

SCRUTINY

A Summary of Scrutiny 11 Employment - July 07

**YORKSHIRE
AND
HUMBER
ASSEMBLY**
The Regional Strategic Partnership

**Currently, there are
2,143,199 Full Time
Equivalent (FTE) jobs
across the region.**

**Between October 2005 and
September 2006, regional
redundancies accounted for 10,266
jobs. The biggest impact was in
Hull (2,140 jobs), York (1,578
jobs) and Selby (1,020 jobs).**

**Regional rates for male and female
employment have remained constant
over the last few years. However,
almost 10% more males in the region
are employed than women.**

**By 2017, 30%
of public sector
employees in the
region, and one
third of the Leeds
workforce, will
retire.**

**2.8% of the region's working
age population are unemployed
and claiming Jobseekers
Allowance. This rate is 0.2%
above the national average.**

Welcome to this short summary of our Scrutiny review into Employment, one of the most important issues and challenges facing Yorkshire and Humber's economy.

The summary, which gives brief details of the issues we've looked, along with the Board's recommendations and action plan agreed with Yorkshire Forward, complements our full report, which is available from the Assembly or on our website at www.yhassembly.gov.uk

Being able to make sure we have the right mix of employers and employees in the future is essential to the region being able to compete successfully in a global market.

I'm delighted this review brought such a positive response from employers and their representative organisations across the region. Their input, along with that of Yorkshire Forward, the Learning and Skills Council and Jobcentre Plus in particular, has meant the Scrutiny Board was able to draw on up-to-date, expert and relevant information when considering its recommendations.

We believe those recommendations, along with the Action Plan produced by Yorkshire Forward, will help positively develop employment policies in the region by building on the good practice we already have, and also learning from experience beyond our boundaries.

Employment is the first time we've introduced some new ideas into Scrutiny - including face-to-face focus group meetings with the Yorkshire and Humber Chambers of Commerce and the Federation of Small Businesses. These ideas, along with the commitment of the Scrutiny Board members themselves, have helped make this review one of the most detailed we have carried out. We now look forward to seeing its work support activity on the ground to bring real benefits to our region's businesses and economy.



Paul Jagger
Chair of Scrutiny Board

Summary

The review considered how employment in the region is developed, and has assessed how well businesses and individuals are supported in their employment needs. The three Public Sector organisations responsible for developing and supporting employment in the region are Yorkshire Forward, Jobcentre Plus and the Learning and Skills Council (LSC). The Board looked at four areas in the review: Structures and Processes for Developing Employment, Impact on People, Impact on the Region's Economy and Future Labour Force Requirements.

Structures and Processes for Developing Employment

The Board looked at the national and regional policies, strategies and initiatives on employment, in order to identify how they are helping to tackle employment issues in the Yorkshire and Humber region.

Impact on People

The Board looked at employment projects and programmes funded by

Yorkshire Forward, Jobcentre Plus and the Learning and Skills Council to identify the impact that they were having on the region's people.

Impact on the Region's Economy

The Board looked at how successful the strategies, projects and programmes of Yorkshire Forward, Jobcentre Plus and the Learning and Skills Council had been in improving the regional economy, and the impact they had made on the region's businesses and communities.

Future Labour Force Requirements

The employment needs of certain types of businesses in Yorkshire and Humber are expected to change over the next ten years, with some industrial sectors predicted to grow and create vast numbers of jobs, whilst others are predicted to decline resulting in job losses. The Board looked at how prepared the region was for meeting the changing needs of the region's employers over the next decade.

Recommendations

The Board has made a total of nine recommendations on how employment strategy and employment support in Yorkshire and Humber can be improved.

