

<b>Committee(s)</b>	<b>Dated:</b>
Policy and Resources Committee – For decision Education Board – For Information	06/07/2017 20/07/2017
<b>Subject:</b> Employability Strategy 2017-20	<b>Public</b>
<b>Report of:</b> Director of Economic Development	<b>For Decision</b>
<b>Report author:</b> Claire Tunley Head of Employability Town Clerk's/Economic Development Office	

### Summary

This report asks Policy and Resources Committee to approve an Employability Strategy for the City Corporation for 2017-2020. The Strategy has been developed by a cross-Corporation group following agreement by this Committee of an Employability Framework in 2016. The Strategy aims to “*connect City opportunities with the talent of Londoners to reinforce City competitiveness and support London communities*”. Delivery of outcomes will be led by DCCS, HR and EDO, reporting via Corporate Steering Groups to Summit.

### Recommendation(s)

Members Policy and Resources Committee are asked to approve the Employability Strategy 2017-2020

(Members of the Education Board are asked to note the Employability Strategy 2017-20)

### Main Report

#### Background

1. The City Corporation (together with City Bridge Trust, Central London Forward and Heart of the City) has an extensive programme of work aimed at supporting Londoners into employment, particularly those from disadvantaged backgrounds. We work in schools, offer direct support to job seekers, provide training, encourage businesses open job opportunities and improve our own employment practices.
2. However, the City Corporation’s work is fragmented. We need to define what we are aiming to achieve and how we measure the effectiveness of our work, as well as ensuring that our work aligns with the above partners.

3. We have created a shared employability strategy, with clear ambitions demonstrating where we can maximise our impact and add the most value. The overall aim of the strategy is to:

***Connect City opportunities with the talent of Londoners to reinforce City competitiveness and support London communities.***

## **Proposals**

4. An outline Employability Framework was agreed by Policy & Resources Committee in February 2016. This framework (which can be found in the Employability Strategy at Appendix 1) has now been developed into a full strategy with associated actions and measures.
5. The strategy has been developed using analysis to further understand the issues that face London and identify the activity that City Corporation can undertake to address the challenges.
6. The development of the strategy has been led by the internal Employability Group and has involved departments across the Corporation as well as City Bridge Trust and Central London Forward. The strategy applies both to City Corporation externally-facing programmes and to internal activity, including what we do as an employer. The priorities and actions proposed in the strategy fully align with and complement those in the Education Strategy and the Culture Mile Learning programme.
7. By working in a coordinated and focussed manner across these themes we aim to achieve:
  - a reduction in the City's unemployment rate
  - improved outcomes for pupils in our schools
  - more employment opportunities in entry level roles from City suppliers
  - more apprentices employed in City firms (& the City Corporation)
  - greater workforce diversity in Financial and Related Professional Services (FRPS) and in the City Corporation
8. To achieve our overall ambitions for the strategy we will:
  - a. **Focus** our resources on fewer activities, meaning we can have a greater impact
  - b. Be a **leading voice** on issues of concern and encouraging others to make positive change.
  - c. Implement **innovative** solutions and new approaches
  - d. Work across the City Corporation (and wider family) to **coordinate** our efforts and messages
9. In the first year the priority activities will be:
  - Supporting schools with work related learning activity and awareness of the world of work.
  - Encouraging City businesses to secure employment opportunities through their supply chain

- Supporting FRPS employers to create apprenticeship opportunities (pilot programme)
- Promotion of good recruitment practices to City employers
- Employing 100 apprentices in the City Corporation.

## **Corporate & Strategic Implications**

10. The Employability Strategy directly delivers two of the outcomes of the emerging Corporate Plan:

- People live enriched lives and reach their full potential
- The City nurtures and has access to the skills and talent it needs to thrive

and also supports the promotion of the City as the best place in the world to do business. The areas of activity proposed in the strategy are designed explicitly to address inequality of opportunity and the restriction diversity in the labour market.

11. Development of the strategy was managed by Prosperity Group via an employability sub-group. It is proposed that monitoring of progress against strategy is undertaken by Corporate Steering Groups. People, Prosperity and Strategic Resources Groups will monitor outcomes as shown in section 4 of the strategy, reporting annually against a dashboard of indicators to Summit Group. Final oversight will sit with Policy & Resources Committee with input from Education Board.

12. Activity outlined above is contained within departmental business plans.

## **Conclusion**

13. This cross-Corporation strategy sets out a clear approach for the City Corporation to connect City opportunities with the talent of Londoners thereby reinforcing City competitiveness and supporting London communities.

## **Appendices**

- Appendix 1 – Employability Strategy 2017-2020

## **Background Papers**

*Developing a Framework for City of London's Work on Employability* (Policy and Resources Committee - 18 February 2016; Education Board - 3 March 2016; Community and Children's Services Committee - 11 March 2016).

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