

Our Vision

Kirklees Employment and Skills are committed to developing life and work skills for all, enabling better employment opportunities for those who live in Kirklees. We help support businesses to access the workforce they require in order to grow and succeed. Leading to thriving businesses, an increase in earning potential and in turn an improved quality of life.



Employment



Helping individuals secure great employment opportunities.

We support anyone looking to get into work, or already in work looking for career progression, to help improve their job status.

Skills



Helping individuals with skills development and progression.

We support those who are looking to gain additional life and work skills and qualifications to help them learn and grow.

Apprenticeships



Helping individuals and businesses navigate the apprenticeship landscape.

We support anyone considering doing an Apprenticeship, or any businesses looking to employ an apprentice.

Business Support



Helping businesses to access the skilled workforce they require, both now and in the future.

We support businesses of all sizes to help them thrive and succeed, by providing information and guidance on recruitment, skills development and funding opportunities

Aspire, Achieve
and Include

Our Delivery Partners

- Fusion Housing - Paddock Community Trust - Proper Job
- C + K Careers - Northorpe Hall - Support2Recovery
- REAL Employment - Kirklees Success Centre - Aalfy
- RCC - CMCLC - Education Planet - S & H Training - Third Sector Leaders - The University of Huddersfield
- Kirklees College - Kirklees Active Leisure - Connect Housing Association - Thornton & Ross Ltd

Our Funding Partners



European Union
European Social Fund



<https://www.kirklees.gov.uk/beta/employment-and-skills/index.aspx>



EmploymentandSkills@kirklees.gov.uk



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The Year in Numbers

Throughout the period 1st April 2022 to 31st March 2023 ...



379

Unique
businesses supported



4,877

Unique
residents supported

791

Participants secured
work or apprenticeships

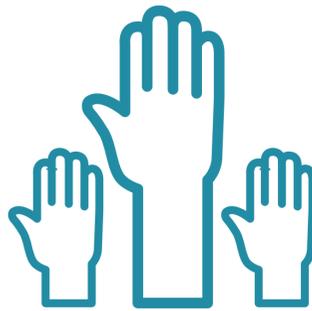
5,914

Skills development
sessions completed



138

New
Volunteers
Supported



19

Local
Delivery
Partners

£655,637

Grant funding given to businesses to support
with employment of priority groups



£2,189,805.87
commissioned funding

£92,241.23
value of funding to other council services



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Our Projects

Employment Support



Economic

Kirklees has sustainable economic growth and provides good employment for residents and businesses

Works Better Enhanced

Works Better Enhanced provides a personalised and holistic service to help residents aged over 25 identify and remove barriers that prevent them entering the labour market. It offers a comprehensive and innovative matrix of support activities to prepare people for work before connecting them to suitable vacancies through our bespoke matching service. A package of In Work Support helps to ensure that residents can sustain work.

Works Better 15-25

Works Better 15-25 provides tailored support for young people focusing on improving self-confidence and addressing complex barriers in returning to, or remaining in education, employment or training. Funded through 2 separate contracts, it provides opportunities to achieve by offering stimulating, informal provision in non-academic context including occupational tasters to support career exploration and short course vocational tasters.

Better Work

The Better Work programme supports those already in work, helping them to stay in work and advance their careers. Better Work provides support for people who are at risk of redundancy or working in vulnerable sectors. It also supports the under-employed who are working a low number of hours or on zero-hour contracts. The aim is to provide particular support to Kirklees most disadvantaged residents.

Positive Minds

Positive Minds offers support to connect young people, aged 15 - 25, with local mental health organisations. Advisers share techniques to help support wellbeing and take away some of the anxiety around applying for jobs and training. Positive Minds is part of the Works Better programme in Kirklees which helps people get back into work.

Local Supported Employment

Local Supported Employment is aimed at helping adults with learning disabilities, autism or both into employment and providing the support they need to maintain that employment.

Barrier Breaker

Employment and Skills provide financial assistance to remove barriers that are preventing participants from moving into sustainable employment, or education. We have supported over 226 residents throughout this period helping them overcome their barriers into employment.



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Skills Provision

Adult Learning

We want people in Kirklees to have aspiration to achieve their ambitions through education, training, employment and lifelong learning.

There are a wide range of courses and workshops available and all courses are free. Courses include:

- Help with employability skills Boost
- confidence and thinking skills Health
- and wellbeing
- Eating healthily and on a budget
- Digital skills for all levels

There are also courses to support family learning, including phonics, reading and how to manage challenging behaviour.

ESOL

English for Speakers of Other Languages (ESOL) courses are designed for residents who do not speak English as a first language. We focus on improving your English listening, speaking, reading, writing and grammar with the opportunity to gain a nationally recognised qualification.

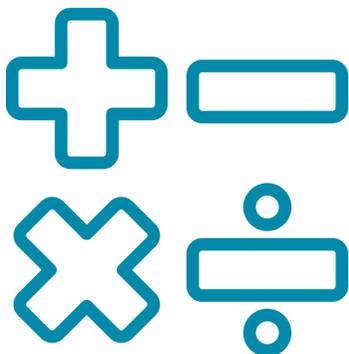
Digital Hubs

The council is supporting Kirklees Digital Hubs run by local community organisations to make sure that access to devices, spaces and digital skills are available to everyone. We have a number of free courses that can be accessed, with levels to suit everyone, from beginners to intermediate through to more advanced courses. In partnership with Kirklees College we have designed a Digital Citizen course that will take residents through all the skills that they need to be digitally confident.