Structures and Processes	What was recommended?	Yorkshire Forward's current activity	Yorkshire Forward's new activity
<p>STRUCTURES AND PROCESSES FOR DEVELOPING EMPLOYMENT</p> <p>Key Findings:</p> <ul style="list-style-type: none"> Yorkshire Forward's work on employment held in high regard It is clear that Yorkshire Forward, the Learning and Skills Council and Jobcentre Plus work in collaboration Businesses are confused about the role and responsibilities of each of the three key agencies 	<p>Recommendation 1</p> <p>Yorkshire Forward, Jobcentre Plus and the Learning and Skills Council should develop a statement to clearly describe their role in relation to employment and to explain how they will work together.</p>	<p>As part of the Business Support Review, Yorkshire Forward, the Learning and Skills Council and Jobcentre Plus are starting to scope out the employment and skills offer, including employment, and business support and the programmes that underpin the offer, in relation to government policy. <i>April 2008.</i></p>	<p>Yorkshire Forward Board has announced the preferred bidder for the region's Business Link service. Following an extensive tendering process Yorkshire and Humber IDB was selected as the preferred bidder.</p>
<p>IMPACT ON PEOPLE</p> <p>Key Findings:</p> <ul style="list-style-type: none"> Employers expect young people to have core skills in communication and teamwork when they leave education Further collaborative work is required to provide everyone with equal access to employment, particularly those on Incapacity Benefit and ex-offenders Yorkshire Forward's response to redundancies is praised by partners but small supply chain companies need protecting from the impact of large company closures 	<p>Recommendation 2</p> <p>Yorkshire Forward, the Regional Skills Partnership and the Assembly should influence the Government to put greater emphasis on the teaching of enterprise and core employability skills in the school and further education curriculum.</p>	<p>The enterprise budget has been devolved to schools and activity takes place at Key Stage 4. Yorkshire Forward works with partners, including the Education Business Link Organisations (EBLOs) and Young Enterprise, to look at promoting the work they are doing. As part of the Northern Way, Yorkshire Forward is funding an Enterprise programme in Further Education and has developed an enterprise strategy for Further Education which is being implemented. <i>Ongoing.</i></p>	<p>Local Enterprise Growth Initiative (LEGI) paper to the Yorkshire Forward Board on Yorkshire Forward working up Further Education.</p> <p>Yorkshire Forward is working more closely with the Further Education sector to encourage increased enterprise.</p> <p>Yorkshire Forward is working with Government Office, the Learning and Skills Council and other partners to promote improvements in 14-19 education as part of a Yorkshire Challenge.</p>
	<p>Recommendation 3</p> <p>Yorkshire Forward, Jobcentre Plus and the Learning and Skills Council should identify the next steps in tackling the barriers to employment faced by individuals on Incapacity Benefit.</p>	<p>Yorkshire Forward, Jobcentre Plus and the Learning and Skills Council are working together through the Regional Skills Partnership and through bi-lateral meetings to map provision, identify gaps and continue to adapt investment to meet the barriers. They are working towards a Regional Skills Plan which has employability as a priority. Also, significant changes are occurring to Jobcentre Plus funding and their range of programmes, which should address these barriers. <i>August 2007.</i></p>	<p>Yorkshire Forward is continuing to promote the model trialled at Lindholme.</p>
	<p>Recommendation 4</p> <p>Yorkshire Forward should evaluate the achievements of the work undertaken with prisons and identify how the programmes could be rolled-out to other prisons, and promoted as Best Practice.</p>	<p>The Lindholme project has been evaluated by Centre for Regional Economic and Social Research (CRESR). A job developer is in post funded by the prison. The project has been rolled out to the rest of the region and other prisons are building on the model e.g. Everthorpe, Newlands. Yorkshire Forward is working to influence national policy through the Learning and Skills Council and the Ministry of Justice.</p>	

