

**ENTERPRISE  
EMPLOYMENT &  
MAJOR PROJECTS  
CABINET MEMBER  
MEETING**

**Agenda Item 66**

Brighton & Hove City Council

<b>Subject:</b>	<b>Update on the City Employment &amp; Skills Plan Mid-year evaluation</b>
<b>Date of Meeting:</b>	<b>5 May 2009</b>
<b>Report of:</b>	<b>Scott Marshall, Director of Culture &amp; Enterprise</b>
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<b>Key Decision:</b>	No
<b>Wards Affected:</b>	All

**FOR GENERAL RELEASE**

**1. SUMMARY AND POLICY CONTEXT:**

- 1.1 This report updates Members on the mid-term evaluation of the City Employment & Skills Group (CESSG), and the process underway for agreeing the priorities for 2009/10.
- 1.2 The City Employment & Skills plan accords with two council priorities;
  - 'Protect the Environment whilst growing the economy'
  - 'Reduce inequality by increasing opportunity'

**2. RECOMMENDATIONS:**

- 2.1 To note the City Employment & Skills Plan mid-term evaluation report and agree the Thematic Action Plan for 2009/10.

**3. BACKGROUND INFORMATION**

- 3.1 The City Employment and Skills plan (CESP) brings together a range of existing strategic documents in the city concerning skills, employment and economic growth.
- 3.2 Produced at the end of 2007 the CESP document contains a thorough socio-economic analysis of employment and skills trends in Brighton & Hove. This research highlights a number of challenges for the city

which can only be addressed if key strategic agencies work collaboratively.

3.3 The City Employment & Skills Steering Group is a multi-sector partnership with a remit to ensure that the aspirations and targets set out within the CESP are delivered. The Group is comprised of representatives from a range of agencies and organisations including the City Council, Jobcentre Plus, the Learning & Skills Council, the Voluntary & Community Sector, the Business Community Partnership, the Economic Partnership, SEEDA, City College Brighton & Hove and Business Link.

3.4 The CESSG recognises that the existing resources available in the city can be redirected to address the priorities in the CESP but this requires long term planning and meaningful joint working.

### 3.5 The Mid-Term evaluation

The purpose of the mid-term evaluation is to review the activities undertaken by the partners against the priority actions for 2008/09; identify good practice and data gaps and make recommendations for the future monitoring and measuring of CESSG partner activities and performance.

The report was commissioned six months into the life of the plan which is too early to show significant outcomes however it was considered vital to undertake the work early so that effective systems can be put in place across the partnership to capture information on progress and improve partnership working.

The full report is attached in Annex 1. Below are some of the key findings from the research:-

### 3.6 Review of Member activities

Good progress is being made in identifying complementarities and overlaps between partners work

A number of organisations are still working in isolation; there is a need to improve the way that information is shared

### 3.7 Review of Monitoring, Measuring Performance and Outcomes

The list of performance indicators is too numerous

There is a need to streamline the indicators used to measure the progress of the CESP while ensuring that the measures used are compatible with those included in other strategic plans such as the LAA

There is progress against all of the 2008/09 CESP priorities with 40% showing green defined as, '*evidence of good levels of progress with positive outputs reported*';

### 3.8 Review of Evidence of Good Practice

A number of projects are cited in the report highlighting good practice in partnership working in supporting businesses and residents. Examples include:

Commissioning of the Business Retention & Inward investment study and implementation plan

A partnership established to encourage greater levels of co-operation amongst agencies that offer services to the community via outreach

The evolution of Hospitality Futures to Tourism Futures enabling hoteliers and retailers to recruit skilled staff by providing pre-employment training

Strengthening the role of the voluntary and community sector in helping to deliver against the CESP priorities

### 3.9 Review of Outcomes

In addition to the qualitative outcomes above, some hard outcomes have been achieved including projects that have received funding via the CESSG.

Examples include:

- **850** direct engagements with businesses through the Chamber of Commerce
- **263** residents facing disadvantage in the labour market receiving one-to-one-support
- **35** residents facing multiple disadvantage into employment
- **25** graduates with work experience placements in 23 local digital media firms
- **20** businesses receiving tailored advice on making energy efficiency savings

### 3.10 Future Priorities

The priorities for 2009/10 have been influenced by the current economic downturn and reflect the need to ensure that businesses are able to keep staff and grow their businesses and whilst equipping residents with the skills they need to stay in or access employment.

