

ECONOMIC DEVELOPMENT COMMITTEE

21 NOVEMBER 2018

EMPLOYMENT AND SKILLS UPDATE

1.0 Purpose of Report

1.1 To provide information and recommendations regarding activity undertaken relating to Employment and Skills activities supported through Newark & Sherwood District Council.

2.0 Background Information

2.1 The D2N2 Skills and Employment Strategy 2017-2020 highlights that D2N2 has lower than average rates of employment in more highly skilled occupations and higher than average rates in the lowest and middle skilled areas. The main area for job growth is anticipated to be in higher level roles, half of which will be professional roles. The qualification levels of residents, however, are lower than average.

2.2 To achieve the ambitions of linking employers and schools and raising aspirations, there is a need to invest in programmes which will allow for a step change in job creation across the district: Ensuring young people are better informed about skills needs and aptitudes required for work and for them to gain work which leads to a career; extending and deepening the engagement between business sectors, schools and training providers; fundamentally encouraging a better match of skills supply with employer needs to address recruitment and unemployment difficulties.

3.0 Proposals

3.1 Partnership Working

All schools, colleges, Training Providers and the Department for Work & Pensions (DWP) are invited to attend a regular update meeting which covers new information and provides all partners with opportunities to update on projects/issues within each organisation. The focus of the meetings is to provide the links between what employers require in terms of skills for their employees and what is being provided locally in terms of training and support

3.2 Schools and Business Project – Objective 1 from the Economic Development Strategy

The driving principle behind the project, which began in earnest in September 2015, was to acknowledge that the expertise exists within organisations. A priority linked to the Economic Development strategy is to raise the aspirations and inspirations of the young people at secondary school.

School	Grades	2017/2018	2016/2017	2015/2016	2014/2015
Dukeries Academy	A-C English/Maths	60% 4+ * 29% 5+ *	47.9% 4+ * 30% 5+ *	53.6%	40%
Joseph Whittaker	A-C English/Maths	57% 4+ * 38% 5+ *	42% 4+ * 38% 5+ *	75%	66%
Magnus Academy	A-C English/Maths	45% 4+ * 29% 5+ *	39.4% 4+ * 29% 5+ *	41.5%	38%
Minster School	A-C English/Maths	54% 4+ * 79% 5+ *	53.3% 4+ * 54% 5+ *	82.5%	78%

Newark Academy	A-C English/Maths	67% 4+ * 47% 5+ *	42% 4+ * 33% 5+ *	43%	35%
Toot Hill	A-C English/Maths	84% 4+ * 65% 5+ *	56.3% 4+ * 64% 5+ *	57%	71%
Tuxford Academy	A-C English/Maths	78.5% 4+* 59% 5+ *	53.3% 4+ * 55% 5+ *	68.%	68%

Comparisons with Nottinghamshire and neighbouring counties

County	Grades	2017/2018	2016/2017	2015/2016	2014/2015
Nottinghamshire	A-C English/Maths	66.2% 4+* 45.2% 5+*	65.2% 4+ * 45% 5+ *	59.6%	57%
Derbyshire	A-C English/Maths	64% 4+* 42.6% 5+*	64.2%4+* 41.7% 5+ *	53.8%	55.9%
Leicestershire	A-C English/Maths	66.9%4+* 43.4% 5+*	66.2% 4+ * 44.4% 5+ *	57.2%	56.8%
Lincolnshire	A-C English/Maths	63.2%4+* 42.7% 5+*	63.1% 4+ * 41.9% 5+ *	56.1%	56.8%
Rutland	A-C English/Maths	79.3% 4+* 57.3% 5+*	80.3%4+* 57.1% 5+ *	70.1%	67.2%

Region	Grades	2017/2018	2016/2017	2015/2016	2014/2015
East Midlands	A-C English/Maths	63%4+* 41.7%5+*	62.3% 4+ * 41.1% 5+ *	66.9%	69%

