

Employment and Skills Ecosystem: A Blueprint

Develop high performance workplaces

Business Agility

- Goal congruence across organisation
- Network of empowered teams
- Rapid decision and learning cycles
- Dynamic and inclusive people model
- Evolving technology adoption

Enablers

- Technology adoption incentives
- Innovation ecosystems
- Workforce development
- Talent recruitment
- Enabling regulations
- Digital infrastructure and data
- Governance

Relevant human capital / Workforce development

Primary and Secondary

- Embedded careers and technical curriculum and framework
- Compound and socio-emotional skills development
- Experiential and blended pedagogy
- High quality Learning and Guidance
- Effective transitions and articulated pathways
- Personalised Learning
- Teacher as facilitator

Post Secondary and Adult Education

- Lifelong learning and Guidance
- Mid-career training system
- On-the-job training/ professional development
- Data and analytics
- Outcome-based and devolved funding
- Work organisation/innovation transfer

Enabling social protection

Full Employment and Wage Growth

- Public Investments
- Flexible labour supply
- Enabling and more generous safety net

Nonstandard Work

- Legal definition of jobs
- Benefits extension
- Portable safety net

Unemployed/Low Income

- Living wage
- Public and social works
- Enabling safety net
- Demand-led employment training and support
- Wage/training subsidy

Mobilise
Partners



Convene employers,
educators, VCS, etc.

Coordinate and align future employment
and skills among private and public
sectors

Skills Response: Bradford Work



A new partnership-based '**Bradford Works**' campaign targeting rapid re-employment support for newly unemployed, extra help for long-term unemployed, and keep delivering the Workforce Plan to address the wider structural challenges around automation, health, demographics, in-work progression, levelling up, and productivity

Co-ordinated and targeted range of active labour market support for those out of work

- Scale up **SkillsHouse** in its partnership role as 'one-stop shop' to facilitate and integrate careers, employment and skills delivery for jobseekers and employers
- Introduce **wage subsidies** for long-term unemployed and for training including: 3 month wage subsidy; apprenticeship grant; and 6 month training placement (this would require a national response)

Refocus skills and training to support the recovery

- A significant expansion of a job-focused, sector-based **pre-employment training** with a focus on critical areas
- Targeted access to **work experience** and paid work placements with training for long-term unemployed and other vulnerable group
- Greater flexibilities on use of **Apprenticeship Levy** to include other training and cover wages (would require national reform)
- Ensure access to **careers, information and guidance** to support jobseekers, underemployed, and career changers
- Expand **in-work training** to aid individual progression and employers improve

An integrated youth offer

Ensure that all young people have a meaningful offer of education, training and/ or employment, that meets their needs and aspirations, and with the right support to take it up

Accelerate Devolution and elevate skills investment

Greater investment in and acceleration of wider devolution to include appropriate powers and policy levers to deliver an integrated, effective and locally responsive employment and skills system

Bradford Work Blueprint

	Early Years/Primary	Secondary	16-18(24) FE/HE	Adults
Careers & Employment Support		SkillsHouse Careers Support	SkillsHouse Participation Support	SkillsHouse Careers & Employment Support
Engagement and Entry Programmes		Bradford Works (Youth Offer)		Bradford Works (Adult Offer)
Enablers	All Age Careers Digital Platform (Bradford Works)			
	LMI and Planning Cycle	Employment and Skills Board	HSCEP	SkillsHouse Advisory Board

SkillsHouse

SkillsHouse

Description: Expansion of the scope and capacity of SkillsHouse for it to become the one-stop employment brokerage service building on existing relationships with partners. The approach will be expanded to include outreach work and work with those ‘harder to reach’ and ‘further away from employment’, e.g. inactive communities, people with disabilities, those with mental health issues; and to work to support employers to develop.

How does it meet requirements?

- Addressing unemployment, under-employment, inequality, poverty and exclusion – including outreach work for those less likely to be in employment and providing support
- Increased economic activity in excluded/isolated groups
- Increased, skilled workforce to address demand issues
- Promotes growth in GVA

What will need to be done?

- Assessment of expansion requirements – change management, physical, people and financial resource requirements
- Establishment of project team
- Implementation and change management planning / stakeholder engagement / delivery protocols
- Implementation, review and development

Proposed headline metrics (up to April 2024)

- Support 109,000 jobseekers
- Support 72,000 into work
- Engage 7,500 employers

Proposed Budget (up to April 2024)

- Proposed funding £10.12
- Split between ‘core’ SkillsHouse Team and partners to enable functioning of a ‘one-stop’

What partners need to agree now:

- Agreement to explore expansion of SkillsHouse and partners requirements to support this

What partners potentially need to provide in future:

- Continuing engagement, support, and alignment of offer with a unified local offer to employers and jobseekers
- Contribution to the delivery of targets

Bradford Work Adult and Youth Offer

Bradford Works – Youth and Adult Offer

Description: Work across all organisations to align bridging and pre-employment training under a unified brand: ‘Bradford Works’. This will be an outward manifestation of behind-the-scenes system-building: back-end coordination of services, progression paths, processes, protocols and data, ultimately resulting in a more user-friendly system for employers and young people and adult jobseekers alike.

How does it meet requirements?

- Addressing unemployment, under-employment, inequality, poverty and exclusion
- Increased economic activity in excluded/isolated groups
- Increased, skilled workforce to address demand issues
- Promotion and co-ordination of pre-apprenticeship offer and pathways

What will need to be done?

- Assessment of implementation requirements
- Establishment of project team
- Implementation and change management planning / stakeholder engagement / delivery protocols
- Implementation, review and development

Proposed headline metrics (up to April 2024)

- N/A

Proposed Budget (up to April 2024)

- N/A through existing partnership resources and commissioned education provision

What partners need to agree now:

- Agreement to explore joint branded of youth and adult education provision and partners requirements to support this

What partners potentially need to provide in future:

- Continuing engagement, support, and alignment of offer with a unified local ‘brand’ and offer to young people and adults

Bradford Work – Digital Platform

Bradford Works – Digital Platform

Description: A comprehensive digital online platform that offers a single starting point to help simplify and improve career information available to schools, colleges, university and all children, young people, and adults in Bradford. The software will provide a flexible package to support the delivery of effective careers education and guidance that is sage and stage appropriate. It will detail appropriate, Bradford specific support available from a broad range of providers and employers.

How does it meet requirements?

- Addressing unemployment, under-employment, inequality, poverty and exclusion Increased economic activity in excluded/isolated groups
- Increased, skilled workforce to address demand issues
- Single promotion and co-ordination of careers information and local offer

What will need to be done?

- Assessment of implementation requirements
- Establishment of project team
- Implementation and change management planning / stakeholder engagement / delivery protocols
- Implementation, review and development

Proposed headline metrics (up to April 2024)

Proposed Budget (up to April 2024)

- To be determined funded through planned existing spend

What partners need to agree now:

- Agreement to explore all age career digital platform

What partners potentially need to provide in future:

- Possibly adopt digital platform in their institutions
- Provide information their organisation