

WORKFORCE FOR THE FUTURE

PROGRAMME OVERVIEW

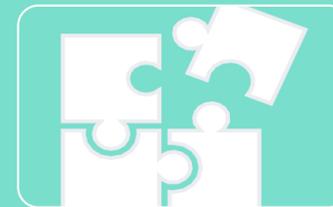
WELCOME

- Brief overview on Workforce for the Future
- The call, bid and assessment process
- Future events & sessions
- Type of activities sought & emerging projects

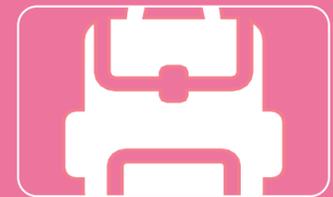
WHAT IS WORKFORCE FOR THE FUTURE?

OUR VISION AND OBJECTIVES

“By 2036, the West of England will be internationally recognised for its sustainable, inclusive and diverse economy, providing a high quality of life, prosperity and opportunities for all its residents. Our people will be skilled, healthy and able to access pathways of opportunity to achieve their potential. Our businesses will play an active role in shaping employment and skills provision across the region and they will be able to find the skills and talent they need to innovate, add greater value and thrive”



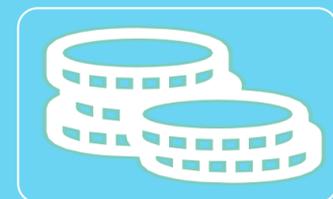
SO1: Integrating our employment, skills and education system to ensure it is aligned with demand and responsive to changing patterns of employment



SO2: Encouraging all young people to achieve their potential



SO3: Supporting everyone who is able to work, to do so, by helping to address their barriers to employment



SO4: Empowering people to progress within employment, including to better, higher paid opportunities if they wish to do so



SO5: Ensuring employers are able to recruit and retain the diverse skills and talent they need to thrive from within and beyond the region

PROGRAMME THEMES

Projects should be **creative** and innovative

Projects should be **ambitious** and leave a legacy

Projects should be **collaborative** working to a shared output, outcome and result

Projects should be **supportive** working together to share best practice and lessons learned

WHAT IS WORKFORCE FOR THE FUTURE?

An **SME support programme** - £8m (WECA & ESF)

- Better engage SMEs in the skills system
- Improve the system and related networks and processes
- Help SMEs understand and use the system
- Enable SMEs to meet current and future skills needs more efficiently
- Create opportunities for local people
- Nudge businesses toward more inclusive and beneficial recruitment practices
- Leave a lasting legacy & have made a difference

WHAT IS WORKFORCE FOR THE FUTURE?

Investment Priority 2.2 of European Social Fund.

Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work based learning systems, including dual learning systems and apprenticeship schemes.

OUTPUT

C023 - Number of **supported** micro, small and medium sized enterprises (including co-operative enterprises and enterprises of the social economy)

Only those SMEs who benefit **directly** from support should be recorded under the indicator, which typically excludes SMEs being beneficiaries in the sense of Article 2 of Common Provisions Regulation.

RESULT

R9 - Small and medium sized enterprises successfully completing projects (which increase employer engagement; and/or the number of people progressing into or within skills provision).

Projects must have demonstrated that: (i) more employers became engaged in skills provision as a result of the ESF-funded activity and/ or (ii) the project resulted in an increase in the number of people progressing into or within skills provision as a result of the ESF-funded activity.

Ideally - 75% of CO23s deliver a result.

