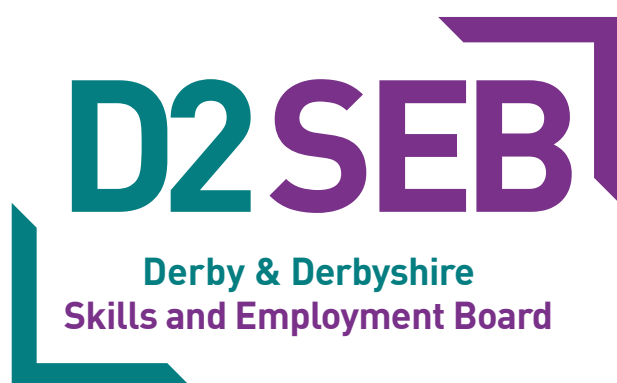


Derby & Derbyshire Skills and Employment Board Annual Report 2015/16



Simplify, influence and coordinate the local skills agenda.

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Foreword

I took on the challenge as the chair of D2 SEB mainly due to all the constraint convictions I received as the CEO of epm: technology and what I should be doing as the boss about skills. Clearly this is a complex landscape.

Our first aim as a board was to bridge these gaps and make the educational language and the many offers non-business focused and giving businesses a voice to tell the D2N2 LEP what skills we need and how we need them.

Secondly was making sense of this complex arena and having the knowledge to signpost businesses in the future. This is, I am pleased to say, taking shape well. Therefore we've become an employer-lead group. We're starting to focus on the needs of industry and commerce and we're helping providers to simplify key messages and align their offers to our regional needs.

There's plenty still to do, but momentum is building and our doors are open to any businesses willing to help, advise and steer this agenda.

Graham Mulholland

CEO – epm: technology group and D2 SEB Chair





D2 SEB Purpose, Vision and Priorities

Our Purpose

Derby & Derbyshire Skills and Employment Board (D2 SEB) is the leading voice for improving employment and skills opportunities for the D2 area.

D2 SEB aims to bridge-the-gap between the private sector and those responsible for delivering the local skills agenda to simplify and enhance this complex arena. Led by local employers, we are working to make sure young people in Derby and Derbyshire have the right skills to match the needs of local employers, both now and in the future.

Initiated by D2N2 LEP, the D2 SEB is to be an important resource to move the skills agenda forward and ensure that there is appropriate employer ownership and leadership of the board. The D2 SEB also works closely with local partnerships, notably Derbyshire Economic Partnership and Derby Renaissance Board, to ensure employment and skills activity contributes to economic growth ambitions.

Our Vision

D2 SEB vision is to become the conduit in simplifying the transitions between the private sector and the educators to enable D2 businesses to recruit the workforce they need. To coordinate better engagement with partners and with wider businesses to ensure skills and employment opportunities are available in the most effective manner at a local level.

Our Priorities

D2 SEB has developed an action plan with the following priorities to link in and align with the D2N2 Strategic Economic Plan, and the Sector Action Plans led by the Skills & Employment Commission and complement local priorities outlined in the Derby Economic Strategy and Derbyshire Economic Strategy Statement (DESS).

- Inspire and engage young people to take on apprenticeship opportunities
- Facilitate the development of sector skills for growth
- Increase business engagement in work readiness activities with young people.

The Board Membership

The D2 SEB is chaired by Graham Mullholland from epm: technology group and currently consists of employers from a range of private sector businesses and representative bodies within the D2 area. The Board is looking to expand to ensure representation from our key growth sectors and a representative geographical spread.

The role of D2 SEB members is to contribute strategic direction to ensure employer demand and skills supply are coordinated in the most effective manner at the local level to enable growth, tackle the skills gap identified by the employers and to influence the skills and employment agenda in the Derby and Derbyshire area.





D2 SEB Board Members

Apprenticeships

Sector Skills

Work Readiness

D2 SEB Board

Click on an organisation to visit their website.

