



Date of Meeting	29 th September 2020
Portfolio	Cabinet Member for Regeneration, Business, Skills & Employment
Report Author	Susan Ayres
Public/Private Document	Public

Inclusive Skills, Work and Health Plan 2021-2023

Executive Summary

1. The Inclusive Skills, Work and Health Plan sets out the need to support the borough's adult population, and business community to be able to take advantage of the economic growth opportunities identified in the recently adopted Borough Growth Plan

The Plan recognises the co-dependency between health and employment, and the role skills plays in securing better employment and earning better wages.

The Plan aims to maximise the benefits for Rochdale of the significant budgets devolved to Greater Manchester, recognises that this brings opportunities as well as challenges.

The Plan outlines 8 priorities and what success would look like for each.

1. Adults with learning difficulties and mental health issues
2. Long term unemployed
3. Digital Inclusion
4. Adult Education (18yr +)
5. Higher Education (higher level apprenticeships and degrees)
6. People in low skilled low paid employment
7. Employers
8. Making every contact count (RBC/NHS)

The impact of Covid 19 is taken into account, both in the limited amount of data so far, but also the forecasts about the inequalities that are predicted to widen as a result including the impact on young people.

To support the implementation of the Plan, which will have a detailed delivery plan with targets and lead officers, it is requested that a range of levers within the control of the council are used to help meet the objectives of the plan.

Recommendation

2. That Cabinet:
 - a) Approve the Inclusive Skills, Work and Health Plan 2021-2023
 - b) Support the levers at the council's disposal to contribute to the objectives in the Plan

Reason for Recommendation

3. The borough's skills, employment and health levels are below the Greater Manchester average on most of the key indicators. Significant economic growth opportunities have been identified in the borough's Growth Plan and it is important that these directly benefit borough residents.

There is substantial evidence to link being out of work with poorer physical and mental health conditions, risks of homelessness and higher mortality rates.

If everyone had a decent job, health outcomes would improve significantly and inequalities reduce.

Key Points for Consideration

4. The presentation to the Cabinet provides the details of the Plan.

Examples of the levers in the council's control include:

- Maximising social value from council commissioning such as local employment opportunities, apprenticeships, work experience.
- Commissioned organisations by the council and the CCG that deliver services and employ people are encouraged to work towards the principles in the GM's Employer Charter and part of the tendering process.
- The use of planning conditions (where possible) to require local recruitment and training plans to be developed in conjunction with the Economic Affairs Team.
- The awarding of any discretionary council funding to businesses to be dependent on the employment and skills contribution to the borough and to encourage good quality jobs and employment practices.

Alternatives Considered

The alternative of not having a cohesive and comprehensive Plan would lead to an un-co-ordinated, inefficient and ineffective range of skills, employment and health activities by the private, public and voluntary sector, that do not meet the needs of borough residents or businesses.

The lack of a Plan hinders the ability of the Council to bid for external funding to support our objectives.

Costs and Budget Summary

5. The Plan can be delivered with existing Council resources allocated within the Economic Affairs Team, and the ad hoc external funding that the team has a good track record in attracting, such as from the MHCLG, GMCA and ESFA.

Risk and Policy Implications

6. The risk is that without such a Plan, inequalities within the borough and between the borough and most of the rest of Greater Manchester will increase. Plus, borough residents will not be well placed or equipped to benefit from the economic growth planned for the borough. More people out of work will have an impact on the demand of other services and people will have less to spend in the local economy. Businesses will not have the skilled workforces required and will recruit people outside the borough, or relocate to different areas.

Consultation

7. Throughout the development of the Plan, there has been consultation with residents, SME's, training providers and internal colleagues in Public Health, RDA, Adult Services and various teams within the Neighbourhoods Directorate. An Equality Impact Assessment is being undertaken.

Background Papers	Place of Inspection
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| 8. None | |
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For Further Information Contact:	Susan Ayres, Tel: 01706 925636, susan.ayres@rochdale.gov.uk
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