Country	Grades	2017/2018	2016/2017	2015/2016	2014/2015
England	A-C English/Maths	61% 4+ tbc 39% 5+ tbc	58.5% 4+ * 39.1% 5+ *	52.8%	53.8%

***2016/17 – Introduction of the reformed 9-1 GCSE’s in Mathematics, English Literature and English Language. 2017/18 – introduction of the reformed GCSE’s in majority of subjects**

Strong relationships are now in place with 6 secondary schools on a need and want basis. The businesses who signed up to the programme in 2016 continue to be involved with some additions now included. The businesses have attended assemblies, mock interview days and schools own career’s events. The Newark based schools are exploring interventions with Year 7 and 8 pupils following on from working with Together for Newark.

To Note: The pupil premium is additional funding to help schools close the attainment gap between children from low-income and other disadvantaged families and their peers. It was introduced in April 2011 to raise the attainment of 1.8 million disadvantaged pupils.

Our aim is to continue to work in a complimentary manner. Our continued unique relationship with local businesses encourages a joined up approach for schools and businesses in this project.

The Economic Growth team have supported and attended the following events over the last 12 months:

School Careers Fairs

Toot Hill School, Bingham
Dukeries Academy, Ollerton
Newark Academy
Magnus Academy

Business Interview Days

Toot Hill School, Bingham
Joseph Whitaker School, Rainworth
Dukeries Academy, Ollerton

Presentation on Apprenticeships

Newark Academy – Year 10
Dukeries Academy – Year 12

CV writing and Personal Statement writing

Newark Academy –Year 10

Women in Engineering Day in conjunction with British Sugar, Hoval and The Waterman Group

Newark Academy (AM session)
Magnus Academy (PM session)

Michelle Hackett, the Careers Lead for The Dukeries Academy attends the Employment & Skills group meeting quoted the following *“You can feel very isolated and it is nice to receive a list of businesses wanting to make links and start to make contacts building on relationships after the initial meeting. It is nice to know someone from the businesses would take time to come and talk to the students. This has made the biggest difference”*

Fiona Farmer the Head of Careers at Toot Hill School added *“I have worked with Newark & Sherwood Council for approximately 4 years now and they have introduced me to many local businesses in the Newark Area. Toot Hill School has been able to implement a robust Careers Strategy with the fantastic support of the N&S team. The employers, many of which are STEM, are an inspiration to young people. This link raises the aspirations of the children in the Bingham and Newark area. Toot Hill students have attended the Newark & Sherwood Careers Fair at Kelham Hall and more recently the Expo at the Newark Showground. I feel the service and support offered by the Newark & Sherwood Council is best practice and they are a vital link between employers, education and other providers.”*

3.3 Newark & Sherwood Enterprise Award

The Enterprise Award is offered to the 6 senior schools in the district. The rationale behind the award was to ensure it was given to encourage young enterprise within school for individuals or groups of students. The schools decide who to present the award to.

The Dukeries Academy presented their award for 2018 to group students in the technology club. The club showcased the student’s entrepreneurial skills. Since the start of the technology club the students have raised over £300, some of which has been donated to Charity. The remainder used to develop and expand future projects investing in a wide range of materials and resource.

Toot Hill School presented their award to a student who developed his own business plan, delivering a presentation in the Dragon's Den style. He went on to make and sell his own soup on West Bridgford Market on a cold December day in 2017. He used his own family experiences of eating with his family as a basis for his plan. It was developed to encourage young people to eat, where possible, in a family group and go on to interact and play board games rather than isolate themselves in the world of Social Media.

Newark Academy will be presenting their NSDC award in 2019.

