

Member Report

Skills Strategy



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

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

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