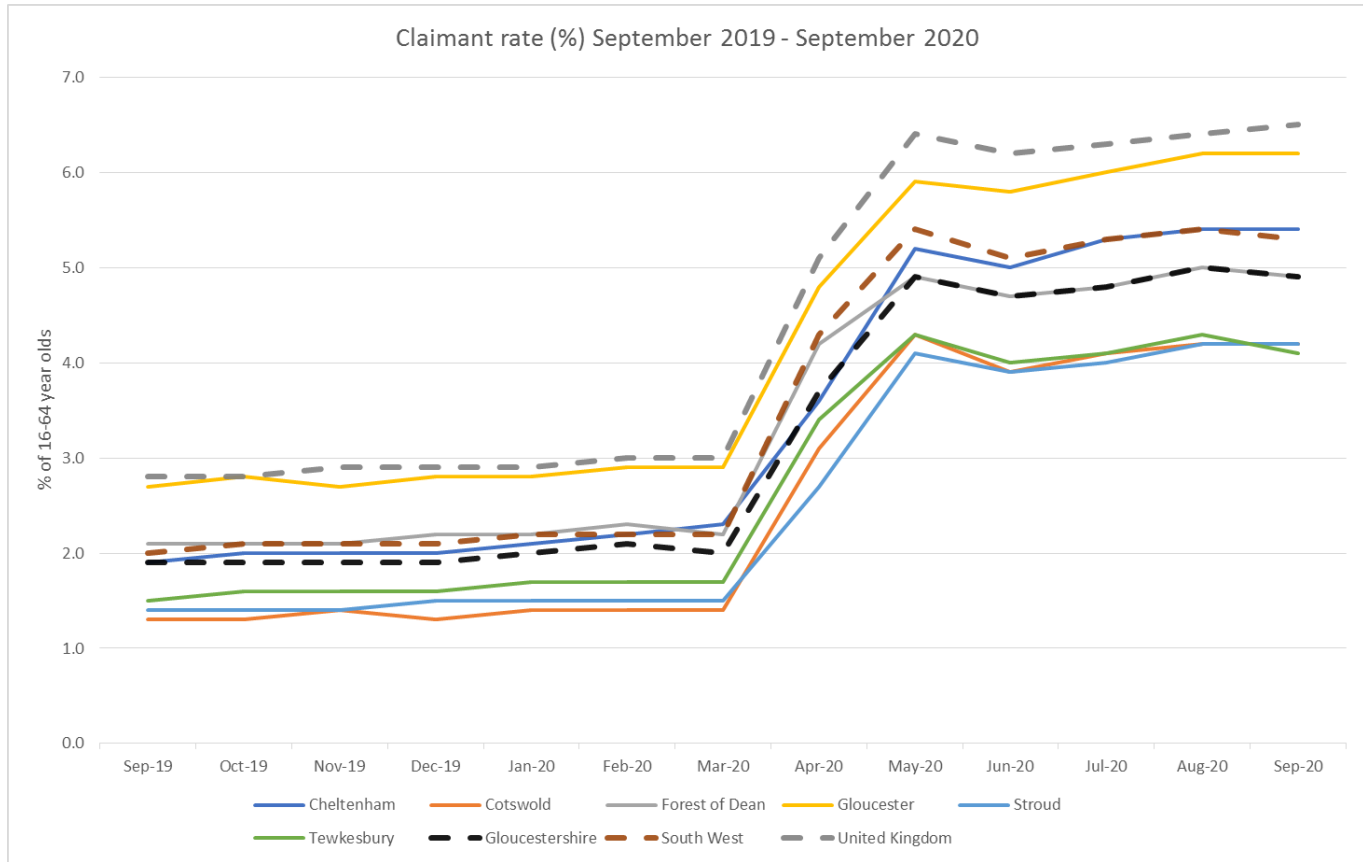


Self Employment Income Support Scheme

Take up rate and average value of claims made to the Self Employment Income Support Scheme up until the 31st July 2020



Claimant Count



Claimant Count

Monthly claimant count by district, August to September			
District	Aug-20	Sep-20	Net Change
Cheltenham	3,955	3,900	-55
Cotswold	2,195	2,165	-30
Forest of Dean	2,565	2,495	-70
Gloucester	5,040	5,065	25
Stroud	2,995	3,035	40
Tewkesbury	2,405	2,325	-80
Gloucestershire	19,155	18,985	-170
South West	180,915	179,225	-1690
United Kingdom	2,688,110	2,709,210	21100

Although the rate has gone down slightly in Gloucestershire, there have been small increases in the number of persons claiming in both Gloucester and Stroud, when compared to the previous month. The above shows the net change when comparing August to September.

District	Claimant count by district - September	Claimant rate - as a proportion of residents aged 16-64
Cheltenham	3,900	5.4
Cotswold	2,165	4.2
Forest of Dean	2,495	4.9
Gloucester	5,065	6.2
Stroud	3,035	4.2
Tewkesbury	2,325	4.1
Gloucestershire	18,985	4.9

This table displays the claimant rate by district, with Gloucester having the highest rate, which is also reflected in the graph above. Both Tewkesbury and Forest of Dean have gone down slightly compared to August.



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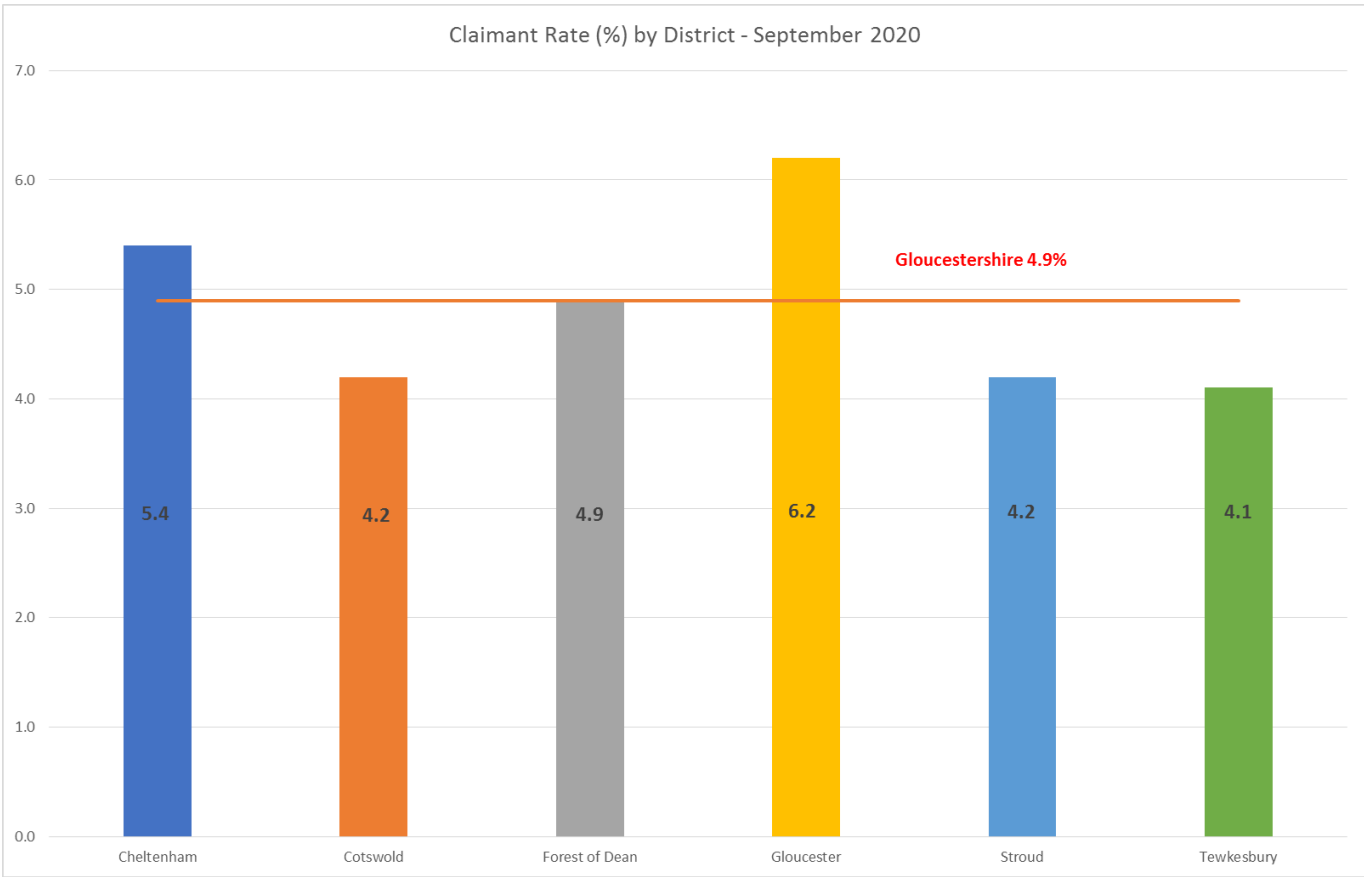
Respect



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Claimant Count



Living our values every day



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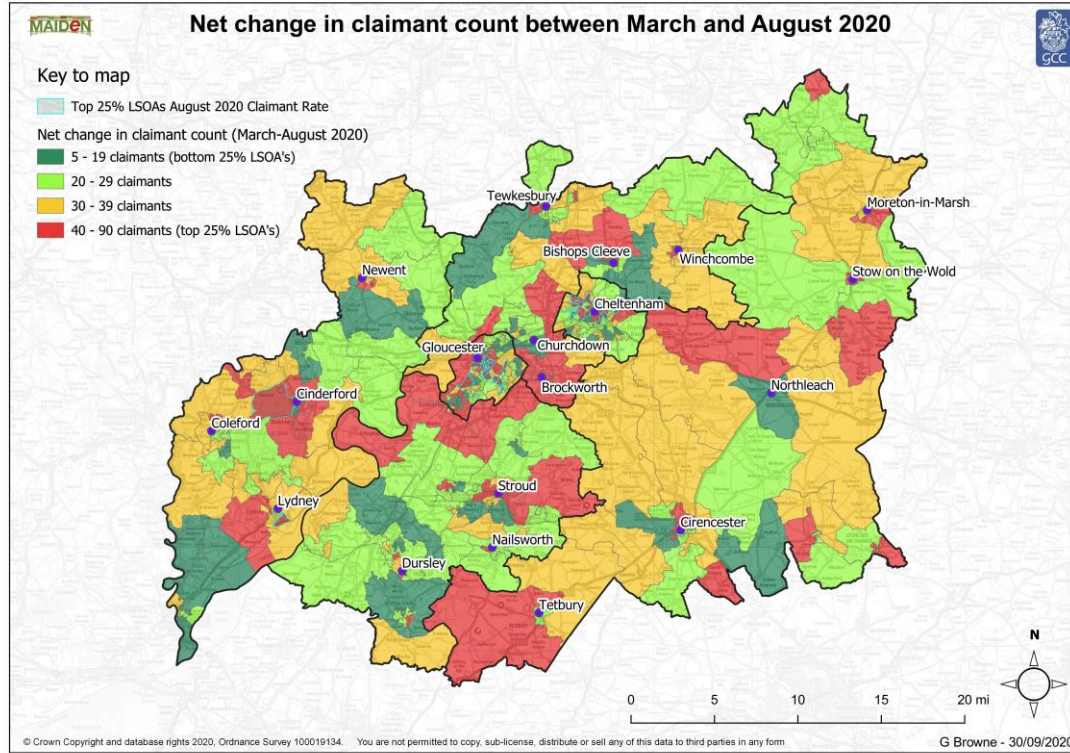
Respect



