

## **Economy & Culture Scrutiny Committee:**

### **Short Scrutiny – Employment Services**

#### **Reason for Short Scrutiny**

Members wish to understand and explore the role of Cardiff Council and partners in ensuring delivery of Employment Services, in the context of the post-pandemic economic landscape.

#### **Sources – Commitments - to include**

PSB Well Being Plan, Corporate Plan, Adults, Housing & Communities Directorate Delivery Plan, Race Equality Task Force, Welsh Govt. Programme for Government, UN CEDAW Motion to Council

#### **Scope**

1. To review existing Employment Services landscape - including partnership and regional working, budget and resources, and performance framework.
2. To explore progress in delivery of relevant commitments - in Public Service Board's Wellbeing Plan, Cardiff Council's Corporate Plan and associated DDPs, and the Cabinet's Response to the Race Equality Task Force Recommendations.
3. Where progress is not on track, to identify causes and clarify requirements to enable delivery of commitments.
4. To explore whether there are emerging, unmet needs for Employment Services, post-pandemic.
5. To check that all aspects of the Council's work on the above accord with the UN CEDAW, in line with the agreed Motion to Council, March 2023.
6. To make evidence-based recommendations to Cabinet, if required.

#### **Structure for Scrutiny**

- 23 April 2024 - Committee Meeting
  - o Overview
    - Paving report to provide background context re employment services landscape, commitments, milestones and performance indicators
    - Presentation from internal witnesses
      - Progress against commitments - milestones and performance indicators
      - Issues Identified/ Emerging Unmet Needs
    - Q&A at Committee
- 14 May 2024 Committee Meeting –
  - o Deep Dive into two areas selected by E&C Members (*selected from: young people; older people; ethnic minorities; asylum seekers and refugees; people with disabilities*)
    - relevant internal and external witnesses invited
    - relevant performance information provided
    - presentation at committee
    - Q&A at committee.

## Witnesses

- Internal Witnesses - Cllr Bradbury, Hayley Beynon, Khalid Osman, and representatives from Cardiff Commitment (Suzanne Scarlett, Carly Davies) and HR (Tracey Thomas, Caroline Davies)
- Witnesses for specific groups – 2 groups selected by E&C Members from the following:
  - o older people
  - o young people
  - o Ethnic Minorities
  - o Asylum Seekers & Refugees
  - o People with Disabilities
- External witnesses - written and verbal contributions to be invited from:
  - o PSB Partners – including Health
  - o DWP – Anna Spiteri

Depending on groups selected – in addition to Cllr Bradbury - Cllr Mackie (Older People/ People with Disabilities), Cllr Lister (Young People/ People with Disabilities), Cllr Sangani (Equalities/ Asylum Seekers & Refugees)

## Timescales

Scheduled for April 2024 and May 2024 committee meetings

## Sources to include – commitments

<b>Well-being Plan - PSB (Public Service Board) 2023-2028</b>
a) Through the Cardiff Commitment, improve collaboration between Schools, Employers, and Further and Higher Education Institutions to further develop the authenticity of the School Curriculum in Cardiff, strengthening the power of education to transform young people's futures and build the skills needed in 21st century workplaces
b) Work together to deliver new apprenticeship and trainee opportunities across the city's public services.
c) Work together on maximising opportunities for local employment and supply chains during the development and building of significant new public sector infrastructure, such as health or local authority estates, ensuring that new infrastructure supports the city to achieve decarbonisation and climate resilience, to improve the health and well-being of our communities

The Well-being Plan contains a number of annual outcome indicators, selected to take a holistic view of well-being rather than being aligned to a particular objective within the Plan. However, the following indicators seem particularly relevant to the commitments set out above:

- a. *Mental well-being: children & young adults and adults (National Indicator 29)*
- b. *Year 11 and Year 13 school leavers that are not in education, employment or training (Careers Wales)*
- c. *Unemployment rate of the economically active population aged 16+*
- d. *Percentage of population aged 16-64 qualified NVQ4+ (degree level or equivalent)*
- e. *Number of apprenticeship learning programmes started in the healthcare and public services sector by Cardiff residents*

