Members are reminded that they must declare all relevant pecuniary and non-pecuniary interests relating to any items of business to be discussed at this meeting

BIRMINGHAM CITY COUNCIL

ECONOMY, SKILLS AND SUSTAINABILITY OVERVIEW AND SCRUTINY COMMITTEE

FRIDAY, 15 JANUARY 2016 AT 10:00 HOURS
IN COMMITTEE ROOMS 3 & 4, COUNCIL HOUSE, VICTORIA SQUARE, BIRMINGHAM, B1 1BB

A G E N D A

1 **NOTICE OF RECORDING**

The Chairman to advise the meeting to note that this meeting will be webcast for live and subsequent broadcast via the Council's Internet site (www.birminghamnewsroom.com) and that members of the press/public may record and take photographs. The whole of the meeting will be filmed except where there are confidential or exempt items.

2 **APOLOGIES**

3 - 20 | 3 **MINUTES**

To confirm and sign the Minutes of the meeting held on the 11 December 2015.

21 - 122 | 4 **DRAFT SKILLS INVESTMENT PLAN**

Councillor Penny Holbrook, Cabinet Member for Skills, Learning and Culture; Jane Newman, Employment Development Manager.

123 - 132 | 5 **SEVERN TRENT WATER - BIRMINGHAM RESILIENCE PROJECT**

Sarah-Jayne O'Keefe, Public Relations Manager and Dominic Moore, Land and Planning Manager.

133 - 138 | 6 **WORK PROGRAMME FOR THE ECONOMY, SKILLS AND SUSTAINABILITY OVERVIEW AND SCRUTINY COMMITTEE 2015/2016**

To note the work programme.

7 **REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS RECEIVED (IF ANY)**

To consider any request for call in/councillor call for action/petitions (if received).

8 **OTHER URGENT BUSINESS**

To consider any items of business by reason of special circumstances (to be specified) that in the opinion of the Chairman are matters of urgency.

9 **AUTHORITY TO CHAIRMAN AND OFFICERS**

Chairman to move:-

'In an urgent situation between meetings, the Chair jointly with the relevant Chief Officer has authority to act on behalf of the Committee'.

P R I V A T E A G E N D A

BIRMINGHAM CITY COUNCIL

BIRMINGHAM ECONOMY, SKILLS AND SUSTAINABILITY OVERVIEW AND SCRUTINY COMMITTEE
11 DECEMBER 2015

MINUTES OF A MEETING OF THE BIRMINGAHM ECONOMY, SKILLS AND SUSTAINABILITY OVERVIEW AND SCRUTINY COMMITTEE HELD ON FRIDAY, 11 DECEMBER 2015 AT 1000 HOURS IN COMMITTEE ROOMS 3&4, COUNCIL HOUSE, BIRMINGHAM

PRESENT: - Councillor Quinn in the Chair;

Councillors Barrie, Hughes, Huxtable, Jenkins, O'Shea, and Rehman

ALSO PRESENT

Councillor Lisa Trickett, Cabinet Member for Sustainability
Baseema Begum - Research & Policy Officer
Jacqui Kennedy, Acting Strategic Director for Place
Chloe Tringham, Head of Fleet and Waste Management
Errol Wilson – Committee Manager
Benita Wishart - Overview and Scrutiny Manager

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NOTICE OF RECORDING

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The whole of the meeting would be filmed except where there were confidential or exempt items.

APOLOGIES

40 Apologies for non-attendance were submitted on behalf of Councillors Badley, Evans, Islam, Jones and Spencer.

MINUTES

The following amendment was noted: -

Minute No. 35

The minute on page 58 should include - Councillor O'Shea declared his non-pecuniary interest as a member for Acocks Green BID.

41 **RESOLVED: -**

That, subject to the inclusion of the amendment, the minutes of the meetings held on the 13 November 2015 having been previously circulated, were confirmed and signed by the Chairman.

CABINET MEMBER FOR SUSTAINABILITY

42 Councillor Lisa Trickett introduced the item and drew the Committees' attention to the Birmingham Innovative Green Sustainable City Growth Plan that was circulated at the meeting. She made the following statements: -

- The document detailed where they intended to move in terms of the wider work that they were doing concerning the Green Agenda, the Smart City Agenda and the Sustainability Agenda.
- Linked into this was the whole standing of the resources and assets they had as a City. Waste was one of the key resources they had available over the next two years to shape a more coherent sustainable future and to recover energy in a way they did not had before.
- They were trying to stop seeing green smart and sustainable as the *icing on the cake* as this was part of the whole mixture.
- They were just running projects rather than creating a wholesale change that was needed if they were to deliver on the requirements in terms of climate change and low carbon targets.
- There was some challenge, if they had to make a decision far too many people within the City because of cuts had to make decisions between food and fuel, then discussions about low carbon and what happens to a specific island was not on top of their list.
- When they speak of their child's right to clean air, food, and old people trying not to die in fuel poverty, they had a different dialogue.
- What they were trying to show was that whilst they would continue to develop policy and programmes to deliver on the low carbon agenda which was tied up in the Mears Metric on the liberal cities indicator, they would also measure progress in terms of how they deliver on fuel poverty,

cleaner streets, recycling, changes to modal shifts and critically, jobs and skills.

- It was not felt that sustainability in the Green agenda could be separated out from the jobs and skills agenda. In 2007, work was done that highlighted that they were best set up to change their manufacturing profile and their jobs profile into the green economy.

- It was never properly seized and it was never used for their procurement and the opportunities in the most effectively way, partly as a result of waste being tied to contract, but because they did not create the certainty and framework that this mattered to Birmingham.

- There were two sides of the same coin in relation to equipping the economy that creates the skills and employment pathways. There was also the other side of sustainability and the outcome about ways to wellbeing through adopting sustainable approaches.

- They could deliver on those fundamental ways of connecting citizens and ensuring that citizens had the ability to learn. They were trying to look at the whole system approach.

- Councillor Trickett drew the Committee's attention to the rectangle in the middle of the document and advised that they were now not referring to smart city, but smart approaches that would deliver the city and the outcomes they were looking for.

- They would use data technology and systems approaches to help deliver and reconcile the three pillows of sustainability - economy, environment and society.

- At the core of this was the absolute imperative through which they had created a new contract with the citizens and a new collaboration with partners to shape and build for the future. They were looking at the key plans that they had available and underlying this was a whole range of projects and various other areas. She undertook to circulate as an example an energy plan.

Councillor Trickett then drew the Committee's attention to the Place Mat – Future Sustainable City document and highlighted specific points in relation to its contents concerning the following: -

a) Housing
b) Energy
c) Waste
d) Birmingham Connected
e) Health
f) Natural Capital
g) Digital

In response to questions from the Members, the following were amongst the points made:-

I. In terms of Parks and Natural Capital, the whole point of the Natural Capital Accounting tool was to ensure that if green space was taken out, you create that rebalance and ensure that the impact in terms of the benefits to the environment goes back in.

II. This was about trying to get that payback within the system. It was also a way of accounting differently and it would be a challenge for Birmingham in a number of other local authorities as they had to start not just us as a Council, but our partners in the Health Service.

III. They know that all the people who exercise regularly, people who walked their dogs or run through the parks, what this had shown was that if they started doing this at a certain age that they had a lower dependency on the Health Service after a number of years. A lot of this was about the associated benefits.

IV. One of the discussions they were having through the Health and Wellbeing Board and others was how they account for some of the programmes they had developed such as the Active Parks programme which was successful in terms of community participation.

V. They were now in receipt of data in terms of what this potentially meant concerning people's fitness and health and wellbeing and what this translates through in terms of money. It was about trying to get a whole system accounting process.

VI. In relation to the disposal of parks and acreage it was for opposition leaders to oppose things. It was hoped that they had a degree of rationality on how this was approached. There was a lot of green space within the City that was not effectively used, example *No Ball Game* signs on some Council estates.

VII. They could secure the future of the City's parks, but they were looking creatively about some of the spaces around them. They could make them safer by creating an overview. It was not about the wholesale flogging off green space, but about how they could be used more effectively. This could be about the whole public estate programme as what was found in some areas where there were green space there could be a police station that was going to close a fire station that needed to be modernised – there was a way about trying to group these together. It was about looking at the totality of the green space.

VIII. With regard to skills profile a small piece of work had been commissioned to look at where the economy was moving in the City and where the skills agenda would be needed. Again, one of the discussions that was had with Councillor Penny Holbrook, Cabinet Member for Skills, Learning and Culture and others was the concern that you had to *build a big enough pipeline* and was one of the things they had discussed with the colleges.

IX. If they were to deliver a low carbon agenda, the schools the Further Education Colleges and employers could work together to create that skills and employment pathway. They had a habit of counting inward investment, but this did not necessarily meant changes. The life and wellbeing of individuals in the City and the work that they were doing with Greater Birmingham and Solihull Local

Enterprise Partnership (GBSLEP) was to try and understand how they meet and create that Level 1 through to Level 3, 4 and beyond in terms of the skills employment path.

X. In 2016 they would be running with Solihull MBC a *Future Skills Green Day* event where they would have 30 schools with over 300 school children with careers employers doing a *Dragon's Den* where people pitch some of their ideas at where they see potential opportunities. The idea was to try and engender an interest in some of the young people so that that interest in the environment could be taken through.

XI. In terms of the parks and the budget, the parks had to be thought of differently. They were not just spaces for people to walk their dogs, or play, but were connecting spaces. They were spaces that were an opportunity for employment and enterprise.

XII. There were huge opportunities evidenced by other cities of developing catering and a whole series of programmes that still kept the importance of free space and creative space for natural enjoyment alongside other ventures that might provide some resource. The Chamberlain 21 Initiative that they were looking at in the south of the City was one such thing.

XIII. Concerning Anesco and reducing energy bills, they were currently looking at and had commissioned work to look at the different structures and vehicles that might be possible in terms of decentralising energy. They had done some cluster mapping and GBSLEP had funded this.

XIV. Where there may be District Heating Schemes to work in in the future and one of those was the Selly Oak Campus where they had the University of Birmingham and various areas. Discussions were had about how you overlay potentially your energy district with your green travel district to create a whole system approach.

XV. They were looking to bring proposals for ANESCO over the next few months and were likely to look at a series of options where they go into partnership with someone else and then move to registration and licensing. They needed to try and find a way that they could ensure that they pass on to the citizens of Birmingham the opportunity to address fuel poverty.

XVI. With regard to Digital Birmingham and open data, one of the critical things was that they had a number of activities operating in parallel. This was an arear where they would see some efficiency brought together by mainstreaming some of the work. They had recently secured an ERDF programme attached to open data and they were keen to use a number of officers within the Council who already had huge skills and being effectively pooled. It was believed that they could pool these better.

XVII. In terms of the ITA and emissions, they were conscious of this when they had expressed concerns to Councillor Sir Albert Bore, then Leader of the City Council concerning the Sprint Service. The problem was that this was going to be potentially cleaner going through this quarter, but then belching out its fumes as it goes through some of the suburbs.

XVIII. A report was submitted to the ITA engaging National Express and others to look at hydrogen fuelling of this and others. They were engaged with Transport for London on how authorities that needed to deliver on the air pollution target on how they uses this to encourage the market to come forward.

XIX. They could not underestimate the importance of taking hearts and mind with them on this one. Mobility and air quality was a critical thing that had come across many cities, but equally the power of the Car Lobby be it VW as a major contributor to the economy or Members of the current administration.

XX. Clean Air Zones were different to congestion charging and they were in the early days of looking at how they do this. This was an area where there could be some budgetary pressures in the future. This was more about ensuring that they did not have the budgetary pressures down the line and putting in the action now. Following the Christmas period they would be installing cameras and sensors to ascertain where the most important areas were in terms of clean air zones.

XXI. This would be funded by the Government and would be done in partnership with the Government so that they develop clean air zones or approaches to solution. The Government had committed that when they look at things like HGV's, what they do in terms of putting them around the edge of the City, example when they relocate the Wholesale Market, as part of that plan they would work with the Council to see how they could use their legislative capability alongside the Council's powers.

XXII. There was no proposal to outsource street cleansing, Fleet and Waste. The issue they were looking at was a broader strategy for waste post 2019. They were committed to working with cross-party concerning the issue and had cross-party Steering Group that was overseeing the waste strategy where they were discussing the various options.

XXIII. The figures within the budget relate to the mortgage payment that would no longer be required relate to a number of depots and garage payments and a broader introduction of efficiency and productivity within the service. The issue was that they needed to look at waste disposal, waste collection and innovation.

XXIV. The wheelie bins roll out had been the fastest roll out of wheelie bins in Europe – 660,000 wheelie bins had been rolled out in Birmingham and they now had a chance to stabilized this service and bring it through . There were other aspects they need to look at such as franchising and management buyout. This would be strategy driven and outcome driven, not technology driven. It would be down to what works within in localities.

XXV. Concerning fines for clean air pollution, experience of the Government was that they were good at devolving the axe, the blame and the pain to localities and there was clarity that leads to advice as to whether the fines could be devolved down to local authorities if they did not meet thee emission zones.

XXVI. In terms of nudging, the critical thing the Green Travel Districts which were the ones they were working with at the moment, the Selly Oak Green Travel District with Queen Elizabeth Hospital, the University of Birmingham and the localities chaired by Jacqui Smith was the whole thing about the last mile. Too much gridlock and pollution was down to people driving that last mile that they did not need to do the short journeys. The more they could nudge people so that they use the walk to school programme could make a difference.

XXVII. In terms of certainty, they were looking with partners on ways they could put solar panels on the cycle ways and light up some of the City's parks and was something that could benefit all cycle lanes in the City at minimal costs. The tariff changes blew this out of the water. It was the speed at which these things were happening which meant that some of the local SME's were less confident to carry on.

XXVIII. With regard to Innovation Birmingham, as a City they were now on the Governing Body of Climate KICK. Innovation Birmingham was something that they could justifiably be proud of and need to work with as the fact was that Birmingham was one of the first City to have a Science Park and had worked with that and developed it to Innovation Birmingham was a testimony to the City's creativity and the partner they engage with.

XXIX. In relation to the reductions in play areas and parking charges, this had to be seen in a whole system whole place approach which was the way they were going to try and deliver these cuts. They already had £500m cuts in the system. Things they had taken for granted that they were able to deliver; the money will not be there. There were little guarantee around and they were aware of the risk of what they had to do was to try and think and work differently. They needed to work with local Members and try and explore where there were opportunities.

XXX. Councillor Trickett noted Councillor Huxtables's comment concerning the play areas creative approaches and advised that she was having discussions with the Deputy Leader, Councillor Ian Ward and Marketing Birmingham on how they could look at the City's assets differently and to present them in a system way. These and the A38 they would be picked upon and anything that goes into the locality.

XXXI. What happens with Tyseley Enterprise District, was that they had commissioned Ricardo Foresight and the fact that they had a coherent District Plan for Tyseley, this meant that this was a valuable asset in that area and this would be counted in any business planning they took forward for Tyseley in the future. The volume of the Planning Framework and the ownership of Tyseley would be something that they would look at. How this was valued in terms of future agendas had some real potential.

XXXII. Councillor Trickett noted Councillor Huxtable's comment concerning the Green Commission and advised that they were reviewing the Green Commission and the Smart Commission. The Green Commission was a commission of GBSLEP and they were in discussion with GBSLEP and partners which was known as Birmingham Green Commission and provides some challenges to Solihull.

XXXIII. They may look at was to retain the Green Commission as it was as the Deputy Leader of Solihull MBC sits on the Commission which was cross-party within the broadest framework of the GBSLEP. It may be that they look to do as part of the plan was to set up a Governance Board for the Sustainable City and on that basis would operate it on a more traditional line of having opposition representation as this would be about Birmingham position.

XXXIV. In terms of the waste and resources, there had been significant progress and the fact that they had moved forward in a strategic way, they may not have met the tracking deadlines, but that they would not have the future of the City to have waste and how they use waste reconfigure new opportunities around sustainability driven by some kind of process and tick sheet for a scrutiny report. It was preferred that this be driven by a strategic requirement to bring the outcomes for the citizens of Birmingham.

The Chairman thanked Councillor Trickett for attending the meeting and presenting the information.

TRACKING REPORT FOR FROM WASTE TO RESOURCE

43 The following report of the Cabinet Member for Sustainability was submitted:-

(See document No 2)

Jacqui Kennedy, Acting Strategic Director for Place, introduced the item and took Members through the report.

Councillor Huxtable commented that the Strategic Director had stated that there were no redlines, but that reference was made to the Budget Consultation document concerning outsourcing refuse collection and street cleansing. The Cabinet Member had ruled this out in her statement stating that there was a redline. He questioned whether there was or was not a redline concerning the issue.

The Chairman referred to her earlier comments to the Cabinet Member that this may be getting 'bloody' as the Committee could not realistically go through the Tracking report without having an eye on what was a public document about the future over that period through 2020 in terms of reduction to the whole service. As this was so constructive in the comments about how they would be moving forward, they needed to explain how with the budget challenges mapped out to 2020, they still hope that these pathways could be delivered.

Ms Kennedy advised that there was a lot of work to be done within the service to improve it. They needed to demonstrate in a direct delivery service that they could deliver effective efficient and economic service to the local authority. She stated that when she advised that there were no red lines, there was a lot of work they could do within their current directly delivered service to improve provisions to the citizens and to make savings. Politically people would make decisions and their political mandate was to improve the service. They have a year to deliver an efficient, economic and quality service on waste collection and street cleansing.

An extensive discussion took place concerning each recommendation and in response to questions, the officers made the following statements:-

Recommendation RO1

a. Ms Kennedy advised that this was in its early stage and that a public dialogue had been set up on *Birmingham Speaks* which they were trying to put out through social media. She undertook to circulate the information to all Elected Members.

b. They were looking at how they did it best for the New Year to ensure that this information was given to all citizens. They have tried to be smart, but had recognised that not all citizens had access to the web.

c. Letters and ideas would be welcomed from all as the citizen's ideas would be valuable. They use the *Be Heard* approach and had had a number of targeted interviews with key stakeholders and partners.

d. Ricardo Foresight had produced the questions for them that would be circulated to a wide audience early in 2016.

e. BMG was doing the public consultation exercise which would take place early in 2016. This would be a survey to residents. Although they had a comprehensive social media exercise with residents, there was the opportunity who did not tap in through this medium to have a voice in terms of the consultation exercise.

f. All complaints were used as suggestions for service improvement and these would be fed in. The research company had access to all their data and they were trying to put more of their data in the public domain. The key stakeholders were the citizens of Birmingham.

g. A full review of the on street recycling banks were being undertaken as some of these did not recycle sufficient materials and income generation to cover maintaining the cleanliness of the sites. A report would be taken to the Cabinet Member shortly to consider the decommissioning of some of these sites.

h. This would be done in consultation with the Ward Councillors. The Charity sites had permission from the City Council to be on the highway and they should know who the charities were. They were also required to keep the sites clean.

i. There were two thing in the way in which they work which had resulted in people putting more waste around the bins. The street cleaners took the bags out of the bins and place them alongside the litter bin and wait for a vehicle to collect it which had not happened.

j. Work was being done to streamline this. They were looking at everything that was causing the problems on the streets in terms of recycling bins; on street recycling bins; the size of the bins; the way the methodology was used to work around street cleaning and bin collection.

The Chairman commented that it would be useful if the Committee had site of the report to help generate or feel that they were taking this forward in terms of review rather than just sitting with one Member so that they could help to cascade it. This might be another way in which they could help boost the business engagement objective of this.