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Claimant Count



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Respect

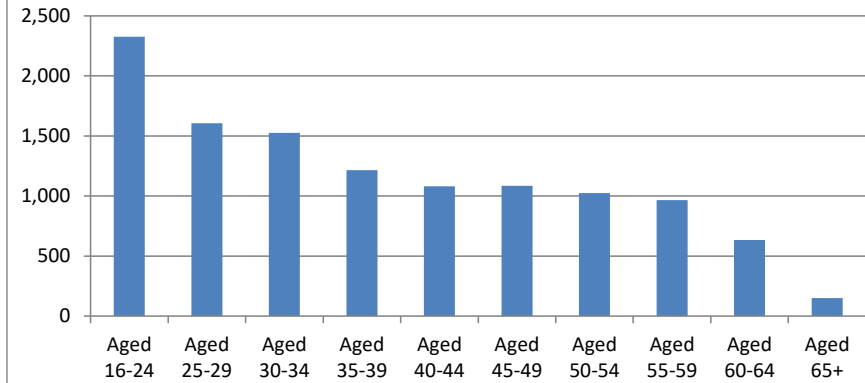


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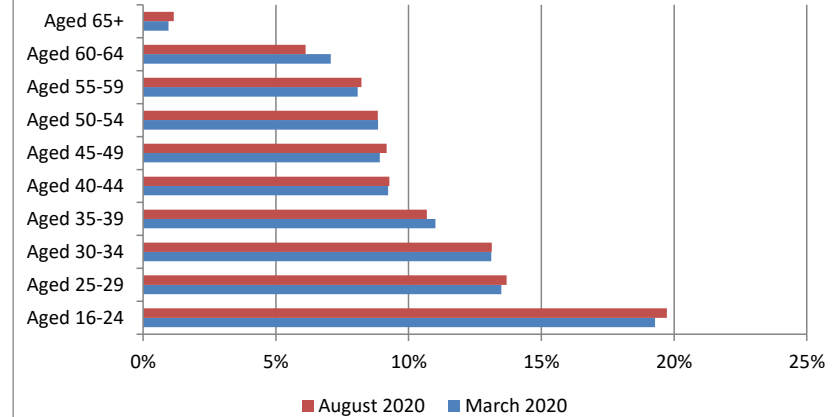


Claimant Count

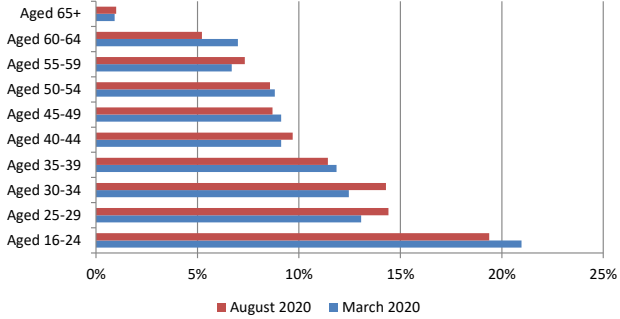
Net change in claimants March - August 2020



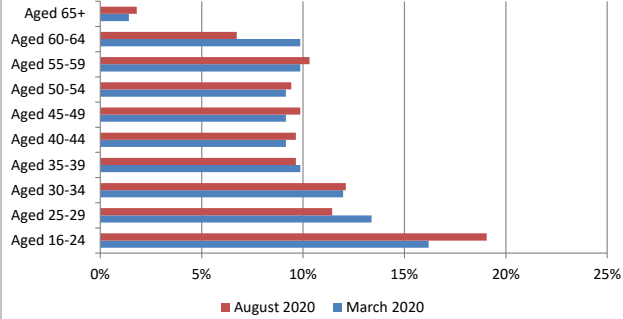
Age profile of claimants



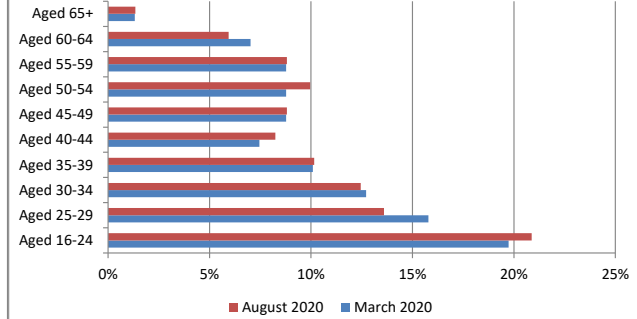
Age profile of claimants - Cheltenham



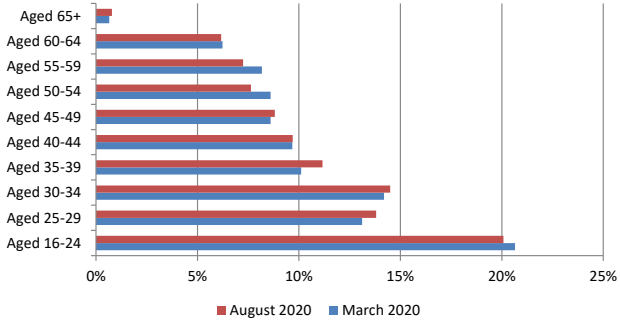
Age profile of claimants - Cotswold



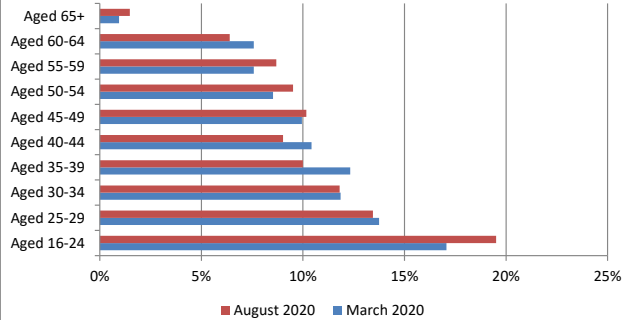
Age profile of claimants - Forest of Dean



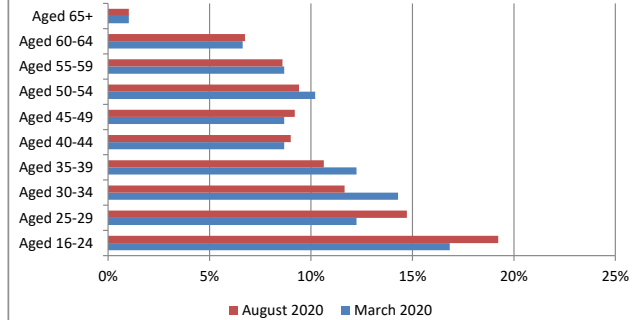
Age profile of claimants - Gloucester



Age profile of claimants - Stroud

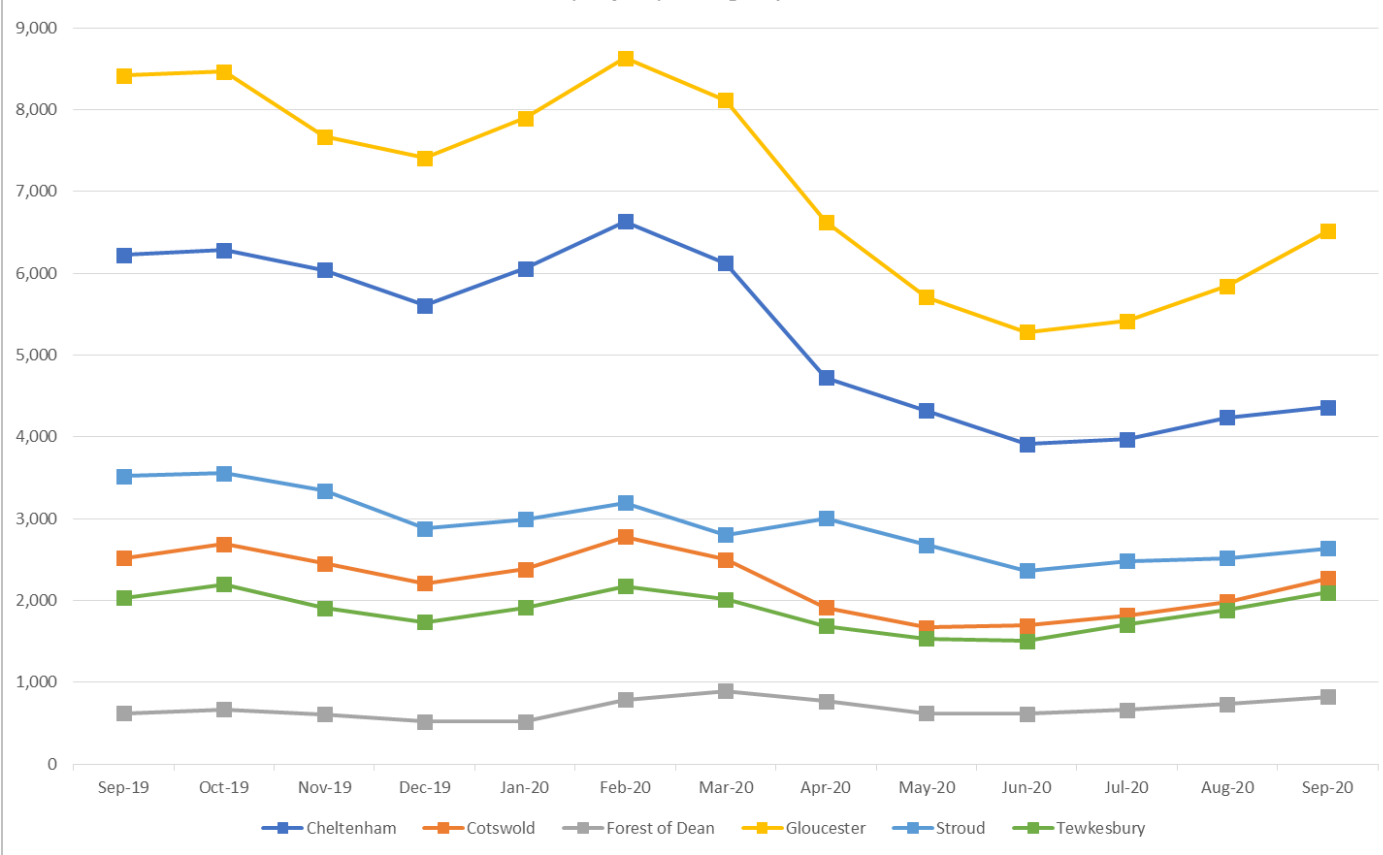


Age profile of claimants - Tewkesbury



Job Postings

Number of unique job postings by month and district



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Job Postings

The below table shows the approximate number of job postings by month for the current year, comparing each month to last year. Although in comparison to last year job postings appear to be lower, they have been increasing over the past few months.