• **Corporate Plan 2023-24**

**Continuing to deliver the Cardiff 2030 vision for education and learning**

S1.15	<p><b>Enhance the Cardiff Commitment</b> through collaboration with city partners to raise the ambitions, opportunities and skills of children and young people, supporting their post-education journey, and in particular to:</p> <ul style="list-style-type: none"> <li>• Improve the offer available to the city's most vulnerable children and young people, especially Children Looked After;</li> <li>• Improve the accessibility of post-16 education, training, and employment pathways;</li> <li>• Open up enhanced social value opportunities.</li> </ul>	<p><b>Cllr Sarah Merry &amp; Cllr Peter Bradbury</b></p>	<p><b>Education &amp; Lifelong Learning</b></p>
S1.16	<p><b>Strengthen the Cardiff Commitment Curriculum Team offer</b>, to support schools to bring the curriculum to life through authentic learning experiences and city challenges, and in particular, through enhancing learning linked to:</p> <ul style="list-style-type: none"> <li>• The expressive arts and creative industries;</li> <li>• One Planet Cardiff;</li> <li>• Science, Technology, Engineering &amp; Mathematics (STEM).</li> </ul>	<p><b>Cllr Sarah Merry</b></p>	<p><b>Education &amp; Lifelong Learning</b></p>

Ref	Key Performance Indicator	Target
K1.13	The percentage of all pupils in Year 11 leavers making a successful transition from statutory schooling to education, employment or training	<b>98.5%</b>
K1.14	The percentage of EOTAS learners leaving Year 11 making a successful transition from statutory schooling to education, employment or training	<b>92%</b>
K1.15	The percentage of Children Looked After leaving Year 11 making a successful transition from statutory schooling to education, employment or training	<b>92%</b>

## Supporting older people to stay active and connected in an Age-Friendly City

Ref	We will:	Lead Member	Lead Directorate
S2.02	<p><b>Encourage employment and prevent discrimination against older people in the job market by:</b></p> <ul style="list-style-type: none"> <li>Recruiting a designated employment mentor to support older people to access employment opportunities;</li> <li>Working in partnership with the Department of Work and Pensions to deliver Adult Learning's 50+ Employable Me course and engage employers to offer guaranteed interviews to participants completing training;</li> <li>Increasing digital sessions across the city supporting older people with digital deprivation, continuing with the digital tablet gifting scheme;</li> <li>Encouraging employers to sign up to the "Age Friendly Employer Pledge" scheme operated by the Centre for Ageing Better and developing Cardiff specific reporting to track progress.</li> </ul>	Cllr Norma Mackie	Adult Services, Housing & Communities

Ref	Key Performance Indicator	Target
K2.08	The percentage of people who feel reconnected into their community through direct and digital interventions from the Day Opportunities team	85%

## Supporting those most impacted by the cost-of-living crisis

Ref	We will:	Lead Member	Lead Directorate
S3.02	Support people into work by continuing to fill current, and deliver new, apprenticeship and trainee opportunities within the Council	Cllr Chris Weaver	Resources
S3.03	<p>Support more people into work:</p> <ul style="list-style-type: none"> <li>Through the newly expanded Into Work Service, <b>creating new bespoke employment and training packages</b> to meet any new or emerging workforce demands in the city;</li> <li>Working alongside <b>major regeneration projects</b>, including the new Indoor Arena, to support local people into the new jobs the projects create;</li> </ul>	Cllr Peter Bradbury	Adult Services, Housing & Communities

	<ul style="list-style-type: none"> <li>Supporting people who are in work to secure higher paid and more sustained employment, through intensive in-work mentoring and upskilling.</li> </ul>		
--	--	--	--

Ref	Key Performance Indicator	Target
K3.01	The number of new apprenticeship and trainee placements provided within the Council in year	100
K3.02	The total number of apprenticeship and trainee placements within the Council in year	150
K3.03	The number of Council posts filled through placements from Cardiff Works	2,800
K3.04	The number of interventions which supported people receiving into work advice through the Employment Gateway	55,000
K3.05	The number of clients who have received tailored support through the Employment Gateway and who secured work as a result of the support received	1,200
K3.06	The percentage of those supported through targeted intervention who ceased engagement with no verified positive destination	<12%
New	The percentage of Into Work clients who identify as being from a Black, Asian or Minority Ethnic background	Monitor KPI, no target set
K3.07	The number of employers which have been assisted by the Council's employment support service	300

• **Corporate Plan 2024/25**

**Meeting the needs of learners and closing the attainment gap**

Ref	We will:	Lead Member	Lead Directorate
S1.15	<p><b>Continue to enhance the Cardiff Commitment</b> through harnessing the economic, cultural and social capital of Cardiff for the benefit of children and young people to secure opportunities through:</p> <ul style="list-style-type: none"> <li>Developing and strengthening the capacity of our network to realise the vision of the Cardiff Commitment;</li> <li>Empowering young people to make informed decisions regarding their next steps by providing a</li> </ul>	<p><b>Cllr Sarah Merry &amp; Cllr Peter Bradbury</b></p>	<p><b>Education &amp; Lifelong Learning</b></p>

	local, visible and transparent post-16 provision offer; <ul style="list-style-type: none"> <li>Targeting programmes informed by labour market intelligence to support young people with barriers and challenges in moving into paid employment, training or education.</li> </ul>		
--	--	--	--