3.4 Future First Careers Expo

The first Future First Careers Expo held on 4 May 2017 saw 660 years 10 to 12 students from 6 senior schools across the district embark on 2 sessions of discovery into the world of work. 56 business, training and education exhibitors attended with 72 members of the public visiting the expo throughout the day. The second Future First Careers expo is to take place on Wednesday, 7 November 2018 again in the Lady Eastwood Centre at the Newark Showground. The number of students booked to be transported to the event has increased by 41% to 930 year 11 to 13 students. By altering the time of year from May to November this allows for those who are to take examinations in May and June 2019 to attend. The number of exhibitors has increased by 21.5% to 68. British Sugar is the Headline Sponsors for the second year running. Newark and Nottinghamshire Agricultural Society have taken a platinum sponsorship. Silver sponsorship packages have been taken by Staythorpe Power (RWE), and Duncan and Topliss Accountants. The sponsorship covers the cost of the transport for the students in the main.

Name	Address	Number of students/staff	Time Collect from school Depart from venue
Morning			
The Minster School	Nottingham Road, Southwell NG25 0LG	300 + 12 Total : 312	Collect from school 9am Depart venue 12 noon
Dukeries Academy	Whinney Lane, New Ollerton NG22 9TD	50 Yr 11 50 Yr 12 + 10 Total 110	Collect from school 9am Depart venue 12 noon
Toot Hill	The Banks, Bingham NG13 8DL	40 + 2 Total 42 Year 11 and 12	Collect from school 9am Depart venue 12 noon
Afternoon			
Joseph Whittaker	Warsop Lane, Rainworth NG21 0AG	50 + 3 Total 53 Year 11,12,13	Collect from school 12:15pm Depart venue 14:30
Newark Academy	London Road New Balderton NG24 3AL	200 + 8 staff Total 208 Year 11 and 12	Collect from school 12:15pm Depart venue 14:30
Magnus Academy	Earp Avenue Newark NG24 4AB	210 + 9 staff Total 219 Year 11 , 12 ,13	Collect from school 13:30 Depart Venue 14:50
Hill Holt Wood	Using own transport	30 + staff	1pm arrival

A variety of innovative and exciting seminars are booked to run throughout the day. The seminars will mirror one over the day allowing the schools to book on prior to the event. 5 of the schools attending have made the effort, where necessary, to alter their lunch times to allow the students maximum time at the expo. Magnus Academy has requested the students are collected at 13.30 hours and depart the venue at 14:50 hours. In reality this will only allow their students a maximum of 50 minutes with the possibility of only attending 2 of the afternoon seminars.

The 2017 Expo was rated as a huge success for all the partners involved. 2018 has truly built on its success with more businesses wishing to engage early on which can only be seen as a benefit to the students attending on the day.

3.5 **Sherwood Forest Education Partnership (SFEP)**

A Future Careers and Employment Awareness project was funded by Newark & Sherwood District Council (Social Mobility Budget) to tackle the poverty of inspiration, aspiration and the knowledge of routes to employment. The expected outcomes of the activity for Years 5 and 6 students across 7 primary schools in the Dukeries Family: Forest View, Parkgate, St. Josephs, St. Marys, Kneesall, King Edwin and Walesby. The project aimed to make primary school children much more aware of the variety of jobs available and for them to discuss what they liked/disliked about certain jobs. Strategies were designed to enable the parents/carers to be better informed about choices and options open to their children.

The second amount of funding released was £2,100. Each school was given £300 to spend on the project. In some cases the schools were already working on similar projects and used the money to further enhance this work as shown in the 2 case studies below.

Case Study 1 – Forest View Junior School – Enterprise Fortnight

As part of transition week in July 2018, each class in the school was given a loan of 350 and supported to devise an eco-friendly business idea as a team. In September 2018, the classes spent the first week after the summer holiday making and promoting their product. This culminated in a trade fair at the school, where members of each class pitched their ideas to judges from the local community and then sold their items to friends, parents and families. The emphasis was on spending money wisely. Any money left over once the loan is repaid can be spent by the class on whatever they decide as a team.

This year's ideas included Notts. Rocks photo holders; recycled jam jar tea light holders; bake your own cookie mixture and slime in a reusable tub. India class won the award for their jam jars as they were deemed the most eco-friendly product and Italy class won the most creative award with their slime product.