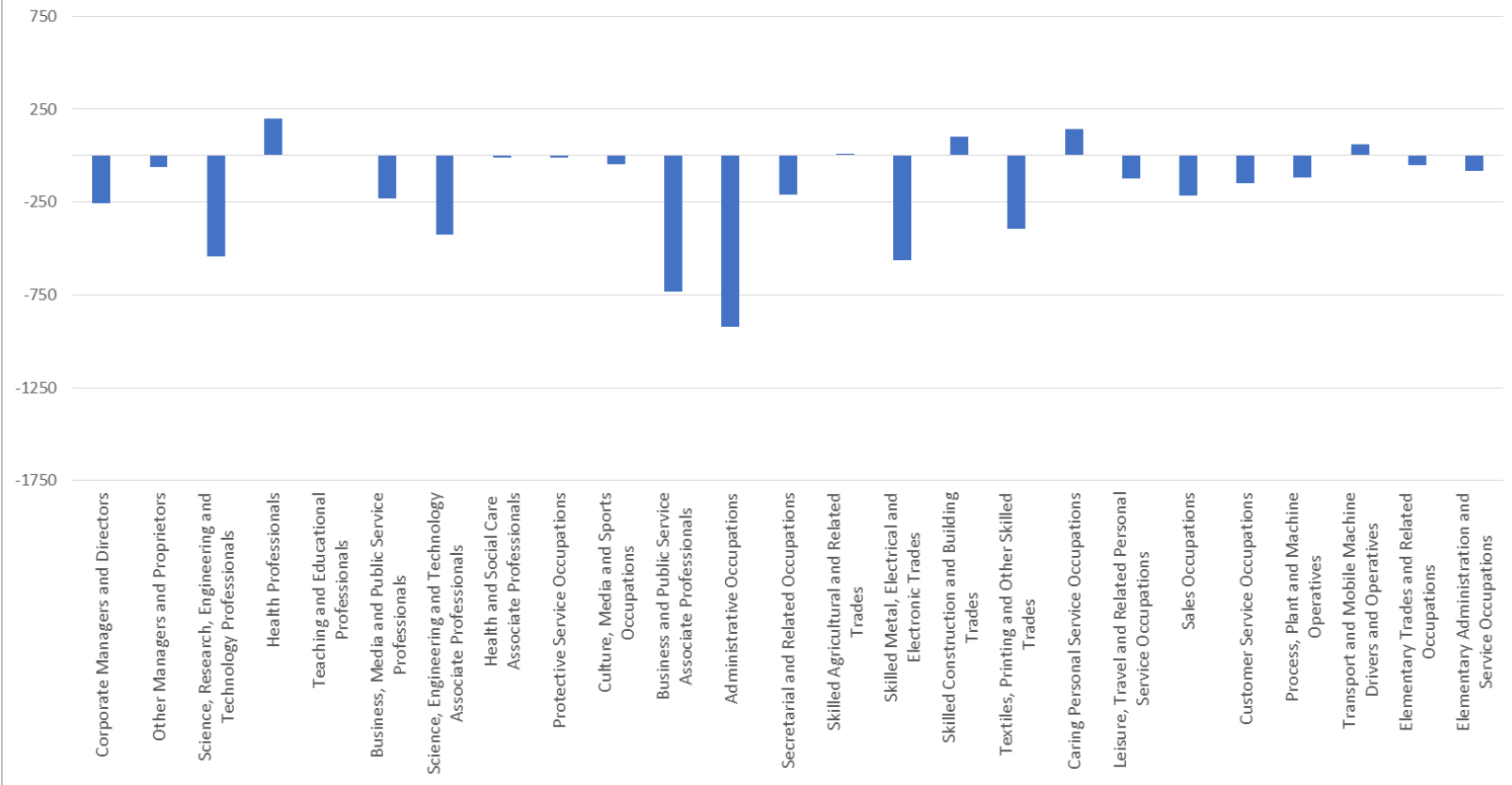
Please note, job posting numbers are provisional and subject to change. The information is continually being cleaned and validated, but job posting numbers provide a good indication on how the job market is performing.

Number of unique job postings by month, Gloucestershire			
Month	2019	2020	% comparison to 2019
January	20,403	21,776	6.7
February	20,838	24,206	16.2
March	22,208	22,459	1.1
April	22,617	18,735	-17.2
May	25,659	16,539	-35.5
June	26,663	15,375	-42.3
July	28,197	16,061	-43.0
August	24,646	17,209	-30.2
September	23,340	18,705	-19.9

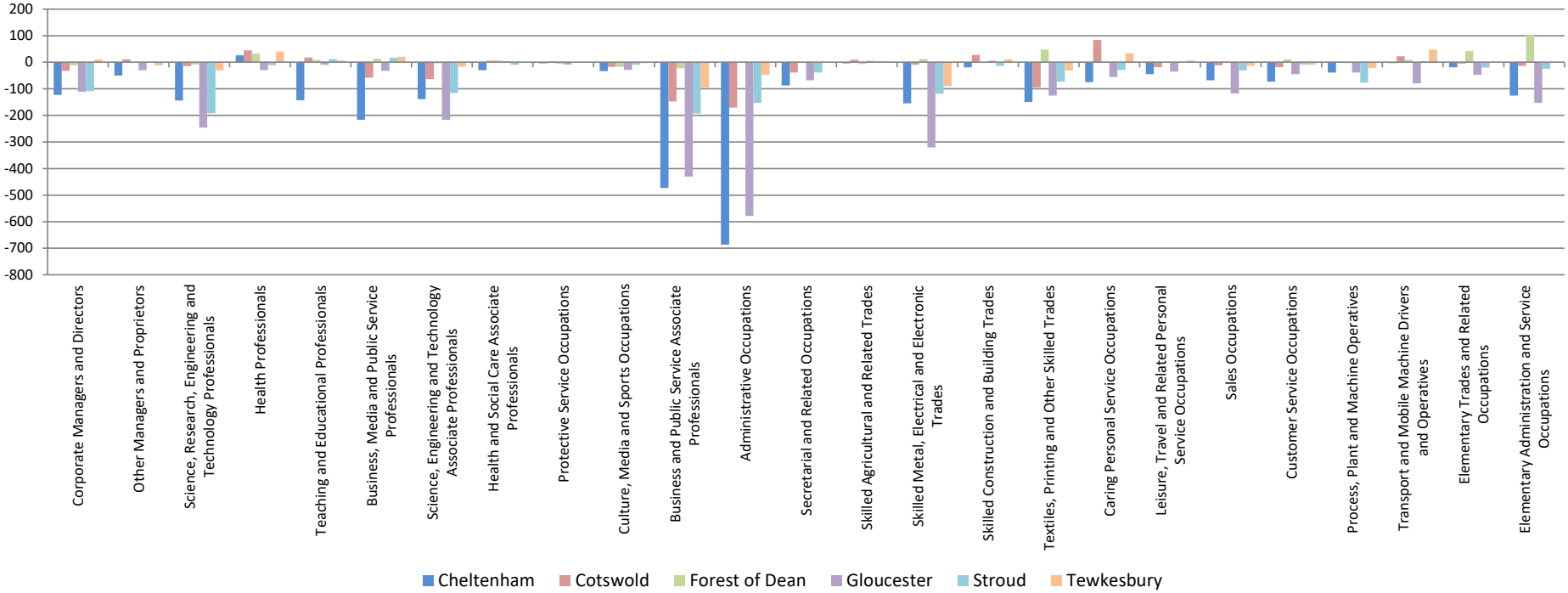


Job Postings

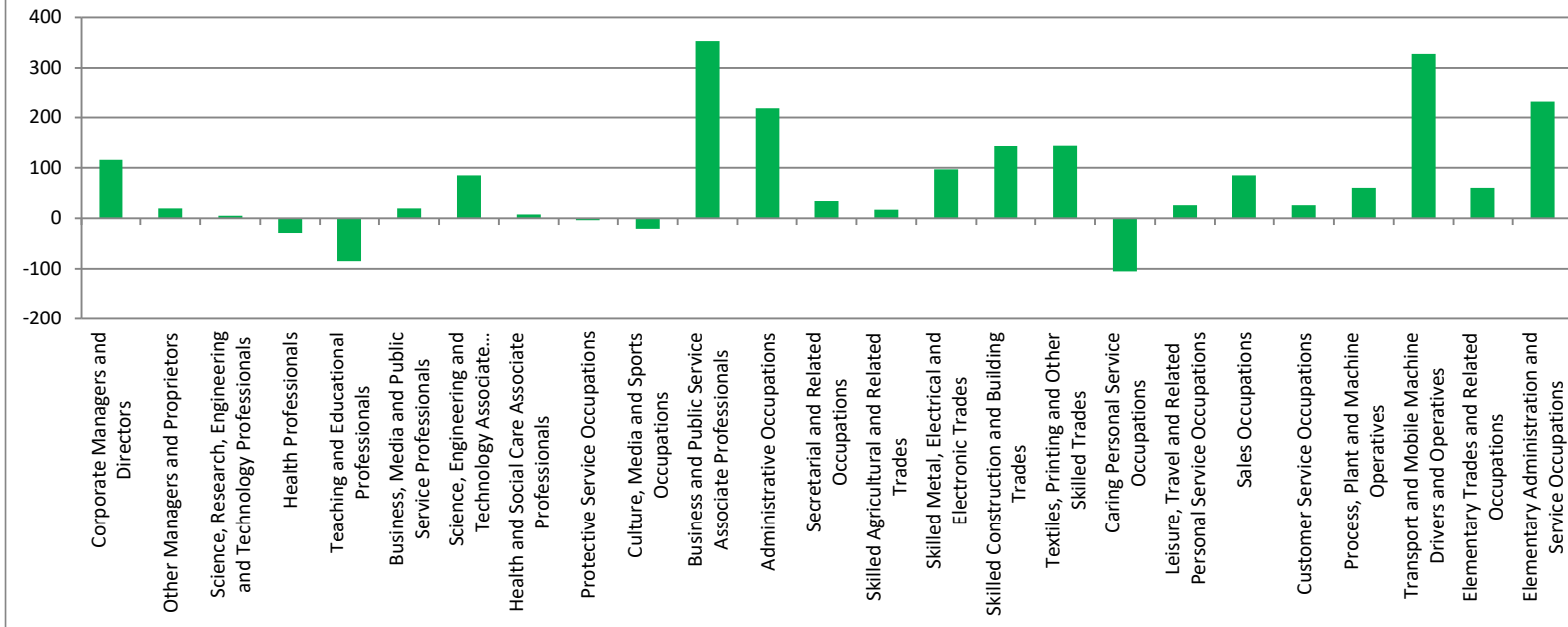
Net change in active unique job postings, September 2019-September 2020, Gloucestershire