Name	Title	Organisation	Sector
Graham Mulholland - D2 SEB Chair	CEO	epm: technology group	Engineering
Frank Lord - D2 SEB Vice Chair	Chairman	Babington Group	Babington Group/ DEP representative
Julie Birtwistle	Head of Human Resources	Acclaim Housing Group	Housing
Richard Clapp	Managing Director	Advanced Roofing	Construction
Mandy-Jayne Evans	Senior Specialist - Learning & Development	Toyota	Manufacturing
Martin Broadhurst	Digital Marketing Director	Katapult	Creative Industries
John Kirkland	Group Chairman	Bowmer & Kirkland	Construction
Jane Conneely	Business Development Manager	One To One Support Services	Health & Social Care
Stephen Ollier	Managing Director	Pentaxia Limited	Engineering
Dom Stevens	Manager	Destination Chesterfield	Marketing
Diane Simpson	Deputy Chief Executive	East Midlands Chamber	Chambers of Commerce
Natalie Gasson	Development Manager	Federation of Small Businesses	Federation of Small Businesses
Sarah Russell	Cabinet Member for Education and Skills	Derby City Council	Local Authority

D2 SEB Advisors

Name	Title	Organisation
Alan Smith	Head of Economic Regeneration	Derby City Council
Frank Horsley	Head of Economic Regeneration	Derbyshire County Council
Pratibha Hindocha	Employment & Skills Manager	Derby City Council
Sonja Smith	Business & Skills Development Co-ordinator	Derbyshire Economic Partnership

D2N2 LEP Representative

Name	Title	Organisation
Katrina Woodward	Commissioning Manager	D2N2 LEP



What did we do 2015/16?

Inspired over 40,000 young people aged 14-18 through an online campaign promoting local apprenticeships during National Apprenticeship Week across Derby & Derbyshire.

**March
2015**

Supported Derbyshire County Council in organising a Skills Show Experience Event held at Chesterfield College promoting live apprenticeships & traineeships opportunities. The event was attended by 274 young people aged 14-24.

"There has never been a better time to employ an apprentice, or start an apprenticeship with 1,583,669 on-line applications in 2014 - 2015."

Source: SFA

"One in nine construction workers in the East Midlands believe they would benefit from some form of training in basic skills."

Source: CITB – East Midlands 2015

**June
2015**

Alongside East Midlands Chamber, D2 SEB organised a 'Get Me into Construction: Breakfast Forum'. The event had an overwhelming response with 50 delegates (both employers and providers), exploring ways of bridging the gap between the local businesses and providers within the construction sector.

D2 SEB Supporting

Big Bang 2015 : D2 SEB's presence and participation at the East Midland Big Bang at Derby College Roundhouse.

**July
2015**

D2 SEB supported the specification phase of the D2N2 ESIF programmes in order for them to be fit for purpose in the D2 area. With the backing of D2N2 LEP we have every intention to have an open dialogue with the winning organisation/providers who will be delivering the various programmes to ensure that they continue to meet D2 needs.

A report was produced after liaising with D2 schools to understand the barriers young people face to take on apprenticeships. (See 'What young people think' on page 14)

**August
2015**

Encouraging the use of the D2N2 Employability Framework across D2 schools to support career development and work readiness in partnership with education, employers and careers professionals.

**September
2015**

Ensuring representation of D2 SEB at D2N2 Skills & Employment Commission board meeting and D2N2 LEP representative attends the D2 SEB board meetings.

**October
2015**

Up to 28,000 apprenticeship vacancies are available online at any one time.

Source: SFA

In collaboration with the Skills Funding Agency, the board is encouraging local schools and colleges to promote the D2 apprenticeships vacancies via a free online tool that can be added to schools website. Coordinated by the SFA the online Digital tool is called AV Live that provides live feed of vacancies.

"Year 11 pupils found it useful to have access to it via the school website. Need to launch with parents and this will be done next term during Year 11 options evenings."

Feedback from a local school who has embedded the online apprenticeship tool.

D2 SEB Supporting

Assisted the Derby City & Derbyshire economic strategies to shape the employment and skills strand of the Devolution Deal submission to Government for the Combined Authority.

63% of all businesses that sought to recruit new staff in the quarter reported difficulties in finding people with suitable skills.

Source : EM Chamber - Quarter Economic Review 2016

Through collaboration with Derbyshire Education Business Partnership (DEBP) and Construction Industry Training Board (CITB) local schools have been encouraged to deliver mock interviews, allowing construction students the opportunity to experience sector specialist's careers with a full-day site visit and a mock interview programme. (See 'Student Feedback' on page 17)

EMAAN aims to grow the number of workplaces with apprentices from 17% in 2015 to 25% by 2018.

