

THE D2N2 EMPLOYABILITY FRAMEWORK

Employability needs to be part of a coherent career development and work related programme in schools, delivered in partnership with education, employers, and careers professionals.

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Introduction to D2N2 Local Enterprise Partnership

D2N2 is the Local Enterprise Partnership (LEP) for Derby, Derbyshire, Nottingham and Nottinghamshire.

D2N2's vision is of a more prosperous, better connected, and increasingly resilient and competitive economy.

- Our purpose is to support and encourage economic growth in the D2N2 region.
- Our aim is to create 55,000 new jobs by 2023, mostly in the Private Sector

D2N2 has identified eight key sectors of business and industry. These are Construction, Creative & Digital Industries, Food and Drink Manufacturing, Life Science, Logistics, Low Carbon, Transport Equipment Manufacturing and Visitor Economy.

Employment and skills is a cornerstone of D2N2's Strategic Economic Plan and the LEP is committed to increasing the number of jobs within the economy and ensuring that our businesses can access the skilled workers they need, both now and in the future.

Ambitious coordinated action at strategic, local and individual levels is needed to ensure that everyone, irrespective of where they live or their background, is socially included and those experiencing poverty can access support to exit it.

Why have an Employability Framework?

Employability skills help young people and adults to find work, to make a positive contribution within work, and consequently to add value to their employing organisation as they develop their career.

D2N2 have prioritised the development of employability skills for young people as an integral component of its economic strategy to be delivered through the articulation and roll-out of an Employability Framework to address questions of employer demand and skills supply at a manageable local level.

At the core of this new Framework is the idea that all young people should have the opportunity to engage with employers, learn about the world of work and develop their employability skills. It is critical that the D2N2 Employability Framework prepares young people for lifelong careers in the area's industries. The development of employability skills is not just a quick fix, although it should increase the number of young people who are working, rather, over the long term it must also support the development of higher level skills through Apprenticeships and participation in further and higher education.

How was it developed?

D2N2 commissioned the University of Derby with the Evolve Trust, and supported by a Task Group comprising representatives from local authorities, businesses and business sector groups, schools and schools partnerships, and the National Careers Service. The creation of the Framework was informed by a number of activities;

- Written consultation with a range of providers of employability and career management services for young people
- Consultations and discussions with local authorities.
- Consultations with a range of multi-agency forums across the D2N2 area.
- A survey of secondary schools across the D2N2 area.

The process also included working with a number of schools and key providers to capture interesting and innovative ways that employability skills are already being developed for young people across the D2N2 area.

Current provision in schools

The findings from a survey of 56 schools (a 46% response rate) show that most respondent schools (79%) continue to support employability and careers programmes for their pupils, and that most also provide access to the National Careers Service (73%). It was also clear that within this generally positive picture there were some schools which invested in careers to a greater extent than the others. Indicators of this included the following;

- 46% of schools report either “extensive” or “very extensive” networks with employers.
- 36% of schools have appointed a governor with specific responsibility for employability or careers.
- 34% of schools held a recognised quality mark for their careers provision.
- 16% of schools reported that employer engagement was a top priority.

The Framework

The Framework itself is carefully presented to reflect a shared language; it has been developed within D2N2 and reflects the common concerns of key stakeholders on behalf of young people across the area. The Framework needs to work within existing policy and should complement and integrate current activity. It is not intended to generate another layer of bureaucracy nor should its application duplicate what is already in place. The Framework has three main functions.

1. To set out an ambition for all young people in the area – an ambition that can only be achieved through co-ordinated and focused partnership working.

The **ten opportunities that all young people** within the D2N2 area should have. They represent the strategic ambition of the Employability Task Group and as such, provide a focus for all partners involved supporting young people to make good decisions and take appropriate actions to achieve their full potential.

Goals

As partners we will work to ensure that **all** our young people have opportunities to:

G1. Invest in themselves, recognise their own strengths and values and take responsibility for developing their work readiness, skills and behaviours

Self-motivated.