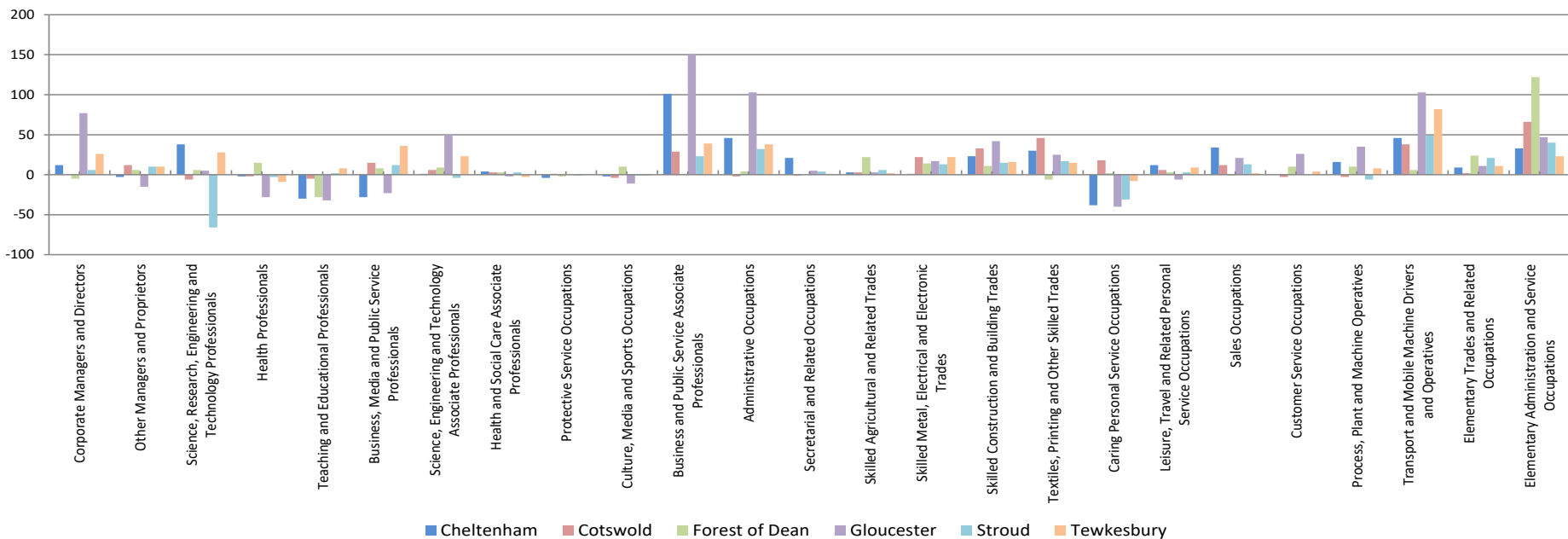
Net change in Active Unique Job Postings, August 2019 to August 2020, by district




Net change in Active Unique Job Postings, August 2019 to August 2020 - Gloucestershire



Net change in Active Unique Job Postings, June 2020 to August 2020, by district





Think Gloucestershire

Interventions that enable
Gloucestershire to
Reimagine and Restart

**GLOUCESTERSHIRE:
FUTURE-PROOFED**

gfirstLEP
growing gloucestershire

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An introduction from David Owen, CEO GFirst LEP

Recovery from the coronavirus pandemic represents the single biggest economic challenge since the Second World War. However, it also presents the single biggest opportunity to reshape the British economy to make it more inclusive, productive, sustainable, innovative, and resilient.

I am very proud of the GFirst LEP and The Growth Hub staff for swiftly changing to working from home and supporting businesses within Gloucestershire. Our first priority was to let Gloucestershire businesses know whatever sector they are in and whether they are a sole trader, an SME or an international company exactly what the support was for them. Our newsletters went from being circulated once per month prior to the pandemic, to almost daily newsletters for 10 weeks and our business survey was completed by nearly 700 local businesses in a matter of days.

Ourselves and all our partners directed businesses to the GFirst LEP website for the daily updates with the very latest information, advice and help. Though our Growth Hubs temporarily closed, all the Business Guides and Navigators working remotely spoke to hundreds of businesses every day.

The LEP set up a Taskforce that included a cross-section of organisations from across the county including the FSB, NFU, Circle2Success, the voluntary sector and all our local authorities. The Taskforce was set up to capture intelligence from our business community to identify exactly how the coronavirus was affecting Gloucestershire and what was likely to happen in the coming weeks and months. All of our sector specific business groups have continued to meet, virtually, again to help capture this vital information and the senior team at the LEP were having daily conversations with central Government feeding back concerns and queries from our business community.

We worked closely with our partners in the local authorities to identify businesses that had ‘slipped through the cracks’ of the funding support offered. To date over £140million has been paid out in grants to nearly 12,000 businesses right across the county.

Mental health and wellbeing was regularly featured within our communications – whether it was simple tips to help deal with anxiety, how to have a routine whilst working from home or relaxation techniques, we felt this was an important part of our messaging and the feedback was overwhelmingly positive.

Alongside the Growth Hub, GFirst LEP created a partnership with GlosJobs to set up a ‘one stop shop’ for all things recruitment in the county. We also sponsored Punchline Magazine’s ‘Business & Community Champions’ feature that highlighted some of the amazing work being done across the county.

Our Recovery Plan is a **sector specific, economic** recovery plan which will help inform the **place-based** recovery plans being produced by our local authority partners.

In this hugely challenging time, the response of our business and wider community has been incredible, and I would like to thank all those who have gone above and beyond in their daily roles.



David Owen, CEO GFirst LEP

Overview

The cross-border Western Gateway contributes £107billion to UK plc and consists of 4.4 million people reaching across south Wales and western England, from Swindon to Swansea, and Salisbury to Tewkesbury, with the core cities of Bristol and Cardiff at its heart. GFirst LEP will continue to play its part in this Government endorsed initiative, our region's equivalent to the well-established Northern Powerhouse and Midlands Engine. Western Gateway will focus on three key areas to help drive export led growth; Infrastructure, Innovation and Internationalisation.

In common with all LEPs in the Western Gateway and across the country in 2018 and 2019, GFirst LEP together with a wide range of partners and consultees produced Gloucestershire's **Draft Local Industrial Strategy**¹.

The findings and content of the document remain even more pertinent now. The county is commencing on a long, complex and difficult journey in a world that has been turned upside down in just a few months. The ambition and self confidence to make Gloucestershire a dynamic forward thinking place and to "future-proof" is now more than a 'nice to have', it is an essential element for the county and its people's ongoing resilience.

"Technological change will have a huge impact on everyone's lives and livelihoods over the next few decades – indeed it has already started. Many types of jobs will disappear – others will be created; but we are yet to see whether policy and the public will keep up with the pace of change effectively. It is on all of us to get out in front of it and proactively skill-up and inform ourselves to be ready."

Foreword GFirst LEP Draft Local Industrial Strategy

Alongside existing growth programmes and widescale infrastructure commitments the Local Industrial Strategy (LIS) seeks to put Gloucestershire ahead of the curve with a focus on; the digital revolution, climate change, protecting nature, improving housing stock and infrastructure. Younger people wanting to live, work and play in Gloucestershire is a key to the county's success and this too remains highly relevant. It is particularly concerning that the 18-24 year old age group are predicted to be the most significantly affected by the economic fallout from the pandemic. So, it is right that much of the focus of recovery plans should be on supporting this group without ignoring the problems that will affect people of all ages and across all business sectors.

During detailed consultations with GFirst LEP's Business Groups and a range of other stakeholders, May/June 2020², to establish the impact of COVID 19 on Gloucestershire's key business sectors, all the underlying principles and priorities in the draft LIS were confirmed to be still highly relevant during an enforced period of reimagining and restarting Gloucestershire.

These conversations alongside Economic Impact data³ have also informed the thinking on possible interventions that can be part of businesses and managing authorities' recovery planning process. Building responses from the ground up, that exploit opportunities in sectors such as; advanced engineering, cyber tech, digital business transformation, agri-tech and green technology will form a cornerstone of the county's economic recovery and ensure that people **'Think Gloucestershire'**.

¹ https://www.gfirstlep.com/downloads/2020/gloucestershire_draft_local-industrial-strategy_2019-updated.pdf

² GFirst LEP COVID 19 Sector Impact Analysis July 2020

³ Estimating the Economic Impact of Covid-19 on the Gloucestershire Economy; June 2020 HJA

Think Gloucestershire
Five Foundations



“Gloucestershire produced £16.488bn of economic output in 2017, representing 12.6% of the output of the South West region, 1.08% of the total output for England, and 0.92% of the total output for the UK. In addition, Gloucestershire ranks 13th out of 38 LEPs in terms of productivity per worker.”⁴

With the depth of knowledge and understanding gained during the Local Industrial Strategy consultation and development process and the growing sector focus on; Cyber, IT, digital and technology businesses, Gloucestershire has effectively positioned itself to reimagine and restart its economy in the new economic environment. All GFirst LEP funded projects and pipeline projects are also being reviewed to establish potential areas for additional investment that will support the restart. Indeed, following a request from central government on June 10th to submit ‘shovel ready’ infrastructure projects, GFirst LEP was successful in bidding for **£11.3million for new projects**. A full press release outlining these projects will be issued separately.

Underlying the sector focuses are the five foundations of productivity⁵ which form an ideal framework for considering the interventions that will help enable Gloucestershire to reimagine itself and restart.

Business	People	Place	Ideas	Infrastructure
Understanding our sectors and business base, entrepreneurialism and employment demand. The ambition is to become ‘the best place to start and grow a business’.	Population, demography, skills, economic activity and inactivity. The government ambition is to ‘generate good jobs and greater earning power for all’.	Understanding how a prosperous place can not only drive productivity but also deliver inclusive growth across the whole geography.	Investment in R&D, new product and service development. The ability to create new ideas and deploy them is essential to becoming ‘the world’s most innovative economy’.	Highlighting the major infrastructure in the county, both physical and digital. This is key to understanding the conditions that hinder business performance.
				

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⁴ GFirst LEP: Gloucestershire Five Foundations of Productivity Evidence Report

⁵ <https://www.gov.uk/government/publications/industrial-strategy-the-foundations/industrial-strategy-the-5-foundations>

⁶ GFirst LEP: Gloucestershire Five Foundations of Productivity Evidence Report



Leadership to grow our business community: starting, scaling, succeeding

Target business support at COVID recovery growth sectors

The Gloucestershire Growth Hub network is nationally recognised as one of the best in the country, with high levels of satisfaction and a wide range of support interventions for businesses at all stages of business development. This support can be tailored for and targeted to specific business sectors, e.g tourism, to support those business sectors facing immediate problems and are predicted to have the greatest potential for growth. The Growth Hub Network should develop a group of sector-specialist business advisers to support these sectors alongside the Hub Mentors programme.

Potential Project Lead:



The Growth Hub network

Support the expected growth in Start Up businesses

During recession and periods of high unemployment it is usual to see a growth in start-up businesses. This pattern is likely to repeat itself during this recession and possibly to a high degree as working from home becomes more widely spread. Existing provision of business support for Start Up businesses should be reviewed with a view to ensuring online provision meets the need to support business growth in this area.

Potential Project Lead:



University of Gloucestershire



The Growth Hub network

Work from Anywhere (WFA) Gloucestershire

As more companies announce home working policies and close offices, urban dwellers will start to make the move to predominantly rural areas to live, work and play. As well as bringing GVA benefits this means that “Blended Working”, a mixture of working from home combined with time at a co-working site, will continue to become an accepted and expected form of working. A programme to promote Gloucestershire as a ‘Work from Anywhere’ county will help the county to progress its ambitions to be a county that attracts workers and younger people. This ambition will need to be supported by the acceleration of broadband delivery and a network of WFA locations; private sector, Growth Hubs, local authorities and repurposed commercial office sites.

Potential Project Lead:



GFirst LEP



The Growth Hub network



FSB + business community

UK Inward Investment

A change of focus for the GFirst LEP Inward Investment team, for a time limited period changing the focus to supporting the county’s existing foreign-owned companies to safeguard jobs, as well as attracting new and additional business investment from UK based foreign owned companies.

Potential Project Lead:



GFirst LEP



Building the workforce of the future and boosting earning power for everyone by improving skills

Improving Skills will be one of the most important interventions for economic recovery and business restart. Training, reskilling and redeploying the significant number of people who will become redundant during Q4 2020 when the government's furlough scheme ends, loans are repaid and businesses find they cannot operate profitably in the new working environment, will need careful planning and coordination. It is essential to make the most of the funding and provider programmes available.