East Midlands Apprenticeship Ambassador Network (EMAAN)

The Network is a group of employers who volunteer their time to promote the apprenticeship agenda. In talks to coordinate this offer with D2 schools and working collaboratively with EMAAN and the D2 local authorities

**December
2015**

D2 SEB advocated the D2N2 LEP CEC programme which aims to form stronger links between schools and employers. The D2 SEB support in the coordination of the programme & by influencing local businesses to act as volunteer Enterprise Advisors who has the role to work with the schools on strategic level and strengthening interactions between employers and schools.

The Careers & Enterprise Company (CEC), is a Government-backed body set-up to get UK employers and schools working more closely together, are jointly investing £300,000 in the LEP's D2N2 Employability Framework and the Enterprise Adviser network.

**January
2016**

**February
2016**

Together with CITB, GF Tomlinson hosted a teacher development meeting, this event allowed an opportunity for the school careers advisers from local schools to visit a construction company and get a better understanding of the construction sector.

All the career advisors found the event 'very useful' and below is some feedback:

- Very informative & useful to hear from employees journey with the sector
- Really useful to have a local business who is willing to engage and promote opportunities.

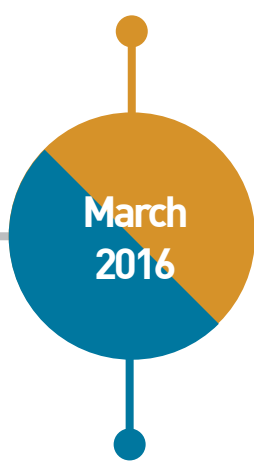
The leading sources of employment growth in the Derby, Derbyshire, Nottingham and Nottinghamshire LEP area (in absolute terms) are forecast to be construction (+13,000). UK CES Derby, Derbyshire, Nottingham & Nottinghamshire LMI Summary.

Working with key partners such as Enterprise for Education (E4E) Derbyshire Education Business Partnership (DEBP) to increase business engagement in work readiness activities with young people across all sectors.

Around 43% of employers say they have difficulty recruiting staff with the right STEM skills (Science, Technology, Engineering and Maths) and the need for these skills will grow rapidly over the next three years.
Source: What work Derbyshire 2015

In partnership with Derby College, Jobcentre Plus & two local engineering employers, a two week 'Getting into Engineering' pilot programme was developed to give young people skills, knowledge of working in the Engineering sector. The programme included work experience/placements at the business premises and employability workshops to give the learners insight into the world of work. There were positive outcome that was concluded from this programme and enabled the young people finding employment with local employers.

D2 SEB Supporting
Helped broker a discussion with Derbyshire County Council and E4E team in Derby about similar initiatives/ support for the County's young people & supported the promotion of businesses volunteers to E4E



With a combination of the Prince's Trust, Jobcentre Plus & D2 SEB board member Advanced Roofing - Derbyshire Construction Skills, a 'Get Me into Construction' two-week training programme was delivered to support young people furthest from the labour market to raise aspiration in becoming job ready within the construction industry. Post programme outcomes the young people found employment and work placement opportunities with a local building contractor.

Supported N2 SEB to create a sector specific action plan for Health and Social Care. An action plan has been produced and ready to be submitted to the LEP. This has been developed in partnership with employers, local authorities, NHS, HE/FE Providers and various stakeholders across D2N2. As a result of this a smaller working group that will now become the D2N2 Health & Social Care Employment Sector Skills Advisory Group.

The Derby Mill Museum of Making, along with Derby engineering company Pentaxia & D2 SEB, provided workshops, visits and talks to make the young people aware that there are real vocational opportunities that can be pursued. The school staff fed back that the students' engagement and interest was at unusually high levels, and that each student had benefitted from the experience. A follow-up session will take place in September that will culminate in an early evening celebration event for families and carers.

Health & Social Care is a significant source of employment accounting for 12% of the total D2N2 employment with almost 126,000 jobs.
Source: D2N2 Health & Social Care Action Plan

Working Futures 2012- 2022 shows that over this period engineering employers will need to recruit 2.56 million people, 257,000 of whom for new vacancies.
Source: Engineering UK 2015

What Young People think

Local Young People's needs, barriers and thoughts of apprenticeships ...



Common barriers young people have:



Do you know how to apply for apprenticeships?



