



Sheffield Work & Skills Board

Tony Tweedy
Senior Manager:
Lifelong Learning & Skills





A new deal for welfare: recommendations

Vision: a single transparent system with a single gateway offering financial and back-to-work support

Rationale: work is the best route out of poverty. It strengthens independence and dignity. It builds family aspirations, fostering greater social inclusion and can improve an individual's health and well-being





A new deal for welfare: targets

An aspirational 80% employment rate which will require supporting into work:

- 1 million Incapacity Benefit claimants
 - 300,000 lone parents
 - 1 million older workers (over 50 years)
- by the end of the decade



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Sheffield Employment & Skills Strategy: targets

75% employment rate which will require:

- 6,500 Incapacity Benefit claimants
- 2,600 lone parents
- 3,200 dependents of claimants

finding work by the end of the decade and

- a narrowing the gap between the BME and overall employment rates
- additional adult skills targets





A new deal for welfare: cities

- Highest levels of economic inactivity concentrated in cities and lowest employment rates
- High performance solutions in cities possible if:
 - targets were simplified and funding streams were rationalised, aligned and pooled
 - improved inter-agency working
 - expertise of VCF and private sectors were harnessed
 - employers and other stakeholders were engaged in city employment consortia





Challenges for Sheffield

Worklessness

- Only 3 city-regions have a lower employment rate
- Cannot achieve 75% target without tackling economic inactivity
- Economic inactivity $\frac{1}{4}$ - $\frac{1}{5}$ adult pop since 2001 and rising
- Specific groups face particular barriers to work
 - lone parents
 - BME citizens
 - older & long-term workless

Skills

- Level 2 attainment at 19 is one of the lowest in England and 24% 17 year olds are NEET
- City-region with highest level of adults with no qualifications – almost $\frac{1}{3}$
- Estimated 80,000 adults with Basic Skills needs
- Almost half of all employers do not offer structured training
- Low skills equilibrium that threatens to inhibit economic transformation





Sheffield's proposals

Proposition

- Employer-led, sector focused Work & Skills Board based on *Fair Cities* model
- Alignment of planning cycles and funding in 3 year implementation plan – *Skilled in Sheffield*
- Board to set local targets and commission provision

Added Value

- Powerful articulation and ownership of local need
- Focused, multi-agency approach capable of delivering high performance solutions
- Improved targeting and personalisation of provision





Sheffield's proposals

Proposition

- Single inter-agency function for data sharing and tracking
- Focus on labour market entrants, worklessness and workforce development up to Level 2/3

Added Value

- Informed strategic decision making and performance management
- Local lead better able to identify specific needs and to secure employer commitment



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To do

- Recruit target employers to board by July 2006
- Create dedicated, multi-agency team in support of board and the *Skilled in Sheffield* plan
- Secure Employment Consortium pilot
- Establish multi-agency data function
- Roll out brokerage model
- Prepare for Pathways to Work extension
- Agree fully-fledged public sector job guarantee scheme – including NHS compact
- Explore public sector procurement leverage