Ms Kennedy advised that in January 2016 they were looking to have a number of Elected Members Workshops to speak about the current service; the waste strategy for 2020 and the constraints and opportunities around waste enforcement.

Recommendation 1 was not achieved, but progress was being made.

Recommendation RO2

i. Ms Kennedy noted Councillor Huxtable's comments concerning the breakdown of the Wards in terms of recycling for both paper and multi-materials, not green waste and focusing on the two wheelie bins pilot Wards and advised that the numbers spoken of may not be directly comparable, but that she would circulate a written response concerning the issue.

ii. From the 1st April to 2016, the proposal was that they publish all information so that they did not had to wait on City Council question time and having to write reports so that they could get this information out for all citizens to see how they were performing. Their commitment around waste management was to put everything out into the public domain.

iii. In terms of the funding for composition and analysis, this would be essential to enable them to put forward to the Council the appropriate consideration for the right methodology for the waste. They needed to know that the composition of their waste some of the waste disposal issues would vary i.e. food waste etc. that was in the residual waste. The composition analysis would be done and funded through the waste strategy.

iv. The wheelie bins were chipped as part of the rollout, but money was set aside in the medium and long-term financial plan as they were aware that the contract was up in 2019 to fund the preparation. As a Council they were information savvy in drawing up a specification for the contract. There had been funds set aside in the long-term financial plan for that work.

v. The chips linked the bins to the property. The composition analysis needed to be done by Wards as what they were saying was that the solution may not be the same for the whole of the City.

vi. The current composition analysis had only looked at 3 of the depots so the waste to the three transfer stations. It could identify where it came from but it could not identify the exact Wards. Knowing what was in the waste could help to ascertain the right figures for each Ward.

vii. They were delivering all the bins which would take 12 week for things to stabilise for the rollout for each depot. Perry Barr had three issues – vehicle availability, routes used etc. This was a complex programme in terms of properties and where they were, flats and other things. It could not be stated that Perry Barr was fully stabilised as there were still some missed collections.

Recommendation RO2 – No progress made.

Recommendation RO3

1. In terms of the governance structure a copy of the structure would be sent to the Scrutiny office for circulation to the Committee. They had two groups and this was approached ass a City Council wide – the officer group which comprised the sub-boards which were led by different persons from the Council. Above this group was the cross-party group.

2. The scrap metal collectors had to be licensed and if Members were aware of scrap metal collectors they could check on the website to see if they were licensed. If there were any concerns Members could email the team. There were issues with fly tipping where they had people collecting metal and taking the bits that had value and tipping the rest.

3. They were lobbying the Government on the regulations concerning fridges. They were also looking at excess packaging as there were European directives that Trading Standards would bring forward concerning excessive packaging and they were starting with their own businesses first . They were liaising with some of their colleagues around the country where they were the primary authority for some of the biggest perpetrators for excessive packaging.

4. They would be talking to some local businesses to see if when they sold a fridge they would collect the old ones back and whether they would take the old mattress back when they deliver a new one without charging for it. Part of the technology Ricardo Foresight was looking at was the opportunity to see how they could recycle mattresses and fridges. There were a number of significant operations that were on-going concerning enforcement around fly-tipping.

5. Licensing officers were getting on with identifying some specific areas concerning the licensing of private rented sector. There were some good private landlords in the City, but there was some poor ones also. The rogue landlords would be targeted through the waste enforcement team who did not dispose of things appropriately.

6. They would work more smartly as they were not working as integrated as they could. They needed to change people’s attitude regarding waste. Historically, the City had a dependency approach to rubbish and people could just put anything out at any time and it would be collected. They were now more intelligent as to how they dealt with refuse that was placed on the streets and were looking to target people who were fly-tipping and littering the City.

7. They were targeting rogue landlords and not good landlords who persistently causes problems. They would also tackle tenants and contractors who uses the highways as a tipping point.

8. With regard to street cleaning, they were looking at an intelligence approach to the issue. Currently they had a traditional approach to street cleaning i.e. areas, zones, milk rounds, picking up from litter bins and were looking to review this and were keen to do the *Keep Britain Tidy* approach.

9. Concerning bulky waste it was uncertain that they could evidence an increase in fly-tipping concerning the bulky waste and charges. They were monitoring the fly-tipping. There were some streets in the City that may never needed to be cleaned but a full review using the *Keep Britain Tidy* methodology would be used to ensure that the streets were cleaned when appropriate.

10. In relation to bulky waste, they were looking for a solution for the mattresses specifically as part of the future waste strategy and how they could better deal with these as they were a problem. They were in discussions with re-use organisations through the workshop and were talking to them about how they could better pick up and reuse items that would otherwise be collected as bulky waste. There was a link on the website, but the furniture had to be in a certain condition.

(Councillor Jenkins declared his non-pecuniary interest in the item as a private landlord).

Recommendation RO3 – In progress.

Recommendation RO4

a. In terms of any alternative options and local solutions, a full value for money business case and options paper based upon the findings of Ricardo Foresighting looking at the waste and the option in terms of technology. Ricardo Foresighting was due to produce their initial report by the end of December 2015 with a view to them producing their final report towards the end of January 2016.

b. Concerning the Commissioning Model Strategy, going to Cabinet, this was schedule for March 2016 on a programme plan.

c. Regarding the Condition Survey, this was scheduled for this year and was brought forward as a recommendation from the Scrutiny Review. The first part was done in February which was an initial condition survey, but during the shutdown period the plan was up and working and only so much could be done. It was expected that the second part would be done during shutdown next year.

d. The condition Survey had been done and it was known that post 2019 with some minor adjustments, the duration would be for a further 15 years. The options appraisal around Tyseley still needed to be done looking alongside the other technologies that were available. The condition of Tyseley needed to be known as there would be a dual purpose in having that final survey.

Recommendation RO4 – Not achieved but progress made. This recommendation was to come back to the Committee before it goes to the Cabinet in March.

Recommendation RO5

There was no comments on this recommendation

Recommendation RO5 – In progress. This recommendation was to come back to the Committee before it goes to the Committee and that it was fully flagged up within the financial planning of the Council.

Recommendation RO6

The Communications Team was handling the communication and were undertaking a campaign approach beyond the launch as this was about changing behaviour and understanding the consequences. There would be a short media launch/press release which would tell people how they could make their voice heard and make representations. One of the things they were looking at was whether they could use the roadshow approach that was used for the wheelie bins rollout, but it was uncertain whether they could resource this.

The whole strategy was around educating and enforce and were looking at every contact with members of the public with the waste service and to get out of some of the key messages

Recommendation RO6 – Agreed.

TRACKING REPORT FOR HOUSEHOLD RECYCLING CENTRES

44 The following report of the Cabinet Member for Sustainability was submitted:-

(See document No 3)

Recommendation RO1

This could be part of what they put in their contractual requirement –reduce, reuse, recycle. They were looking at an outcome focused contract and this would be something they offer as part of the specification.

Recommendation RO1 – In progress

Recommendation RO2

In response to questions, the officers made the following statements: -

i. There was no proposal to increase green waste charges in 2016/17. There was consideration that they might revisit this in 2017.

ii. In terms of the garden waste this was picked up from this recommendation as one of the items in the access improvement plan. An exercise was undertaken following the recommendation which looked at two parts – whether they could have a separate garden waste facility.

iii. There were a number of reasons this was not pursued: - the finance would cots £600k to put a basic garden waste in place and the timing as the Environment Agency stated that they would need to go through a prescriptive waste permit to get the site operational. This would have meant that the site would not be available until mid-summer and it was needed earlier as April was when the season commence.

iv. The access improvement plan was considered and how they could improve the customer experience in going into the Household Recycling Centres (HRC) for the citizens to dispose of their garden waste if they did not wish to purchase the service. This had worked during this year as they did not have as many complaints throughout this year as they did in 2014.

v. By providing the extra capacity within the three sites, to dispose of garden waste, made the journey more pleasant for residents. There were a number of other things that were put in place to try and help. The traffic counters were in place and were being monitored to ensure when the peaks were in communications out residents. The webcams were also in place an people could go online and see queues before setting out.

vi. If they wanted to tackle air quality and car journeys, people with green waste from their gardens should compost at home. They would be encouraging Elected Members to encourage householders to compost at home rather than bringing in an alternative collection process.

In terms of green waste in parks, they were looking at how they could use their parks around green waste better

Recommendation RO2 – Achieved

Recommendation RO3

The cost of disposing of waste imported from elsewhere was £35 per tonne plus tax. As a City they were asking the question whether the public and Elected Members wanted to consider just having Birmingham only household waste in the HRC.

The B36 residents from Solihull that used Tameside Drive, they were reviewing that agreement. The usage from the B36 residents was closely monitored and there had been some significant abuse of that and this proposal would help the genuine B36 users should the agreement goes forward.

Recommendation RO3 – Progress made

Recommendation RO4 & RO5

They were working with Jericho to see whether the model could be replicated out, but it had its complications. It worked well at Norris Way, but this did not stop them from looking at how they could roll this out. They were in discussions with Jericho to ascertain how they sort this out. There were some challenges around the current contract and they were looking at how they could go forward under the new waste strategy.

They were pursuing rigorously the contract to extend it to the 2019 date and was work with their legal and procurement colleagues concerning the issue to ensure that they were not breaching anything by extending the contract.

Recommendations RO4 and RO5 – Agreed

Recommendation RO6

There was no comments on this recommendation

Recommendation RO6 – Progress made.

Recommendation RO7

In response to questions, the officers made the following statements: -

- People in trade were claim that a lot of their waste was household waste. This had become more apparent with the black bags changing to the wheelie bins. They were looking at how they could help traders to reduce their waste as it was not only about trade waste provisions. They had discussed having a chargeable site for trade waste, but they had not taken this to a conclusion.

- The flats above the shops were domestic waste and in different parts of the City they were putting in large paladin bins for domestic waste only. As soon as these were abused they were looking to take action against the traders. They had worked well in some of the pilot areas where traders did not abuse them.

- In terms of traders, officers had been trained in terms of their duty of care responsibility. They did not just have to have to have a waste disposal contract, but it had to be suitable for the waste generated. A contract with one bag may be a food outlet and would not be sufficient, so they would take action accordingly.

Recommendation RO7 – In progress.

Recommendation RO8

The Chairman stated that this recommendation came back to the Committee for the Committee to think about. In terms of the schedule the officers had detailed the overarching time line that they were getting the report from the consultants back concerning the general waste strategy at the end of this month to the beginning of January. There was also the public consultation and dialogue on waste going forward. She suggested that at the February Committee meeting they could come back with any matters arising as this could join up usefully on the work with Local Centres.

Recommendation RO8 – Agreed

The Chairman thanked Jacqui Kennedy and Chloe Tringham for all the work they did in getting the report to the Committee and the detailed explanations.

BUSINESS IMPROVEMENT DISTRICT

45 The Chairman informed the committee that agenda item 7 had been withdrawn as regrettably the Deputy Leader, Councillor Ian Ward and Councillor Tahir Ali, Cabinet Member for Development, Transport and the Economy were unable to attend the meeting.

Councillor Huxtable commented that just as they had gone through some of the budget consultation proposals with Councillor Trickett earlier, perhaps when Councillors Ward and Ali were able to attend the Committee they could include their item on BIDs the opportunity to ask them about the budget consultation proposals that were pertinent to their portfolios within the remit of this Committee. He stated that he was aware that the next schedule Committee meeting was after the end of the consultation process.

The Chairman stated that she was trying to find a suitable time in both the diaries of the Deputy Leader and Councillor Tahir Ali, Cabinet Member and if necessary would try to do this at the opportune moment.

Councillor O'Shea expressed disappointment that the Cabinet Members were unable to attend the meeting.

Councillor Rehman enquired how far they were with Sparkbrook and Springfield BID process and whether they would have another re-ballot.

The Chairman advised that this would be added to their *shopping* list

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WORK PROGRAMME FOR THE ECONOMY, SKILLS AND SUSTAINABILITY OVERVIEW AND SCRUTINY COMMITTEE 2015/2016

The following work programme was submitted:-

(See document No 4)

Councillor Huxtable stated that at the last meeting he had spoken of his disappointment that the Transportation and Highways Capital programme for 2015/16 and 2017/18 was not scheduled to come to Cabinet until December 2015, part way through the Municipal Year. This had now been put back to January 2016. If this trend continue, it would not be a Capital Programme for 2015/16 but would be for 2016/17 etc. He questioned when the Cabinet Member would take the decision on the Capital Programme which theoretically started in April 2015.

Councillor Huxtable stated that they had some time ago had an interim report on the maximisation on the HS2 benefit to this Committee, but that they did not get a full report on it to take it to City Council. It was known from the Work Programme that the Cabinet was due to take a decision on the HS2 programme delivery plan and resource requirement on the 26th January 2016 by the Deputy Leader.

The Chairman advised that in relation to the Transportation and Highways Capital programme, the proposed date of the decision was the 26th January 2016. She suggested that if the Committee would like her to she would draft a letter noting the 2015/16 aspects and the questions.

In relation to the HS2 interim report, this could be taken forward in two ways without having to get round this table again and do it in that format. The Committee could look at the draft report as it goes on the 26th January 2016 and would be happy if Members comment on what was in the draft report to her which could then be sent to the Deputy Leader to ensure that this was included within the draft. If they did not like that report they would be free to call it in to this Committee after it had gone through the Cabinet decision.

46 **RESOLVED**:-

That the work programme be noted.

REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS RECEIVED (IF ANY)

47 The Chairman advised that there had been no requests for call in/councillor call for action/petitions received.

AUTHORITY TO CHAIRMAN AND OFFICERS

48 **RESOLVED**:-

That in an urgent situation between meetings the Chair, jointly with the relevant Chief Officer, has authority to act on behalf of the Committee.

The meeting ended at 1300 hours.

……………………………….
CHAIRMAN

Report of the Assistant Director for Employment

Economy, Skills and Sustainability Overview and Scrutiny Committee

Birmingham Skills Investment Plan

15th January 2016

1 Purpose of the Report

To share with members of the Scrutiny Committee the final draft of the Birmingham Skills Investment Plan for comment prior to Cabinet approval and full Council discussion.

The version attached to this report is the final draft that is undergoing "soft" consultation with stakeholders many of whom will play a part in delivery.

2 Background

2.1 The development of a Birmingham Skills Investment Plan (SIP) was a major priority in the Leader's Priority Statement 2014/15. It is important that the SIP is clearly rooted in an **employer led statement of current and future skills needs** in the City, linked to jobs and economic growth. The SIP is intended to address the whole range of issues which contribute to the problem of mismatch of supply and demand. **But more importantly it will ensure that no-one gets left behind.** We want to see a framework for specific skills plans linked to major investments and developments such as HS2 and the opportunities for further growth these will bring.

2.2 We wanted to ensure that the SIP provided

- a better articulated employer employment and skills needs **captured through a variety of means including the broader activities of the Growth Hub of the Greater Birmingham and Solihull Local Enterprise Partnership–** providing quality LMI to providers, schools, young people and their advisers.

- **a plan to increase co-investment** in skills development by businesses, service providers and schools in order to:
    - **upskill the existing workforce**, particularly improving the resilience/transferability of skills
    - **establish an employer led approach to addressing NEETs** and youth unemployment **by using new and existing levers,** maybe linked to other business support functions, to encourage businesses to provide meaningful work experience and promote links with schools and training providers and supporting the delivery of quality and meaningful careers information and guidance

- **improve responsiveness** of training providers to new and future skills needs by encouraging collaborative and flexible approaches to delivery – including the Birmingham Adult Education Service
- facilitating **improved pathways** into employment through activities which seek to "level the playing field" for those communities with low skills and attainment and furthest away from the Labour Market.

3 Context

3.1 The context for the development of the SIP is set against a complex interaction of social and economic strategies to encourage the retention of skills within the City, the engagement of young people and the attraction of new and growing businesses to Birmingham through the inward investment activity of Marketing Birmingham and the Greater Birmingham and Solihull Local Enterprise Partnership. It will support the delivery of the Birmingham Youth Promise and align with the work developing out of the Kerslake Review published in December 2014.[1]

3.2 Although the Skills Investment Plan is Birmingham specific, the model could be expanded and adopted more widely across the GBSLEP and the wider combined authority area given the recent announcement of the **West Midlands Combined Authority Devolution** Deal. The **Greater Birmingham and Solihull LEP** were actively involved in the commissioning of the SIP. We have passed the draft document back to the LEP and the Combined Authority (CA) leads for comment. Within the context of the devolution deal and CA we are aware and mindful of the functional economic area. But as a partner local authority the Birmingham SIP has set down the scope and nature of Birmingham's skills and employability challenges. It presents an opportunity to provide an overview of those areas ripe for channelling future investment.

3.3 The SIP will align with the wider growth ambitions articulated through the developing transport infrastructure (HS2 and Midland Metro extension), the Enterprise Zone and the developments in key growth sectors, all of which will create jobs and skills needs across the wider sub-region. **In particular we wish to see skills plans aligned to all major infrastructure developments.**

3.4 The SIP will inform the GBSLEP focus on the delivery of £109m (excluding YEI[2]) of ESF across the whole LEP area, a significant resource that the LEP will be able to influence to deliver priorities over the next 7 years.

[1] https://www.gov.uk/government/news/kerslake-report-birmingham-council-must-radically-improve

[2] Youth Employment Initiative

4 Developing the SIP

4.1 Following a full tender process, **the Centre for Economic and Social Inclusion** (CESI) was appointed to develop the SIP. This has been done in consultation with a wide range of stakeholders under the guidance of a Steering Group chaired by the Cabinet Member for Skills, Learning and Culture. Steering Group members included providers of Further and Higher Education, the Chamber of Commerce, community and voluntary sector, Skills Funding Agency and DWP.

4.2 We asked CESI to consult on and point the direction to working with partners to facilitate improved brokerage on apprenticeship opportunities for **young people** to **improve the operation of the local skills and employment market** by drawing together the recruitment activity of the City Council (as an employer) and other engaged employers – **through procurement, planning and FDI** – providing the "go to" place for employers to recruit young people (initially) looking for work.

4.3 We now have a final draft that we are happy to "soft" circulate for further comments. The SIP is broken into 2 documents:

- a high level statement
- a technical annex that will provide the full evidence base.

The documents still require some tweaks to respond to the comments of some of our key stakeholders, and some refinement in terms of the nuances contained within. With these caveats, the documents attached are as they stand prior to the "tweaking".

Following discussion at Executive Management Team in December we now wish to strengthen the following areas:

- sector focus clarified
- appropriately articulated links to skills and reducing dependency on out of work benefits
- explicit reference to young people with disabilities
- explicit reference to enterprise skills

5 What next?

5.1 The SIP is a 10 year plan, and it is not simply new money. It is about how we're investing ***what we have*** to transform the culture and behaviours of those with the spending power. With the advent of the Combined Authority spending decisions will, to some degree, lie with the local authorities and the LEPs. This represents a fundamental shift from the current status quo.

5.2 We are looking to hold follow-on consultative workshops with stakeholders to identify priorities for action, timescales and lead responsibilities. It is important to recognise that the City Council cannot deliver this plan alone. We want and need to create the right environment and conditions for collaboration and cross sector action. This will make the difference between stating aspirations and achieving our goals.

The Birmingham Skills Investment Plan will be considered by Cabinet with a recommendation that this plan is included within the Council's Policy Framework and therefore as a consequence will go to Full Council for approval at the earliest possible opportunity.

