



Statement of Service and Programme Overview 2019 – 2020

Cheshire West and Chester Council's Skills and Employment service is aimed at adults who face a range of barriers to achieving their life goals. By offering pathways of support and skills development, the service enables these adults to enter employment and/or progress in work. Barriers include low skill levels, physical and mental health conditions, learning disabilities/difficulties and personal/family circumstance.

The Skills and Employment team is part of the Council's Economic Growth service and delivers employment support, learning and skills provision across the borough.

Our Intent is to support targeted residents and their families to:

'Progress in Life and Work'

To deliver our intent, the Skills & Employment Service will:

- Provide high quality, planned curriculum pathways to develop the skills, knowledge and behaviours that lead to sustained employment outcomes.
- Pilot new approaches in employment support, creating partnerships that produce tangible, long term economic and social benefits for our residents and the borough.
- Be recognised within the council and our wider partners and stakeholders as leaders and influencers in our field of employment skills, learning and employment support, with specific focus on reducing long term unemployment.



What The Skills and Employment Service Offers:

- A broad, ambitious and coherently planned curriculum of Adult Education (including Family learning) responding to local need, focusing on inclusion, participation, wider skill development and progression for all learners from Entry level to Level 2.
 - ✓ This will lead to further learning with local providers and/or employment outcomes
- A curriculum that develops the knowledge, behaviours and transferable skills adults need to succeed in life and work aligned to the following five outcomes:
 1. Learners benefit from programmes that develop their personal resilience, health, wellbeing and confidence
 2. Learners on Foundation programmes are supported and prepared to progress to further learning
 3. Learners on functional skills programmes will be able to develop English, maths and digital skills that can be applied in life and work
 4. Learners will acquire strong employability skills and develop the personal qualities, behaviours and attitudes valued by employers
 5. Learners access vocational skills that are aligned to clear local labour market needs
 - ✓ This will lead to further learning, independence and employment.
- The provision of specialist mentoring services through co-locating our staff at point of need to guide and advocate on behalf of customers navigating the journey towards sustainable and better employment.
 - ✓ Leading to progression to further learning, employment, in work progression and wider life progressions as appropriate.



How we will deliver these Outcomes - Implementation:

- Understand our communities and geographical employment base; engaging targeted residents and providing them with an individualised programme of quality assured learning and support set within the context of our local labour market.
- Commission a range of specialist providers that offer a curriculum that responds to local need and ensure accountability for delivering on our intent.
- Provide centrally located one-stop centres (Work Zones) of adult education and support, as well as commissioning a range of selected adult education providers to deliver adult learning, support and skills development across the borough.
- Ensuring our teaching staff have the necessary qualifications, expertise and pedagogical knowledge to deliver a relevant curriculum designed to engage, challenge and progress learners.
- Deploy specialist Tutors across targeted schools and Children's Centres to deliver an aspirational programme of Family Learning designed to have positive inter-generational impact.
- Provide a service to employers who recruit from our customer base to meet their demand for labour and promote inclusive economic growth in Cheshire West and Chester.
- Participate in sub-regional and national networks and partnerships to share best practice, maintain leadership in our field and attract funding to widen our impact.
- Promote inclusion, participation and self-determination for our targeted residents in everything we do.

Impact:

- Measure our performance to demonstrate the effectiveness of our approach to funders, leaders and other bodies. We will analyse our data for:
 - Enrolments/unique learners
 - Achievement rates
 - Progression to further learning
 - Entry to employment
 - Softer progressions
 - Effectiveness of curriculum



Supporting the Delivery of the Council's Outcomes Plans

The work of the Skills & Employment Service supports the delivery of the following Council Outcomes Plans:

- People are well educated, skilled and earn a decent living
- A great place to do business
- All of our families, children and young people are supported to get the best start in life

(Thrive 2016-20)