Apprenticeship Programmes and Clearing House

Apprenticeship programmes and job creation schemes will be essential to help the 18–24 year old age group who will be the most significantly affected in the county with regards to redundancy. This problem is not unique to Gloucestershire, although we will be more significantly affected due to the above average levels of employment in tourism and hospitality.

Although the apprenticeship schemes rules and timing will be mandated by central government, a programme needs to be established to identify where there is the potential for jobs e.g. cyber security, broadband infrastructure, agri-tech, IT, green energy and housing stock retrofits. Then to establish Career Hubs and an Apprenticeship Clearing House to help employers identify skills needs, match trainees, effectively spend the apprenticeship levy and to identify county providers capable of delivering the required skills training.

Potential Project Lead:



Gloucestershire Skills Advisory Panel

Degree Apprenticeships

Degree Apprenticeships are particularly suitable for mature apprentices and 18-24 year olds deciding not to attend university full time. This is an opportunity for employers to attract top level talent wishing to reskill or deciding not to attend university. We need to ensure that such opportunities are supported and where possible the associated degree courses are available from Gloucestershire Universities.

Potential Project Lead:



Gloucestershire Skills Advisory Panel

Adult Education

Adult Education has a diverse range of funding pots that do not always align with business need. Taking a proactive approach to identifying the gaps between funding and recovery business skills needs and then being prepared to fund the gaps will enable reskilling to happen in a timely and effective manner. Local community based and peer to peer mentoring for skills development and job searches will also play a role.

The response should include approaches that; ensure no one is overlooked, that job roles and employment are available for those who are regarded as furthest from the labour market and that those who are forced to re-enter the job market at later stages of life are well prepared despite any issues with digital awareness and inclusion.

Potential Project Lead:



GFirst LEP Skills & Education team

Higher Education Marketing Group

To promote the county's diverse education offering in a wide range of subjects, industries, and business sectors, including the identified growth sectors such as IT, Cyber & Agri-tech.

Potential Project Lead:



Engineering and Manufacturing Capability Index

To match redundancies to vacancies and contract fulfilment requests to the Gloucestershire's wider capability.

Potential Project Lead:



GFirst LEP Advanced Engineering & Manufacturing Business Group

Gloucestershire Anchor Institutions Group⁷

To promote Health & Wellbeing, access training and employment opportunities, purchasing more locally and for social benefit, using buildings and spaces to support communities, reducing environmental impact.

An Anchor Institution approach is seen as bringing recovery benefits across a wide range of recovery issues; employment, procurement, estates & workplace, environmental sustainability and building resilient local communities.⁸

Potential Project Lead:



Jennifer Taylor, Lead Commissioner (Public Health) GCC

⁷ UK Commission for Employment & Skills (2015), “an anchor institution is one that, alongside its main function, plays a significant and recognised role in a locality by making a strategic contribution to the local economy.”

⁸ <https://www.health.org.uk/news-and-comment/blogs/how-the-nhs-can-use-anchor-strategies-to-build-a-healthy-and-sustainable>



Something for everyone in our vibrant, green county

Gloucester City of Culture 2025

Gloucester City of Culture 2025 bid could have a significant impact on not only the City, but to all parts of the county as it spreads confidence in a 'Think Gloucestershire' message and the small-scale cultural events will support an arts & culture sector severely impacted by COVID lockdown and physical distancing regulations.

A strong, distinctive 'Gloucester for Gloucestershire' bid would support and align with the strategic goals of the City and put Gloucestershire firmly on the cultural and visitor map. It will help tackle well-documented inequalities in health, wellbeing, education and skills and the county's emerging, post-COVID social and economic vulnerabilities.

Potential Project Lead:



Hollie Smith-Charles, Gloucester Culture Trust

Shop Local

"Shop Local" programmes alongside High Street regeneration schemes that are location specific and run by towns, cities together with their local authorities. Placing this under a co-ordinated banner would bring more benefits across the county and likely attract more interest from outside county visitors during a Think Gloucestershire Staycation 2020.

Potential Project Lead:



GFirst LEP Retail & High Street Business Group

Staycation 2020 & 2021

Gloucestershire has the advantage of space and being a predominately rural county. This means a Staycation campaign focussed on; outdoor lifestyle, food, localism, culture and hospitality in market towns and community cities has the potential to be a real draw in Summer 2020. This will need the support of local authorities with regards to relaxing regulations and the effective use of public realm spaces.

Potential Project Lead:



Steve Gardner-Collins, Visit Gloucestershire Partnership

Gloucestershire food supply chain dynamic procurement system (DPS)

Gloucestershire food supply chain dynamic procurement system (DPS) as part of Gloucestershire Food strategy (GFS). The DPS gives farmers new opportunities to sell their produce locally into public sector food catering contracts e.g. schools, hospitals. GFS is currently progressing a trial with GCC schools' contracts to have this DPS system from 2021. The NFU are also progressing testing the idea of farmers accessing public procurement for food catering contracts.

Potential Project Lead:

BOOMCIRCLE

Tamsyn Harrod, Boomcircle



**GFirst LEP Agriculture, Food & Rural
Business Group**





Building on a strong track record of innovation across established and emerging sectors

Digital Business Transformation

Digital Business Transformation has become a key to businesses operating effectively both remotely and with physical distancing restrictions. Establish a Digitalisation Programme to enable the county's economy and businesses to have a robust digital technology ecosystem, to operate online where appropriate and to effectively deliver physically distanced face to face services.

This will aid businesses to discover the routes to quick and cost-effective implementation of new business processes and bring significant business survival, GVA and employment benefits.

Potential Project Lead:



**GFirst LEP Business & Professional
Services Business Group**



The Growth Hub network

Innovation Mentoring Programme

An Innovation Mentoring Programme, alongside the Digitalisation Programme, will provide mentoring to businesses that are seeking to transform their business services and product offering to meet new & developing market needs. The programme will ensure businesses have access to the people and resources they need to identify new markets and develop services and products and to bid for innovation funding.

The mentoring programme will consist of one to one & peer mentoring and a range of innovation focussed events that will connect business knowledge and research to explore opportunities for cross-sector innovation.

Potential Project Lead:



**GFirst LEP Business & Professional
Services Business Group**



Hub Mentors

'Gloucestershire - the Cyber county'

'Gloucestershire - the Cyber county' would aim to extend the reach of the existing Cyber Central message across the county. This is in recognition of the growing importance of this sector as more businesses move online and that the number of start-ups may accelerate in the coming months.

The aims would be to offer:

- A fully integrated county offering; including the existing facilities Cyber Central, C11 Berkeley, Hub8, that can offer cyber secure space for start-ups before Cyber Central goes live Q4 2023 date.
- Further facilities across the county dependant on demand such as the proposed Forum in the Kings Quarter in Gloucester
- Cyber Fest 2021 that promotes the Cyber county to potential start-up companies and investors.
- FE & HE education programmes for a wide range of IT, Digital Transformation & Cyber skills.

Potential Project Lead:



Cheltenham Borough Council



University of Gloucestershire



CyNam

Agri-tech solutions for local food production

Agri-tech solutions for local food production that operate as full production and demonstration sites to promote Gloucestershire as an Agri-tech active company. This builds on the growing agri-tech reputation of the county, supports the needs of the DPS and the early stage advanced agri-tech "Hive" ideas in the Gloucestershire Food Strategy.

Potential Project Lead:



Royal Agricultural University



HARTPURY
Hartpury University

Think Gloucestershire
Infrastructure



Green growth, modern transport choices and better digital connectivity across the county

Accelerate Broadband delivery

Outside of Cheltenham and Gloucester, significant numbers of households and businesses in Gloucestershire still do not have access to the current industry standard high speed 30mbps broadband. The plans and timescales to resolve this and to make the next step towards full fibre are being hampered by the availability of accredited sub-contractors to undertake the work.

Sub-contractor staff undergo an initial accreditation programme against a national training framework. There are a limited number of training centres, none in Gloucestershire. People made redundant from roles in engineering and manufacturing could undergo retraining into roles where there is ongoing and likely growing demand.

This brings benefits regarding employment, GVA, 'Work from Anywhere' and productivity. Contractors and infrastructure providers have already expressed support for this approach.

Potential Project Lead:



Fastershire



Gloucestershire County Council



Training provider

Confirming existing Infrastructure commitments

In the Chancellor's Budget statement in March 2020, more than £27billion was committed to transport infrastructure between 2020 and 2025, with nearly £1billion committed to three major schemes in Gloucestershire.

These included commitments to fund; the A417 'Missing Link' scheme to build a new 3.4 mile dual carriageway linking the M4 and the M5 (£435million), creating an 'all-ways' Junction 10 of the M5 (£219million) and work to improve Junction 9 at Tewkesbury.

As we move from internal combustion vehicles to electric and low-emissions vehicles, we still need to address crucial issues of road safety and congestion.

This funding will save lives, ease congestion and boost jobs, we need to ensure all six of our local MP's help to bring these important infrastructure projects to fruition.

Potential Project Lead:



Gloucestershire County Council

Reduce planning barriers to sustainable development

The GFirst LEP Construction & Infrastructure business group have identified this need to speed the delivery of the housing stock needed for the county. It is a complex issue, with varying stakeholder needs and views. However, the impacts of COVID have increased the need to find a solution that is acceptable to managing authorities and developers.

The potential benefits on GVA, employment and the attractiveness of Gloucestershire to businesses is significant. It will take a significant act of stakeholder collaboration and consensus building to make this happen.

Potential Project Lead:



**GFirst LEP Construction &
Infrastructure Business Group**



Gloucestershire County Council



Local authority representation

Green energy & green infrastructure programmes

Green highways & enabling programmes (e.g. Electric vehicles, charging points, cycle routes etc), housing stock retrofit to meet the EPC targets and alternative energy provision will all have a significant impact on the achievement of the carbon emission targets. With regard to the housing stock retrofit, the employment and retraining potential opportunities are an additional benefit beyond the reduction in carbon emissions. This is of real significance in the recovery process and local authority drives to retrofit their own and co-managed housing stock would provide an excellent kick start to the programme.

The capital needed to make these infrastructure changes will bring GVA benefits, some of which may be in the form of recently announced Government household grants to encourage people to make the changes during a period of reduced fuel costs.

Potential Project Lead:



Gloucestershire County Council

Proposals for Gloucestershire local skills response

Pete Carr

Director of Employment & Skills,
Gfirst LEP

Latest version 4 – 26/10/20

Main elements of support

- **Information and signposting**
- **Apprenticeships**
- **Unemployment/redundancy support**
- **Digital and cyber skills**

This will be underpinned by up-to-date data, centralised information and collaboration between providers to maximise use of existing funding/resources and seek extra resources as required. This will form a workstream of the Gloucestershire skills strategy and will be driven & monitored by the Gloucestershire Skills Advisory Panel (GSAP), reporting into the GFirst LEP Board and Gloucestershire Economic Growth Joint Committee (GEGJC).

Information and signposting

Needs: Up-to-date information required for those seeking careers advice, opportunities to retrain and upskills to enter/re-enter the job market. Currently this is fragmented. Local initiative would bring together current national and local information and disseminate it.