6 Recommendation

6.1 That Committee note the contents of this report

Attachments

1. Draft Birmingham Skills Vision
2. Technical Annex

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Birmingham Skills & Employment Vision: 2016 to 2026

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Birmingham Skills Vision

Birmingham's employers will be creating thousands of new jobs in the coming years. New major employers will be coming to Birmingham and our small and medium employers will be generating new jobs as well. We want Birmingham residents to succeed in getting these jobs and to reduce unemployment. This is a challenge for everyone – employers, individuals and our schools, colleges and training providers.

Our Ambition

To get more of our residents into work and to catch up with other cities we have to set our sights high. This is why Birmingham's ambition needs to be:

- **70,000 new jobs** up to 2026
- An **employment rate of 67%** compared to 61.5% now
- A **reduction of 15,000 people** claiming welfare benefits.

Our local economy has created 13,000 new jobs over the last two years. A strong start but we still lag behind other cities – we have more unemployed and less of our workforce in jobs. We want to do more to create the right conditions for businesses to grow and thrive. Improving skills will help increase productivity and economic growth in the city.

Much is already being done but new efforts are needed to boost the skills and qualifications which employers say they will need. Over the next 10 years Birmingham employers are forecast to want many more people who are highly qualified. We will need 78,000 more people with 'A' levels (or equivalent), as well as people in high quality Apprenticeships. The consequences of not boosting skills will be a:

- **surplus of 24,000** low skilled workers
- **surplus of 5,000** medium skilled workers
- **shortage of 46,000** high skilled workers.

Everyone has a role to play in helping make Birmingham a learning city.

- **Young people** need to make informed choices about their careers

- **Adults** need to decide how to invest in their skills and qualifications

- **Employers** need to train their workers for a changing world of work

- **Schools, colleges and training providers** are not only excellent but providing the qualifications employers need.

- **National and local government** working together to make sure there are strong and effective policies and programmes

The Birmingham Skills Vision sets out how the City Council will help meet these ambitions – together in a new partnership with our business leaders, and our education, training, and community leaders.

The Birmingham Skills Vision is backed up by the best information available on what employers are demanding now and what they will need in the future. This is set out in a separate report **'Birmingham Skills: supply and demand'**.

To meet the skills and employment challenge we are proposing **five main ambitions** to focus our efforts.

1. Skills for growth

Our vision is for Birmingham's education and training system to be better informed by what employers need – not just qualifications but employability as well.

Birmingham City Council will consult on how to improve skills and jobs information that can be used by everyone delivering and using education, skills and employment support. We will do this by:

- developing in partnership **new digital solutions** to increase access to information on **jobs, careers and training** for everyone

- create a **labour market information hub** for schools, universities, colleges and training providers – to inform the courses and qualifications they offer.

2. Helping young people decide

Our vision is that every Birmingham young person has access to excellent information, advice and guidance on academic and vocational pathways to a job and a career.

Our careers advice in the city is not good enough and needs modernising. It needs to be fit for purpose for the 21st century. This why we will renew our Birmingham **Youth Promise** and plan to go further. We will:

- plan with partners a **Birmingham careers and jobs advice service**, building on the best of existing initiatives and promoting collaboration
- work with Jobcentre Plus and the Department of Work & Pensions to bring their **jobs market knowledge into schools**
- **work with business to deliver a step change** in how young people can experience the world of work by providing two weeks of work experience every year for every young person over 14 years old
- ensure there is **a gateway for all Apprenticeship opportunities** in Birmingham.

We want to take steps to help ensure everyone knows what their choices are - providing clear academic and vocational pathways to careers and how to pursue each pathway. We will:

- consult on how a **single accessible database** of provision can be developed
- consult on a **single application gateway** for post-16 provision.

3. Birmingham Employers Challenge

Our vision is that together with employers we can increase and improve work experience and training opportunities.

Employers can, and should, have more influence on how we improve the employability of the workforce. To achieve this we want to work with employers to:

- to **plan together the numbers and types of Apprenticeships** we will need in the coming years
- stimulate **many more Traineeships** and work experience placements
- **reduce employment rate gaps** for the most disadvantaged communities.

Birmingham's apprenticeship target should be 82,000 by 2020 – a significant stretch on before. To deliver improvement there will need to be new partnership arrangements at the city level, which will work closely with the Greater Birmingham and Solihull Local Enterprise Partnership.

In the future the City Council's commitment to Birmingham employers will be to demonstrate how Business Rates are used to: promote a more skilled workforce; stimulate apprenticeships and traineeships; and reducing the costs of recruitment.

4. Opportunity for all

Our vision is to show that economic growth can benefit everyone. This means getting more of our unemployed off welfare and into sustainable employment.

With the new powers of the Combined Authority we will have a stronger influence over how funds for skills and employment can be spent in Birmingham. The challenge is significant with the ever increasing need for higher qualified people, but we can help everyone benefit by:

- continuing to **target efforts** on those areas of Birmingham with the highest number of claimants
- **working with Jobcentre Plus to widen opportunities** for basic skills training and relevant qualifications especially for Employment Support Allowance claimants
- **focusing the Adult Skills Budget** on promoting access to learning for disadvantaged people
- using **public sector procurement** to increase opportunities for unemployed people.

5. Skills City Birmingham

Birmingham competes in a global economy and one of our advantages is our skilled workforce. This is why we will use every opportunity to promote Birmingham as 'Skills City'. Our efforts will be to improve collaboration across the city in how education and skills are delivered. To drive this forward we need a new partnership between our business leaders, our education, training, and community leaders, and the Council. At the same time we will look at the best of what is happening elsewhere in the UK and globally so we can build on success.

To help make this happen we will:

- start by **reviewing all of our partnership arrangements** for skills and employment
- commit to **a new high-level partnership** between our business and civic leaders.

Introduction

The Birmingham Skills Vision sets out how the skills challenge for Birmingham over the coming decade. Thousands of new jobs will be created in Birmingham with many demanding new skills and higher qualifications. Delivering strong economic growth, improved productivity and full employment in Birmingham will, in part, be dependent on how Birmingham responds to the skills challenge.

With the new **West Midlands Combined Authority** the City Council and its partners will need to work together across the region to boost skills. To deliver the Combined Authority's new responsibilities an **Employment and Skills Strategy** has to be developed.

The Birmingham Skills [and Employment] Vision is a contribution to the development of the Employment and Skills Strategy. It sets out the challenges and priorities for Birmingham, in the recognition that Birmingham is one partner in the new Combined Authority.

The City Council has developed the Skills Vision to:

- clearly set out the skills challenge we have over the coming years
- stimulate more partnership planning for how we meet the challenges
- ensure that our adults and young people have the opportunities they need to succeed in tomorrow's labour market, especially for our disadvantaged communities.

The Skills Vision sets out the business growth sectors, the skills and qualifications that will be needed, and the jobs and careers that will be in demand. The detail of this is set out in a separate Technical Report.

The Council works closely with the **Greater Birmingham and Solihull Local Enterprise Partnership** (GBSLEP) to ensure policies are co-ordinated and the needs of the City are reflected in plans.

Individual learners (young and old) need choice and opportunity – to start a career, to change careers, to attain personal goals, and to get a sustainable job. This is why the City Council wants Birmingham to be seen as **Skills City** – where learning is valued and rewarded.

A strong future for Birmingham

Birmingham is the regional hub for the West Midlands with over half a million people working in the city, an economic output of more than £22 billion per annum. Birmingham has the advantage of a youthful population. We have many more young people than other cities. This will help us meet our future skills challenge, but only if we give our young people the best possible start.

However, up to 2026 there will not be enough young people to close the skills gap – we will also need to upskill adults who are already in the workforce.

Boosting skills and jobs in Birmingham

Employment forecasts estimate there will be an additional 29,000 jobs created by 2026, but with the start of HS2 there will be many more. Indeed, rapid progress is being made with 13,000 new jobs created in the last two years

But we need to do more – our employment rate is the second lowest of all English core cities. The Birmingham economy needs to create even more jobs to close the employment gap with other cities, and an increasing proportion of these will demand high qualifications.

Our ambition should be an extra 70,000 residents into employment by 2026 – increasing the present employment rate of 62% to 67%.

This would halve the gap between Birmingham's current employment rate and the UK employment rate. It would also take us above the current English core city average of 66%.

This equates to 6,000 extra jobs every year to 2026. Over the last two years Birmingham has been on target to do this. Some of these jobs will be filled by people commuting into Birmingham but there are more than enough Birmingham residents to fill the additional jobs. In addition, a growing West Midlands economy will also give opportunities for Birmingham residents to find work outside of Birmingham.

The challenge we face is **closing the skills gap** between the skills people have now and the skills employers will need in the future. If our employment ambition is to be met, then employers in Birmingham will need more high qualified people, and fewer people with low or no qualifications.

The consequence of not increasing skills levels by 2026 will be:

- 174,000 low skilled people chasing 150,000 low skilled jobs – **a surplus of 24,000** low skilled workers with an increasing risk of unemployment
- 85,000 people with intermediate skills will chase 80,000 jobs – **a surplus of 5,000** people
- Employers will struggle to recruit to the estimated 230,000 high skilled jobs with only 184,000 high skilled workers – **a shortage of 46,000**.

Productive people, Productive businesses

Economic growth will be restricted if employers can't recruit the skills and capabilities they need. It has been estimated that up to 25% of growth could be lost by not investing in skills.

The skill levels of Birmingham's population will have a strong bearing on the future prosperity of our workforce and the productivity of the Birmingham economy. With the current trend of more jobs in professional and technical occupations, the ability to compete in the labour market is increasingly dependent on higher level skills and qualifications.

When compared with the UK and other cities, Birmingham has a relatively low number of highly skilled residents and a higher number with low or no formal qualifications.

Nearly 16% of all working age residents have no qualifications and this rises to 27% for workless people. Furthermore, there are large differences between qualification levels of residents from different parts of the city and between different ethnic groups.

GCSE attainment levels in the city have undergone a significant improvement over the past decade and are now similar to the national average. However, the improvement in GCSE attainment has yet to pass through to a sufficient improvement in overall working age qualification levels.

Although there has been a small increase in the proportion with University degrees since 2005, all other core cities have seen significantly greater increases over the same period. This has created a widening gap between Birmingham and the core cities – over the next 10 years we need to stop the gap widening and start to narrow it.

To help residents succeed Birmingham strategic partners will need to:

- help residents achieve the skill levels that employers will be demanding
- target initiatives to help disadvantaged communities
- new initiatives for those who are not claiming welfare benefits but want advice
- encourage those who want to progress in work by increasing their skills.

Increasing the employment rate will not be achieved if the skills gap in Birmingham isn't addressed – employers need the skilled labour to recruit and to grow.

A more inclusive city

In boosting the employment rate we also want to reduce the employment rate gaps for disabled people, ethnic minorities and other groups which struggle to find jobs.

Ethnic minority people have an employment rate of 51% compared to 68% for the white population – an ethnic minority employment rate gap of 17 percentage points. This is significantly above the national gap of 12.5 percentage points.

The employment rate for disabled people in Birmingham is 33% compared to an employment rate for non-disabled people of 69% - a disabled employment rate gap of 36 percentage points. This is slightly above the national gap of 33 percentage points.

The Government is committed to halving the disabled employment rate gap over the next five years. In Birmingham this will mean helping 19,000 disabled people either stay in work or find work, of which around 6,000 could come from those on the Employment Support Allowance.

A thriving labour market will help but will not achieve this on its own, we need to make sure that tight resources are targeted on those that need them most.

What do Birmingham's employers need?

Who are employers recruiting now?

For the 12 months from September 2014 there have been **172,000 vacancies in Birmingham posted online**. In addition there will be other vacancies where employers recruit by word of mouth, often low skilled jobs.

The highest number of vacancies in the city has been for:

- Sales and marketing professionals and retail staff
- IT professionals
- Teaching and Health professionals
- Business professionals.

These occupations cover nearly 50% of all vacancies advertised online. Whilst these vacancies cover the full qualifications spectrum there is a clear demand for 'professionals' where good qualifications are usually required. The skills and qualifications needed for the high demand occupations are:

- business management – including sales and marketing
- science and maths
- advanced and basic IT skills
- caring and health related skills.

Finding people with the right qualifications is only one aspect of the recruitment difficulties that employers face. Employers are clear that issues around employability, motivation and an absence of so-called 'soft' skills such as team-working and communication skills are a significant barrier to recruitment. Employers particularly report that young people lack the appropriate work ethic and attitudes to employment.

In a survey of employers there were some soft skills that are more difficult to find in Birmingham compared to the rest of the country. These include:

- planning and organisational skills
- written communication skills
- basic computer literacy
- foreign language skills.

To address the problem of finding people with the right qualifications skills **Birmingham employers spent more on advertising and recruitment** compared to the rest of the country. They also re-designed jobs and increased training for existing employees.

Who will employers be recruiting in the future?

Employers say that the pace of technological change is leading to the need for new skills at a faster pace than ever before. To compete successfully they need employees with the skills to adapt to emerging demands.

Most new jobs in the West Midlands will primarily come from the private sector as reductions in public spending continue. However, jobs that are mostly funded by the public sector (including health and education) account for over a third of employment in the city[1].

Business and financial services: This will be the sector with the largest number of job openings. It is estimated there will be 19,000 new jobs to be filled in Birmingham by 2022 and 71,000 jobs to replace workers who are retiring or leaving the labour market.

Advanced Engineering & Manufacturing: Overall, it is predicted that there will be 11,000 job openings in this sector up to 2022 in Birmingham. However, total employment will fall from present levels. It is estimated that future demand for STEM qualifications will outstrip supply.

Information technology: This sector mostly demands highly qualified people. Many students are doing basic IT courses but more need to move into higher level courses if the anticipated demand for IT skills is to be met. Overall, there will be 7,000 job openings in this sector by 2022 including 4,000 new jobs.

Wholesale and retail: Expansion in this sector will largely be due to an increase in professional and managerial positions. However, the level of churn means a large

[1] These figures do not include employment projections for HS2, which is predicted to generate 65,000 jobs in the West Midlands up to 2022 – mostly spread over the manufacturing and construction sectors ('Getting our People Ready for HS2', Albion Economics, Solihull Observatory).

number of opportunities at the entry level for sales assistants and cashiers. Forecasts show a total of 29,000 job openings by 2022, but only 2,000 new jobs with the rest replacing retiring workers.

Education: There will be an increased demand for Level 3 and above qualifications, especially degrees. However, overall there will be fewerjobs in this sector. Forecasts show 21,000 job openings by 2022, a loss of 2,000 jobs on present levels in Birmingham.

Health and Social Work: Demand for more professional and managerial positions in the health sector is increasing. Higher qualified caring roles are in demand and will make up 75% of the predicted net gain in jobs for this sector of 9,000 to 2022. Overall, there will be 42,000 job openings in this sector by 2022.

Construction: It is predicted there will be 15,000 job openings in this sector by 2022 which includes 4,000 new jobs. Growth will be due to an increase in skilled trade occupations and professionals. Self employed will make up to 36% of total employment.

HS2 should also have a major impact in construction. Projections show an additional 65,000 jobs could be created up to 2022 during the build phase of the project. These jobs will be primarily in the fields of design, project management, civil engineering construction and specialist railway engineering.

Summary of challenges

1. In Birmingham it is not a lack of demand for workers but a lack of supply of workers with the skills and qualifications which employers want.
2. How Birmingham uses theavailable information and data on the current and future skills demands of employers.
3. How can this information be used to align skills training, reduce skills mismatches, and reduce the costs for employers?

What do Birmingham's people need?

The all age skills challenge

Birmingham has a proud history of a skilled workforce but for too long has lagged behind on some of the key indicators:

- it has almost twice as many people with no qualifications (16%)compared to the UK average (9%)
- below average numbers of people with graduate level qualifications compared with the UK and other core cities
- less than half of the working age population are qualified to Level 3 and above, commonly considered to be a pre-requisite for a world class workforce.

One of the city's successes has been rising numbers of pupils achieving 5 or more GCSEs at A*-C and Birmingham's performance now outstrips the England and core cities averages. Attainment rates of 5 GCSEs including English and maths are in line with the national average.

However, despite this improvement Birmingham has one of the lowest employment rates for 16-24 year olds (37%) in the country (51%) and youth unemployment is high.

Of greatest concern is that 1 in 8 young people aged 16-19 have no qualifications at all. Whilst this is in line with the national picture it leaves school and college leavers ill-prepared to meet the rising skills and qualifications needs of employers.

To match the national average of people qualified to Level 3 and above, an **additional 78,500 residents will need to be upskilled** over the next ten years. Qualified young people (under 19) will account for approximately 10,500 (13%) but this means 87% or **68,000 adults who are already in the workforce will need to improve their qualifications.**

Annually there are around 10,000 people (19 years and older) doing a Level 3 qualification in Further Education. This is **a shortfall of 7,000 adult students** if we are to meet the target of 78,500 more people with Level 3 by 2026.

The demand to replace retiring workers will mean there will always be the need for people with lower qualifications, for example, in retail, hospitability and personal and protective services. But even these jobs require greater levels of numeracy, IT skills, customer service skills. It is important that a focus on priority sectors does not overlook the needs of employers and employees in these key enabling sectors.

The challenge is to consider how best to promote training, development and progression opportunities for those who are entering or are already employed in lower skilled positions. Lower skilled adults in work tend to be the least likely to be involved in training through their employer, and are at risk of becoming increasingly limited in their future employment chances and upward mobility.

Getting on the right pathway

Forecasts for the West Midlands show that between 2015 and 2022 there will be:

- A 24% **rise** in the numbers needed with Level 4 qualifications
- A **fall** of 26% in the numbers of employees needed with no qualifications.

Local employers confirm these trends and say that the demand for workers with qualifications below Level 2 is declining as automation and capital investment de-skill core manufacturing jobs. Employers say they are more likely to look for people with degree level qualifications because of the fast pace of technological change.

Despite rising levels of attainment, Birmingham stakeholders were clear in our discussions – the education and skills system does not provide young people with the skills, attitudes and motivation that employers need.

There were strong and widely held views that:

- employability is not embedded in schools and insufficient young people follow vocational routes at Levels 3 and 4
- careers advice was inadequate or, at best, perceived as variable
- vocational learning is neither valued nor promoted by schools.

Competition between post-16 providers appears to unduly influence the advice that young people receive. There is a lack of confidence that schools have sufficient knowledge of different progression pathways at 16, particularly in relation to vocational options. Furthermore there was a perception of an insufficient fit between what employers need and subjects and levels being offered and studied.

Consequently students do not always make sound choices for their future employment prospects.

From the schools' perspective, up-to-date information on the labour market can be hard to find and the drive to improve academic performance means that the time allowed for employability-related activities is squeezed. Careers information is being pushed towards younger children so as not to impact on GCSE activity.

Engaging with employers is time-consuming and not always productive and work experience does little to encourage social mobility since students often have to use their own contacts to arrange placements. There is also said to be a confusing array of initiatives designed to support schools each with competing demands on teacher time.

A constant theme of stakeholder discussions was the perceived **lack of aspiration on the part of some young people and possibly their parents as well**. Whilst digital solutions to careers information can be a vital aid to some students, those with less motivation need face-to-face guidance and support, as much as information.

Apprenticeships are the government's flagship programme for vocational learning and the city needs to play its part in realising the government's ambition to increase the number of apprentices to 3 million by 2020. But in practice, the number of young people under 24 taking up apprenticeships in Birmingham was lower in 2014/15 than five years ago.

