

Committee(s) Education Board	Dated: 03/12/2021
Subject: Strategic Activities Update - Livery Skills Initiative	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	3,5, 7, 8, 10
Does this proposal require extra revenue and/or capital spending?	No it has attracted £18 million in support from the European Social Fund
If so, how much?	£18 million
What is the source of Funding?	European Social Fund
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Director of Community and Children's Services	For Information
Report author(s): Anne Bamford, Strategic Education and Skills Director	

Summary

This report updates Members on the recent survey of skills activity in the Livery Companies and on the successful bid to deliver a major skills and employment programme for young people and those people facing more challenges to education and employment called Connecting Communities. A brief presentation on Connecting Communities is included as **Appendix 1**.

Recommendation(s)

Members are asked to:

- Note the update on findings from the Livery Skills Initiative survey and its implication in terms of the Skills Strategy 2019-2023
- Note the commencement of the Connecting Communities project and its implications for staffing and activity in the Education Strategy Unit (ESU)

Main Report

Background

1. The Education Board has oversight of three strategies: Education, Cultural and Creative Learning, and Skills (2019-23).
2. On Wednesday 21 April 2021, the Livery Committee hosted the Liveries Skills Initiative to drive employment support for young people. The pandemic has highlighted the need for young people, not just to reconnect with traditional school education, but also to be given additional opportunities to consider their career options, learn new skills, and discover again what will be involved in life at work after lockdown. With hundreds of years of experience between the Livery Companies, Guilds, City & Guilds, the Livery Committee, and the City of London Corporation, a meeting was held to determine ways of collaboratively boosting skills development at this time.

3. An initial survey was sent out to all Liveries and Guilds to gather information on their skills provision, which came back with an impressive 97% response rate. The survey showed the significant contribution the liveries are already making. For example, 76% of Liveries spend over £10,000 per year on skills development with 19% of Liveries spending more than £100,000 per year supporting skills. The estimated value of expenditure on skills development by the Liveries is more than £7.9 million annually. The Livery Companies have more than 3,562 strong and regular links with business.
4. Subsequently, an update paper went to Education Board on Thursday July 1, 2021, that outlined the results of the second survey of the Liveries. The second survey provided details of specifically what programmes were occurring now to develop skills and the sorts of activities that the Liveries would support going forward. Survey responses showed a large range of activity currently occurring and considerable keenness to do much more to support education, skills development, and lifelong learning.
5. The Liveries have a long and prestigious history of high impact in terms of skills development. Apprenticeships in England can be traced back to the medieval craft guilds, originating from the custom of upper-class parents sending children away to live with host families. By the Tudor period, despite overall numbers being quite small, apprenticeships were a desirable form of training.
6. The Liveries provide the ecosystem to broaden influences and support people to do well in life. This ecosystem includes, amongst many aspects, the following:
 - a) Methodologies and practices that structure interactions, connections and build relationships and networks between different people and organisations.
 - b) Resources and programmes (including digital) that build new skills and capabilities.
 - c) Spaces and places which create the cultural conditions for strong relationships and bonds to form.
 - d) Members of influence who are committed to bringing about change through service, care, dedication, and mentoring.
 - e) Expertise, knowledge, and involvement dispersed across a wide range of discipline and in specialist fields within these wider disciplines.

Current Position

7. In June, a bid was submitted to the European Social Fund to try to secure up to four employment officers to help coordinate and lead the work going forward. This bid was successful. A summary of the key aspects of the bid are contained in Appendix One.
8. Connecting Communities is a community-based programme designed to help central-London residents to access high quality employment and training opportunities.
9. Central London has been hit hard by the coronavirus pandemic. The capital has seen the highest number of jobs lost as a result of the pandemic, and the largest increase in unemployment of any region. While the economy is recovering, tens of thousands of central London residents are unemployed or inactive, and looking for decent work and training opportunities.

10. Managed by Central London Forward, the programme will be delivered by local authorities across central London and the employment and skills organisation Ingeus UK. It will provide support both for unemployed and inactive residents across the 12 central London boroughs: Camden, the City of London, Hackney, Haringey, Islington, Kensington and Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth and Westminster.
11. The key aspects of the programme include:
 - The creation of both a physical and a virtual hub to provide immediate support to young people aged 16-25 years and people facing challenges of all ages to move into education, pre-employment training and employment.
 - Bringing positive skills impact now and into the future for young people post the pandemic.
12. There are already a number of initiatives and programmes operated by the Liveries which are impactful and connect young people and business. Connecting Communities aims to join these initiatives into a more coherent and easily accessible offer and linked through the Liveries Committee.
13. The Liveries are uniquely placed to address these challenges and to do so, would not only help countless people but will in turn boost the relevance and impact of the Livery movement securing it now and into the future.
14. A feature of the project will also be a focus on unlocking the potential with SMEs and microbusinesses which will boost employment in these groups and also the access to talent and skills.
15. The £18m programme is funded by Greater London Authority (GLA) and the European Social Fund. It will run from January 2022 to June 2023. We will aim to engage with 15,000 residents, and to support a minimum of 8,000 people into work.
16. Participation in Connecting Communities is voluntary and engaging with the programme will not affect resident's benefit status.
17. To be eligible to take part in Connecting Communities participants must be:
 - Aged 18 or over;
 - Living in Camden, the City of London, Hackney, Haringey, Islington, Kensington and Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth or Westminster;
 - Unemployed (i.e. out of work and in receipt of Universal Credit, JSA or health related benefits) or inactive (i.e. out of work but not in receipt of any benefits or receiving non active benefits such as carers allowance);
 - Not currently engaged on other ESF provision, Job Centre Plus programmes such as Restart, JETS or the Work and Health Programme.