Deliverables:	What?	Resources?
Labour Market Information (LMI)	Up-to-date managed LMI that uses best national and local resources	✓ Most data analysis and LMI tools in place via GFirst LEP, GCC, DWP, Adviza ✗ Need a way of gathering growth sector and sector shift success data, Adviza jobs and apps info no longer freely available
Skills Portal and co-ordinator	A central point of contact for businesses and individuals seeking skills	✓ Resource from GCC to set up website, staff time to update and maintain employment and skills portal and co-ordinator role to work with agencies and providers to ensure action 'on the ground'

Information and signposting (contd.)

Deliverables:	What?	Resources?
Careers Information, Advice and Guidance (CIAG)	Accessible and effective CIAG for adults and young people	<p>✓ Adults: Increased funding for Adviza (NCS) via DfE; JCP work coaches increased via DWP, some to work remotely; education and training providers; GCC Forwards</p> <p>✓ Young people: Careers Hub via CEC and Gfirst LEP; education and training providers; Youth Hubs</p> <p>? Sufficiency of support? Best use of central sources of LMI; possible need for 'one stop shops' to link CIAG and providers?; greater clarity over Youth Hubs' remit and funding; possible additional training in CIAG for those able to provide this e.g. GEM project, Forwards, etc.</p>

Apprenticeships ^{1.}

Needs: More apprenticeship opportunities in local businesses; more Levy transfer to local businesses to retain funding in-county; apprenticeship offer to fit growth sectors including longer-term ambitions for the County (e.g. cyber, agri, green); support for businesses to retain existing apprenticeships; support for apprentices made redundant after furlough/from local businesses

Deliverables:	What?	Resources?
Supply stimulation	Campaign and support for local businesses to see the benefits of apprenticeships in economic recovery	<p>✓ National employer incentives via DfE; national campaign and collateral; new business navigator role within Growth Hub team; Adviza produce weekly apprenticeship listing for Gloucestershire</p> <p>X 'Apprenticeship clearing house' still needed to support businesses and individuals seeking apprenticeships – no funding for this</p>

Apprenticeships ^{2.}

Deliverables:	What?	Resources?
Increased Levy transfer to local businesses	More Levy-paying local employers to transfer unspent Levy to businesses that can use this to increase the number of apprenticeship opportunities	<ul style="list-style-type: none">✓ GCC strong track record of Levy transfer and therefore able to model this for other Levy-payers✗ List of other Levy-paying organisations in the County to target for Levy transfer; staff time for GCC staff to promote this and provide support to other Levy-paying organisations

Apprenticeships ^{3.}

Deliverables:	What?	Resources?
Retain existing apprentices	Risk of existing apprentices being laid off at end of furlough/as local businesses contract	<p>✓ National campaign via DfE and guidance for employers</p> <p>✗ V limited local resource to support this campaign and work directly with businesses affected (via business navigator in Growth Hub); limited insight into which businesses plan to shed apprentices</p>
Apprenticeship offer supports growth sectors and long-term ambitions of the County	The Apprenticeships offered in the County need to enable individuals to gain jobs and train in the growth sectors and the sectors identified in the LIS (e.g. cyber and digital, Green/renewables/retr ofitting)	<p>✓ Historic data on which apprenticeships are offered by providers; most providers represented on GSAP so partial co-ordination route; progress on cyber and digital apprenticeships</p> <p>✗ No formal way of co-ordinating or incentivising apprenticeship offer to fit growth sectors/LIS sectors</p>

Apprenticeships 4.

Deliverables:	What?	Resources?
Greater flexibility for employers in the training they spend their Levy on	Shorter and more focused training programmes needed by employers but unable to fund this through Apprenticeship Levy and many employers unwilling/unable to spend on this training	<ul style="list-style-type: none">✓ Lobbying by GCC, GFirst LEP, AoC, AELP and training providers to increase flexibility✗ DfE and ESFA willingness to increase flexibilities?

Unemployment/Redundancy Support

Needs: Businesses need brokerage support to help them to mitigate/ deal with potential redundancies; individuals facing redundancy need careers advice to help them switch to other sectors or retrain; unemployed individuals need support to get into/get back into work and tackle any barriers to this

Deliverables:	What?	Resources?
Brokerage support for businesses	Advice, guidance and brokerage to help businesses find ways of avoiding/mitigating redundancies; brokerage to relevant other support available	✓ Business Navigator (Skills) role in Growth Hub team to focus on SMEs; DWP redundancy support; Adviza redundancy support; GCC Forwards; trade union support ✗ Business Navigator (Skills) role only funded by BEIS until March 2021
CIAG support for individuals at risk of redundancy	Individuals need help seeking roles in sectors new to them and knowing which sectors are hiring/growing	✓ Adviza redundancy support; DWP/JCP job coaches; UoG SAGE project also available for support for those setting up a new business ✗ Need a way of gathering growth sector and sector shift success data

Unemployment/Redundancy Support 2.

Deliverables:	What?	Resources?
<p>Clear retraining offers/pathways for those who need it</p>	<p>Courses/programmes that enable individuals to upskill/re-train to enter/re-enter the workforce:</p> <p>To include:</p> <ul style="list-style-type: none"> • Employability skills • Growth sector-specific training/qualifications • Training/qualifications that match the skills sought by local employers • Self-employment & business start-up skills and support 	<p>✓ Most training providers in the County run programmes/courses to enable this, funded mainly by DfE and DWP; GEM project funded by ESF for those furthest from the labour market; Workstart project funded by ESF includes some in-work support; JCP/DWP have increased Flexible Support Fund to support this; informal agreement with GCC and colleges receiving Adult Education Budget (AEB) to co-ordinate offer to play to strengths and geographical coverage; GCC Ad Ed budget flexible enough to adjust support in-year; self-employment and business start-up support via Growth Hub; UoG delivering Start & Grow Enterprise (SAGE) support; DWP/JCP work coaches have sufficient contracted provision and dynamic purchased provision.</p>

Unemployment/Redundancy Support 3.

Deliverables:	What?	Resources?
<p>Clear retraining offers/pathways for those who need it</p>	<p>Courses/programmes that enable individuals to upskill/re-train to enter/re-enter the workforce:</p> <p>To include:</p> <ul style="list-style-type: none"> • Employability skills • Growth sector-specific training/qualifications • Training/qualifications that match the skills sought by local employers • Self-employment & business start-up skills and support 	<p>X No devo deal therefore no formal way of co-ordinating/incentivising delivery of appropriate programmes/courses; no central source of information for individuals (see Skills Portal proposal)</p> <p>? Possible opportunity to develop specific programme for over 50s; further clarity for DWP over quality and funding available from providers offering employability programmes; further co-ordination of AEB spend and provision of employability programmes in County; further collaboration with Adviza, DWP/JCP, Growth Hub and unions over follow-on support for those being made redundant and companies planning redundancies</p>

Unemployment/Redundancy Support – Local contribution to national initiatives

Deliverables:	What?	Resources?
<p>Local co-ordination and contribution to national employability/redundancy support initiatives:</p> <p>Kickstart</p>	<p>A few larger local employers working with a large number of SMEs/smaller VCSE organisations to offer Kickstart placements</p> <p>kickstart-scheme</p>	<p>✓ Several local organisations preparing bids with a wide network of local SMEs/smaller employers; DWP proposals include payments for Kickstart ‘gateways’</p> <p>? Bidding process – how will DWP assess quality of support and co-ordination locally and avoid fragmentation of offer; contact details of successful bidders could be included in skills portal; some employers reluctant/offering fewer opportunities because of need to manage Kickstarters remotely</p>

Unemployment/Redundancy Support – Local initiatives

Deliverables:	What?	Resources?
<p>Commissioning , preparation and delivery of local employability/ redundancy support initiatives</p>	<p>Sector-based work academies for cyber and digital; green - renewables/retrofitting to meet longer-term ambitions of the Local Industrial Strategy (LIS)</p> <p><u>sector-based-work-academies-employer-guide</u></p>	<p>✓ DWP managers able to lead on this work; local employer groups and LEP business groups willing to contribute expertise; existing models already working with other sectors in the county e.g. care</p> <p>? Co-ordination of employer and training provider input for the proposed ‘sectors’ and sufficiency of work placements</p>

Cyber County -Digital and cyber skills

1.

Needs: Flexibly delivered and industry-standard digital and cyber skills learning programmes at various levels provided for local residents and organisations to upskill residents as 'digital citizens' who are equipped to work remotely for their current or future employers, help businesses with their 'digital transformation' and provide local employers with staff with appropriate digital and cyber skills

Deliverables:	What?	Resources?
'Digital citizens' and skills to work remotely	Local, flexible, affordable/free courses and learning programmes	<p>✓ Many local providers able to deliver these (e.g. GCC Adult Education and Libraries, colleges, independent training providers) using AEB funding or other resources e.g. Skills Toolkit</p> <p>? Explore opportunities to provide more courses to help people develop the skills to work remotely; any lessons learned from Digital Skills partnerships elsewhere</p>

Cyber County - Digital and cyber skills

2.

Deliverables:	What?	Resources?
Digital skills for businesses to support digital transformation	Local, flexible, affordable learning programmes to help equip businesses to manage more of their work online/digitally	✓ Some local providers able to deliver these ? Explore opportunities for more courses to help businesses and for managers to manage remote teams
Cyber skills and qualifications to equip individuals to enter the cyber sector and increase cyber capabilities of local employers	Local, flexible, affordable learning programmes meeting industry standards and employer requirements including Degree Apprenticeships	✓ Some local providers able to deliver these including Gloucestershire College and UWE, University of Gloucestershire, Cirencester College as part of IoT and with skills capital funding from GFirst LEP ? Sector-based work academy for cyber and digital (see slide 13)

Incorporation of wider proposals and further consultation ¹.

Needs: Wherever possible, these proposals have incorporated national initiatives from DfE and DWP, requests for support raised through consultations on local economic recovery plans (GFirst LEP, GCC, District Council x 6 place-based recovery plans) but inevitably, the rapidly changing landscape and multiple stakeholders involved mean that further consultation and planning is required.

Stakeholder and relevant reports/plans:	Main proposals incorporated already:	For further exploration/development:
<p>GFirst LEP Board, business groups and local businesses</p> <p>GFirst LEP local economic plan</p>	<p>Start-up business support, work from anywhere, apprenticeship programmes and clearing house, degree apprenticeships, adult education, digital business transformation, cyber county</p>	<p>Detailed actions within these proposals and resource implications of implementation. In particular, there are currently no resources for an apprenticeship clearing house.</p>
<p>GCC</p>	<p>Apprenticeship Levy transfer GCC Adult Education Service included in AEB discussions and unemployment/redundancy support delivery.</p>	<p>New economic development officer (skills) role and remit Skills-related initiatives & priorities; Skills portal resources provided by GCC</p>

Incorporation of wider proposals and further consultation 2.

Stakeholder and relevant reports/plans:	Main proposals incorporated already:	For further exploration:
DfE and DWP	National initiatives; alignment of these proposals with Skills Advisory Panel requirements set by DfE	Further information about impact of national initiatives locally and effective sharing of LMI/relevant data
Gloucestershire Economic Growth Joint Committee (GEGJC) and District Councils Local recovery plans	Initial feedback on skills priorities identified through GEGJC and Senior Officer Group meetings and in Districts' local recovery plans	Further discussion with economic development leads in the District teams to better understand the 'asks' and check the approaches included fit these.

Incorporation of wider proposals and further consultation 3.