Ref	Key Performance Indicator	Target
K1.15	The percentage of all pupils in Year 11 leavers making a successful transition from statutory schooling to education, employment or training	<b>98.5%</b>
K1.16	The percentage of EOTAS learners leaving Year 11 making a successful transition from statutory schooling to education, employment or training	<b>92%</b>
K1.17	The percentage of Children Looked After leaving Year 11 making a successful transition from statutory schooling to education, employment or training	<b>92%</b>
NEW	The percentage of schools engaged with Cardiff Commitment partners	<b>85%</b>
NEW	The number of pupil engagements with Cardiff Commitment partners	<b>15,372</b>
NEW	The number of work experience placements developed with Cardiff Commitment partners	<b>60</b>
NEW	The number of supported employment internships developed with Cardiff Commitment partners	<b>15</b>

### Supporting older people to stay active and connected in an Age-Friendly City

Ref	We will:	Lead Member	Lead Directorate
S2.02	<b>Encourage employment and prevent discrimination against older people in the job market by:</b> <ul style="list-style-type: none"> <li>Working in partnership with the Department of Work and Pensions to deliver Adult Learning's 50+ Employable Me course and engage employers to offer guaranteed interviews to participants who complete the training;</li> <li>Increasing digital sessions across the city supporting older people with</li> </ul>	<b>Cllr Norma Mackie</b>	<b>Adult Services, Housing &amp; Communities</b>

	<p>digital deprivation, continuing with the digital tablet gifting scheme;</p> <ul style="list-style-type: none"> <li>Encouraging employers to sign up to the Age Friendly Employer Pledge scheme operated by the Centre for Ageing Better and developing Cardiff-specific reporting to track progress.</li> </ul>		
--	--	--	--

Ref	Key Performance Indicator	Target
NEW	The number of individuals who have attended the designated courses for those aged 50+ delivered by the Into Work Advice Service	80
K2.02	The percentage of people who feel reconnected into their community through direct and digital interventions from the Day Opportunities team	85%

### Supporting people into work

Ref	We will:	Lead Member	Lead Directorate
S3.02	<b>Support people into work</b> by continuing to fill current, and deliver new, apprenticeships and trainee opportunities within the Council.	Cllr Chris Weaver	Resources
S3.03	Support more people into work: <ul style="list-style-type: none"> <li>Through the newly expanded Into Work Service, <b>creating new bespoke employment and training packages</b> to meet any new or emerging workforce demands in the city;</li> <li>Working alongside <b>major regeneration projects</b>, including the new Indoor Arena, to support local people into the new jobs the projects create;</li> <li>Supporting people who are in work to secure higher paid and more sustained employment, through intensive in-work mentoring and upskilling.</li> </ul>	Cllr Peter Bradbury	Adult Services, Housing & Communities

Ref	Key Performance Indicator	Target
K3.01	The number of new apprenticeship and trainee placements provided within the Council in year	100

K3.02	The total number of apprenticeship and trainee placements within the Council in year	<b>150</b>
K3.03	The number of Council posts filled through placements from Cardiff Works	<b>2,800</b>
K3.04	The number of interventions which supported people receiving into work advice through the Employment Gateway	<b>60,000</b>
K3.05	The number of clients who have received tailored support through the Employment Gateway and who secured work as a result of the support received	<b>1,300</b>
NEW	The percentage of customers satisfied with a Learning for Work course they attended	<b>Baseline being set</b>
K3.06	The percentage of those supported through targeted intervention who ceased engagement with no verified positive destinations	<b>&lt;10%</b>
K3.07	The percentage of Into Work clients who identify as being from a Black, Asian or Minority Ethnic background	<b>Monitor KPI, no target set</b>
K3.08	The number of new employers which have been assisted by the Council's employment support service	<b>300</b>

#### ***Race Equality Task Force Report 2022***

a)	Develop a city-wide network for employers to encourage good practice and collaboration on employment action to improve ethnic minority representation and progression in the local labour market
b)	Use planning and commissioning powers to require employers to recruit apprenticeships from disadvantaged groups and to increase transparency about the diversity of their workforces
c)	Increase participation of ethnic minority groups in the Into Work Advice Service
d)	Improve access to and visibility of Cardiff Works for ethnic minority groups

#### ***Welsh Government – Programme for Govt. 2021-2026***

a)	Deliver the Young Persons Guarantee, giving everyone under 25 the offer of work, education, training, or self-employment
b)	Create 125,000 all-age apprenticeships
c)	Use the new network of Disabled People's Employment Champions to help close the gap between disabled people and the rest of the working population