Options

N/A

Key Data

See presentation on Connecting Communities **Appendix 1**

See Livery Survey summary data report **Appendix 2**

Corporate & Strategic Implications

18. This initiative has the potential to make a significant contribution to a flourishing society by giving people an equal opportunity to enrich their lives and reach their full potential. Moreover, it supports a thriving economy by enabling industries to access to the skills and talent they need and ensuring that more individuals can reach their potential and secure good work. It shows that collaborative working can make the core city institutions even better connected and responsive to changed needs. It builds individual and systemic resilience by enabling structures which can be mobilised in the shorter-term but are able to continue in a sustainable manner for the longer term.

Financial and resource implications

19. A total budget of £18 million has been secured for Connecting Communities of which the ESU will receive £ £669,000 to deliver the programmes outcomes and impacts over the next 18 months. The proposal does not seek additional funds or resources from the City Corporation at this stage. Connecting Communities also aims to support the Livery Companies to make better, more joined-up use of the existing £7.9 million currently dedicated on an annual basis to skills development work. There is also the potential to work more closely with business partners and the Liveries to gain access to wider funding opportunities possible through the recently released government white paper “Skills for Jobs”¹ which focusses on post-16 education reform.
20. There are some officer resource implications in terms of management and implementation time.

Legal implications

21. Connecting Communities is being managed through Central London Forward. Central London Forward (CLF) is a partnership of the 12 central London local authorities. They work together with their member authorities and with other stakeholders to support inclusive and sustainable growth in central London; so that our economy thrives, and our residents benefit from the opportunities this creates. CLF deliver large scale employment and skills programmes across central London.
22. The governance of the Livery Skills Initiative is with the Livery Committee. The collaboration partners, including the Livery are separate legal entities with their own decision-making processes.

Risk implications

23. There are risk implications of not completing the important and urgent recommended actions, and people failing to secure the skills they need to secure good jobs.
24. There are contractual risk implications associated with not meeting the targets outlines by the European Social Fund contract with Central London Forward in regard to Connecting Communities.

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https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/953510/skills-for-jobs-lifelong-learning-for-opportunity-and-growth.pdf

Equalities implications

25. Not every young person has access to a breadth of developmental relationships and life experiences, which facilitate and broker routes into employment. The least advantaged tend to not have access to networks, mentors, advocates, work experience opportunities, careers advice, and family support in the same way as their more advantaged peers. For example, only 46% of young people from low-income families take part in extracurricular activities, compared with 66% from higher income families and young people who attend private schools are twice as likely to get internships in London compared to state educated children. They are not supported to access potential pathways or understand how to reach their goals. There is a disconnect between what they learn in school and their aspirations and opportunities later in life. For example, in 1997, 42 per cent of 16-17 year old students were studying and working. By 2014 this figure had declined to 18 per cent.
26. A more equitable society is based on realising the potential of all people. This requires strong networks of support and trust. The Liveries could leverage that trusted network. They could use their connections to boost opportunities for structured work experience, internships, and employment. Young adults who have 'four or more employer contacts' are five times more likely to be in employment or training than those who have little or no contact with employers.
27. An equitable society is one where all people have access to meaningful and valued pathways, and opportunities to flourish and achieve success. There should be multiple pathways and routes in and out of learning throughout life, which is of benefit to us all.
28. This initiative has the potential to make a significant contribution to a flourishing society giving people an equal opportunity to enrich their lives and reach their full potential. Moreover, it supports a thriving economy by enabling industries to access to the skills and talent they need and ensuring the more individuals can reach their potential and secure good work. It shows that collaborative working can make the core city institutions even better connected and responsive to changed needs. It builds individual and systemic resilience by enabling structures which can be mobilised in the shorter-term but are able to continue in a sustainable manner for the longer term.

Climate or Security Implications

29. There are no immediate Climate or Security implications.

Conclusion

Members of the Education Board have been updated on the recent survey of skills activity in the Livery Companies and on the successful bid to deliver a major skills and employment programme for young people and those people facing more challenges to education and employment called Connecting Communities.

Appendices

- **Appendix 1** – Presentation on Connecting Communities
- **Appendix 2** – Livery Survey summary data report

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