Yes 23%
No 77%

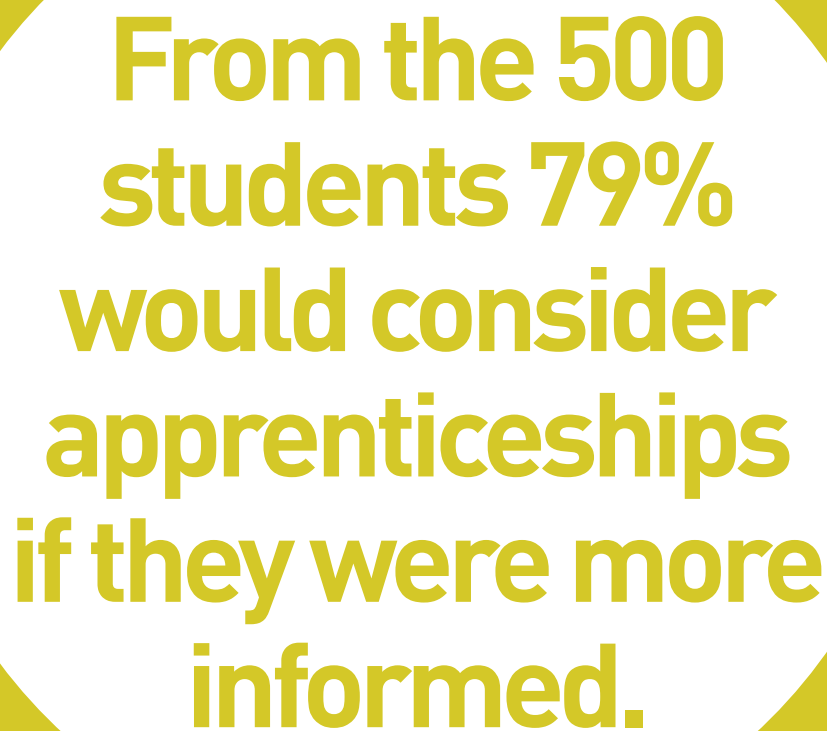
Do you know what Traineeships are?

Yes 18% No 82%

What are you planning to do after you leave school?

★ Apprenticeship 14%
👜 Get a job 19%
🎓 Further Studies 66%





**From the 500
students 79%
would consider
apprenticeships
if they were more
informed.**



**From 40 teachers
26 felt they required
more support to increase
their awareness on
apprenticeships.**

Total questionnaires completed: Students 500, Teachers 40.
Data Source: On behalf of D2 SEB, Derby City & Derbyshire schools conducted the
research with students (ages 15-16): May 2015.



Student Feedback

Construction Mock Interviews 2016



Will you change your CV / Interview techniques after today?

Yes 73% No 27%



Will you look into careers in construction further after today?

Yes 84% No 16%



Did you enjoy the opportunity to meet employers today?

Yes 98% No 2%



Did you learn something new about the construction industry today?

Yes 90% No 10%

Students Comments

“Nice guy to be interviewed by, he really helped me and I know more than I did before.”

“I thought that the interview was very helpful and will help me improve in the future.”

“It has helped me to feel more confident.”

“I thought today was really helpful and will make me improve in construction in the future.”

Data Source: Aldercar High School & Lees Brook Community School hosted the Construction Mock Interviews.

What we'll do in 2016/17

Derby & Derbyshire Skills and Employment Board (D2 SEB) Priorities & Objectives have been restructured and advocated by the employer led board, with a general consensus to instil an equal focus of work readiness with the four priority sectors. The objectives have been approved by both Derby City Council and Derbyshire County Council; this will enable D2 SEB to have a proactive steer to create purposeful initiatives with a D2 perspective.

Priorities



Objectives

Raise awareness

Raise awareness of the challenges facing the growth sectors in D2 and create opportunities to reduce the mismatch between skills supply and employer demand.

Drive co-ordination

Drive co-ordination and collaboration between providers and employers and align them to service the D2's growing economic needs.

Develop campaign

Develop Apprenticeship campaign for local young people and create signposting service to inform local employers the impact of Apprenticeship Levy.

Incorporate activities

Incorporate Work Readiness activities for local young people who are in the early stages of schools through employer engagement across the priority sectors.

Collate data

Collate and communicate sector-based data on the emerging skills/trends to inform the decision makers in D2.



Contact

D2 SEB is actively seeking additional board members.

If you are an employer in the D2 area who is passionate about developing local talent and shaping the local skills agenda, please contact us.

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D2 SEB Coordinator**

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**Graham Mulholland
D2 SEB Chair**

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