If you're out of work

With one of the highest unemployment rates in the country, tackling worklessness is a priority for Birmingham. Those out of work are more likely to have low qualifications, and from an employer perspective, limited employability. More than half (53%) of those out of work are qualified at below Level 2 or have no qualifications, compared with 41% in the UK.

However, a lack of skills is often just one of the issues unemployed people face with, for instance, physical and mental health issues, language and care responsibilities all combining to form barriers to work. **The challenge is for how skills providers, Jobcentre Plus, the council and health can all work together to reduce barriers.**

Generally those out of work with low qualifications live in the more deprived parts of the city centre. This is why the **District Skills Training and Jobs Plans are**

important for targeting resources on those areas that are the most deprived and helping partners work together. Initiatives, such as **CSR City,** are important for engaging with employers on the impact of long-term unemployment on individuals and communities.

Quality labour market intelligence is also vital to ensure that people who are out of work benefit from information, advice and guidance and routes to learning, training and employment. **In our consultations, Birmingham partners were keen that there should be an 'all age' service supporting both young people and adults.**

DWP's Work Programme is the largest provision for unemployed people and almost one in ten of Birmingham's workers have been on it (see page XX). The view in Birmingham was that more could be done to improve access to skills training whilst on the Work Programme, and much more could be done to improve the number of people that get jobs.

If you're in work

The majority of the 2026 workforce are already in work but fewer employers train their staff in Birmingham (62%) than in the UK (66%). There are also significant differences in those employees who receive training – part-timers, the lower qualified and people working for small firms lose out. However, on the positive side of all Birmingham employers:

- 47% have training plan, compared with 41% in the UK
- 32% have a training budget, compared with 30% in the UK.

The barriers to increasing levels of employer training are primarily due to employers considering that their staff do not need training coupled with a lack of finance to invest in training, particularly amongst smaller employers. In the future employers will need to be encouraged to **co-invest in training and staff development**.

The evidence of low pay in the economy and in-work poverty suggests the need for a stronger emphasis on **promoting opportunities for progression** and training for those in lower skilled, entry-level positions. This issue is of particular importance given that many people leaving benefits take their first step on the 'jobs ladder' by accepting lower skilled, entry level work.

Summary of challenges

4. How best to promote training, development and progression for those in low skilled, low paid jobs?
5. How to better inform young people and their parents about the value of vocational pathways?
6. How skills providers, Jobcentre Plus, the council and health can all work together to reduce barriers for unemployed people?
7. What is the best way for employers and employees to co-invest in skills training?

Participation in education, training, and employment support

Education participation and budgets

After their GCSE's 89% of our young people stay on in education – about the same as the national average. But to close the qualifications gap we need to continue to reduce the number of 16-18 years olds who are not in education, employment or training (NEET) – helping them to continue to study or start an Apprenticeship or Traineeship.

Currently 7.2% 16-18 year olds are NEET in Birmingham, above the national average of 4.7%. Our first step should be to reduce our NEET numbers to the national average and then to move towards ensuring all our 16-18 year olds are in education and/or employment.

Participation in education for 16-18 year olds[2] is split between:

- 39% in school sixth forms
- 14% in Sixth Form Colleges
- 32% in Further Education Colleges
- 3% in Apprenticeships.

These vary slightly from the West Midlands and England averages in that there are fewer in Birmingham entering Further Education Colleges (West Midlands = 37%, England = 34%) and more entering Sixth Form College (West Midlands =11%, England = 13%).

For everyone completing their A levels (or Level 3 equivalents) 51% go to University somewhere in the UK, compared to the England average of 48%. In addition, in 2013/14 it was thought that (on completing A levels or Level 3 equivalents), 21% went on to study at an FE College and 4% started an Apprenticeship. The rest would be either in employment, unemployed or economically inactive.

[2] 5% to other providers and 9% activity not recorded because either not sustained, not sustained and recorded as NEET or unknown activity

In 2013/14 there were 98,000 students at FE Colleges and other training providers. Of these, 22,000 were aged under 19 and 76,000 aged over 19.

The total expenditure in Birmingham in 2015/16, for those aged 19 and over education and training, was around £73 million[3]. **From 2016/17 the new Combined Authority will have a greater influence over how some of these funds are to be spent**.

> "It [the West Midlands Combined Authority] will develop a series of outcome agreements with providers, about what should be delivered in return for allocations in the 2016/17 academic year."

How these funds are spent is an important resource in the upskilling needed in Birmingham and to further reduce the flow of low qualified people into the labour market.

The European Social Fund (ESF) also supports a wide range of training across Birmingham. Between 2011 and 2015 an estimated £32 million has been spent on projects targeting disadvantaged people of all ages.

For projects up to 2018 there is a budget of £33.6 million – halve of which is for the Youth Employment Initiative, which is 'to promote the sustainable integration into the labour market of young people, in particular those who are not in education, employment or training (NEET).'

The Work Programme

The Work Programme is the largest programme for long-term claimants (both JSA and ESA) in Birmingham. It was contracted nationally by DWP and Birmingham is part of a larger contract area.

Since it commenced in 2011 a total of 59,160 people have been referred to the programme. **This means almost one in ten of all Birmingham's working age population have been through the Work Programme in the past four years.**

Consequently if the programme is successful it should have a positive impact on reducing long-term unemployment in the city.

[3] Skills Funding Agency 2015/16 allocations for Birmingham Colleges: Adult Skills Budget = £49m; Community Learning = £6.4m; 19+ Discretionary Learner Support =£5.5m; 24+ Advanced Learning Loans Facility & Bursary = £12m

On average 25% or one in four got a sustained[4] job through the programme in Birmingham. This is the same success rate for the Core Cities and just below the national average of 26%.

However, the average covers a wide variation of performance for the different groups of people that join the programme. For example, young people on JSA were the most successful group with 34% getting a job.

There were many more JSA claimants (52,290) who were referred compared to 6,490 ESA claimants. In part this reflects the higher levels of JSA in Birmingham. **JSA claimants were much more successful in getting jobs (27%) compared to ESA claimants (10%).**

Whilst the ESA success rates are broadly comparable with the national average, **performance for people with disabilities and health problems is too low and will need to be the focus of concerted action in the future.**

What more needs to be done?

There remain some significant issues in how skills training and employment support is planned in the city. What people have said to us is that there is:

- **A lack of genuine high level co-operation** at a strategic level
- Significant **concern about the level of funding** in future years, with significant reductions in adult skills funding
- **Too many initiatives** and a reluctance to let go of ones that aren't working and a perception that there remain duplication of services
- **poor careers advice leads to a mismatch** between subject choices and vacancies.

Each of these shows the need for radical steps for how we as a city:

- stimulate debate about the skills we need and how to deliver them
- consult, plan and fund provision in the future
- put right the deficit in careers advice.

[4] 'Sustained' is defined as either six or three months employment depending on the disadvantage of the participant

Summary of challenges

1. How do we further reduce NEETs?
2. Developing our priorities and targets for the devolved Adult Skills Budget
3. Improving performance of the Work Programme up to April 2017 and co-commissioning a new programme
4. Providing more leadership and planning in skills and employment.

What do we need to do?

What can employers do?

Apprenticeships

Employers have told us they recognise that by supporting apprenticeships they can play an active part in developing and shaping a future workforce which is better prepared to meet their needs.

Both public and private employers across Birmingham recognise they need to play their part in delivering the government's ambition of three million apprenticeships by 2020. **Birmingham's share of the apprenticeship target is 70,000 by 2020** (if using the number of 18-24 year olds in the city). This is over 14,000 each year – a significant stretch of the 11,500 apprenticeships in 2014/15.

Birmingham's large employers will be paying the new Apprenticeship Levy from April 2017[5] and we need to ensure that Birmingham benefits by creating more high quality apprenticeships.

To deliver number of challenges, including:

- more work is needed to persuade **young people and their parents** that apprenticeships are a career path and can offer progression opportunities
- the **level of apprenticeships across different sectors varies significantly**, with some sectors making strong and effective use of apprentices while others are still not engaging as they might
- Some employers in supply chain firms and smaller businesses report finding it **hard to attract high quality apprenticeship applicants**. But there is strong demand by young people for apprenticeships with high-profile employers.
- Some employers, especially SMEs, believe the processes involved in recruiting and training apprentices are **too bureaucratic and complex**. Employers which have never had an apprentice need support to navigate the system.

[5] The levy will be introduced in April 2017 at a rate of 0.5 per cent of an employer's paybill. Employers will receive an allowance of £15,000 to offset against their levy payment, which will only be paid on paybills in excess of £3m.

Traineeships

One frequently reported challenge by employers relates to the work readiness of some young people, who too often leave education with a poor understanding of the demands of the world of work. For some employers this is as much of a concern as worries about the technical skills and abilities.

For young people with low qualifications and little work experience Traineeships can help by providing a pathway to employment or an apprenticeship. Many employers and partners feel that the full potential benefits of Traineeships are not being realised.

In Birmingham there are over 40,000 eligible young people who, at the moment, do not have sufficient qualifications or experience to succeed in competing for an apprenticeship. In 2014/15 in England just 19,000 young people started on a Traineeship. **Traineeship numbers need to be significantly improved.** Of those who did a Traineeship, 40% moved on to a job or an apprenticeship.

If Birmingham employers could offer more suitable work experience opportunities, then as a city we could start to increase the number of Traineeships. Local partners and central government need to ensure the support infrastructure and funding is available to deliver relevant training and support. **In the future Traineeships need to become as much part of the skills landscape as apprenticeships have now become.**

Work experience guarantee

While apprenticeships and traineeships will play an increasingly important role, they are only parts of the solution to the challenge of effectively preparing all those entering the labour market for the first time.

All young people deserve the opportunity to develop their vocational awareness of the workplace alongside their academic studies. The city needs a step change in its level of engagement between employers and young people.

One way to achieve that step change is by extending the Youth Promise to work with schools and Further Education to offer all young people **a guaranteed two weeks of work experience each year from the age of 14**. One week would be in school/college time and would be compulsory and the other week would be voluntary and in a student's own time.

Employers throughout the City across all sectors and all sizes will need to step forward and engage with local schools, colleges and training providers to make this a reality. Birmingham has some excellent examples of effective education business links and this best practice can be built on.

Individuals and communities

Effective Careers, Information, Advice & Guidance (CIAG)

The adequacy, effectiveness and impartiality of careers information, advice and guidance are something that many across the City agree should be a **priority for improvement.**

Given responsibility for CIAG lies with individual education and training providers there is a real need for a city-wide response to this issue. At its heart needs to be a public commitment from all those charged with delivering CIAG to place the individual and their needs at the centre of service delivery.

At the moment there is a widespread belief that a range of issues including, vested interests, inadequate resources and competing time pressures mean that some young people do not get the CIAG they deserve. **Financial and institutional interests need to be put firmly aside when advising young people on their futures.**

However, in the future everyone will need to take more responsibility for seeking information and advice about how they can progress in their career by investing in training. This may involve decisions about whether to take out a loan to pay fees to a college or university.

Integrated approaches

Individuals are often put off and confused by what is on offer and whether training has to be paid for or not. As a City we need to commit to a more co-ordinated approach between different agencies and initiatives.

This particularly applies to organisations and initiatives delivering services to people who are out-of-work, which are not effectively co-ordinated. Too many organisations are only able to address single causes of unemployment rather than the multiple barriers which many face.

Such an approach will need to be forged around a common set of outcome measures that all parties agree to work towards. Key to success will be effectively drawing in those organisations from outside the traditional learning and employment arena, such as the NHS.

Local solutions

While Birmingham is in many ways one City facing common challenges and opportunities, it is also a network of distinct and different communities and local labour markets.

The **District Jobs and Skills Plans** need to be built on still further, in order to exploit their full potential for integrating provision. These plans need to be jointly owned and seen as the key vehicle through which all local economic players in an area plan provision.

This neighbourhood approach to skills planning has a particularly important part to play in narrowing, and ultimately closing, the employment gap that exists between disadvantage communities and other areas of the City.

Schools, Colleges, training providers and Universities

Simplicity & Collaboration

The size, scale and diversity of Birmingham's skills and employment system undoubtedly create benefits for employers, individuals and society as a whole.

However, one of the consistent messages from employers, their representatives and wider stakeholders is that the **skills landscape in the City remains too complex, opaque and difficult to navigate.**

People are confused by the array of organisations and messages they receive. The myriad of initiatives and organisations involved in supporting the functioning of the labour market needs to be simplified and better co-ordinated.

The current **Area Based Review of Further Education** offers the potential for reducing competition between organisations, and a shift to a system in Birmingham which is **more explicitly centred on collaboration and specialisation**.

A commitment is needed from all those involved in the skills system to work together to focus on common access routes to the range of services and support that are available. These new routes could, for example, include:

- A **unified gateway for all apprenticeship opportunities** in Birmingham
- A **single assessable database of all learning opportunities** available across the City; and

- A **single post-16 gateway for all post-16 provision**, similar to UCAS for higher education.

While all of these options will need further work to assess their practicality and deliverability, the only way any new system will succeed is if it is forged on a shared understanding that the existing, fragmented system is not fit for purpose.

Focusing learning provision

Given the continuing reductions in the funding available to support post-compulsory education and training, it is going to be even more important in the future that post-16 providers in the City focus on delivering learning and training that is proven to be effective and which is ever more closely linked to the needs of the economy.

In order to achieve this, those responsible for planning learning provision will need to **find even better ways of anticipating and responding to employer and economic needs.** Real-time LMI sources that are able to highlight areas of increasing demand or emerging recruitment difficulties are one such mechanism and need to become part of the standard data sources that are used to more closely align provision with future economic demand.

Learning providers will also have an increasing role in responding to **large-scale economic development projects** and in helping to plan that Birmingham has the appropriately people skilled people at the right time and in the right number in order to maximise the local benefit of these developments.

Birmingham City Council

The City Council's role will need to be twofold. **Firstly, enabling Birmingham's partners to work together more effectively. Secondly, use it's powers and statutory responsibilities to promote more opportunities for everyone.**

Enabling stronger partnership means improved dialogue and clearer mechanisms to articulate the skills ambitions of the city. This can be done by:

- **jointly reviewing the existing formal partnership arrangements** to ensure they are focused on planning city-wide action

- **improve the strategic leadership** for skills and training in the city, combining employers, the council and providers

- develop a **common and shared analysis** of the challenges, priorities, and actions

- ensure **the needs of the City are reflected** in the policies of the new Combined Authority and the Local Enterprise Partnership.

The Council can use its existing powers and responsibilities to inform partnership planning and deliver more opportunities:

- significantly improve accurate and timely labour market information for use by everyone

- continue to support and develop the use of Council procurement and planning powers to target job and training opportunities on local residents, workless people and those most in need of additional support, work to date has been widely regarded as a model of best practice

- to improve the planning, targeting and use of resources by incorporating District Jobs and Skills Plans into city-wide action planning.

In the past the City Council has had few direct powers to influence the delivery and achievement of skills and employment programmes. This will change with the devolution of the Adult Skills Budget and the devolution of new responsibilities to the West Midlands Combined Authority. Consequently this is will mean the City Council will need to **develop a partnership approach in building capacity** to deliver these new responsibilities.

Birmingham Jobcentre Plus and DWP

DWP, and their contractors, play a central role in Birmingham in helping all claimants move into sustainable work. They have ambitious targets for reducing the time that people spend on benefits in Birmingham, which includes all young people (18-24 year olds) leaving JSA within 52 weeks.

Whilst DWP targets are focused on benefit off-flows, the Birmingham skills challenge needs to address the employability of benefit claimants so that they are better able to secure sustainable employment – off benefits and staying off benefits.

This means that the City Council wants to work locally with DWP to help increase the benefit off-flows to sustainable jobs. To achieve this we want improve how we work together and make sure our resources are aligned as much as possible. Much is already being done and existing initiatives can be built on:

- more co-location of advisors and services

- improving the sharing of labour market data

- reducing the bureaucracy for claimants by appropriate sharing of personal data
- planning together the use of DWP's Flexible Support Fund
- establishing robust referral processes from DWP to local provision
- identifying those people with basic skills needs and guaranteeing training with local providers.

DWP will be trialling the involvement of Work Coaches in providing careers advice in Birmingham schools. This is a welcome additional resource for careers advice and it will need to careful planning with schools and other careers provision to ensure consistency of advice to young people.

DWP's Work Programme contractors for Birmingham[6] also have challenging performance expectations – for themselves and by DWP. A high performing programme benefits local people and, until the programme ends in April 2017, there should be a common focus by all on how performance can be improved.

DWP's **new Work & Health Programme** from April 2017 will be co-commissioned between DWP and the Combined Authority. This will mean that Birmingham will have an opportunity to set out what it can offer and what outcomes the city would expect.

Summary of actions and recommendations

1. How to encourage and support employers to offer more apprenticeships, traineeships, and work experience?
2. We need more advice for individuals but every person will also needs to take more responsibility for their training and progression
3. New mechanisms for more collaboration and specialisation such as an apprenticeship hub
4. The City Council and Jobcentre Plus sharing their capacity and developing together new more effective support for the unemployed and low skilled.

[6] The Work Programme contract area covers Birmingham, Solihull and the Black Country.

Skills City Birmingham

In the global economy Birmingham is one of Britain's greatest cities, and to thrive it needs world-class skills. There has always been a pride in Birmingham of its world-beating skills in manufacturing and technology. This same pride now has to be applied to the new industries and jobs Birmingham will be creating in the future.

To achieve this there needs to be active **co-investment in skills** by employers, local and national government, and individuals. Each has their part to play in creating **Skills City Birmingham**.

We think there are **five top priorities for action** now and in the future. This report has set out a number of challenges in each section and we summarise these as:

Skills for growth

1. In Birmingham it is not a lack of demand for workers but a lack of supply of workers with the skills and qualifications which employers want.
2. There is good information on the current and future skills demands of employers.
3. What is the best way for employers and employees to co-invest in skills training?

Helping young people decide

1. How to better inform young people and their parents about the value of vocational pathways?
2. How do we further reduce NEETs?

Birmingham Employers Challenge

1. How can this information be used to align skills training, reduce skills mismatches, and reduce the costs for employers?
2. How to encourage and support employers to offer more apprenticeships, traineeships, and work experience?

Opportunity for All

1. How best to promote training, development and progression for those in low skilled, low paid jobs?
2. Developing our priorities and targets for the devolved Adult Skills Budget
3. Improving performance of the Work Programme up to April 2017 and co-commissioning a new programme
4. We need more advice for individuals but every person will also needs to take more responsibility for their training and progression

Birmingham Skills City

1. How skills providers, Jobcentre Plus, the council and health can all work together to reduce barriers for unemployed people?
2. Providing more leadership and planning in skills and employment.
3. New mechanisms for more collaboration and specialisation, such as an apprenticeship hub
4. The City Council and Jobcentre Plus sharing their capacity and developing together new more effective support for the unemployed and low skilled.

Birmingham will have new opportunities and responsibilities within the new West Midlands Combined Authority to provide answers to these challenges. For the first time in a generation it will be able to directly influence how funds are spent on skills and employment support.

The initial focus will be on the **new Employment and Skills Strategy** which the Combined Authority has to agree with government. In addition, the **Area Based Review of Further Education** will set the framework for colleges for the coming years but Birmingham cannot allow this to be a one-off – it needs to be persistently working with partners to ensure the city's skills system is fit for purpose.

