

Work Local: making our vision a reality

INCREASING EMPLOYMENT

- YOUTH ENGAGEMENT FUND (14-17)
- YOUTH EMPLOYMENT INITIATIVE (15-24)
- JOBCENTRE PLUS WORK COACH SUPPORT (18+)
- DISABILITY EMPLOYMENT ADVISER SUPPORT (18+)
- FLEXIBLE SUPPORT FUND (18+)
- WORK AND HEALTH UNIT TRIALS (18+)
- EMPLOYMENT SUPPORT FOR EX-OFFENDERS (18+)
- YOUTH OBLIGATION (18-21)
- WORK AND HEALTH PROGRAMME (21+)
- COUNCIL EMPLOYMENT INITIATIVES (18+)
- NHS-FUNDED EMPLOYMENT SUPPORT (18+)
- IAPT MENTAL HEALTH EMPLOYMENT SUPPORT (18+)

IMPROVING SKILLS

- WORK EXPERIENCE (18-24)
- TRAINEESHIPS (16-24)
- POST-16 COLLEGES
- GENERALIFE COLLEGES
- SIXTH FORM COLLEGES
- FREE/STUDIO/UTCS
- TECHNICAL LEVELS (16-19)
- LEVY & NON LEVY APPRENTICESHIPS (16+)
- ADULT EDUCATION BUDGET (19+)
- HIGHER EDUCATION (18+)
- ADVANCED LEARNER LOANS (19+)
- SECTOR BASED WORK ACADEMIES (18+)
- COUNCIL SKILLS INITIATIVES (18+)
- CAREERS ADVICE AND GUIDANCE (12+)



FRAGMENTED EMPLOYMENT AND SKILLS SERVICES

for young people and adults

NARROWING GAPS

- BUILDING BETTER OPPORTUNITIES (16+)
- NATIONAL CITIZENSHIP SERVICE (16-17)
- TROUBLED FAMILIES
- INNOVATION FUND (14+)
- FAIR CHANCE FUND (18-24)
- TARGETED SUPPORT FOR YOUNG CARELEAVERS, SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND) AND YOUNG OFFENDERS
- PREVENTION AND SUPPORT FOR YOUNG PEOPLE NOT IN EDUCATION, EMPLOYMENT OR TRAINING (NEET)
- HIGHER EDUCATION ACCESS (18+)

DELIVERED BY

COMMISSIONED BY

ACCOUNTABLE TO

Skills providers	Councils
Employment providers	JCP
Careers and Enterprise Company	Schools
Education Business Partnerships	
National Careers Service	Colleges

DH	Councils	DfE
DWP	DCLG	Cabinet Office
Employers		

Employers / LEPs	JCP/DWP	DCLG
Councils	CCGs	Cabinet Office
DfE/Education and Skills Funding Agency		
National Offender Management Service		
Big Lottery	National Apprenticeship Service	
Careers and Enterprise Company		



Current system not fit for purpose

- Across England: 14 per cent – 4.6 million people – want a job or more hours
- 9 million adults lack basic literacy or numeracy skills, or both
- 700,000 - 11 per cent - of 16-24 year olds are not in education, employment or training (NEET)
- Across the UK: four-fifths of manufacturers struggle to hire staff with the right qualifications and experience
- 4 million people (one in nine workers) are in insecure work
- Labour market changes demand different skills: digitisation, gig economy and extended working lives.
- By 2024, predicted 4 million shortage of high skilled workers and 8 million surplus of low / intermediate skilled workers.
- Wide variation between areas – demographics, labour markets, economies, needs and priorities

Work Local - integrated and devolved service

- A 'one stop' service rooted in place
- With clear and responsive local leadership
- Driven by local opportunities and needs
- With a common national framework for devolution
- An improved offer for individuals and employers
- Governed by Local Labour Market Agreements led by combined authorities / groups of councils working with national and local partners
- Better outcomes – 8500 more people in work, fiscal £280m pa, economic £420m pa,

Work Local ambition

Based on an anonymised medium sized combined authority, an integrated, Work Local model could lead to additional fiscal benefits for a local area of £280 million per year, with a benefit to the economy of £420 million.

This would be associated with an additional 8,500 people leaving benefits, an additional 3,600 people achieving Level 2 skills, and an additional 2,100 people achieving level 3.

This is just one illustration of the benefits that could be felt across the country if pathfinders were used to test Work Local.