Structures and Processes	What was recommended?	Yorkshire Forward's current activity	Yorkshire Forward's new activity
IMPACT ON PEOPLE (cont)	Recommendation 5 The Regional Migrant Workers Strategy should specifically consider skills, qualifications and language issues. A set of actions for delivering the strategy should also be developed with partners.	<p>The Learning and Skills Council is reviewing the model of training piloted at Lindholme and are looking at commissioning this modular approach nationally. Yorkshire Forward supports the Regional Language Network to promote the uptake of languages. Current programmes include working in Burngreave in Sheffield to develop community based interpreting skills. Yorkshire Forward is currently conducting a review of language skills considering the extent of support needed by migrant labour. <i>Ongoing</i></p> <p>Yorkshire Forward is party to the Migrant Workers and Refugee Strategies and is working and investing with partners to address all the points. <i>Ongoing</i></p>	
	Recommendation 6 Yorkshire Forward should work collaboratively with other Regional Development Agencies, and consider how businesses who supply substantial goods and services to companies facing closure, can be supported in diversifying their business.	<p>The Business Directorate, on behalf of Yorkshire Forward and through the Business Support Review, is engaged in this work at a national, regional and local level. <i>Ongoing</i></p> <p>The six business support programmes of business start up, business improvement, innovation, international business, skills and access to finance, will be marketed to businesses and will be in place to respond to changing needs of businesses at times of expansion, contraction and generally making their businesses more competitive.</p>	<p>Yorkshire Forward is actively looking to co-ordinate the appropriate response to individual businesses and the people affected by the potential closures, in particular through the Key Account Management system.</p>
IMPACT ON THE REGION'S ECONOMY Key Findings: <ul style="list-style-type: none"> Partners support Yorkshire Forward's efforts to tackle employment issues in disadvantaged communities Further collaborative work is required to meet employers' skills and labour needs The Chambers of Commerce and the Federation of Small Businesses can assist key agencies in working with employers 	Recommendation 7 Yorkshire Forward should challenge the Yorkshire and Humber Chambers of Commerce and the Federation of Small Businesses to help them to improve their communication with businesses, and to help them to influence Government on barriers to business growth.	<p>This will be an integral part of taking the recommendations of the Business Support Report forward. <i>Business Support contracts commence in April 2008.</i></p>	<p>This will be an integral part of taking the recommendations of the Business Support Report forward.</p> <p>Challenge to Yorkshire Forward, the Federation of Small Businesses and the Chambers of Commerce on how to assess activity.</p> <p>Yorkshire and Humber IDB was selected as the preferred bidder for Business Support by the Yorkshire Forward Board.</p>
FUTURE LABOUR FORCE REQUIREMENTS Key Findings: <ul style="list-style-type: none"> In ten years time, the number of young people moving into employment will be less than the number of workers retiring creating a labour shortage. The Regional Econometric Model needs to be fully utilised and exploited by partners Strategies and activities to support growing and declining sectors must be developed now, to avoid significant labour and skills shortages in ten years time 	Recommendation 8 Yorkshire Forward, the Learning and Skills Council, the Regional Skills Partnership and the Sector Skills Development Agency should consider ways in which older workers can be used to train and mentor new recruits, and trained and employed as on-site assessors for work based learning.	<p>Yorkshire Forward, with Jobcentre Plus and the Learning and Skills Council, is currently mapping public sector interventions in the labour market and this will influence Yorkshire Forward's policy product development. <i>Interim view formed by October 2007.</i></p> <p>There are 2 committed projects within the West Yorkshire Skills Programme specifically undertaking training with older workers to establish them as trainers in sectors areas where there is a need for additional training capacity and issues of an ageing workforce. This includes the a construction project operating in Leeds and a Skills Transfer project in the Advanced Engineering sector operating across West Yorkshire.</p> <p>Yorkshire Forward's early evaluation results of the impact of this investment will inform future targeting of older workers.</p>	<p>The Yorkshire Forward Board will be presented with a paper on diversity. This was approved at the June Yorkshire Forward Board Meeting.</p>
	Recommendation 9 Yorkshire Forward should review the Regional Econometric Model to ensure that the data produced is robust. Yorkshire Forward, the Learning and Skills Council and the Sector Skills Development Agency should also collaborate on activities to support the model's findings on job creation and job losses.	<p>Yorkshire Forward and Yorkshire Futures will work to ensure that the Regional Econometric Model is used more often and more widely by partners. December 2007 - linked more closely to policy products.</p> <p>Yorkshire Forward, the Learning and Skills Council and the Sector Skills Development Agency are already collaborating in this way. <i>Ongoing</i></p>	<p>Yorkshire Forward is working with the Regional Skills Partnership, looking at a sectoral interrogation of data to inform planning and investment.</p>



The Assembly's Scrutiny Role

The Assembly has a statutory responsibility to scrutinise how Yorkshire Forward spends its money. Each year we undertake detailed scrutiny reviews on a specific part of the Regional Economic Strategy. The purpose of these reviews is to ensure that Yorkshire Forward is accountable to the region, and that it is achieving the best possible results for the region's economy.

We have completed ten scrutiny reviews on behalf of the region to date. Since July 2006, the scrutiny reviews have been undertaken by our standing Scrutiny Board. The Scrutiny Board consists of up to eight Assembly members, who are nominated by the Assembly at the Annual General Meeting. Each member of the Scrutiny Board agrees to undertake a minimum of two scrutiny reviews.

We have used a number of methods to obtain the views and comments of partners, business representatives and employers across Yorkshire and Humber on the subject of employment. These methods have included a Public Discussion with Yorkshire Forward, a series of consultative interviews with partners and businesses, and written requests for questions and comments. However, in order to obtain the perspectives and views of business we also held two focus groups with the Yorkshire and Humber Chambers of Commerce across the region and members of the Federation of Small Businesses.

If you would like to know more about any aspect of the process used in this review, or would like to see the information and data gathered, further detail can be found in the 'Scrutiny' section of our website <http://www.yhassembly.gov.uk>.

‘Around 20% of the region's population live in the region's rural areas, with many commuting to work in urban areas’



The Assembly's Scrutiny Board

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Deputy Chair of Yorkshire and Humber Assembly & Chair
of the Scrutiny Board

Frank Carter MCIT AMIRTE

Yorkshire and Humber Chambers of Commerce

Cllr John Harris

Richmondshire District Council

Bill Adams

TUC Regional Secretary Yorkshire and the Humber

Cllr Shelagh Marshall

Public Health

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Head of Communities, Yorkshire Forward

Andy Wilson, MA

Regional External Relation Manager, Jobcentre Plus

We would like to thank all the organisations who contributed their views and comments on how employment in Yorkshire and Humber is developed, and how well businesses and individuals are supported in their employment needs.



**‘Construction is forecast to
create the most regional jobs
over the next decade’**

YORKSHIRE AND HUMBER ASSEMBLY

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