Our Ambition

We want to do more to create the right conditions for businesses to grow and thrive. Much is already being done but new efforts must be made to boost the skills and qualifications which employers say they will need. Improving skills will help increase productivity and economic growth in the city, but if we don't increase skills sufficiently up to 25% of growth could be lost.

Everyone has a role to play in boosting Birmingham as a learning city.

- **Young people** need to make informed choices about their careers
- **Adults** need to decide how to invest in their skills and qualifications
- **Employers** need to train their workers for a changing world of work
- **National and local government** working together to make sure there are strong and effective policies and programmes
- **Schools, colleges and training providers** are not only excellent but providing the qualifications employers need.

The Birmingham Skills Vision sets out how the City Council will help meet these ambitions – not on its own but together with partners. To drive this forward we need a new partnership between our business leaders, our education, training, and community leaders, and the Council.

Our **five points for action** are:

1. Skills for growth

Our vision is for Birmingham's education and training system to be better informed by what employers need – not just qualifications but employability as well. The Birmingham Skills Vision is backed up by the best information there is on what employers are demanding now and what they will need in the future.

Birmingham City Council will consult on how to improve skills and jobs information that can be used by everyone delivering and using education, skills and employment support. We will do this by:

- developing in partnership **new digital solutions** to increase access to information on **jobs, careers and training** for everyone
- create a **labour market information hub** for schools, universities, colleges and training providers – to inform the courses and qualifications they offer.

Over the next 10 years Birmingham will need more high qualified people but there will still be plenty of vacancies for people with fewer qualifications. However, there is a skills deficit in Birmingham – we will need 78,500 more people with 'A' levels (or equivalent), as well as people in high quality Apprenticeships. Not reducing this skills gap will hold back growth in the city.

The education, skills and employment system is often complex and confusing for individuals and employers, but it can be informed by the jobs employers are recruiting to now, and where the new jobs are coming from in the future.

Good job and career decisions is not just about young people. Many adults want to get a new job, progress in their existing job or, for the unemployed, find a job. Especially for those with low skills and looking for work we need to improve their routes to not just a job but also better skills.

2. Helping young people decide

Our vision is that every Birmingham young person has access to excellent information, advice and guidance on academic and vocational pathways to a job and a career.

In a complex world it's difficult for young people to decide their best route into work and a career. At the same time there has been reduced investment in advice and guidance to young people. Wrong decisions can have a large and long-lasting impact on what people earn. Wrong decisions also have an impact on Birmingham's economy – less people with the right skills.

The City Council hears widespread concern about the state of careers advice in Birmingham. We are determined to turn this around, but we can't do this on our own. Co-operation is needed across the board – education, employers, parents and national government. We need to put an end to the confusion and waste of resources caused by too many organisations working in isolation.

At the same time careers advice needs modernising. It needs to be fit for purpose for the 21st century

Our careers advice in the city is not good enough and needs modernising. It needs to be fit for purpose for the 21st century. This why we will renew our Birmingham **Youth Promise** and plan to go further. We will:

- plan with partners a **Birmingham careers and jobs advice service**, building on the best of existing initiatives and promoting collaboration
- work with Jobcentre Plus and the Department of Work & Pensions to bring their **jobs market knowledge into schools**
- **work with business to deliver a step change** in how young people can experience the world of work by providing two weeks of work experience every year for every young person over 14 years old

- ensure there is **a gateway for all Apprenticeship opportunities** in Birmingham.

We want to take steps to help ensure everyone knows what their choices are - providing clear academic and vocational pathways to careers and how to pursue each pathway. We will:

- consult on how a **single accessible database** of provision can be developed
- consult on a **single application gateway** for post-16 provision.

3. Birmingham Employers Challenge

Our vision is that together with employers we can increase and improve work experience and training opportunities.

It's not just qualifications that matter. Birmingham employers are clear they need employees who are not just well qualified but also motivated, with good team working and communication skills, and often excellent customer care skills.

This can't just be left to education and skills providers. Employers can, and should, have more influence on how we improve the employability of the workforce. This is especially true for young people and those who have been out of work for a long time. To achieve this we want to work with employers to:

- to **plan together the numbers and types of Apprenticeships** we will need in the coming years
- stimulate **many more Traineeships** and work experience placements
- **reduce employment rate gaps** for the most disadvantaged communities.

Birmingham's apprenticeship target should be 82,000 by 2020 – a significant stretch on before. To deliver improvement there will need to be new partnership arrangements at the city level, which will work closely with the wider Local Enterprise Partnership.

We agree with the government's commitment to get 1 million disabled people into work over the next five years. In Birmingham this means 19,000 disabled people finding employment, many of whom will be claiming sickness benefits. This is a significant challenge which is why we need to work with employers to:

- promote well-being at work and to prevent people losing their job because of poor health or disability

- work with health partners to prevent ill-health being a barrier to getting a job
- recruit more people with disabilities, including providing work experience.

In the future the City Council's commitment to Birmingham employers will be to demonstrate how Business Rates are used to: promote a more skilled workforce; stimulate apprenticeships and traineeships; and reducing the costs of recruitment.

4. Opportunity for all

Our vision is to show that economic growth can benefit everyone. This means getting more of our unemployed off welfare and into sustainable employment.

The Birmingham economy needs more high qualified people but at the same time we must make sure that there are opportunities for our whole population, irrespective of their skill levels. Our focus needs to be on closing the skills and employment gaps with other cities. Put simply this means getting more of our unemployed people into sustainable employment.

With the new powers of the Combined Authority we will have a stronger influence over how funds for skills and employment can be spent in Birmingham. The challenge is significant but we can help everyone benefit by:

- continuing to **target efforts** on those areas of Birmingham with the highest number of claimants
- **working with Jobcentre Plus to widen opportunities** for basic skills training and relevant qualifications especially for Employment Support Allowance claimants
- **focusing the Adult Skills Budget** on promoting access to learning for disadvantaged people
- using **public sector procurement** to increase opportunities for unemployed people.

5. Skills City Birmingham

We will use every opportunity to promote Birmingham as 'Skills City'. Birmingham competes in a global economy and one of our key advantages is our skilled workforce.

Our efforts will be to improve collaboration across the city in how education and skills are delivered. To drive this forward we need a new partnership between our business leaders, our education, training, and community leaders, and the Council. At the same time we will look at the best of what is happening elsewhere in the UK and globally so we can build on success.

To help make this happen we will:

- start by **reviewing all of our partnership arrangements** for skills and employment
- commit to **a new high-level partnership** between our business and civic leaders.

To help make this happen we will start by reviewing all of our partnership arrangements for skills and employment, but with a commitment to establish a new senior leadership partnership between our business leaders, our education, training, and community leaders, and the Council.

END

Birmingham Skills: supply and demand

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Summary

Birmingham has the second lowest employment rate amongst the English Core Cities and the highest unemployment claimant rate (see Chart 4 and Chart 8)

There are currently 700,000 working age residents in Birmingham[1], of which:

- 431,000 are in employment – an employment rate of 61.6% (UK = 72.6%)
- Just over 50,000 who are unemployed – an ILO unemployment rate of 10.2% (UK = 6%)
- 218,000 who are economically Inactive – 31% of the working age population (UK = 23%)

There are just over 100,000 claiming out of work benefits[2], of which:

- 30,000 are currently claiming Jobseekers Allowance (JSA) – 30% of all claimants (GB = 20%)
- 56,000 claiming Employment Support Allowance (ESA) – 55% of all claimants (GB = 65%)

To half the employment rate gap between Birmingham and the National rate an additional 70,000 jobs would be needed by 2025[3]. These additional jobs would need to come from:

- The predicted increase in the working age population of 45,000, of which 31,000 would be employed at the target employment rate of 67%
- Those who are 'economically inactive' which currently number over 200,000 with 53,000 wanting a job
- 20,000 who are ILO unemployed but not claiming JSA, of which we can expect to reduce by at least 5,000

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[1] Annual Population Survey March 2015, NOMIS
[2] DWP benefit claimant statistics, working age client groups, NOMIS
[3] Target rate is 67% - half way to the UK rate of 72.6%. In 2025 the working age population is set increase by 45,000 to 746,000 (ONS sub regional population projections). Therefore to achieve the target employment rate 500,000 residents will need to be in employment: an increase of 70,000 jobs to be filled by Birmingham residents.

- A reduction in the number of people claiming Jobseekers Allowance – currently 31,000 people which if reduced to the average for English Core Cities would mean 9,000 more in work

- A reduction in the number of people claiming ESA – there are 11,000 people in the ESA Work Related Activity Group which could be reduced by around 6,000.

The GBSLEP has a target of 119,000 private sector jobs to be created between 2010 and 2020. The figure includes both jobs created directly through the activities of the LEP but also all other job growth in the local economy. To date (2014) 85,173 jobs have been created - 47,769 of these were in Birmingham. Of the 33,827 jobs required to meet the target in 2020, we would expect around 18,600 to be in the city.

Productive people, Productive businesses

Gross Value Added (GVA) per worker is a common measure of productivity. Figures show a relatively positive picture, with Birmingham performing better compared to other English core cities apart from Bristol, Leeds and Manchester[4]. In 2012, GVA per worker was just over £44K. The highest rate for English Core Cities was £49K for Bristol and the lowest was £41K for Nottingham.

One of the city's successes has been rising numbers of pupils achieving 5 or more GCSEs at A*-C and Birmingham's performance now outstrips the England and core cities averages. Attainment rates of 5 GCSEs including English and maths are in line with the national average – see Table 13.

Nearly 16% of all working age residents in Birmingham have no qualifications and this rises to 27% for workless people – the 2nd highest after Liverpool when compared to other English Core Cities. Birmingham has the 2nd lowest proportion of working age residents with a level 4 or above qualification (when compared to other Core Cities in England - see Table 14. Forecasts (see Table 47) show a major shift in the current qualification levels is needed to meet the changes in employment. For the West Midlands there needs to be a 24% increase in those holding a level 4 or above qualification with a fall in lower levels, especially those with no qualifications (26% less) and level 1 qualifications (18% less).

To match the national average of people qualified to Level 3 and above (often used as definition of a 'world class' workforce), an **additional 78,500 residents will need to be upskilled** over the next 10 years. Increasingly qualified young people

[4] Birmingham Local Economic Assessment, 2014

(under 19) will account for 13% of these but this means that 68,000 adults (19 and over who are currently below level 3) will need to improve their qualifications.

Currently 10,000 adults (aged 19 and over on a level 3 course, 2013/14) undertake some form of education and training each year (see Table 16), therefore an additional 7,000 adults are needed to undertake training or participate in education at level 3 to meet the target.

Reducing disadvantage

In boosting the employment rate we also want to reduce the employment rate gaps for disabled people and ethnic minorities.

Ethnic minority people of working age have an employment rate of 51% compared to 68% for the white population – an ethnic minority employment rate gap of 17 percentage points. This is significantly above the national gap of 12.5 percentage points - see Table 6.

The employment rate for disabled people in Birmingham is 33% compared to an employment rate for non-disabled people of 69% - a disabled employment rate gap of 36 percentage points. This is slightly above the national gap of 33 percentage points - see Table 7.

The Government is committed to halving the disabled employment rate gap over the next five years. In Birmingham this will mean helping 19,000 disabled people either stay in work or find work, of which around 6,000 could come from those on ESA.

What do Birmingham employers need?

By matching Further Education subject areas to relevant occupations (i.e. those subjects that offer a possible route to a career) we can see the ratio between the number of Birmingham students by subject and the number of vacancies linked to that subject – see Table 24.

This ratio doesn't only show a mismatch between Further Education subjects and vacancies but also a mismatch between allied subjects at the Higher Education level, which are needed to satisfy some of the demand. For colleges within Birmingham City the highest mismatch ratios are for the following subjects:

- Nursing and Subjects and Vocations Allied to Medicine
- Marketing and Sales
- Economics

- Public Services
- Manufacturing Technologies
- Teaching and Lecturing
- Retailing and Wholesaling
- Other Languages, Literature and Culture
- ICT Practitioners.

A similar analysis[5] of **Higher Education subjects** (for Birmingham Universities) shows that:

- In percentage terms, the largest areas of shortfall are in Business and Administrative studies, where annual student numbers are over 50 per cent below the forecast demand, and in Medicine and Dentistry, where there was a shortfall of over 40 per cent.
- There were five subject areas where there appeared to be an oversupply of provision. These were: Mass Communications and Documentation; Physical Sciences; Languages; Biological Sciences; Historical and Philosophical studies.
- Furthermore, on leaving University a relatively high proportion of graduates in these subjects do not work in a related industry, and instead work in lower skilled jobs, such as administrative, sales and customer service occupations. This was particularly so for Mass Communications and Documentation, and Historical and philosophical studies, and less so for Physical and Biological Sciences.
- Recent trends in first year student numbers suggest that provision is reducing in those areas of oversupply where graduates are most likely to end up working in lower skilled and lower paid jobs
- There has been growth in a number of Science, Technology, Engineering and Mathematics (STEM) subjects, reflecting the strategic importance of STEM to the national economy.

Many of the in-demand occupations need higher qualification levels but employers will also need occupations below the manager and professional level. Local employers have reported that they find it difficult to fill vacancies in Birmingham for Administrative, clerical and Sales/customer service occupations – see Chart 17 and Chart 19.

[5] CESI, Future skills priorities for Birmingham and the West Midlands, 2014 – A report Birmingham City University

Who will employers be recruiting in the future?

Most new jobs in the West Midlands will primarily come from the private sector as reductions in public spending continue, although the public sector will still be the largest employer.

Chart 33 shows employment numbers for West Midlands[6] major sectors. The Chart shows both 'replacement demand' (new workers needed to replace those retiring or leaving the labour market) and 'expansion demand' (new jobs as a result of economic growth). Replacement demand is the most significant factor in the demand for new labour, but with some sectors showing strong expansion demand. These figures do not include employment projections for HS2, which is predicted to generate 65,000 jobs in the West Midlands up to 2022 – mostly spread over the manufacturing and construction sectors – see Table 49.

The following describes job growth and qualifications needed for the major sectors in Birmingham (figures below 10,000 should be used with caution).

Business and financial services: Birmingham needs more of its residents to take up jobs in this sector as it is the biggest growth sector. Growth will be due to higher level occupations requiring higher level qualifications. Administrative, secretarial and elementary opportunities will still be available due to replacement demand. Overall, there will be 350,000 job openings in this sector by 2022 made up of 76,000 new jobs in the West Midlands. Of these, it is estimated there will be 19,000 new jobs to be filled in Birmingham by 2022 and 71,000 jobs to replace workers who are retiring or leaving the labour market.

Advanced Engineering/Manufacturing: Recent trends show an increase in employment in the West Midlands, with a large increase in Process, Plant and Machine Operative and Skilled trade jobs. However, long-term forecasts show a fall due to advances in new technology. Currently future demand for STEM qualifications will outstrip supply plus precise technical skills will be mixed with more general aptitudes for project management and problem solving as factories become more technologically advanced. Overall, it is predicted that there will be 82,000 job openings in this sector by 2022 in the West Midlands - a fall of 20,000 from present levels – this is mostly made up of a fall in skilled trades and plant, process and machine operative occupations. Of these, it is predicted that there will be 11,000 job openings in this sector up to 2022 in Birmingham. However, total employment will fall from present levels.

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[6] The lowest geographical level this analysis can be done

For **HS2** a large majority of jobs will be in the civil engineering field with the construction of the tunnels, structures and stations, each of which account for broadly one-fifth of all jobs. Specialist railway engineering jobs only account for around 11% of projected employment, although these are on average more highly skilled.

Information technology: This sector demands highly qualified people. Evidence shows that many students are doing basic IT courses which are needed for administrative roles but more need to move into higher level courses if demand for specific IT skills such as website analytics is to be satisfied. Overall, there will be 37,000 job openings in this sector by 2022 including 14,000 new jobs. Of these there will be 7,000 job openings in this sector by 2022 in Birmingham including 4,000 new jobs.

Analysis of recent vacancies show that if people are looking to move up to becoming a Senior Web Developer then having programming skills using specialist software will give a job seeker a good chance of being interviewed for the job.

Wholesale and retail: Expansion in this sector will largely be due to an increase in professional and managerial positions and therefore those with higher qualifications. However this is a good sector for those with lower level qualifications as the level of churn means opportunities at the entry level for sales assistants and cashiers. Forecasts show a total of 172,000 job openings by 2022 but only 11,000 new jobs with the rest made up of job replacement. In Birmingham there will be a total of 29,000 job openings by 2022, but only 2,000 new jobs with the rest replacing retiring workers.

Education: Demand for more professional teaching positions is increasing and therefore an increased demand for level 3 and above qualifications but especially degrees and higher (Masters). Caring occupations within the sector are in demand: these could be at the nursery level or student welfare officers for those with special education needs. Forecasts show 90,000 job openings in this sector by 2022, a loss of 7,000 jobs on present levels in the West Midlands. For Birmingham, forecasts show 21,000 job openings by 2022, a loss of 2,000 jobs on present levels.

Health and Social Work: Demand for more professional and managerial positions in the Health sector is increasing and therefore an increased demand for Level 4 and above qualifications. Again, higher qualified caring roles are in demand and will make up 75% of the predicted 39,000 new jobs in this sector by 2022. Overall, there will be 186,000 job openings in this sector. Of these 42,000 will be in Birmingham, including 9,000 new jobs.

Construction: It is predicted there will be 80,000 job openings in this sector by 2022 - a net growth of 19,000 new jobs from present levels. It is predicted there will be 15,000 job openings in Birmingham which includes 4,000 new jobs. Growth will be due to an increase in skilled trade occupations and professional. Self employed will make up to 36% of total employment. According to the Construction Industry Training Board (CITB) shorter term growth (the next five years) will be led by investment in the private housing and commercial sectors, this means that demand for some trades will be higher than others. Jobs in demand in the West Midlands in the next five years include:

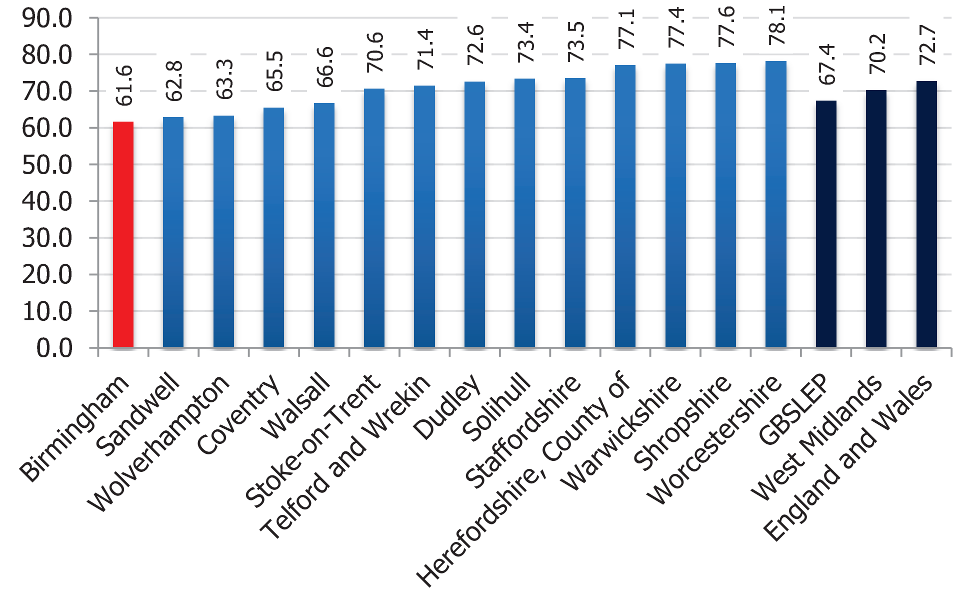
- Wood trades and interior fit-out
- Electricians
- Bricklayers
- Building envelope specialists
- Construction process managers.

