

BRISTOL

LEARNING CITY

Bristol City Council Employment and Skills Positioning Statement Year 1 Progress Report



Embedding employment and skills targets into Council contracts



We are improving employment and skills outcomes by identifying and including social value targets in relevant procurement and commissioning contracts. We are supporting partner suppliers to provide: local labour; traineeships; apprenticeships; work placements; training and skills development opportunities; job mentors and coaches etc.

Work that needs to be done

- Clarity on legal constraints
- Managing the market and supply chain development
- Communication plan
- Internal guidance

Progress in 2015/16

- Social Value Policy consultation concluded and finalised policy and toolkit setting out our initial approach to creating social value in Bristol have been approved at Cabinet March 2016.
- An Employment Support Contracts & Quality Officer post has been created to drive forward this strategic priority.
- Information, advice and guidance about social value expectations is being provided to all Council commissioning and procurement officers.
- A log is being maintained of issues arising in the course of the initial procurement exercises and this will be used to improve future processes.
- Employment & Training requirements have been included in 10 tender processes including the Bristol Arena construction. Indicative tender commitments include:
 - **72 apprenticeships**
 - **64 work placements**
 - **14 interviews for BCC priority clients**
 - **2 local labour commitments**
 - **5 other employment, skills and learning initiatives**

Designing positive action pathways into Council Jobs



We are removing barriers to work for priority groups by providing apprenticeships, work placements, internships and volunteer opportunities across Council teams

Work that needs to be done

- Scan other councils & partners to collate best practice examples
- Map all apprenticeships and work placements in order to set a clear baseline and to set targets
- Create a single accountable and high quality management framework across People and HR

Progress in 2015/16

- People and HR Pathway Team set up and action plan produced.
- 10 new health and social care apprenticeships have been created, to be employed by Bristol City Council and rotated across different employers
- 12 construction craft apprenticeships have been created – targeted at BME and women applicants. An targeted open day has been held and 25 £1K employer bursaries have been created.
- BCC Staff Lead Equalities Group members are acting as diversity ambassadors – at a June Jobs Fair they helped to promote jobs with BCC
- A dedicated Training Officer has been employed to support Care Leavers into employment. HR have introduced customised recruitment procedures . Since April 2015, care leaver outcomes include:
 - **68 have benefited from weekly drop in and face to face support**
 - **11 have taken part in HYPE work placements**
 - **6 have been recruited as BCC apprentices**
 - **12 have taken up training places through local providers**
 - **2 have gained employment**

Creating work zones in priority neighbourhoods



We are supporting citizens in priority neighbourhoods to access employment and skills support so that they can benefit from local jobs. We are supporting employers to recruit skilled and confident employees from our priority communities.

Work that needs to be done

- Set up a work zone team that can co-design a local work zone model and a shared and consistent customer journey
- Co-ordinate local marketing, referrals and quality processes
- Build links between the Engagement Hub and local neighbourhoods

Progress in 2015/16

- A work zone consultation event was held at The Park on 22nd January 2016 involving 4 expert facilitators and over 70 participants, including local people, providers and strategic commissioners.
- A work zone team has formed to co-design a local Work Zone model and shared consistent customer journey – team members include representatives from: HWV; Knightstone Housing; Ashley Housing; The Society; United Communities; Ambition Lawrence Weston; N-Gaged; WECIL; BCC ESL.
- Initial model opportunities shared with 10 strategic commissioners – resulting in agreement to map current resources that are being invested in employment support services in Bristol.
- Devolution across 3 local authority combined authority in the West of England includes integrated employment and skills model – presenting opportunities to share and scale up the Bristol work zone model.
- New Funding opportunities are being explored to progress phase 2 work zone developments, including DWP Health-Led Pilot; Children’s Social Care Innovation Programme and ESF/SFA programme to address unemployment and low skills in work.