Stakeholder and relevant reports/plans:	Main proposals incorporated already:	For further exploration:
Adviza	Increased resource via National Careers Service (NCS) contract Inclusion of Adviza support in skills portal proposals and comms	On-going work on capacity vs demand and current offer to support those facing unemployment or redundancy; possible re-release of previously freely available apprenticeship and job postings listings
Careers & Enterprise Company (CEC), GCC and GFirst LEP	Gloucestershire Careers Hub EMSI LMI and job postings analysis to be made more widely available	Sample LMI and job postings reports to be shared to get feedback from various users e.g. schools, colleges, students, parents, careers links governors, enterprise advisers, people seeking work, etc.

Incorporation of wider proposals and further consultation 4.

Stakeholder and relevant reports/plans:	Main proposals incorporated already:	For further exploration:
Training providers	Initial feedback from GWP meeting (Oct 2020)	On-going work on current offer to support those facing unemployment or redundancy and retraining options; links for use in employment and skills portal; LMI showing growth sectors; monthly updating on Gloucestershire LMI and employment data sets
End users of portal and support provided by agencies and organisations	Informal initial needs identified for use in employment and skills portal	

Feedback

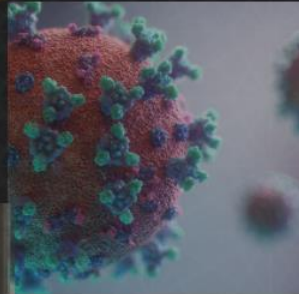
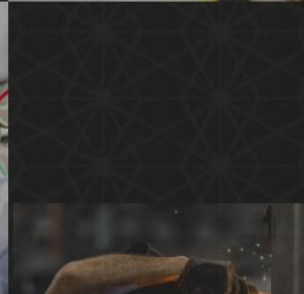
I would welcome your feedback on these proposals:

1. Are these the right proposals for Gloucestershire?
2. Has anything been missed?
3. What can your organisation do to support or contribute to these proposals?

Peter.carr@gfirstlep.com

gfirst LEP
growing gloucestershire

 Gloucestershire
COUNTY COUNCIL



Employment & Skills Support Portal

01 Introduction

The purpose of this scoping document is to provide an overview of the employment and skills support available for people in Gloucestershire so that:

- a) An employment and skills portal can be developed to bring together and simplify the in-County and national support available and direct people to the support that best meets their needs
- b) Suitable resources can be made available to develop the portal and keep it up-to-date
- c) A member of staff can be recruited to work with employment and skills providers to co-ordinate and adapt their courses/programmes/initiatives to meet the needs of Gloucestershire residents and dovetail with the national initiatives available (e.g. Kickstart, Apprenticeship incentive scheme, etc.)



**Not in work
looking for
a job?**

**At risk of
redundancy
or made
redundant?**

**Working or
furloughed?
Want to
learn new
skills?**

**Are you 16-
24 years old
and need
support?**

**Want to
brush up on
your digital
skill?**

**Want to set
up your own
business?**

**Want to know
what is
happening in
the local job
market and
which skills are
in demand?**

02

Front Page Questions





Not In Work and Looking For a Job

Organisations providing support:

Job Centre Plus

Adviza (National Careers Service)

Gloucestershire County Council

Going the Extra Mile (GEM) Project

Adult Education in Gloucestershire

Gloucestershire Colleges and Training Providers:

**Gloucestershire College
South Gloucestershire and Stroud College
University of Gloucestershire**

Work and Health Programme

Support Programmes/Initiatives

DWP Work coaches -

<https://www.gov.uk/redundancy-your-rights/get-help-finding-a-new-job>

Get help finding a new job

National Careers Service - <https://nationalcareers.service.gov.uk/>

Services that provide information, advice and guidance to help you make decisions on learning, training and work.

Forwards - <https://www.forwardsgloucestershire.co.uk/>

Forwards is an all age, all disability service; supporting people with disabilities achieve their employment dreams

GEM project - <http://www.glosgem.org/>

The GEM Project aims to engage with and support individuals within Gloucestershire who are currently dealing with circumstances that are potentially causing barriers to work and move these people closer towards education, training or work, including self-employment.

<https://www.gloucestershire.gov.uk/adult-education-in-gloucestershire/>

Adult Education, a service within Gloucestershire County Council, provides learning for individuals, employers and communities in areas such as Employability, Skills and Apprenticeships & other courses, programmes and qualifications.

Whether you're unemployed, looking to change career, or have recently been made redundant, colleges and training providers have a wide range of courses that can give you the skills and confidence to get the job you want. They offer a range of full-time, part-time and short courses designed to make you more employable and provide you with qualifications to help you stand out from the crowd

<http://www.gloscol.ac.uk/courses-and-departments/courses-for/pre-employment/>

<https://www.sgscol.ac.uk/study/employability>

<https://www.glos.ac.uk/business-and-partnerships/outreach/pages/outreach-and-widening-participation.aspx>

The contract is aimed at supporting those customers with physical and mental health disabilities back into employment. All referrals to the programme are made through local JCP provisions.

<http://www.prospect-training.org.uk/workandhealth-programme>



At risk of redundancy or made redundant

Organisations providing support:

Job Centre Plus

Adviza (National Careers Service)

Gloucestershire County Council

Going the Extra Mile (GEM) Project

Gloucestershire colleges and training providers

Gloucestershire College

Adult Education in Gloucestershire

Dimensions Training Solutions

Gloucestershire Enterprise Ltd

Prospect Training Services

Support Programmes/Initiatives

Rapid response service -

<https://www.gov.uk/redundancy-your-rights/get-help-finding-a-new-job>

Provides help in finding a new job

Provides information, advice and guidance to help you make decisions on learning, training and work:

National Careers Service - <https://nationalcareers.service.gov.uk/>

Skills Assessment - <https://nationalcareers.service.gov.uk/skills-assessment>

Explore Careers - <https://nationalcareers.service.gov.uk/explore-careers>

Find a course - <https://nationalcareers.service.gov.uk/find-a-course>

Forwards - <https://www.forwardsgloucestershire.co.uk/>

Forwards are an all age, all disability employment service

GEM project - <http://www.glogsem.org/>

The GEM Project aims to engage with and support individuals within Gloucestershire who are currently dealing with circumstances that are potentially causing barriers to work and move these people closer towards education, training or work, including self-employment

Whether you're unemployed, looking to change career, or have recently been made redundant, we have a wide range of courses, programmes and qualifications that can give you the skills and confidence to get the job you want.

<http://www.gloscol.ac.uk/courses-and-departments/courses-for/pre-employment/>

<https://www.gloucestershire.gov.uk/adult-education-in-gloucestershire/course-menu/>

<https://www.dimensionstrainingsolutions.co.uk/>

Helping people get into work and businesses to grow

<https://www.glosterprise.co.uk/>

help your business grow and succeed by developing your staff, improving their performance and building their confidence.

<https://www.prospect-training.org.uk/adult-training>

Prospect Training Services deliver the Work and Health programme on behalf of DWP and Pluss.





Working or furloughed? Want to learn new skills?

Organisations providing support:

Adult Education in Gloucestershire

Adviza (National Careers Service)

Gloucestershire colleges and training providers:

University of Gloucestershire

Gloucester College

South Gloucestershire and Stroud College

Support Programmes/Initiatives

<https://www.gloucestershire.gov.uk/adult-education-in-gloucestershire/>

Adult Education, a service within Gloucestershire County Council, provides learning for individuals, employers and communities in areas such as Employability, Skills and Apprenticeships & other courses, programmes and qualifications.

Advice for furloughed workers

<https://nationalcareers.service.gov.uk/careers-advice/advice-for-furloughed-workers>

Know your rights, get help and advice as well as ideas for using your time to improve your skills.

<https://www.glos.ac.uk/study/professional/pages/professional-courses.aspx>

Designed to help you become the best you can be, our professional courses enable you to boost your practical, professional and personal skills within specialised areas.

<http://www.gloscol.ac.uk/courses-and-departments/>

Wondering how you'll create your dream career? Our courses and departments reflect the availability of jobs within various sectors in the UK. We only choose courses which offer a good chance of leading to employment!

<https://www.sgscol.ac.uk/study>

A wide range of courses, programmes and qualifications



Are you 16-24 years old and need support?

Organisations providing support:

Adviza (National Careers Service)

Employers offering Apprenticeships

Apprenticeship training providers

Gov.uk

UCAS

Higher education providers/Universities

Gloucester College

University of Gloucestershire

South Gloucestershire and Stroud College

GROWS

Jobcentre Plus

Support Programmes/Initiatives

Post 16 - <https://nationalcareers.service.gov.uk/careers-advice/career-choices-at-16>

There are many options available when you turn 16, look at what option best suits you and your situation, strengths and interests.

Post 18 - <https://nationalcareers.service.gov.uk/careers-advice/career-choices-at-18>

There are a lot of options to choose from at 18. What's right for you will depend on your situation and the career or job you have in mind.

Apprenticeship opportunities - <https://www.gov.uk/apply-apprenticeship>

Apprenticeship opportunities - Register of Training providers
- <https://download.apprenticeships.education.gov.uk/>

Apprenticeship redundancy support -
<https://engage.apprenticeships.gov.uk/redundancy-apprentice.html>

Post 16 Finance and Support
<https://www.ucas.com/further-education/post-16-finance-support>

Higher education courses and programmes

<http://www.gloscol.ac.uk/student-and-parent-guide/student-services/student-services/>
Our friendly Student Support team help our students to realise their full potential and make the most of their time at college.

<https://www.glos.ac.uk/life/support/pages/student-support.aspx>

To make your move to university as easy as possible, and to help you get the most out of your student experience, we offer a range of services, information and support.

<https://www.sgscol.ac.uk/careers>

Making the right decisions about which route to take towards your chosen career can be confusing and even stressful. Our experienced careers advisors provide a friendly and confidential service

<https://www.grows.ac.uk/>

A partnership of the six universities and colleges in Gloucestershire. We develop resources and deliver events that help young people aged 11-18

<https://jobhelp.campaign.gov.uk/kickstart/>

The Kickstart programme is a £2bn fund aimed at those aged between 16 and 24 who receive Universal Credit and are considered at risk of long-term unemployment. The scheme will pay for six-month work placements, covering 100% of the national minimum wage – plus national insurance and mandatory pension contributions – for 25 hours a week. Applications will open from next month, with the first 'Kickstarters' expected to begin placements in the autumn.



Want to brush up on your digital skills?

Organisations providing support:

Adult Education in Gloucestershire

BT

Google

Gov.uk

Gloucestershire County Council & Good Things Foundation

iDEA Award

LinkedIn

Lloyds Bank

Microsoft

Pearson

Gloucestershire Education and Training Providers
University of Gloucestershire

South Gloucestershire and Stroud College

Gloucestershire College

Support Programmes/Initiatives

Range of digital and ICT skills courses and qualifications

<https://www.gloucestershire.gov.uk/adult-education-in-gloucestershire/>

Skills for Tomorrow online training - <https://www.bt.com/skillsfortomorrow/work-life>

Google Digital Garage Training - <https://learndigital.withgoogle.com/digitalgarage>

Sills toolkit - <https://nationalcareers.services.gov.uk/find-a-course/the-skills-toolkit>

Range of cyber, digital and ICT skills courses and qualifications

Learn my way - <https://www.goodthingsfoundation.org>

The iDEA Award - <https://www.idea.org.uk>

The Inspiring Digital Enterprise Award, known as iDEA is an international programme that helps you develop digital, enterprise and employability skills for free

Lynda.com - <https://www.lynda.com/>

Business Network online training portal

The Lloyds Academy - <https://www.lloydsbankacademy.co.uk/>

Upskill Academy is dedicated to minimising the global digital skills gap.