In line with the recommendations of the mid term evaluation the number of priorities has been reduced. The strategic priorities are set

out in themes with an identified lead organisation responsible for taking forward the actions with appropriate partners. The priorities will also be tied more firmly to the LAA and colleagues from the Council's policy team will be working with Economic Development to establish a more robust data system for monitoring activity.

### 3.11 Draft Strategic Priorities and proposed Lead organisations 2009/10

<b>Theme</b>	<b>Lead Organisation (TBC)</b>
Business Support	BHCC Economic Development
Entrepreneurship	BHCC Economic Development
Inward Investment & retention	BHCC Economic Development
Information, Advice and Guidance	BHCC Children & Young Peoples Trust
Volunteering	Community & Voluntary Sector Forum
In-employment training & support	Learning & Skills Council
Pre-employment training & support	Learning & Skills Council / Jobcentreplus
Partnership working	BHCC Economic Development

## 4. **CONSULTATION**

- 4.1 The draft thematic action plan for 2009/10 will be considered at the CESSG meeting on 14 May along with a new partnership 'Accord' designed to clarify the roles and responsibilities of the CESSG partners.
- 4.2 In the coming months the CESSG is seeking to establish a more formal link with the Local Strategic Partnership (LSP) so that more of the groups activities can be reported up to the LSP and linked to the Local Area Agreement monitoring process.

## 5. **FINANCIAL & OTHER IMPLICATIONS:**

- 5.1 The mid-year review and evaluation framework was funded through the Local Area Business Growth Initiative (LABGI) 2008/09, City Council activities in 2009/10 to support the plan will be achieved with the budget and contribute to LAA objectives.

*Finance Officer consulted: Anne Silley Date 8<sup>th</sup> April 2009*

### 5.2 Legal implications:

There are no legal implications arising from this report at this time.

*Legal Officer consulted: Bob Bruce Date 9<sup>th</sup> April 2009*

### 5.3 Equalities Implications:

An Equalities Impact Assessment (EIA) is underway within Economic Development which will include a review of the City Employment & Skills Plan. The EIA will be complete in July 2009.

### 5.4 Sustainability Implications:

The City Employment & Skills Plan seeks to create a sustainable framework for enhancing the economic prosperity of the city. The partnership is working towards an 'Accord' which will facilitate greater levels of collaboration in planning and commissioning.

### 5.5. The plan covers four main themes:

- Support the creation, retention and development of local business & enterprise
- Increase the Employment Rate from 75.6% to 76.6%
- Develop & Improve Skills for Work
- Develop the Infrastructure and intelligence to support the delivery of CESP

### 5.6 Crime & Disorder Implications:

There are no adverse crime and disorder implications, the CESP supports activity that is designed to increase employment opportunities and the success of local businesses.

### 5.7 Risk and Opportunity Management Implications:

The Mid-year evaluation was commissioned to provide a framework for monitoring the progress of the plan thus reducing the risk of underachieving against the agreed priorities.

Officers in the Performance and Improvement team will be working with Economic Development to ensure that outcomes from the CESP activities are captured and linked to the LAA.

### 5.8 Corporate / Citywide Implications

The majority of the projects proposed have a citywide impact in terms of their effect on the economy.

## 6. **EVALUATION OF ANY ALTERNATIVE OPTION(S):**

- 6.1 The CESSG considered a range of options for capturing the outcomes from partner activities but these were discounted in favour of a review that would establish a common framework that responds to the complexity inherent in capturing data across multiple organisations with varying data management systems. The framework will provide guidelines for the future monitoring of the programme.

## **7. REASON FOR REPORT RECOMMENDATIONS**

- 7.1 The CESP is a key strategic document for the city; the revised priorities seek to address the challenges created by the current economic climate while planning for the future upturn. The impact on the cities economy will be affected by the implementation of the plan. Members are asked to consider the draft priorities and the proposed framework for action.

### **SUPPORTING DOCUMENTATION**

#### **Appendices:**

City Employment and Skills Plan Mid-term Evaluation/ Interim Report - December 2008

City Employment and Skills Plan Future Priorities and Evaluation Framework Draft - March 2009

#### **Documents in Members' Rooms**

None

#### **Background Documents**

City Employment & Skills Plan 2008 – 2010/11