

Caerphilly Public Services Board Well-being Plan
Six Monthly Performance Report

Agenda Item 03—AA2b

Date: September 2020

Action Area: AA2b Apprenticeships
Contribution to the 4 Well-being Objectives:
This Action Area will make significant contributions to the Positive People well-being objective.

The proposed work also has the potential to support and contribute to all of the other Action Areas, and links are being made to these other groups. There is particular synergy with the Volunteering Action Area, and the Lead for this Action Area is a member of the Apprenticeships Delivery Group, as is the Lead for the Procurement Enabler.

Contribution to the 7 Well-being Goals:

The proposed work will make a significant contribution to the Prosperous Well-being Goal. It will also contribute to the More Equal and Cohesive Communities Goals.

Evidence

A Caerphilly Gateway to Employment Model has been designed, to respond to both the Council's emerging workforce development plans and the CCR sectoral analysis, the aim being to create a range of training, apprenticeship and employment opportunities that satisfy the needs of industry, commerce and the Public Sector. The proposal was endorsed by Cabinet in January

We had planned for the "Caerphilly Academy – Gateway to Employment" to launch in April 2020, however this has now been delayed due to the covid-19 pandemic. Given current strains upon the labour market, as well as the numerous restrictions placed upon normal working practices as a result of the pandemic, there is understandably a reduced appetite for hosting additional placements at present; and indeed our partners have confirmed that this is reflective of the wider labour market situation. As a team we have maintained relationships with senior managers and continued planning (for example by preparing for the recruitment of relevant supporting roles) so that we are in a position to react promptly as opportunities become available.

The onset of the pandemic towards the latter part of the financial year has of course presented unprecedented challenges in terms of the economy, with significant implications in terms of employment support. We are anticipating a significant spike in redundancies in the coming year, alongside additional challenges such as a shortage of opportunities and an increase in the personal barriers faced by people due to the ongoing impacts of the pandemic. In response to this, we are continuing to work closely with local employers and with partners including Welsh Government and Department of Work and Pensions. In addition to this, we are also working closely with the Council's BERT team to develop a multi-agency redundancy response group to respond to large scale redundancies as and when they happen.

Performance measures where identifiable	Is there a risk this will not be achieved?
Aim to reduce the impact of poverty by supporting people into better employment prospects.	Yes
Support schools to help those who do not wish to follow a traditional attainment pathway to access alternative provision.	No
Provide an all age, all level apprenticeship programme for residents of the county borough, and ensure that we raise awareness of the opportunities available within our communities.	No
Align communication pathways and approaches to promote apprenticeship opportunities to the new approach being developed by WG i.e. the replacement for the Apprenticeship Matching Service.	No
Ensure that the local delivery of work programmes aligns and maximises opportunities from the Caerphilly PSB apprenticeship programme.	No
Maximise the links and develop appropriate pathways to the apprenticeship opportunities available via the Cardiff Capital Region City Deal.	No
Qualitative measures	
Increase the number of residents engaged in apprenticeships, traineeships and work placements.	
Increase the number of local businesses offering opportunities for apprenticeships, traineeships and work placements.	
Increase the number of apprenticeships, work placements and employment opportunities provided by Caerphilly Council.	
Increase the number of people engaged in employment or voluntary work under the Employment Support Programmes.	

Ref	Key Tasks	Progress
A	Employment, Education and Training	<p>The Cardiff Capital Region Skills Partnership Employment and Skills Partnership Plan 2019 – 2022 has identified 7 key sectors, each of which has a cluster group of business, education, training providers and Welsh Government to ensure that training provision and facilities meet current and future needs of business and learners. To understand skills gaps and shortages particular to those industries:</p> <ul style="list-style-type: none"> Advanced Materials and Manufacturing; Compound Semi-Conductors Construction; Creative; Digital and Enabling Technologies Human Foundational Economy; Education, Health, Social Care and Childcare Human Foundational Economy; Hospitality, Retail and Tourism <p>To compliment this a series of local sector event have been planned to identify specific needs for the Local Economy. The first of these for the Care Sector was held on 27th November, which was attended by over 25 businesses.</p> <p>Discussions in relation to a shared apprenticeship have commenced with the Health Board. Due to the complexities of a shared apprenticeship provision and the restrictions in the framework it was decided to pilot a shared apprenticeship between the Council and ABUHB. This has been delayed due to the Covid 19 pandemic.</p>
B	Communities, Outreach and Links	<p>Work is on going with the procurement enabler, Coleg y Cymoedd, Coleg Gwent the Council's New Build programme and Registered Social Landlords to develop a training and apprenticeship programme to meet the current and future demands. The Council has been successful in securing funding from the Foundational Economy Challenge fund to progress this work. Due to the Covid 19 pandemic this will not take place with the WG Foundational Challenge fund. The WG cannot role the grant into the next financial year, which makes delivery in the timescales no longer possible. However, the principles of the programme remain a priority within the Council's build programme and other ways to deiver will be explored.</p>
C	Platforms and Communication	<p>There has been no further information from Welsh Government on the replacement matching service to date.</p> <p>Engagement with schools has been suspended due to the current situation and the resulting pressure on schools.</p>
<p>Guidance sought from the Public Services Board</p>		

