

# Member Report

## Skills Strategy



**Report to:** Cabinet  
**Report from:** Executive Director for Growth, Enterprise and Environment.  
**Portfolio:** All  
**Report Date:** 23<sup>rd</sup> July 2024  
**Decision Type:** Executive  
**Council Priority:** Prosper and flourish

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## HEADLINE POSITION

### 1.0 Summary of report

1.1 The proposed Skills Strategy which is appended to this report sets out a series of high-level objectives that will support the council in delivering its corporate plan priorities, in particular prosper and flourish.

### 2.0 Recommendation

2.1 That Cabinet agree the Skills Strategy.

## DETAILED PROPOSALS

### 3.0 What are the objectives of the report and how do they link to the Council's priorities

3.1 The Organisational Plan which was agreed by Cabinet in March 2024 sets out the Council's approach to delivering upon the priorities set out within the Corporate Plan, which are:

- Start life well
- Live and age well
- Prosper and flourish
- Clean and tidy
- Strong and sustainable.

3.2 The approach being to develop a suite of key strategy documents, twenty in total, which set the strategic imperative and parameters of council operations. Each strategy document will be underpinned by a plan of how it will be delivered as well as suite of performance measures. Subject to their approval, elected members will own and oversee the delivery of the strategies, with regular update reports provided.

3.3 It is important to recognise that the suite of strategies are interdependent, whilst this strategy focuses on skills the work done here will impact and influence outcomes elsewhere. Equally, the work done within other areas of the organisation will shape

the outcomes for children or impact adults. It is fundamentally important to recognise that each of these strategies must align with the Finance Strategy, both in terms of realistic levels of ambition but also strive to improve outcomes whilst saving money where possible.

**3.4 Skills Strategy** – this strategy focuses on how to provide residents with the skills and qualifications to succeed, how to provide businesses with the workforce to thrive now and in the future, as well as improving productivity and economic growth. With widescale regeneration taking place in the borough this strategy will be key in preparing and connecting people with the jobs.

#### **4.0 What options have been considered**

4.1 In agreeing the Organisational Plan members determined the approach to be taken to delivering upon Corporate Plan objectives. This strategy is a product of that approach, focussing on skills, as such there were no further options to consider.

#### **5.0 Impact Assessment**

**5.1 Climate Emergency** – the strategy does not directly impact the climate emergency however as the green economy develops in the borough it will be vital to ensure that residents are supported to gain the skills required for these jobs.

**5.2 Health and Safety** – the strategy has no direct health and safety impact.

**5.3 Social Value** – skills development is a key part of the local economy and will positively impact local communities, bringing with it social value.

**5.4 Legal** – the strategy has no direct legal impact.

**5.5 Financial** – a vibrant local economy with highly skilled people, living and spending locally will positively impact the financial position of the local authority

**5.6 Human Resources** – at this stage there is no direct Human Resource impact to this strategy.

**5.7 Equality and Diversity** – a key aspect of delivering services to residents of the borough is recognising diverse needs and responding accordingly. This will be a relevant consideration in the delivery of these strategies.

#### **6.0 Implementation Plan**

**6.1 Timetable for Implementing Decision:** implementation of the strategy will commence upon agreement.

**6.2 Lead Officer:** Assistant Director Growth and Enterprise

**6.3 Reporting Progress** – progress reports will be provided to elected members in line with the quarterly performance reporting arrangements

**6.4 Communications Plan** - individual elements of this strategy will be communicated as necessary on an ongoing basis.

## **7.0 Consultation and Engagement**

7.1 In delivering upon the strategies the Council will engage with residents and partners. In a number of instances the subject matters covered within the strategies are well known and have been the subject of extensive consultation and engagement over recent years.

