

Employment and Skills Strategy and Plan 2018

Our vision is to be a district which combines a strong, sustainable economy with a great quality of life - leading to thriving communities, growing businesses, high prosperity and low inequality where people enjoy better health throughout their lives.

Outcomes

- Kirklees has sustainable economic growth providing good employment for and with communities and businesses.
- People in Kirklees have aspiration and achieve their ambitions through education, training, employment and lifelong learning.

Key strategic documents

Kirklees Economic Strategy 2014 – 2020:

Kirklees to be recognised as the best place to do business in the North of England where people prosper and flourish in all our communities. Priority three specifically relating to extending opportunity and powering business success through the creation of a skilled and flexible workforce.

Joint Health and Wellbeing Strategy 2014 - 2020:

Healthier people enjoying a great quality of life for longer via a stronger and growing economy.

	Leadership and collaboration	Workforce demand	Skills supply	Reach and support
Post 16 Strategic priorities	<p>Employment and skills benefit from strong leadership, co-ordination, challenge and support which translates into an improved offer for both business and individuals.</p>	<p>Work with local business to focus on our key and priority sectors to encourage investment job creation and development of a coherent, quality and accessible offer.</p>	<p>Deliver a skills offer which is integrated and inclusive, enabling individuals to access and achieve in work and further learning.</p>	<p>Ensure arrangements are in place to address gaps in employment and skills performance.</p>
Post 16 Strategic ambitions	<p>Our arrangements will deliver an employment and skills system which is accessible, responsive and integrated for individuals employers and partners</p>	<p>Our businesses will have access to an appropriately skilled, motivated and productive workforce to drive growth and employment.</p>	<p>Our employment and skills system will provide sufficient quality places and routes which will help to ensure the best outcomes for residents and business.</p>	<p>It will be easier for our key and priority sectors and residents who are in most need to be able to achieve their growth potential.</p>
Post 16 Headline actions	<ul style="list-style-type: none"> • Establish economic partnership and accountability mechanisms. • Create an engagement and communication plan which promotes our offer, case for skills investment, career opportunities and the Kirklees story. • Develop key and priority sector networks which bring employers and providers closer together in delivering our ambitions. • Hold an annual skills summit co-designed by our strategic partners. • Actively support the Inclusive Growth agenda. 	<ul style="list-style-type: none"> • Increase understanding in the links between creativity, design and innovation. • Develop a labour charter to maximise the impact of apprenticeship levy/skills investment costs ensuring inclusivity for disadvantaged / vulnerable residents. • Understand and support construction employer demand for skills and raise awareness of new building practices using our local supply Chain programme, WY Transport Fund and WY Consortium of Colleges. • Increase strategic knowledge and understanding of the changing world of work; Research & Development, 4th Industrial Revolution, Brexit. • Develop leadership and management capability in our key and priority sectors. 	<ul style="list-style-type: none"> • Deliver a campaign to young people and adults to help them understand the case for studying, retraining or upskilling in our key and priority sectors. • Improve awareness of self-employment. • Recognise the importance of, and promote, our digital skills offer ensuring its economic relevance for the future. • Assess how our part time skills provision matches economic needs. • Analyse our key and priority sector provision in order to align and promote our offer with businesses. • Work with disadvantaged residents in low skills occupations 	<ul style="list-style-type: none"> • Develop clear, simple learning pathways in our key and priority sectors. • Sell our Health & Social Care sectors using positive messages/case studies to target different audiences. • Use apprenticeship levy, supply chains, planning and procurement to stimulate business demand and reach individuals. • Deliver an integrated business and skills support offer that identifies needs. • Introduce a programme to help graduates without relevant work. • Improve access to apprenticeships for those who are underrepresented. • Work with creative and digital employers to consider job carving and apprenticeships. • Increase supported internships.

Context

Working age population 274,000. 25% (65,000) residents with no or low skills, 30% with higher skills - but percentage population with higher skills remains static. Growth in number of young people starting apprenticeships and studying STEM subjects. Awareness of young people and parents about our key and priority sectors is weak. Median weekly wages below regional and national averages. Fewer businesses per head of population. 14,000 businesses - majority small and micro. Double the concentration of manufacturing firms. Strengths in specialist training centre and institutes eg. process manufacturing, world class companies. GVA per FTE remains below LCR and national levels. Partnerships between employers and providers needs strengthening. Utilisation and take-up of skills to drive productivity and innovation in businesses needs improvement. Need clear technical and in-work progression routes to enable skills development/use to increase social value to stimulate investment in skills.