OUTCOMES

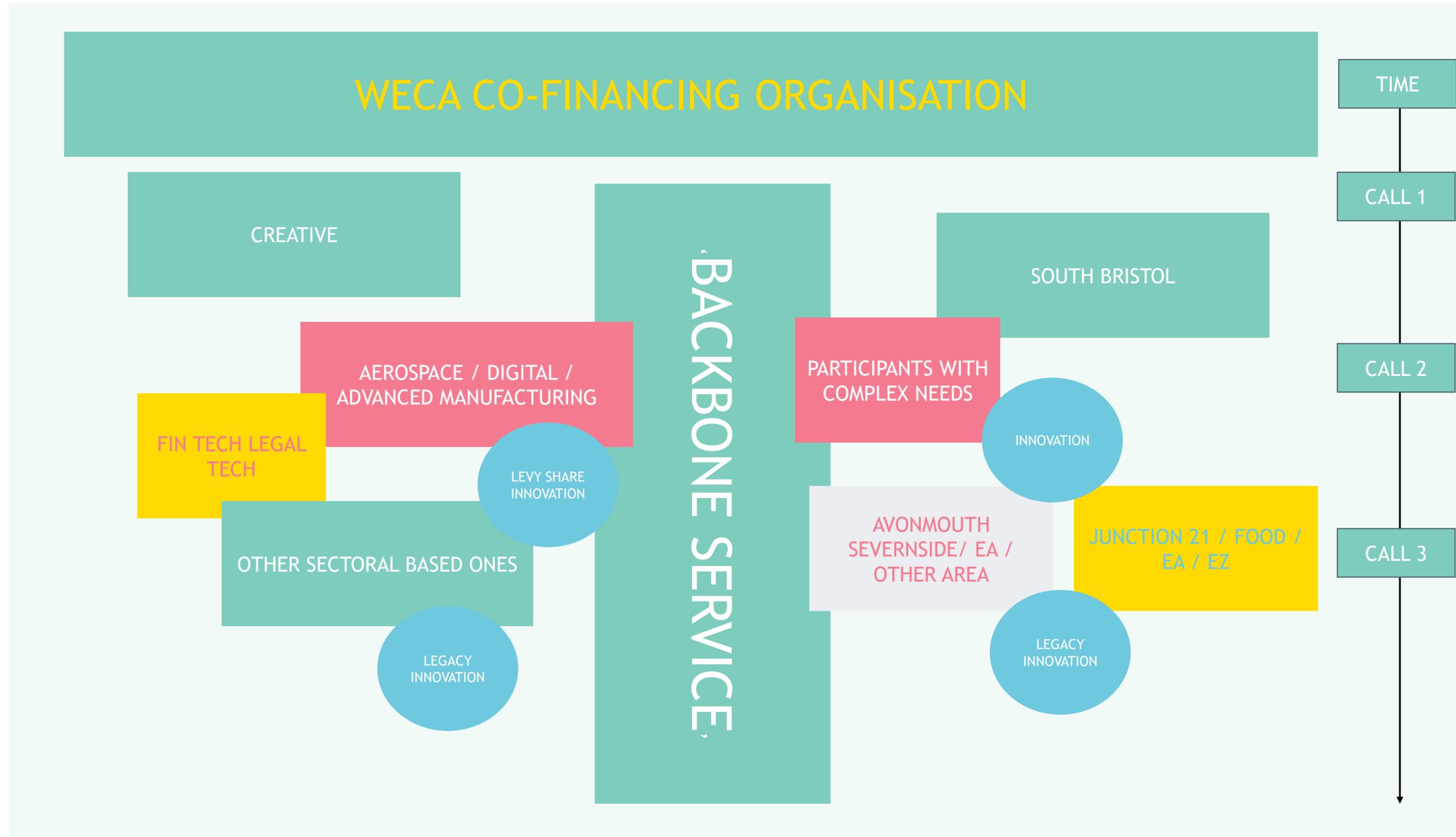
- Help SMEs to understand and utilise the skills system to meet their current and future skills needs, taking a much more active role in realising this workforce for the future;
- An improved system - a system that responds to the needs of the local economy;
- A system that SMEs buy in to, processes that allow them to recruit, easily, from local labour, impacts positively on their bottom line, through increased productivity, or cost savings;
- New mechanisms developed for specific sectors that offer what is needed, proving their value by leaving demand for them and a continuing, non-publicly funded resource, service or tools.

WHAT IS IT NOT?

- Capital
- Not there to assist in meeting statutory requirements
- Funding for the direct provision of training to unemployed, or employed individuals
- Adult Education Budget (No element there of)
- One of the other ESF projects currently operating
- One of the other programmes currently operating
- “Community grants”

THE CALLS: TIMINGS & PROCESS

DELIVERY MECHANISM



CALLS, TIMINGS, PROCESS

CALL 1

| | |
|---------------------|---|
| Types of Bid | Broad & open, not intervention specific |
| Opening Date | Monday 10 February |
| Closing Date | Monday 06 April at 4pm |
| Outcome | Week commencing 4 May |
| Min. funding | £500k, smaller innovative bids considered |

CALLS, TIMINGS, PROCESS

Submission of an application form by the closing date

Reviewed against a scoring criteria:

- 1. Eligibility for ESF funding, both consortia and proposal area*
- 2. Other e.g. State Aid, Support of E&D and sustainability*
3. Strategic Fit - total score of 17
4. Value for Money - total score of 16
5. Management - total score of 16
6. Deliverability - total score of 18

SUCCESSFUL CONSORTIA APPLICATION

OTHER ASPECTS

How will you ensure that equality and diversity is considered and a fundamental aspect of your project

How will you make sure that the project is sustainable and addresses environmental issues

How will the themes/values of the programme be delivered through the project - Ambitious, Collaborative, Creative, Supportive etc

SUCCESSFUL CONSORTIA APPLICATION

STRATEGIC

- What is the challenge you are tackling? (Fit with LIS / ESP)
- What system improvement are you trying to make?
- Shouldn't be an easy thing - something that you do day-to-day.
- What will be the change you make?
- How will you work with other initiatives and interventions (that might be similar or complementary) - will it add value and additionality?

SUCCESSFUL CONSORTIA APPLICATION

VALUE FOR MONEY

- What will you spend the money on?
- What is your proposed SME support?
- What are your proposed Completed Projects?
- Where do your costs lie?

Need to justify your unit cost - e.g. a unit cost of £20,000 per business support needs to be demonstrably more 'meaningful' than one for £2,000.

SUCCESSFUL CONSORTIA APPLICATION

MANAGEMENT

- How will the outputs and results be achieved
- What mechanisms will be in place to recording the outputs
- Who are your partners?
- How will the consortia be run and managed - what is the level of partners involved, the complexity

Assessment will also be taken on previous project management / delivery and current/near future involvement in projects

SUCCESSFUL CONSORTIA APPLICATION

DELIVERABILITY

- How will you reach SMEs?
- How will you reach participants?
- How will your proposed activities bring the two together?
- How will your proposal create a legacy / continued impact after funding

FUTURE CALLS

Timings and themes are dependent on the outcome of Call 1

Provisional timings:

CALL 2 - Summer 2020

CALL 3 - Winter 2020 (late 20/early 21)

Advanced notice will be given of the Call opening and closing dates

FUTURE EVENTS & SESSIONS

Session 1

Date: Friday 14 February

Time: 11:00 - 13:00

Venue: The Guild, Bath

Theme: Open

Session 2

Date: Tuesday 18 February

Time: 11:30 - 14:00

Venue: WECA Offices

Theme: Open

Session 3

Date: Friday 21 February

Time: 13:00 - 15:00

Venue: The Stables, W-s-M

Theme: Open

Session 4

Date: Monday 24 February

Time: 09:00 - 11:00

Venue: WECA Offices

Theme: Geographies

Session 5

Date: Tuesday 25 February

Time: 14:00 - 16:00

Venue: WECA Offices

Theme: Careers Advice &
School Engagement

Session 6

Date: Thursday 5 March

Time: 09:30 - 11:30

Venue: WECA Offices

Theme: Sectors and
Participants

Eventbrite booking link: <https://www.eventbrite.co.uk/e/workforce-for-the-future-themed-sessions-tickets-91978725845>

WHAT ARE WE LOOKING FOR?

ACTIVITIES

Example activities from the Operating Programme:

- support for collaborative projects, placements, internships or other activities with SMEs that enable students and graduates to gain industry relevant experience and skills;
- building capacity in SMEs to provide project/placement/internship opportunities and enhance the contribution of advanced skills to SME growth, including programmes to specifically engage the most disadvantaged groups or those who face particular local disadvantages in utilising advanced skills;
- brokering opportunities to encourage and increase work experience, work placements, traineeships, apprenticeships, and graduate placements particularly through wider employer engagement and involving supply chains;

ACTIVITIES

Example activities from the Operating Programme:

- promoting apprenticeships (especially at advanced levels in manufacturing and other priority sectors) by developing a supportive environment for employer engagement;
- developing better links with business to equip students with the skills to start and grow a business to meet local business needs;
- SMEs and consortia especially training providers working together to co-design curriculum around the skills need, present and future, of business.

EMERGING PROJECTS

- Creative Workforce for the Future
- Careers Advice and School Engagement
- Digital Engineering Technology and Innovation
- South Bristol geographic area
- Apprenticeships

CONTACT US

📍 <https://www.westofengland-ca.gov.uk/workforce-for-the-future/>

✉ workforceforthefuture@westofengland-ca.gov.uk

🐦 @WestofEnglandCA

🌐 West of England Combined Authority