HS2 should also have a major impact in this sector. Projections show an additional 65,000 jobs could be created up to 2014 during the build phase of the project. A large proportion of HS2 construction jobs will be on a contract basis, which means that the actual labour requirement is unlikely to greatly exceed 10,000 jobs in any one year. These jobs will be primarily in the fields of design, project management, civil engineering construction and specialist railway engineering

Current labour market and skills

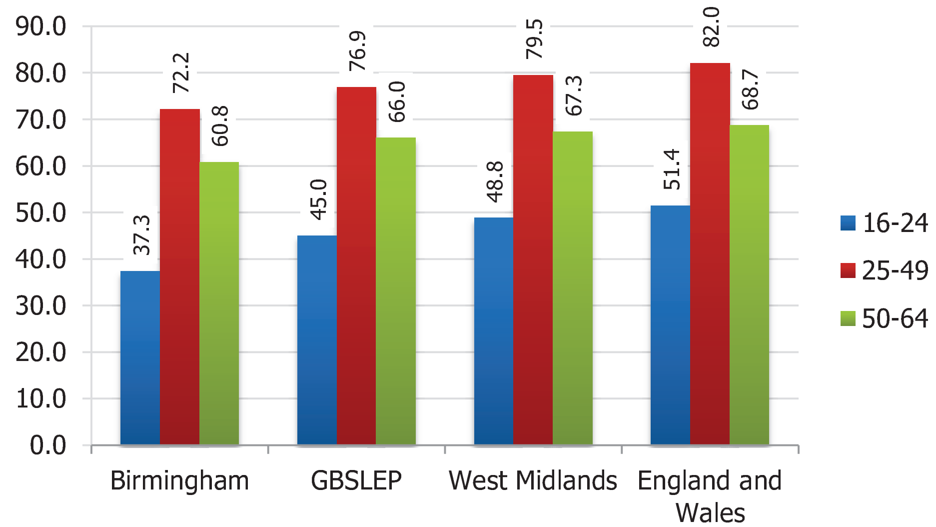
Employment

Chart 1 Employment rate, working age: West Midland authorities, 2014/2015



Source: Annual population survey – resident based via NOMIS. Rates as a proportion of working age population.

Chart 2 Employment rates by age, 2014/2015



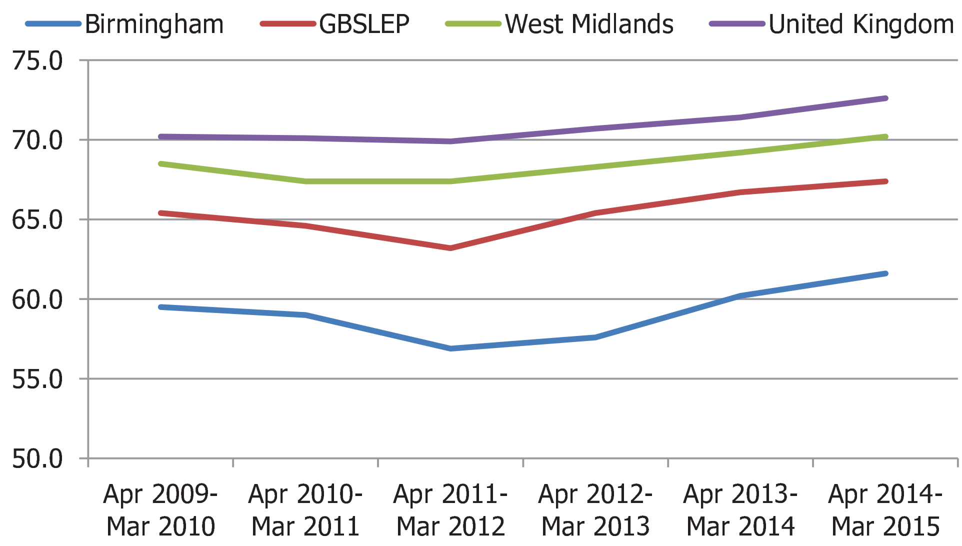
Source: Annual population survey – resident based via NOMIS. Rates as a proportion of working age population.

Table 1 Employment rates by age, 2014/2015

Area	Age group			
	16-64	16-24	25-49	50-64
Birmingham	61.6	37.3	72.2	60.8
Sandwell	62.8	38.1	74.1	59.1
Wolverhampton	63.3	36.4	71.7	64.1
Coventry	65.5	42.5	74.6	66.6
Walsall	66.6	40.7	76.1	65.5
Stoke-on-Trent	70.6	59.3	80.4	58.5
Telford and Wrekin	71.4	55.6	78.2	68.9
Dudley	72.6	61.4	78.2	68.5
Solihull	73.4	42.5	84.1	74.4
Staffordshire	73.5	57.8	82.3	68.4
Herefordshire, County of	77.1	63.3	84.3	72.1
Warwickshire	77.4	53.9	88.7	71.4
Shropshire	77.6	52.9	87.5	74.2
Worcestershire	78.1	64.3	86.8	71.9
GBSLEP	67.4	45.0	76.9	66.0
West Midlands	70.2	48.8	79.5	67.3
England and Wales	72.7	51.4	82.0	68.7

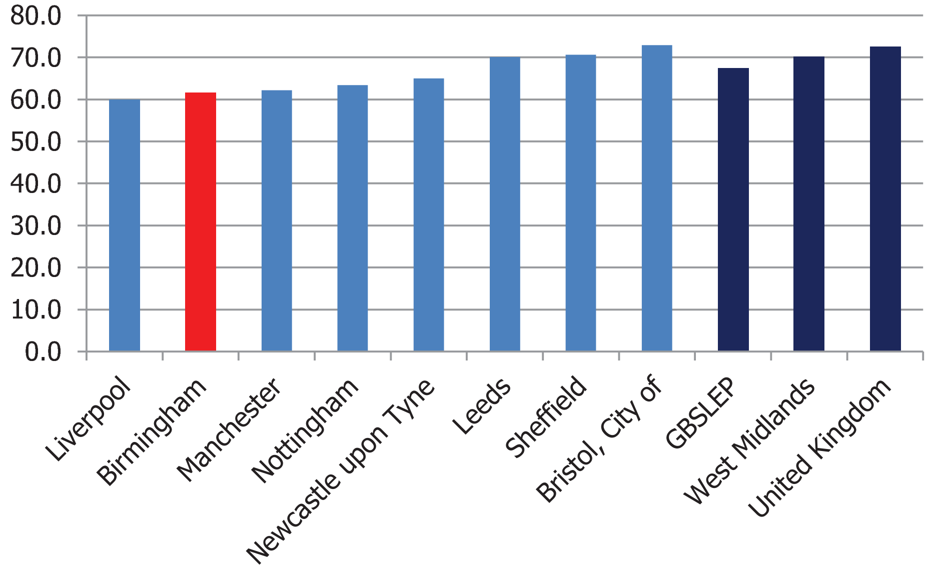
Source: Annual population survey – resident based via NOMIS. Rates as a proportion of working age population.

Chart 3 Employment trends, working age, 2010 to 2015



Source: Annual population survey – resident based via NOMIS.

Chart 4 Employment rates, English core cities, working age, 2014/2015



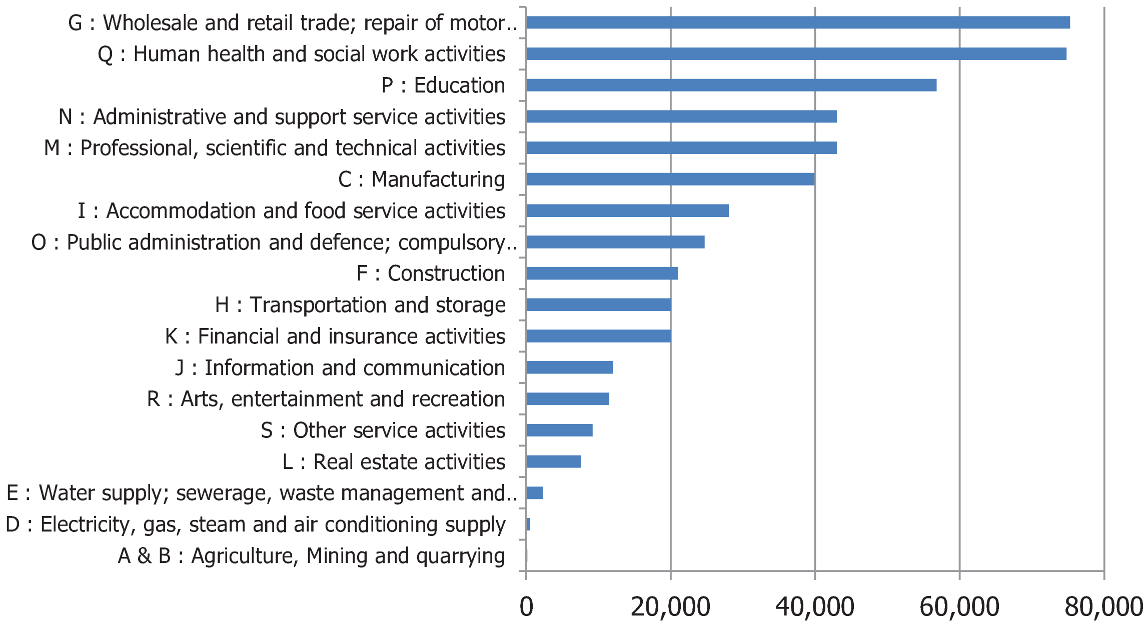
Source: Annual population survey – resident based via NOMIS.

Table 2 Employment trends, English core cities, working age, 2010 to 2015

	Apr 2009-Mar 2010	Apr 2010-Mar 2011	Apr 2011-Mar 2012	Apr 2012-Mar 2013	Apr 2013-Mar 2014	Apr 2014-Mar 2015
Liverpool	60.3	59.9	59.6	60.2	61.2	60.0
Birmingham	59.5	59.0	56.9	57.6	60.2	61.6
Manchester	58.2	58.9	58.8	61.2	62.0	62.2
Nottingham	57.0	54.2	59.6	59.0	59.9	63.4
Newcastle upon Tyne	60.2	64.5	62.8	60.6	60.3	65.0
Leeds	68.8	69.3	67.4	68.8	69.0	70.1
Sheffield	65.8	66.3	63.9	69.0	68.7	70.6
Bristol, City of	71.5	74.8	69.9	71.1	70.0	72.9
GBSLEP	65.4	64.6	63.2	65.4	66.7	67.4
West Midlands	68.5	67.4	67.4	68.3	69.2	70.2
United Kingdom	70.2	70.1	69.9	70.7	71.4	72.6

Source: Annual population survey – resident based via NOMIS.

Chart 5 Workplace employment by sector, working age: Birmingham, 2014



Source: Business Register and Employment Survey (BRES)

Table 3 Workplace employment trends by sector, working age: Birmingham, 2009 to 2014

Sector sections	2009	2010	2011	2012	2013	2014
A & B : Agriculture, Mining and quarrying	-	-	-	100	-	200
C : Manufacturing	39,900	40,300	37,100	36,900	39,300	39,900
D : Electricity, gas supply	-	1,000	1,200	1,300	1,600	600
E : Water supply	2,600	2,700	2,700	2,500	2,500	2,300
F : Construction	18,900	18,600	18,300	16,500	16,000	21,000
G : Wholesale and retail trade; repair of motor vehicles and motorcycles	69,800	68,600	66,000	71,100	70,600	75,300
H : Transportation and storage	18,500	18,100	24,100	19,800	17,800	20,100
I : Accommodation and food service	25,800	22,600	25,500	26,600	26,500	28,100
J : Information and communication	13,300	13,000	10,700	10,300	11,100	12,000
K : Financial and insurance activities	27,300	26,100	27,100	27,200	24,600	20,000
L : Real estate activities	6,200	5,500	7,200	7,700	7,400	7,600
M : Professional, scientific and technical	30,400	29,100	33,500	35,400	38,100	43,000
N : Administrative and support service	36,200	36,500	42,200	40,600	41,200	43,000
O : Public administration and defence	32,000	24,500	33,000	29,800	34,400	24,700
P : Education	56,000	65,800	48,300	46,900	53,100	56,800
Q : Human health and social work activities	64,000	67,900	70,800	73,700	74,200	74,800
R : Arts, entertainment and recreation	7,800	9,700	9,300	9,600	9,800	11,500
S : Other service activities	8,600	7,100	9,100	8,100	9,700	9,200
T : Activities of households as employers	-	-	-	-	-	-
U : Activities of extraterritorial bodies	-	-	-	-	-	-
Total	**458,500**	**457,100**	**466,200**	**464,100**	**477,800**	**490,300**

Source: Business Register and Employment Survey (BRES)

Table 4 Workplace employment trends by sector, working age: Birmingham, 2009 to 2014. Index (2009 = 100)

Sector sections	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**
A & B : Agriculture, Mining and quarrying	-	-	-	-	-	-
C : Manufacturing	100	101	93	92	98	100
D : Electricity, gas supply	-	-	-	-	-	-
E : Water supply	100	104	104	96	96	88
F : Construction	100	98	97	87	85	111
G : Wholesale and retail trade; repair of motor vehicles and motorcycles	100	98	95	102	101	108
H : Transportation and storage	100	98	130	107	96	109
I : Accommodation and food service	100	88	99	103	103	109
J : Information and communication	100	98	80	77	83	90
K : Financial and insurance activities	100	96	99	100	90	73
L : Real estate activities	100	89	116	124	119	123
M : Professional, scientific and technical	100	96	110	116	125	141
N : Administrative and support service	100	101	117	112	114	119
O : Public administration and defence	100	77	103	93	108	77
P : Education	100	118	86	84	95	101
Q : Human health and social work activities	100	106	111	115	116	117
R : Arts, entertainment and recreation	100	124	119	123	126	147
S : Other service activities	100	83	106	94	113	107
T : Activities of households as employers	-	-	-	-	-	-
U : Activities of extraterritorial bodies	-	-	-	-	-	-
Total	**100**	**100**	**102**	**101**	**104**	**107**

Source: Business Register and Employment Survey (BRES)

Table 5 Employment by occupation and sector, workplace based, working age: Birmingham, 2010 to 2015

Total employment 2009-10

Occupation / Sector	Manufacturing	Construction	Distribution, hotels & restaurants	Transport & Communication	Banking finance & insurance etc.	Public admin education & health	**Total**
Managers, Directors and Senior Officials	6,600	5,100	12,200	1,400	9,400	10,400	48,600
Professional Occupations	4,600	4,000	1,200	8,400	17,900	63,900	105,000
Associate Prof & Tech Occupations	7,000	2,900	5,200	4,200	18,400	26,100	70,300
Administrative and Secretarial Occupations	4,200	2,100	9,000	3,300	22,000	21,100	65,700
Skilled Trades Occupations	9,700	16,800	6,300	1,700	2,900	1,900	40,600
Caring, Leisure and Other Service Occupations	-	-	-	1,400	2,400	47,300	56,300
Sales and Customer Service Occupations	-	900	23,100	1,600	8,300	2,700	37,300
Process, Plant and Machine Operatives	6,300	3,700	5,100	15,200	1,500	2,000	34,800
Elementary occupations	4,000	1,700	14,200	3,400	9,100	15,300	50,600
All	42,400	37,200	76,300	40,600	91,900	190,700	509,200

Total employment 2014-15

Occupation / Sector	Manufacturing	Construction	Distribution, hotels & restaurants	Transport & Communication	Banking finance & insurance etc.	Public admin education & health	**Total**
Managers, Directors and Senior Officials	5,300	3,500	10,900	2,900	10,200	10,300	45,800
Professional Occupations	4,400	6,700	1,600	9,300	19,400	75,000	122,200
Associate Prof & Tech Occupations	9,600	2,000	6,400	5,600	19,300	27,300	78,200
Administrative and Secretarial Occupations	5,600	2,300	4,900	6,500	17,800	22,700	64,600
Skilled Trades Occupations	14,600	13,000	9,300	2,600	4,500	3,000	49,300
Caring, Leisure and Other Service Occupations	-	-	1,200	-	1,500	41,600	52,800
Sales and Customer Service Occupations	1,700	-	27,700	2,500	8,500	1,600	42,000
Process, Plant and Machine Operatives	14,000	4,300	5,600	12,600	2,000	2,200	42,400
Elementary occupations	5,300	700	21,900	4,800	9,800	12,500	57,100
All	60,500	32,500	89,500	46,800	93,000	196,200	554,400

Change from 2009-10 to 2014-15

Occupation / Sector	Manufacturing	Construction	Distribution, hotels & restaurants	Transport & Communication	Banking finance & insurance etc.	Public admin education & health	**Total**
Managers, Directors and Senior Officials	-1,300	-1,600	-1,300	1,500	800	-100	-2,800
Professional Occupations	-200	2,700	400	900	1,500	11,100	17,200
Associate Prof & Tech Occupations	2,600	-900	1,200	1,400	900	1,200	7,900
Administrative and Secretarial Occupations	1,400	200	-4,100	3,200	-4,200	1,600	-1,100
Skilled Trades Occupations	4,900	-3,800	3,000	900	1,600	1,100	8,700
Caring, Leisure and Other Service Occupations	-	-	-	-	-900	-5,700	-3,500
Sales and Customer Service Occupations	-	-	4,600	900	200	-1,100	4,700
Process, Plant and Machine Operatives	7,700	600	500	-2,600	500	200	7,600
Elementary occupations	1,300	-1,000	7,700	1,400	700	-2,800	6,500
All	18,100	-4,700	13,200	6,200	1,100	5,500	45,200

Source: Annual population survey - workplace analysis via NOMIS.

Highest employment and change Lowest employment and change

Table 6 Employment rates by ethic group, working age, Apr 2014-Mar 2015

	white	ethnic minority	**Percentage point GAP**	mixed ethnic group	Indians	Pakistanis/ Bangladeshis	Black or black British	other ethnic group
Sheffield	74.6	50.6	**24.0**	63.2	69.4	51.5	54.3	39.2
Birmingham	68.5	51.1	**17.4**	70.1	64.7	43.3	54.8	44.4
Newcastle upon Tyne	67.0	52.7	**14.3**	76.2	51.6	54.5	48.5	51.7
Nottingham	66.8	53.0	**13.8**	77.2	46.0	47.0	56.5	48.0
Liverpool	61.7	48.8	**12.9**	32.1	63.0	54.6	51.0	40.8
Bristol, City of	74.8	63.2	**11.6**	73.3	85.2	61.1	61.7	43.7
Leeds	71.7	60.9	**10.8**	61.9	70.9	58.1	58.0	59.2
Manchester	65.0	56.7	**8.3**	58.1	81.3	54.2	59.8	47.7
GBSLEP	72.4	52.8	**19.6**	69.5	66.1	45.5	56.5	44.0
West Midlands	73.4	55.6	**17.8**	60.3	66.8	47.6	57.4	47.3
United Kingdom	74.3	61.8	**12.5**	64.3	71.1	51.9	62.9	60.3

Source: Annual population survey – resident based via NOMIS.