G2. Have the tools and skills required to present themselves to a future employer

Self-assured.

G3. Have high aspirations for themselves. **Aspirational.**

G4. Understand the opportunities available to them locally and beyond, and make realistic choices. **Informed.**

G5. Have experiences of work that are rewarding and fulfilling. **Experienced.**

G6. Achieve qualifications valued by employers. **Achieving.**

G7. Understand that employers want people who will work hard and are accountable for their actions. **Accountable.**

G8. Understand that employers want young people who can listen and learn from their successes and their mistakes and keep going. **Resilient.**

G9. Work creatively to achieve their potential and that of the business
Entrepreneurial.

G10. Have effective communication and co-working skills **Co-operative.**

Enablers

Employers
Career and employability providers
Local Authorities and Government

Learning providers
Youth services

Actions

These may include:

- A1.** Personal development courses and activities
- A2.** Using local labour market intelligence
- A3.** Job search, CV and interview workshops
- A4.** Careers fairs and events
- A5.** Personalised support and careers advice
- A6.** Enterprise activities
- A7.** Experiences of the work place
- A8.** Conversations with employers and working people
- A9.** Participating in Industry-sponsored competitions
- A10.** Volunteering and other work experience

Impacts

We will know the Framework is working when:

- 11.** Employers have fewer difficulties recruiting young people with the right skills and behaviours
- 12.** More young people complete their courses
- 13.** More young people from disadvantaged backgrounds attend university
- 14.** More young people achieve through apprenticeships
- 15.** Fewer young people become NEET
- 16.** Young people express greater confidence in their ability to make the right choices for themselves

2. To shape practical actions by providing a Framework for self- evaluation and a focus on key actions

D2N2 SIX ASPIRATIONS for the next two years is for:

1. Every young person leaving school in D2N2 to aim to have at least 6 'purposeful and impact measured' employer interventions by the time they reach 16.
2. Every young person to have access to impartial, independent and personalised careers education which includes information and advice of the full range of opportunities available to them within their local community and across the Derby, Derbyshire, Nottingham and Nottinghamshire area.
3. Every secondary school to have access to a dedicated Employer Advisor who works with the school at a strategic level to help them to:
 - Develop a publicised Careers, Enterprise and Employability Policy
 - Develop a careers, enterprise and employability action plan with clear targets and impact measures.
 - Align the organisation values and vision to the goals of the Framework.
 - Have a dedicated senior leader committed to employability with an allocation of resource and attention to Careers, Enterprise and Employability.
 - Have a Careers/employability co-ordinator with lead responsibility for careers, enterprise and employability.
4. Every secondary school to have a governor with oversight for monitoring and reviewing the impact and success of support to all students in relation to Careers, Enterprise and Employability.
5. Every secondary school and college to have access to up-to-date, user friendly labour market intelligence/information (LMI) specific to the D2N2 locality.
6. Every secondary school to commit to delivering the D2N2 Employability Framework.

3. To shape a strategic response to commissioning to ensure that actions achieve goals, and that the cumulative impact of those goals is to achieve better outcomes for our young people and employers.

The D2N2 LEP commitment and future investment is to:

- Ensure education and training systems reflect employer requirements;
- Equip the future workforce with the skills and competencies required by local employers;
- Extend and deepen engagement between business sectors, employers and schools;
- Encourage better matching of skills supply with employer need to address recruitment difficulties and unemployment; and
- Increase young people's realisation of local career opportunities
- To foster enterprise and the characteristics of entrepreneurial behaviour, career adaptability and resilience.
- Work within existing policy and should complement and integrate current activity. It is not intended to generate another layer of bureaucracy nor should its application duplicate what is already in place.
- Add coherence and support to effective partnership working.

For further information contact:

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To access the D2N2 Employability Report and Executive Summary:

<http://www.d2n2lep.org/skills/employability-framework>