The children contacted local businesses to promote their ideas by making phone calls, sending emails and letters to make links with and work in partnership with the companies. The children experienced what it was like to work as a team as the classes were divided up into those responsible for creating, promoting and selling the products. Forest View link their enterprise activities very closely to the curriculum. Concentrating on English for communication and Maths for budgeting. Head of Academy, Ruth Harrison, said "from a school point of view it ticks a lot of boxes and supports the application of skills in real life scenarios".

Case Study 2- Walesby Church of England Primary School –Careers and Enterprise

The project at Walesby followed the original outline more closely by inviting 3 people who have different jobs into school.

- The Police Service. A Police Constable and a Police Community Support Officer visited the Years 5 and 6 children to talk about their training and the differences between the 2 roles. The children asked lots of questions and found out about the probation period after training and what that entails, as well as avenues available within the police service once qualified. They were particularly interested to find out about the scientific aspects of the roles and police investigations.
- A Librarian. Years 5 and 6 met with the librarian who talked about his role. How he has the opportunity to travel all over the country with his job. He explained that he runs a group of libraries and how the libraries support career development. He also took the opportunity to read a story to the whole school in assembly.
- The Fire Service. 3 firefighters of different ranks talked to the Years 5 and 6 children about their jobs and specifically the role of women within the fire service and their training. The children were full of questions and were delighted when the fire fighters attended their school fair with their fire engine to give the whole school a chance to see what they do. This visit also gave Years 5 and 6 a chance to continue their conversations.

The staff liked the idea of hosting a parent's evening inviting businesses to attend, but it was felt this was not appropriate at this time. The rationale behind this was being a small community and small school, they could not guarantee enough attendance to make it worthwhile. The Deputy Head, Jo Marshall said "The project has been really good at promoting ambition for females. We have a lot of parents who don't work and particularly in the traveller community where girls are often home schooled at secondary age. The project has given all our pupils the chance to see women in a range of employment"

Lessons Learned:

The project started off in quite a prescribed way. The schools involved preferred to make their own plans for how to meet the outcome criteria. In the future it would work better if less prescriptive, to be more centred around enhancing the work that is already happening in schools. While Years 5 and 6 children were the target age range for the pilot project, there have been positive outcomes for children of all ages across the schools.

Moving Forwards:

Some of the schools have kept their funds to use during the academic year, 2018-2019. The SFEP coordinator will meet with the heads of these schools to see how this can be done in partnerships with the schools that have successfully complete their projects. One suggestion is that the enterprise model from Forest View could be shared across the schools to culminate in a district trade fair. This would be something the SFEP would be keen to support.

The Code Club and Heritage App for iPhone and Android

The Code Club was initially attended by 9 students from St Josephs', Forest View, Meden, Walesby and the Dukeries. The club is run by a group of Disclosure and Barring Service (DBS) checked volunteers every Saturday morning at Ollerton Library. The club began with 3 laptops (2 using 1 during the session) funded by Notts County Council. As the popularity of the club grew so did the need for more laptops. Newark and Sherwood District Council were able to fund 3 more to enable the club to have a total of 12 attend during any one session. This has been greatly appreciated as the popularity of the club grows.

The Ollerton Heritage Phone App has been developed by pupils from Parkgate and Forest View primary schools, working with Wes Thompson from Silicon Forest. The App is now “live” on both Google Play Store (Android devices) and the App Store (Apple devices)

Apple : <https://itunes.apple.com/gb/app/ollerton-heritage/id1423103366?mt=8>

Android

<https://play.google.com/store/apps/details?id=uk.org.siliconforest.ollertonheritage>

3.6 Newark and Nottinghamshire Agricultural Society (NNAS) Schools Project

The NNAS schools project funded by NSDC (Social Mobility Budget) was set up to enable the Education Project already in place to provide much bigger and better practical farming challenges and experiences to the students attending the schools within the district. The project offers opportunities and experiences outside of the classroom for the young people, especially those from disadvantaged backgrounds. The funds will make a significant difference to the variety and amount of sessions to be delivered over the academic year 2018 -2019.