Table 7 Employment rates by disability, working age, Apr 2014-Mar 2015

	EA core or work-limiting disabled	EA core disabled	work-limiting disabled	All disabled	not EA core or work-limiting disabled	**Percentage point GAP**
Liverpool	25.7	24.9	19.0	23.4	71.0	**47.6**
Leeds	43.2	42.6	34.1	40.5	76.7	**36.2**
Birmingham	35.0	34.3	30.7	33.5	69.4	**35.9**
Manchester	38.0	36.5	30.9	35.4	70.4	**35.0**
Sheffield	45.9	44.2	36.0	42.6	77.1	**34.5**
Bristol, City of	47.8	47.6	41.4	45.9	78.3	**32.4**
Newcastle upon Tyne	41.8	40.5	34.0	39.1	71.5	**32.4**
Nottingham	40.6	39.8	34.3	38.5	69.6	**31.1**
GBSLEP	39.5	38.1	33.1	37.2	74.5	**37.3**
West Midlands	44.9	43.3	37.6	42.2	76.5	**34.3**
United Kingdom	48.2	46.4	41.1	45.5	78.5	**33.0**

EA Core disabled includes those who have a long-term disability which substantially limits their day-to-day activities.

Work-limiting disabled includes those who have a long-term disability which affects the kind or amount of work they might do.

Source: Annual population survey – resident based via NOMIS.

Unemployment

Chart 6 Claiming out of work benefits, working age: Birmingham, 2000 to 2015

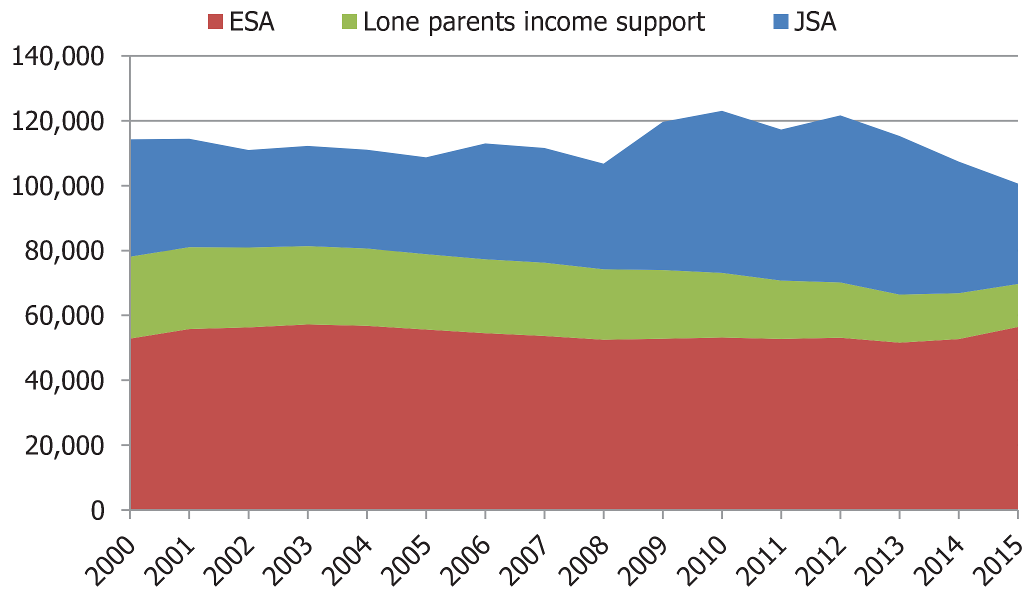


Table 8 Claiming out of work benefits, working age: Birmingham, 2000 to 2015

Date	job seeker		ESA and incapacity benefits		lone parent		others on income related benefit		out-of-work benefits	
	number	%	number	%	number	%	number	%	number	%
2000	36,190	5.9	52,870	8.6	25,250	4.1	5,730	0.9	120,040	19.6
2001	33,430	5.4	55,810	9.1	25,250	4.1	5,450	0.9	119,940	19.5
2002	30,070	4.8	56,320	9.1	24,630	4.0	5,100	0.8	116,120	18.7
2003	30,900	4.9	57,230	9.1	24,150	3.8	4,600	0.7	116,880	18.6
2004	30,460	4.8	56,810	8.9	23,840	3.8	4,430	0.7	115,540	18.2
2005	29,870	4.6	55,660	8.6	23,230	3.6	4,560	0.7	113,320	17.5
2006	35,730	5.5	54,530	8.4	22,790	3.5	4,180	0.6	117,230	18.0
2007	35,380	5.4	53,680	8.1	22,590	3.4	4,290	0.7	115,930	17.6
2008	32,580	4.9	52,520	7.9	21,710	3.3	4,740	0.7	111,560	16.7
2009	45,690	6.8	52,820	7.9	21,180	3.1	4,650	0.7	124,340	18.5
2010	49,990	7.3	53,190	7.8	19,930	2.9	4,870	0.7	127,980	18.8
2011	46,590	6.7	52,760	7.6	17,980	2.6	4,600	0.7	121,930	17.7
2012	51,510	7.4	53,130	7.6	17,050	2.4	4,000	0.6	125,690	18.0
2013	48,910	7.0	51,610	7.4	14,820	2.1	3,630	0.5	118,980	17.0
2014	40,590	5.8	52,720	7.5	14,140	2.0	3,280	0.5	110,730	15.8
2015	31,000	4.4	56,450	8.1	13,240	1.9	2,880	0.4	103,560	14.8

Source: DWP benefit statistics via NOMIS, Work and Pensions Longitudinal Study (WPLS).
Rate = Proportion of resident population aged 16-64 estimates.

Chart 7 Out of work benefit rates, working age: Core Cities, February 2015

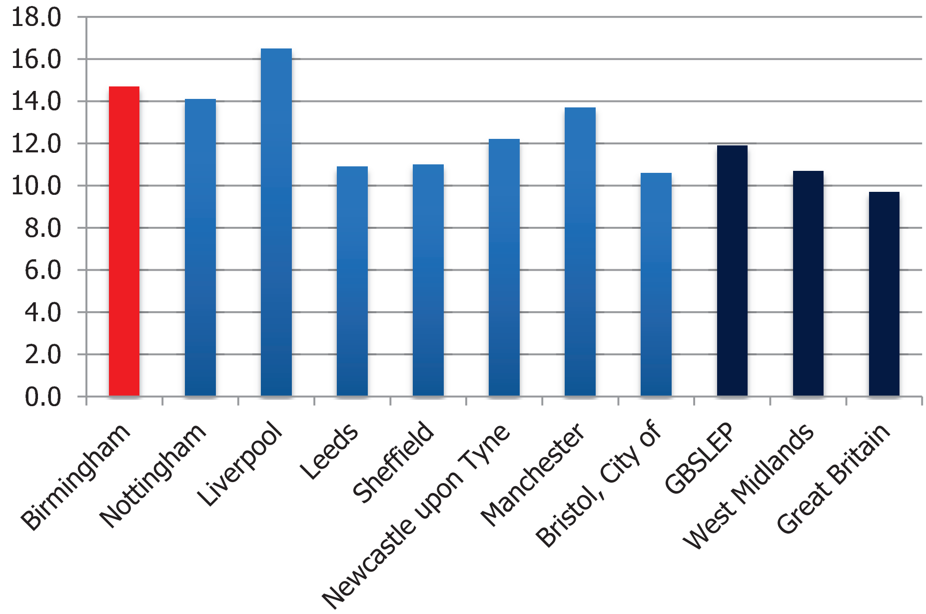


Table 9 Out of work benefit rates, working age: English core cities, February 2015

Area	Job seeker		ESA and incapacity benefits		Lone parent		Others on income related benefit		Total out-of-work benefits	
	number	%	number	%	number	%	number	%	number	%
Birmingham	31,000	4.4	56,450	8.0	13,240	1.9	2,880	0.4	103,560	14.7
Nottingham	8,620	3.9	17,160	7.8	4,180	1.9	820	0.4	30,780	14.1
Liverpool	10,140	3.1	36,220	11.2	5,770	1.8	1,320	0.4	53,450	16.5
Leeds	14,730	2.9	32,160	6.4	6,610	1.3	1,700	0.3	55,200	10.9
Sheffield	10,540	2.8	24,490	6.6	4,580	1.2	1,220	0.3	40,830	11.0
Newcastle upon Tyne	5,270	2.7	15,450	7.8	2,810	1.4	720	0.4	24,250	12.2
Manchester	8,860	2.4	33,330	9.1	6,620	1.8	1,450	0.4	50,250	13.7
Bristol, City of	5,960	2.0	21,070	7.0	3,980	1.3	760	0.3	31,770	10.6
GBSLEP	38,360	3.1	86,540	6.9	18,950	1.5	4,360	0.3	148,210	11.9
West Midlands	87,470	2.5	237,250	6.6	47,150	1.3	11,800	0.3	383,670	10.7
Great Britain	785,480	2.0	2,526,360	6.3	448,100	1.1	116,580	0.3	3,876,520	9.7

Source: DWP benefit statistics via NOMIS, Work and Pensions Longitudinal Study (WPLS).
Rate = Proportion of resident population aged 16-64 estimates.

Chart 8 Unadjusted claimant rates, working age: English core cities, August 2015

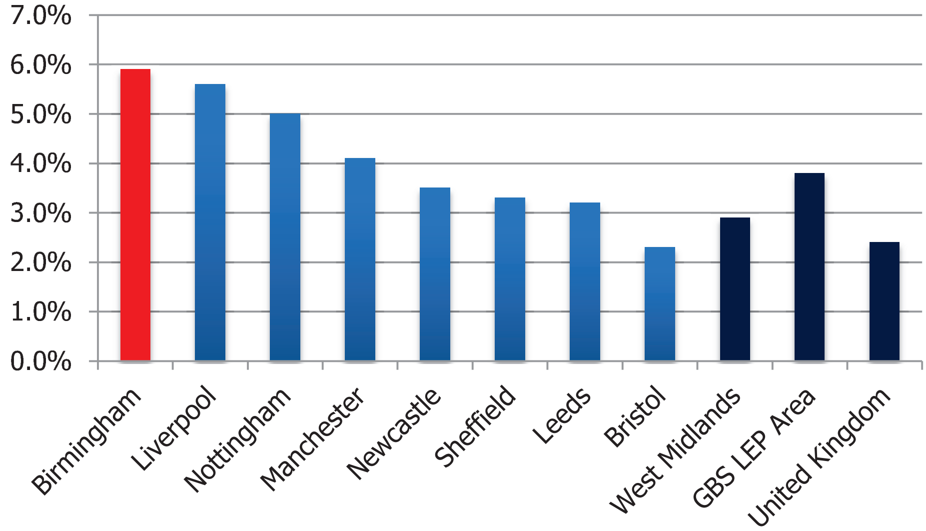


Table 10 Unadjusted claimant rates, working age: English core cities, August 2015

			Total Claimant Unemployed		
Area	JSA Claimants	Out of Work UC Claimants	Number	Claimant Proportion	Claimant Rate
Birmingham	26,652	2,752	29,404	4.2%	5.9%
Liverpool	7,842	4,518	12,360	3.8%	5.6%
Nottingham	7,690	7	7,697	3.5%	5.0%
Manchester	6,879	3,496	10,375	2.9%	4.1%
Newcastle	4,385	536	4,921	2.5%	3.5%
Sheffield	9,686	14	9,700	2.6%	3.3%
Leeds	12,492	14	12,506	2.5%	3.2%
Bristol	5,363	17	5,380	1.8%	2.3%
West Midlands	73,294	5,661	78,955	2.2%	2.9%
GBS LEP Area	32,354	3,380	35,734	2.9%	3.8%
United Kingdom	708,613	77,571	786,184	1.9%	2.4%

Source: DWP experimental benefit statistics, August 2015. JSA claimants via NOMIS, UC claimants via StatXplore. This new claimant count measure is now available via NOMIS too.
Claimant proportion: claimants divided by working age population.
Claimant rate: claimants divided by economically active working age residents.

Chart 9 Unadjusted claimant rates, 16-24: English core cities, August 2015

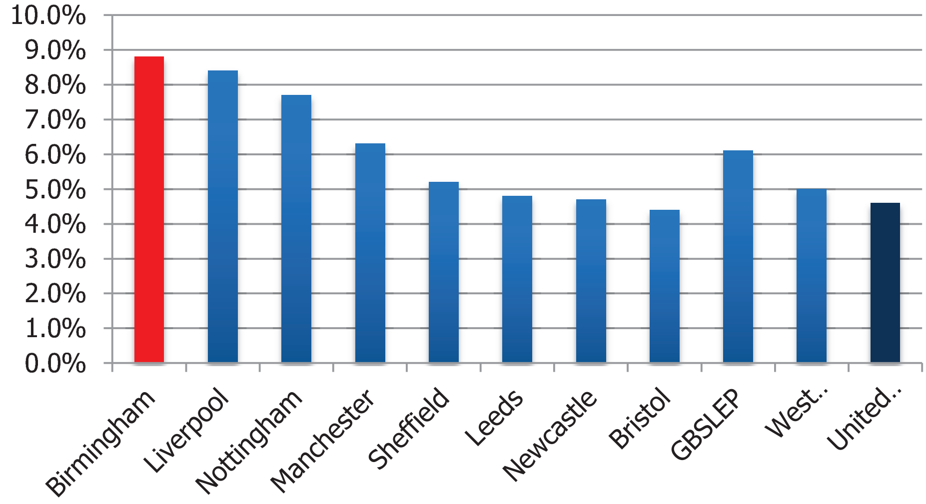


Table 11 Unadjusted claimant rates, 16-24: English core cities, August 2015

			Total Claimant Unemployed		
Area	JSA Claimants	Out of Work UC Claimants	Number	Claimant Proportion	Claimant Rate
Birmingham	4,860	1,549	6,409	4.8%	8.8%
Liverpool	1,155	1,817	2,972	4.4%	8.4%
Nottingham	1,880	5	1,885	3.0%	7.7%
Manchester	1,080	1,439	2,519	2.9%	6.3%
Sheffield	2,300	5	2,305	2.8%	5.2%
Leeds	2,850	13	2,863	2.8%	4.8%
Newcastle	840	285	1,125	2.2%	4.7%
Bristol	1,145	5	1,150	1.9%	4.4%
GBSLEP	6,130	1,911	8,041	4.0%	6.1%
West Midlands	14,685	3,194	17,879	3.3%	5.0%
United Kingdom	145,870	37,584	183,454	3.1%	4.6%

Source: DWP experimental benefit statistics, August 2015. JSA claimants via NOMIS, UC claimants via StatXplore

Claimant proportion: claimants divided by population aged 16-24.

Claimant rate: claimants divided by economically active residents aged 16-24.

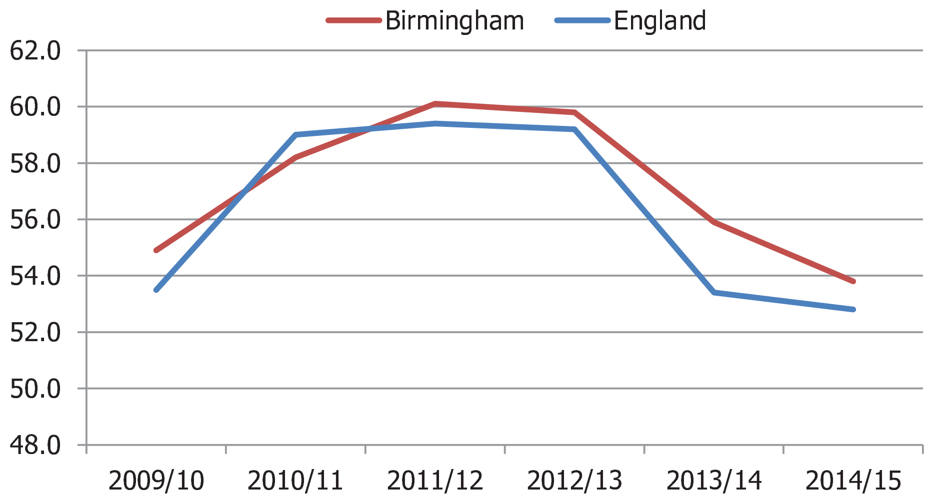
Table 12 Work Programme figures, Birmingham, cumulative to June 2015

		Payment group											
	Total	JSA 18 to 24	JSA 25 and over	JSA Early Entrants	JSA Ex-Incapacity Benefit	ESA Volunteers	New ESA claimants: Excluding 12 Month prognosis claimants	New ESA claimants:12 Month prognosis claimants only	ESA Ex-Incapacity Benefit	IB/IS Volunteers	JSA Prison Leavers	All JSA	All ESA
Cumulative referrals													
Birmingham	59,160	11,280	25,390	14,090	650	1,140	3,250	1,340	760	70	1,180	52,590	6,490
Newcastle upon Tyne	11,920	2,460	5,990	1,210	180	280	620	440	400	-	350	10,190	1,740
Manchester	24,130	4,090	10,340	3,890	600	730	1,520	1,270	770	30	890	19,810	4,290
Liverpool	27,100	5,210	12,910	2,960	470	620	1,220	1,620	1,230	10	860	22,410	4,690
Sheffield	21,070	4,300	8,070	5,160	300	370	1,100	560	600	-	610	18,440	2,630
Leeds	28,570	5,450	14,440	3,250	480	210	1,610	1,190	610	10	1,320	24,940	3,620
Nottingham	18,570	3,510	7,250	3,920	420	760	1,070	510	650	30	440	15,540	2,990
Bristol, City of	14,170	2,360	6,660	1,700	260	520	1,020	710	610	50	290	11,270	2,860
English core Cities	145,530	27,380	65,660	22,090	2,710	3,490	8,160	6,300	4,870	130	4,760	122,600	22,820
GB	1,757,540	304,740	745,470	306,240	34,140	66,010	114,060	76,830	58,730	2,970	48,360	1,438,950	315,630
Proportion of total													
Birmingham		19%	43%	24%	1%	2%	5%	2%	1%	0%	2%	89%	11%
Newcastle upon Tyne		21%	50%	10%	2%	2%	5%	4%	3%	-	3%	85%	15%
Manchester		17%	43%	16%	2%	3%	6%	5%	3%	0%	4%	82%	18%
Liverpool		19%	48%	11%	2%	2%	5%	6%	5%	0%	3%	83%	17%
Sheffield		20%	38%	24%	1%	2%	5%	3%	3%	-	3%	88%	12%
Leeds		19%	51%	11%	2%	1%	6%	4%	2%	0%	5%	87%	13%
Nottingham		19%	39%	21%	2%	4%	6%	3%	4%	0%	2%	84%	16%
Bristol, City of		17%	47%	12%	2%	4%	7%	5%	4%	0%	2%	80%	20%
English core Cities		19%	45%	15%	2%	2%	6%	4%	3%	0%	3%	84%	16%
GB		17%	42%	17%	2%	4%	6%	4%	3%	0%	3%	82%	18%
Job outcome rate													
Birmingham	25%	34%	26%	25%	15%	10%	13%	6%	4%	14%	10%	27%	10%
Newcastle upon Tyne	27%	33%	29%	31%	22%	11%	15%	9%	5%	-	9%	29%	10%
Manchester	26%	34%	31%	26%	22%	10%	13%	9%	5%	33%	15%	30%	10%
Liverpool	25%	34%	28%	27%	17%	6%	14%	7%	3%	-	16%	29%	8%
Sheffield	25%	33%	29%	26%	17%	5%	11%	5%	3%	-	11%	28%	7%
Leeds	24%	30%	26%	27%	19%	10%	14%	9%	3%	-	11%	26%	10%
Nottingham	25%	32%	29%	25%	19%	8%	13%	10%	3%	33%	16%	28%	9%
Bristol, City of	23%	30%	27%	25%	15%	10%	12%	6%	3%	20%	7%	27%	8%
English core Cities	25%	32%	28%	26%	19%	8%	13%	8%	4%	23%	13%	28%	9%
GB	26%	35%	30%	28%	20%	10%	14%	7%	4%	23%	14%	30%	10%