## **8.0 Appendices and Background Papers**

8.1 Appendix 1 - Skills Strategy

## **9.0 Contact Officer**

**9.1 Name:** Michael Lyth

**9.2 Position** Head of Strategic Policy, Performance and Improvement.

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# Skills Strategy

**Strategy Aims:**

- Provide our residents with the skills and qualifications to succeed.
- Provide businesses with the workforce to thrive now and in the future.
- Improving productivity and economic growth

**Lead Member: Lynn Pallister**

**Officer leading on delivery: Andrew Carter**

**Alignment with Council Priorities**

Start Life Well	Live and Age Well	Prosper and Flourish	Clean and Tidy	A strong and sustainable Council
The strategy sets out how the Council will seek to provide our residents with the skills to succeed and make a positive start to life post aged 16+.	The strategy sets out how the Council will provide skills and qualifications to residents allowing them to access employment and life skills encouraging them the live and age well.	The strategy sets out how the Council will provide skills and qualifications to residents allowing them to access employment opportunities and prosper and flourish.	No direct alignment.	No direct alignment.

**Principles**

Principle 1	Principle 2	Principle 3	Principle 4	Principle 5
Working in Partnership	Developing our Young People	Skilling and Upskilling our Workforce	Agree a Well Planned Provision	Teesworks and Other Strategic Sites

**Actions**

Principles	Actions and Timescales	Survive: Years 1 -2- Quarter to be delivered 2024/25, 2025/26		
		Strive – Years: 3 - 5	Thrive: Years 6 - 10	
<b>Principle 1</b>	Consider setting up a skills consortium.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
<b>Principle 2</b>	Further elevate School and College careers education, information, advice and guidance, by using in-depth and reliable local labour market intelligence from a Skills Observatory so that young people are able to make informed choices about their careers.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Working with Education Partners to implement an improvement plan for secondary education, supporting them to deliver industry relevant curricula that prepare learners for future success in their next steps, helping to raise GCSE attainment and increase participation in post-16 education.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
<b>Principle 3</b>	Prioritise the development of a range of employment support and employability programmes aimed specifically at moving Inactive residents who want to work back into Employment/Active status. Work with partners, including TVCA, to address this priority by maximising the use of appropriate existing funding streams.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Work to identify industries with an ageing workforce pressure and develop solutions to address future skills gaps.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter

	Further elevate information, advice and guidance for the general population by using indepth and reliable local labour market intelligence from a Skills Observatory so that adults are able to make informed choices about their careers and progress into higher level skills.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Promote Tees Valley Careers (and the business menu of how employers can support careers in school, college and training) so that local businesses are fully aware of what actions they can take to engage with local schools and colleges in order to promote their industry or their business and attract a potential future workforce.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
<b>Principle 4</b>	Undertake detailed work to identify what future skills are required from the jobs data already collected and ascertain what gaps there currently are (if any) in the skills landscape to address those requirements.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Increase the number of Apprenticeships (especially Higher Level) within employers based in Redcar & Cleveland.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Encourage more Sector Skills Academy approaches with employers to help recruit trained staff in specific industries.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Increase the level and volume of digital skills training (relevant to the workplace) available for residents as a stand-alone item but also encourage any local programmes and projects to include a digital skills element. Particularly reskilling older workers in digitalisation skills in order to increase employment skills.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
<b>Principle 5</b>	Support STDC/Teesworks to implement and deliver a skills plan/timetable for the site in order that it achieves the ambition for the site, and in doing so, benefits the residents of Redcar and Cleveland and the wider Tees Valley.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Work in partnership with TVCA to support local businesses through delivering skills/ qualifications training, and recruitment support in the Council's Employment Hubs.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter
	Work with Business & Employment Growth to develop a skills plan/timetable for any major industrial development and promote that dynamic plan widely and regularly to stakeholders.	Q4 2025/26	Ongoing thereafter	Ongoing thereafter

Measures of Success	Performance indicator / outcome	Outturn position 2023/24	Survive – Years 1-2	Strive – Years: 3 - 5	Thrive: Years 6 - 10
Employment	Increase in employment rates	Not yet benchmarked	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target
Skills	Increase in skill levels	Not yet benchmarked	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target
Academic Performance	Improved academic performance in our secondary schools	Not yet benchmarked	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target
Apprentices	Increased apprentice numbers	Not yet benchmarked	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target
Skills Shortage	Reduction in local employers reporting a skills shortage	Not yet benchmarked	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target	Not yet benchmarked so cannot reasonably set a target