The Delivery Schedule explains in greater detail the schools to be targeted and the variety of the sessions to be delivered both in school and in a farming environment.

Delivery Schedule

EDUCATIONAL SESSIONS	Deliverables: July 2019
Deliver and educational session in each of the following secondary schools to include: <ul style="list-style-type: none"> • Newark Academy – Newark • Magnus Academy – Newark • The Dukeries – Ollerton • Joseph Whitaker- Rainworth • The Minster – Southwell • Toot Hill - Bingham 	PRESENTATION: Career Opportunity in Farming and/or FARMING CHALLENGE AWARDS: Participation in a minimum of one project
FARM VISITS	Deliverables: July 2019
Organise a visit to a working farm to include <ul style="list-style-type: none"> • Newark Academy – Newark • Magnus Academy – Newark • The Dukeries – Ollerton • Joseph Whitaker- Rainworth • The Minster – Southwell • Toot Hill – Bingham Where the schools do not have their own transport, NSDC will cover the cost where appropriate	PRESENTATION: Career Opportunity in Farming FARM VISIT: Minimum of one half day visit to a local working farm and or one half day visit to an agricultural college with a working farm attached
SCHOOLS- WORK EXPERIENCE	Deliverables: July 2019
Organise a visit to a working farm to include: <ul style="list-style-type: none"> • Newark Academy – Newark • Magnus Academy – Newark • The Dukeries – Ollerton • Joseph Whitaker- Rainworth • The Minster – Southwell • Toot Hill – Bingham Where the schools do not have their own transport, NSDC will cover the cost where appropriate	PRESENTATION: Career Opportunity in Farming WORK EXPERIENCE: One day work experience on a working farm

Since the beginning of this academic year all 6 schools have been contacted. Toot Hill school responded positively. A careers presentation will be delivered in September 2019 to the Year 9 students as dates had already been confirmed in the school calendar for September 2018. A careers presentation and workshop will be delivered to the other year groups with dates to be confirmed. The school is keen to participate in the Farming Challenge Awards in January 2019 and also the visits to working farms and work experience for the students. These young people will be identified and confirmed by their Careers Lead in the New Year. Newark Academy have welcomed NNAS to deliver assembly for an entire week at the end of November. They have been asked to attend the school mini careers' expo in February 2019. Their Careers Lead will discuss the Farming Challenge with colleagues to confirm, but students interested in work experience will be identified and confirmed. The school is keen to enter the Harvest Scarecrow Competition at the Vintage Tractor Show in November. Now contact has been established with these 2 schools this will be maintained with the express requirement to make contact with the remaining schools.

3.7 A number of other projects have taken place in collaboration with the DWP through the social mobility budget to support those in the 18 – 24 age range into work. These will be completed over the coming months and a report prepared once the activities are complete and evaluated, by June 2019.

3.8 Whilst many of these activities focus on school age and 18 – 24 age range, this is in order to assist those where there is the greatest need to provide support from a social and economic perspective. However, additional support, for example through the Ollerton Outreach Service provides tailored support to any individual accessing the service. A full report on the Ollerton Outreach Service will be prepared for the March 2019 Committee.

4.0 Equalities Implications

4.1 The State of the Nation report produced by the Social Mobility Commission considered social disadvantage and explores how geographic location can affect social mobility. The protected characteristic 'age' is considered in particular with reference to youth social mobility, early year's provision etc. and this proposal has positive equality implications in this regard. Equality matters will be carefully considered in future reports on this matter.

5.0 Financial Implications (FIN18-19/7304)

5.1 There are no direct financial implications arising from this report.

6.0 Comments of Director

6.1 This report is for information of the Committee.

7.0 RECOMMENDATION

That the Committee note the activities undertaken in relation to Employment and Skills and receive regular updates as outlined in this report.

Reason for Recommendation

To provide updated information regarding activities relating to Employment and Skills activities.

Background Papers

Nil

For further information please contact Veronica Dennant on Ext 5258

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