LGA Skills Taskforce – key findings

Our employment and skills system must be joined up, coordinated, and long term. *‘If central government could put funding into one skills pot, it would enable us to work together much more effectively. The 38 LEPs are in a position to work at a local level with their local authority partners to tackle this.’* **Dr Ann Limb CBE DL, LEP Ambassador**

Young people need access to a coherent post-16 local offer: *“All young people need high quality advice ... vocational routes or apprenticeships are too often overlooked. This means employers, councils, and schools need to work more closely together.”* **John Cope, Confederation for British Industry (CBI)**

Investing and improving in adult skills through local action is critical: *“As ‘jobs for life’ no longer exist, the need to reskill ... and adult education funding will become even greater. This is key to social mobility and improving life chances, which can also be achieved through effective local partnerships”.* **Jo Maher, Boston College / Association of Colleges**

Strategic local planning and flexibility will boost apprenticeships. *“The Apprenticeship Levy needs reform if it is to ease the skills shortage that a number of sectors are facing, including construction. One way of achieving this is providing a greater degree of flexibility so we can work more easily with partners locally”.* **Brian Berry, Federation of Master Builders**

A locally relevant and coordinated all-age careers service is needed: *“One of the strongest arguments for local careers advice is joining up advice with real opportunities in local labour markets. People getting stuck in low paid jobs is a driver of in-work poverty.”* **Katie Schmuecker, Joseph Rowntree Foundation**

Our skills system must catch up with our changing economy, and be resourced: *“The policy environment does not shift according to the skills needed...need a strong connection between business, LEPs, universities and providers, with dialogue on local needed, and combined authorities and councils could be the facilitators.”* **Tej Parikh, Institute of Directors (IoD)**

Local partnerships could be drivers for change: *“Talent is draining from the regions to the cities and South East, and in order to address this we need to look at other issues such as housing. Part of this is about devolving skills policy, along with economic policies, down to a regional level.”* **Tej Parikh, IoD**

Work Local ambition

We call on the Government - MHCLG, DfE, BEIS, DWP – to get behind our Work Local ambitions by:

2019/2020: Agree pathfinders to test ‘Work Local’ with ‘local labour market agreements’, ‘one stop’ services

2021: Progressively transfer funding and powers starting with the UK Shared Prosperity Fund (UKSPF)

2022: Trial at least one pathfinder in each region across England including both urban and rural areas

2024 at the latest: Trial further Work Local pathfinders across England

Councils: groups of councils and wider Employment and Skills Board partners consider how current work could be enhanced through a Work Local approach.

Combined authorities: consider how existing devolution can offer a progression route to developing a Work Local pathfinder, given further influence over skills and jobs will be a key feature of 2020 mayoral elections.

We can make a difference today (1/3)

We can close the local skills gaps if the future Government agreed to a localised approach to skills by:

- Following devolution of **Adult Education Budget (AEB)** to MCAs and London, ESFA to co-design AEB with all other areas, with progressive devolution.
- **Devolve powers and sufficient funding so councils can fulfil their statutory duties to support all young people**, including NEET, SEND and disadvantaged.
- **Start planning now for a local offer** including A-levels, T-levels, apprenticeships
- Hardwire a relevant flexible offer into the **National Retraining Scheme** for adults.
- Co-designing the development of a **locally relevant careers advice offer** for young people and adults with progressive devolution.
- Start co-designing now for a **localised UK Shared Prosperity Fund (UKSPF)**.

We can make a difference today (2/3)

We can help increase apprenticeships and social mobility locally if the future Government used the upcoming Levy review to:

- Empower employers to **collaborate more easily** on transferring funds and pooling.
- **Extend the two year limit** to spend the Levy.
- Commit **Education and Skills Funding Agency (ESFA) to co-design unspent Levy and non-Levy funding** with local areas.
- Permit **more flexible use of the Levy**, including full costs of apprenticeship programmes on pre-apprenticeship training.

We can make a difference today (3/3)

We can create good employment opportunities which residents can enter, retain and progress if the future Government were to:

- Locally commission **all future employment support** Work and Health Programme successor arrangements, with contract package areas aligned to combined authority and LEP areas.
- Commit **Jobcentre Plus to co-design activity with local partners** (Flexible Support Fund).
- Ensure **Jobcentre Plus Work Coaches and the Universal Credit system are effectively integrated**

LGA new areas of work

- **Adult skills and lifelong learning (ASALL)** increasingly important as people need to adapt to the changing jobs market.
- Raising awareness about the sector's current role and exploring ways to work to with other local and national partners.
- **Youth participation in education and employment.** Work to explore how young people can be better supported.
- A series of roundtable events with the sector and stakeholders are planned for 2020 to develop this work.

LGA support offer: Place based employment and skills commissioning

Getting the local skills and employment offer right for your residents and businesses by working through effective local partnerships.

As part of our current work we have initiated a support offer to help councils and combined authorities and their partners work through any challenges they are facing.

If you are interested in getting involved and for more information, go to our website

<https://www.local.gov.uk/node/8262359>

The closing date for submitting your interest is **Monday 9 December**.