Office 365 Training Centre & Microsoft Learn

<https://support.microsoft.com/en-us/training> & <https://docs.microsoft.com/en-us/learn>

Learn how to get more work done, from anywhere on any device with Microsoft 365 and Windows 10. Discover how industry professionals leverage Microsoft 365 to communicate, collaborate, and improve productivity across the team and organization.

UK Learns - <https://uklearns.pearson.com/>

UK Learns provides access to some of the world's best quality, certified courses that employers value. At a time you may need it most, many are free of charge, some for a limited period.

<https://www.glos.ac.uk/study/pages/course-finder.aspx>

<https://www.sgscol.ac.uk/study/computing>

<https://www.gloscol.ac.uk/courses-and-departments/departments/it-and-computing/>





Want to set up your own business?

Organisations providing support:

GFirst LEP and University of Gloucestershire + Growth Hub
partner organisations

Adult Education in Gloucestershire

Start and Grow Enterprise

Princes Trust

Natwest Business Matters

The Start Up Donut

Gloucestershire colleges and training providers
University of Gloucestershire

South Gloucestershire and Stroud College

Gloucestershire College

Support Programmes/Initiatives

The Growth Hub - <https://www.thegrowthhub.biz/apply-for-support>

The Growth Hub invites all Gloucestershire companies to take advantage of the knowledge, advice and tailored services available, and join the 26,000 other businesses, and start-ups, in the county who are adding to the sustainable growth of our economy

A range of training courses, qualifications and workshops.

<https://www.gloucestershire.gov.uk/adult-education-in-gloucestershire/>

Free support for freelancers, entrepreneurs and new businesses

<https://www.startandgrowenterprise.uk/>

Support for starting your business - <https://www.princes-trust.org.uk/>

Get your business off the ground with tips on planning, setting up and making it through the first six months.

<https://www.business.natwest.com/business/running-a-business.html>

The Start Up Donut offer a broad range of resources for those considering starting up their own business and this is the place to look if you are after inspiration for a new business.

<https://www.startupdonut.co.uk/>

School of Business - <https://www.glos.ac.uk/business-and-partnership/pages/business-and-partnerships.aspx>

Business studies - <https://www.sgscol.ac.uk/study/business>

Business Hub - <https://www.gloscol.ac.uk/business-hub/>





Want to know what is happening in the local job market and which skills are in demand?

Organisations providing support:

GFirst LEP

Gloucestershire County Council

Adviza (National Careers Service)

Local colleges and training providers
University of Gloucestershire

South Gloucestershire and Stroud College

Gloucestershire College

Support Programmes/Initiatives

Gloucestershire Careers Hub - <https://www.gfirstlep.com/careers/>

Monthly employment and skills reports using EMS and LMI tools-
<https://www.economicmodelling.com/>
<https://www.lmiforall.org.uk/>

Advice and Support, including links to apprenticeship vacancies and jobs postings.
<https://www.adviza.org.uk/services/national-careers-service/gloucestershire-lmi/>

School of Business - <https://www.glos.ac.uk/business-and-partnership/pages/business-and-partnerships.aspx>

Business studies - <https://www.sgscol.ac.uk/study/business>

Business Hub - <https://www.gloscol.ac.uk/business-hub/>



LMI For All



gfirst[®] LEP
growing gloucestershire

**Thank
You.**



GLOUCESTERSHIRE SKILLS ADVISORY PANEL
5th November 2020 at 13:00 until 15:00 on Zoom

1) Welcome, introductions and apologies for absence:

Attendees: Anne Stokes, Ian Mean, Jason Dunsford, John Mayell, Kate Martin, Matt Burgess, Mike Holiday, Nicki Williams, Patrick Molyneux, Paul Woodhouse, Pete Carr, Rob Jenkins, Roxy Varnham, Sara-Jane, Simon Spooner.

Apologies: Boyd Hatwood, Michael Carter and Steve Lyndon.

Introduction:

- Pete Carr thanked all GSAP members for their time and commitment over the past 12 months.
- The main focus of the session was to explore priority areas and proposals for Skill Support and Economic Recovery within the county with the aim for GSAP members to comment and 'sign off' on such proposals.
- There was an update provided on various work streams re: The Skills Portal which launched on 4th November and can be accessed [here](#).
- A warm welcome was provided to Paul Woodhouse who is the appointed Business Navigator for GFirst LEP working on such developments. Paul can be contacted on paul.woodhouse@gfirstlep.com or 07851 248569.
- Rob Jenkins will also provide an update on the GFirst Careers Hub due to launch on 18/11/2020.
- Since the previous GSAP meeting Sarah Danson has now returned to working on Business Support and Pete Carr has returned full-time to GFirst LEP as Lead Commissioner for Employment and Skills.
- There is still no permanent Chair for the GSAP and our Vice Chair was unable to make the session on 05/11/2020. As a result, Pete Carr will temporarily lead the meeting until chairing arrangements have been finalised.

No points of accuracy or amendments needed – agreed by all.

2) Notes of last meeting

Outstanding actions:

- Action: The GESB has now successfully transitioned to the Skills Advisory Panel (SAP) and there will be an update provided to all members in the coming week. **Action complete 12/06/2020.**
- Action: Members to email Nick on nick@holyoaketraining.co.uk if they wish to make any further comments re: LEP Covid-19 Recovery Activity. **Action complete 01/11/2020.**
- Action: Skill Strategy Development - should any members like to get involved with this piece of work contact Sarah Danson on sarah.danson@gfirstlep.com. **Action complete 01/11/2020.**

Thank you to all members who have supported the above and contacted Nick/Sarah.

3) What the current employment data is telling us

Presented by Katherine Martin - Data and Analysis Manager (Place) of the Data & Analysis Team at Gloucestershire County Council.

- Kate presented Doc 3 (attached) and spoke about various data sets re: Covid-19 and Employment Economic Intelligence.
- Kate discussed the take up of the Coronavirus Job Retention Scheme based on claims up until 31st July in Gloucestershire in addition to the take up rate and average value of claims made to the Self Employment Income Support Scheme. Kate explained at a district level Gloucester has the highest take up rate with the Cotswold at the lowest.
- Kate also explained all age groups have been affected by the impact of COVID19, with Slide 8 (Doc 3) showing each age band has seen an increase in the number of claimants between March –July 2020.

- Kate also went on to discuss information re: the number of active job postings by month and at district level highlighting in July 2020 there were approx.15,986 job postings advertised in Gloucestershire representing a 41% decline on the same month in the previous year (27,086 postings).
- Kate can be contacted on Katherine.Martin@gloucestershire.gov.uk should you have any additional questions or comments re: Doc 3 and her presentation.

4) Proposals for local skills response to support economic recovery - Pete Carr

- The proposals aim to link with longer term aims throughout the county and within the Local Industrial Strategy. For example, growth within Cyber and Digital sectors, Green and Low Carbon renewables (etc).
- Following the work and consultation with Nick Holyoake – Doc 4 (attached) was produced.
- This document describes 22 interventions agreed by GFirst LEP to support local economic recovery – there has been an internal LEP review of progress against these interventions with an update due shortly. The skills interventions have been incorporated into Doc 5 (attached).
- It was asked if all GSAP members could consider if these are the correct identified priorities and if we include anything further? Where possible these need to be local responses rather than items which influence national policy.
- Councillor Patrick Molyneux, Lead Cabinet member for Economy, Education and Skills at Gloucestershire County Council will take this document to them on 18th November ready to discuss and to explore additional resources we can allocate to support skills work within the county.
- Pete will meet the GFirst LEP board in December and January to work through such priorities too.
- The proposals also need to tie in with national initiatives such as Kickstart (to include the work of Matt Burgess at Gloucestershire College, Diane Haines at DWP and the County Council re: the Gateway).

Pete presented the Draft Proposals (Doc 5) and explained the main elements of support were as follows:

- 1) **Information and Signposting:** to include up-to-date and managed LMI to support individuals locally (to include accessible CIAG for adults and young people). A monthly LMI update provided to partners and widely available through the [Skills Portal](#).
- 2) **Apprenticeship opportunities:** support for local businesses to see the benefits of apprenticeships in economic recovery. Discussion about an ‘apprenticeship clearing house’ and the lack of funding available to implement. Looking at increased Levy transfer through the work of Dan Boon to local businesses and modelling practice for other Levy-payers retaining levy in the county. Discussion also held around the retraining of existing apprenticeships and apprenticeship offer supports growth ambitions.
- 3) **Unemployment/Redundancy Support:** CIAG support for individuals at risk of redundancy, work with Adviza redundancy support; DWP/JCP job coaches. Looking at clear retraining offers/pathways for those who need it.
- 4) **Cyber County -Digital and cyber skills:** explored local, flexible, affordable/free courses and learning programmes within the county and using local providers to deliver these (e.g. colleges).

The document also highlights wider proposals and further consultation plans.

Action: Are these the right proposals for Gloucestershire? Has anything been missed? What organisations do support and/or contribute to these proposals? Could members feedback to Pete Carr on Peter.Carr@gfirstlep.com with their thoughts/comments.

5) Employment and Skills Portal

The Skills Portal is a website where information locally and nationally is pulled together for individuals within Gloucestershire to access when facing redundancy, exploring retraining opportunities and will host a variety of resources.

Action: Roxy Varnham will send a link to the Skills Portal to all GSAP members (Action complete on 06/11/2020).

Action: Could all GSAP members have a look through the resource and contact Paul Woodhouse on Paul.woodhouse@gfirstlep.com with their thoughts. Do the links and information work for you and your organisation? Has the right information been captured? Can you also provide a contact for your organisation who we can liaise with to incorporate updates, promote your activities and support your initiatives on the website?

6) Gloucestershire Careers Hub – Rob Jenkins

- Launching on 18/11/2020 with 43 schools and colleges onboarded.
- The launch and pilot website can be accessed [here](#).
- Gloucestershire is within Wave 3 of the Careers and Enterprise Company Careers Hub initiative. The Careers Hub is a pilot project running over 12 months to support with the implementation of Gatsby Benchmarks. *Funding could be extended.
- The Careers Hub will work with state funded institutions across all 8 Gatsby Benchmarks not just 5/6.
- Governed by a Steering Group with 12 members now confirmed with representation across the county to include DWP, Local Authority, Health and Social Care, Creative and Construction sectors (etc.) For a full breakdown contact Rob.Jenkins@Gfirstlep.com
- The team will also work with a Cornerstone Employer group who will be experienced in engaging with education and provide strategic support to secondary schools and colleges to empower careers provision in Gloucestershire.
- The team have also developed a Student Survey circulated across schools and colleges to gather young people's opinions and thoughts on careers used to support the Careers Hub and the launch.
- A partnership with Punchline Magazine has also been secured with a newly developed skills apprenticeships and employment page. GSAP members can input and feed into this should they wish contact Rob.Jenkins@Gfirstlep.com
- The team will also work on an events diary for Gloucestershire, begin to coordinate online career events/opportunities and explore online work placements in response to Covid-19.

7) AOB

- If you have an updates or developments you would like to share with GSAP members or any events/activities you would like promoted please email Pete or Roxy who will circulate on your behalf.
- Date for the next GSAP will be confirmed in the coming weeks with next years dates being decided. **Action:** Roxy Varnham will circulate the proposed dates (Action complete 08/12/2020).
- Final thank you and close.