Multiply

The Multiply programme aims to boost people's confidence, and ability, to use maths in their daily life, at home and work. Whether that be improving household finances, helping children with homework, making more sense of the facts in the media, or improving numeracy skills specific to a line of work.

All adults, 19 years and over, who do not already hold a Grade C GCSE Maths or above (or equivalent) and who are looking to improve their numeracy confidence are able to access free flexible courses that fit around their lives, whether this is in person or online, evenings, part time or intensively.



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Employer Engagement

Our work with employers means we can support them to grow their workforce, developing a skilled, flexible and diverse workforce, to meet their immediate and future workforce planning needs. It contributes to the creation of local employment opportunities, skills development and continuous education within the district.

Support is tailored to the needs of each employer and may cover:

- Identifying available support to solve skill gaps within the workforce
- Advising on inclusive recruitment practices
- Promoting vacancies and providing a job matching service Supporting the creation of apprenticeships
- Brokerage with schools, colleges and training providers



Apprenticeships

We help navigate the apprenticeship landscape, whilst promoting that apprenticeships are for everyone - all ages, all sectors and all types of job role.



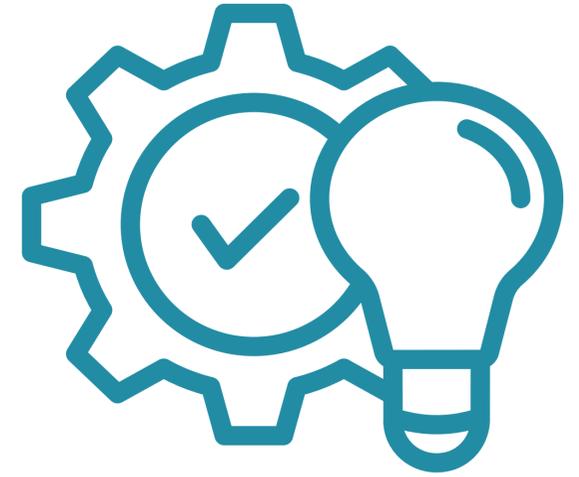
We work with individuals who are looking to get into employment, and those who are already employed and looking to upskill and progress within their current role, ensuring they have the support to maintain the right life, work, learning balance. We also work with businesses to identify where their workforce may benefit from introducing or developing an apprenticeship role. They means individuals are able to gain skills, qualifications and work experience, and more organisations can benefit from a higher skilled workforce.



July 2022 - "Aspire, Achieve and Include" Kirklees Employment and Skills Plan 2022 - 2025 was endorsed by Cabinet

This plan was developed in collaboration with key partners across the district and outlines a number of new partnership based actions and priorities, and a collaborative approach to achieving these.

This plan does not exist in isolation. It forms a strong link between our Kirklees Futures and Kirklees Economic Strategy, allowing the district to harness the economic benefits from the quality of learning Kirklees Futures delivers, together with ensuring the "skilled and ambitious people" strand of the Kirklees Economic Strategy is achieved.



Employment and Skills Partnership Board - The execution of this plan is overseen by a partnership board with representatives from across the district. Including members from:

- Higher and further education
- Work based learning
- Employers from sectors of local strategic significance
- Business representatives
- Voluntary sector
- Local authority
- Local government agencies.



To date ...

The partnership board have met twice and elected an independent chair. This position will be held jointly between Martin Green of C + K Careers and Helen Rose of Kirklees College. Four task groups have been created, each of whom is addressing what the board considers to be a priority task.

Some outcomes include ...

Kirklees College received Ofsted "Good" in all areas

£2.3 million has been secured to delivery employability support across the district, under "Employment Kirklees"

We have seen positive Apprenticeship stats in comparison to the National average (DfE quarterly stats - Q2 in 2022/23)

Increasing our strategic capacity to work with WYCA at a regional level - This ensures Kirklees is well represented in decision making.

Secured funding from the Princes Trust to work with the Kirklees Health and Care partnership to support young people from disadvantaged backgrounds into jobs in the sector.

Looking forward ...

Priorities for the board as we move forward into next year focus on four headline areas, these are:

Empowering our young people, digital inclusion, supporting our communities and skills for the future.

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Participant



I bagged myself a job! what a way to end 2020 for me with a smile on my face and a confidence boost, I was excited to message Claire to tell her my good news and I am happy to have written this because for everyone who is struggling of finding work, never give up as I nearly did!

- Jessica, Works Better Participant



Employer



We love Kirklees Apprenticeships for All here at XYZ Law, Solicitors. Kirklees have been instrumental in the growth of our company and our staff and we are indebted to them for all that they continue to do.

- Anis Dadu, Managing Partner at XYZ Law



Delivery Partner



Kirklees are a supportive delivery partner. Their Employment and Skills team have a diverse range of backgrounds and experience which enables them to come up with creative and practical solutions to issues that arise in day-to-day delivery of service. One example of this is the support my organisation received to improve our community engagement, we were paired with a team member with extensive experience in this area who worked with us over a number of weeks to provide advice and guidance. As a result of this, our team is now much more knowledgeable in this area

- Dave Cormack at Proper Job Theatre Company

