

Workshop 3 - Unlocking the talent of the wider workforce



A growing economy depends on employers having people with the right skills in the right jobs at the right time. The UK currently has the lowest levels of unemployment it has seen for many years with employers reporting a rise in unfilled vacancies and skills shortages. Meanwhile, there remains a wealth of untapped talent amongst those who, due to often unconscious bias and outdated work practices, find it hard to break into the job market. These include those with health issues and disabilities, the long-term unemployed, care leavers and ex-offenders.

There is a need to

- unlock the wealth of potential that lies in the wider workforce
- work with local businesses to create the capacity to successfully recruit and retain the widest possible pool of talent

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1. Context

What's Already Happening?



£8.5m ESF and £3.6m Big Lottery Funding invested

Community Grants

For projects in our most isolated communities.

Action Towards Inclusion

55 organisations helping individuals overcome barriers and move closer to job-search, FE, education and employment.

Move Forward

One-to-one support helping individuals address personal barriers and improve job search, IT and employability skills.

Skills Support for the Unemployed

Delivering the vocational skills local employers are looking for such as CSCS cards, fork-lift truck licenses and qualifications to find work in the tourism industry, hospitality, food manufacturing and adult social care.

Support for businesses

DWP small business offer linking job seekers with disabilities and employers wanting to recruit.

LEP publishing a series of articles promoting recruitment from the wider workforce and signposting to support.

ESF open call for projects to support businesses to recruit from the wider workforce and succession plan for an ageing workforce.

Access to work

Disability Confident

Support for individuals

NHS recruiting 6 Employment Advisors to support those with mental health problems in Harrogate, Scarborough, Ryedale, Hambleton and Richmondshire.

JCP work and health interviews and supported work placements.

ESF open call for projects to support individuals aged 50+ to remain economically active longer.

NOVUS Across the Gate initiative.

Support for the wider workforce from VCSE community.

Between 2014 & 2017 the YNY&ER labour force grew by 5,320 people whilst the number of FTE jobs increased by 12,580.

Nationally, skill shortage vacancies rose by 43% from 2013-2015.

Unemployment levels are at their lowest since the mid-70's

13,400 NY residents classed as inactive want to find work.

27% of our workforce is due to retire by 2022.

Nationally, over 1m people retired 'involuntarily' due to poor health, caring responsibilities or redundancy.

Only 3.1% of unemployed disabled people say problems with buildings or facilities are a barrier to entering work.

40% say flexible or part time working would be an important factor in enabling them to enter and stay in work.



Only 32% of autistic adults are in some kind of paid work (16% full time).

47% for disabled people as a whole.

80% of non-disabled people are in work.

17% of working age adults are disabled.

Almost half (48%) of people in poverty in the UK are disabled or living in a household with a disabled person.

A 10% rise in employment rate amongst disabled adults would contribute an extra £12 billion to the Exchequer by 2030.

1 in 6 of the adult population have a common mental disorder (CMD).

Over 50% of ESA claimants aged 16-50 claim due to mental health or behavioural disorders.

1 in 5 of the adult population has a criminal conviction.

8-900 ex-offenders trained in key shortage skills such as construction and hospitality return to the LEP area annually looking for work.

20% of employers say they either did or were likely to exclude ex-offenders from the recruitment process.

2. General Issues

- Demise of vocational courses - disenfranchising some young people.
- Ageing workforce.
- Seen as high risk for businesses with a small workforce.
- Changing perceptions and culture shift: care seen as a low wage/ low skill profession only for women. Needs to be valued with career progression, skills and training opportunities developed (cf. nursing) and promoted to both men and women www.makecarematter.co.uk/
- Refuge example – training company not prepared to be flexible/ think round a language barrier.
- Young people – leave area to return at 45+. If retained might make problem more acute.
- Devolution deal: current focus is on the geography but the actual deal is what is important!
- Attitude changes/ culture change - starts with education in businesses:
 - Policies and toolkits, examples of good practice.
 - Advice and information – often difficult to find basic information.
 - Best practice advocates.
 - Businesses working with training providers.
 - Advice and information about potential risks and how to mitigate.

3. What businesses can do

- Encourage flexible working.
- Be pro-active in retaining older people who become disabled when in work.

4. What else are we doing for the individual?

- ESF NEET 15-19 years project. Careers Enterprise Company providing strategic support to schools (i.e. not to individual pupils).
- Progress to Success – quality mark for schools' careers advice.

5. Where are the gaps?

- Early intervention engagement, joining up of support: worklessness risks often emerge in early teens.
- NEET Prevention – more cost effective than dealing with the problem.
- Changing employer's minds.

THE FUTURE

6. Challenges

- Culture.
- Skills support for older workers.
- Transport.
- Aspiration – start at pre-school. Understand where the problem starts and focus resources.

- North Yorkshire – getting a better deal for a rural area.
- Devolution deal.
- Loss of key skills.

BREXIT – both challenge and opportunity.

7. Opportunities

- Retirement – retention through more flexible/ creative approaches e.g.
 - Older apprenticeships.
 - Mentoring schemes (older workers pass on skills to younger)
 - Phased retirement
- Brexit – when EU money stops how with North Yorkshire fare (LEP already in discussions).
- Encouraging entrepreneurship – extend to e.g. ex-offenders.
- Make Care Matter www.makecarematter.co.uk/
- Share learning from pilots that have worked.
- Changes to social care.