Source: DWP Work Programme tabtool. Job outcome rate is cumulative job outcomes as a proportion of cumulative referrals

Qualification levels

Chart 10 Percentage of pupils achieving 5+ A*-C grades including English and mathematics GCSEs



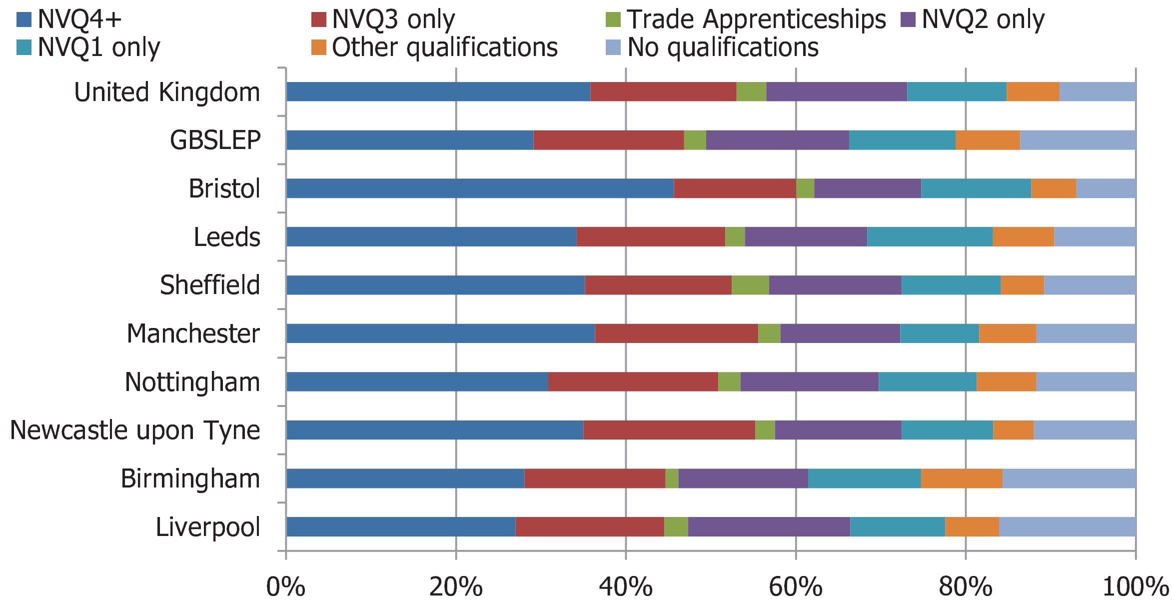
Source: DfE, key stage 4 attainment data

Table 13 Percentage of pupils achieving 5+ A*-C grades including English and mathematics GCSEs

	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Leeds	50.6	53.7	55.0	57.3	51.0	54.1
Newcastle upon Tyne	49.5	52.6	55.9	57.3	57.4	53.9
Birmingham	54.9	58.2	60.1	59.8	55.9	53.8
Bristol, City of	46.2	50.2	51.6	52.3	55.2	53.4
Sheffield	49.2	49.4	55.6	57.3	53.9	53.1
Liverpool	53.0	55.0	56.8	56.0	49.9	48.1
Manchester	45.7	51.8	53.2	53.1	51.4	46.0
Nottingham	44.2	46.7	49.6	50.3	44.6	41.5
England	**53.5**	**59.0**	**59.4**	**59.2**	**53.4**	**52.8**

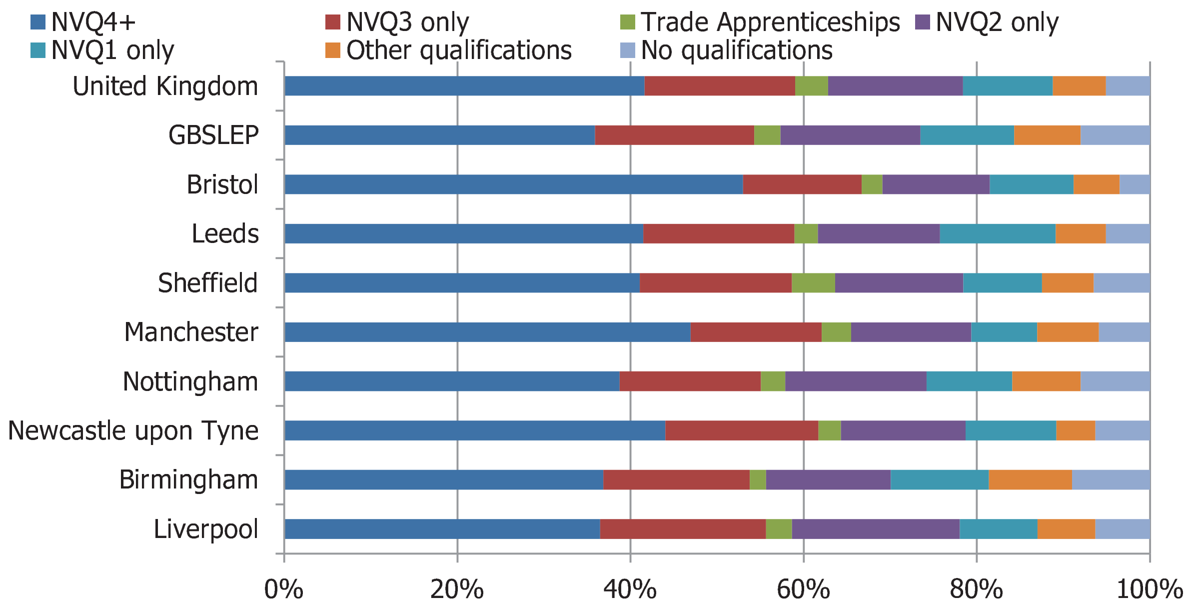
Source: DfE, key stage 4 attainment data

Chart 11 Qualification levels by English core cities, all working age, 2014



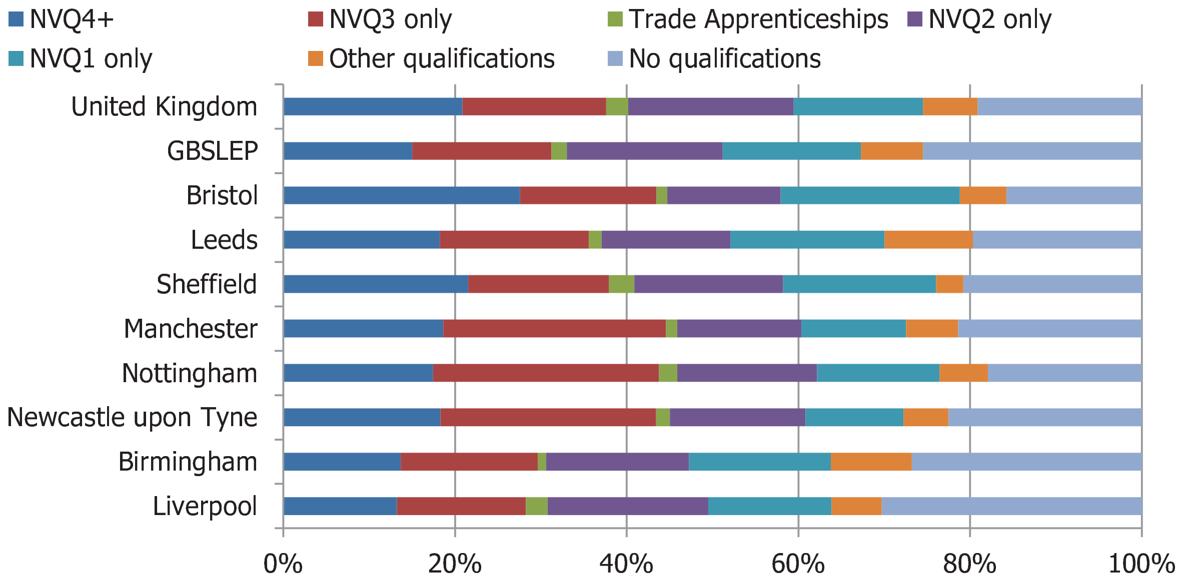
Source: Annual Population Survey, ONS via NOMIS, Jan 2014 to Dec 2014.

Chart 12 Qualification levels by English core cities, working age employed, 2014



Source: Annual Population Survey, ONS via NOMIS, Jan 2014 to Dec 2014.

Chart 13 Qualification levels by English core cities, working age workless, 2014



Source: Annual Population Survey, ONS via NOMIS, Jan 2014 to Dec 2014.

Table 14 Qualification levels by English core cities, working age by economic activity, 2014

		Birmingham	Liverpool	Newcastle upon Tyne	Nottingham	Manchester	Sheffield	Leeds	Bristol	GBSLEP	United Kingdom
All	NVQ4+	28.1	27.0	35.0	30.8	36.3	35.2	34.2	45.6	29.1	35.8
	NVQ3 only	16.6	17.5	20.3	20.0	19.2	17.3	17.5	14.4	17.7	17.2
	Trade Apprenticeships	1.5	2.8	2.3	2.6	2.6	4.4	2.3	2.1	2.6	3.5
	NVQ2 only	15.3	19.1	14.9	16.3	14.1	15.6	14.4	12.6	16.8	16.6
	NVQ1 only	13.3	11.2	10.8	11.5	9.3	11.7	14.8	12.9	12.5	11.7
	Other qualifications	9.6	6.3	4.8	7.0	6.7	5.1	7.2	5.3	7.6	6.2
	No qualifications	15.7	16.1	12.0	11.7	11.7	10.8	9.6	7.0	13.6	9.0
Employed	NVQ4+	36.8	36.5	44.0	38.7	46.9	41.1	41.5	53.0	35.9	41.6
	NVQ3 only	16.9	19.2	17.7	16.3	15.1	17.6	17.5	13.7	18.4	17.4
	Trade Apprenticeships	1.9	3.0	2.6	2.8	3.4	5.0	2.7	2.4	3.0	3.8
	NVQ2 only	14.4	19.4	14.4	16.3	13.9	14.8	14.1	12.4	16.2	15.6
	NVQ1 only	11.3	9.0	10.5	9.9	7.6	9.1	13.4	9.7	10.8	10.4
	Other qualifications	9.6	6.7	4.5	7.9	7.1	6.0	5.8	5.3	7.7	6.1
	No qualifications	9.0	6.3	6.3	8.0	5.9	6.5	5.1	3.5	8.0	5.1
Workless	NVQ4+	13.7	13.2	18.3	17.4	18.6	21.5	18.2	27.6	15.0	20.9
	NVQ3 only	15.9	15.0	25.2	26.3	26.0	16.4	17.4	15.9	16.2	16.7
	Trade Apprenticeships	1.0	2.5	1.6	2.1	1.3	3.0	1.5	1.3	1.8	2.6
	NVQ2 only	16.7	18.7	15.8	16.3	14.5	17.3	15.0	13.2	18.2	19.3
	NVQ1 only	16.5	14.4	11.4	14.3	12.2	17.9	18.0	20.9	16.1	15.1
	Other qualifications	9.4	5.8	5.3	5.6	6.1	3.1	10.3	5.5	7.2	6.4
	No qualifications	26.8	30.3	22.6	17.9	21.4	20.8	19.7	15.8	25.5	19.1

Source: Annual Population Survey, ONS via NOMIS, Jan 2014 to Dec 2014.

Chart 14 Qualification levels, Birmingham, percentage change by economic activity, 2010-2014

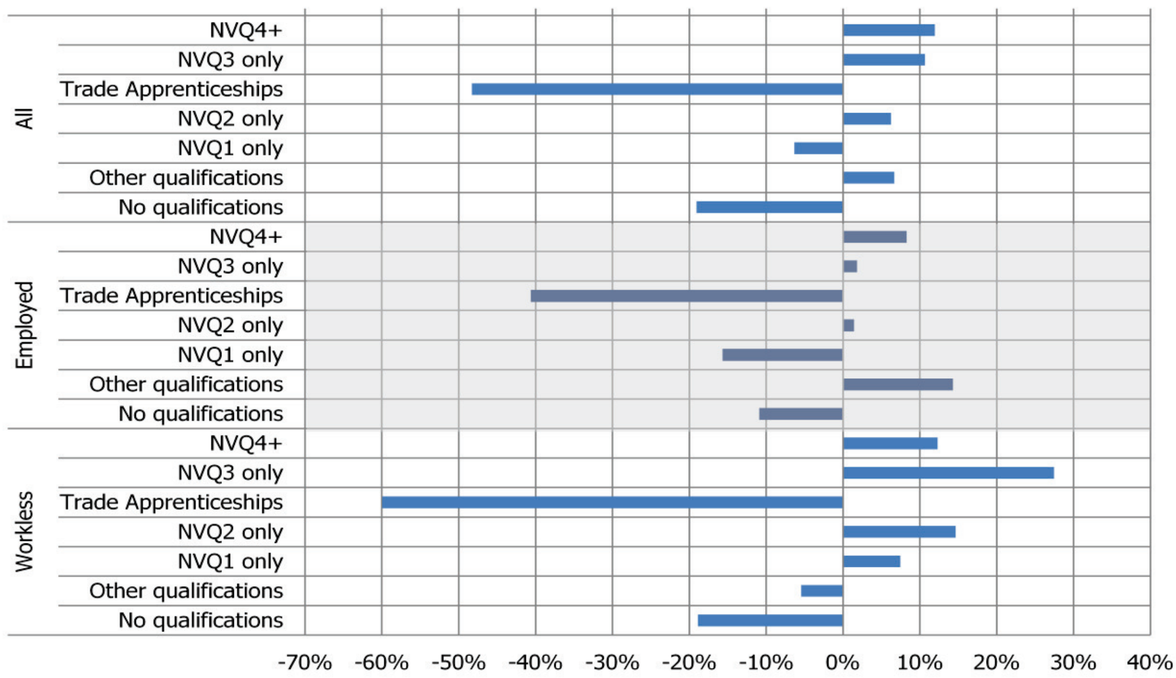
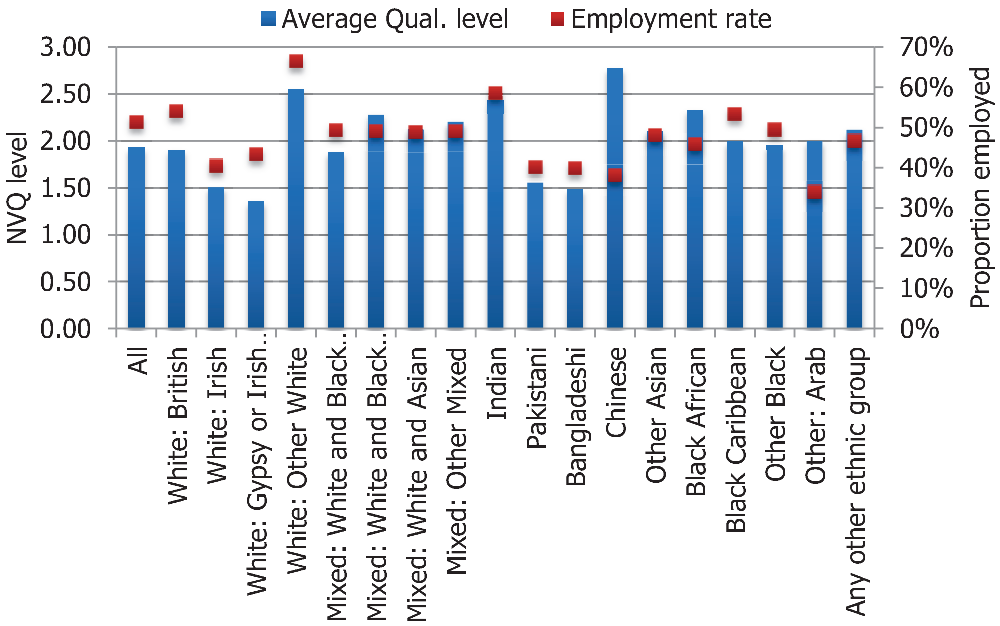


Table 15 Qualification levels, English core cities, percentage change by economic activity, 2010-2014

		Birmingham	Liverpool	Newcastle upon Tyne	Nottingham	Manchester	Sheffield	Leeds	Bristol	GBSLEP	United Kingdom
All	NVQ4+	12%	16%	25%	23%	9%	7%	19%	23%	13%	15%
	NVQ3 only	11%	0%	7%	12%	22%	5%	2%	-3%	14%	10%
	Trade Apprenticeships	-48%	8%	-38%	-26%	4%	13%	-44%	-30%	-30%	-13%
	NVQ2 only	6%	0%	-6%	9%	19%	8%	-9%	-17%	3%	2%
	NVQ1 only	-6%	-15%	-3%	-2%	-6%	-7%	-2%	28%	-15%	-9%
	Other qualifications	7%	-11%	-52%	-38%	-43%	-19%	-14%	-45%	-6%	-26%
	No qualifications	-19%	-7%	-5%	-26%	-23%	-20%	-10%	-32%	-14%	-22%
Employed	NVQ4+	8%	16%	21%	13%	2%	2%	14%	26%	9%	12%
	NVQ3 only	2%	12%	11%	-1%	6%	7%	2%	-6%	8%	7%
	Trade Apprenticeships	-41%	7%	-42%	-45%	31%	16%	-43%	-27%	-30%	-14%
	NVQ2 only	1%	-1%	-11%	-1%	24%	1%	-8%	-13%	2%	0%
	NVQ1 only	-16%	-31%	-1%	-7%	-13%	-11%	0%	-7%	-18%	-10%
	Other qualifications	14%	8%	-50%	-11%	-25%	-5%	-29%	-50%	-4%	-26%
	No qualifications	-11%	-36%	-16%	-6%	-23%	-17%	4%	-29%	-9%	-24%
Workless	NVQ4+	12%	21%	35%	24%	34%	17%	57%	22%	15%	23%
	NVQ3 only	27%	-17%	5%	34%	44%	2%	0%	4%	29%	17%
	Trade Apprenticeships	-60%	9%	-35%	31%	-45%	-1%	-50%	-41%	-29%	-17%
	NVQ2 only	15%	2%	4%	26%	15%	21%	-10%	-25%	7%	9%
	NVQ1 only	7%	9%	-4%	10%	4%	4%	-5%	124%	-8%	-6%
	Other qualifications	-5%	-31%	-54%	-60%	-60%	-50%	17%	-23%	-13%	-28%
	No qualifications	-19%	5%	6%	-28%	-18%	-16%	-17%	-39%	-12%	-17%

Source: Annual Population Survey, ONS via NOMIS, Jan 2010 - Dec 2014 to Jan 2014 - Dec 2014.

Chart 15 Average qualification levels by ethnic group, 16 and over, Birmingham, 2011



Source: Census 2011. Aged 16 and over. Employment proportions are for those aged 16 and over who are economically active.
Average qualification is weighted by numbers with each level of qualification. Apprenticeships have been classified at NVQ level 2.5. No qualifications = 0.1.

Table 16 Overall FE and Skills Participation by level and age, learner volumes in Birmingham

		2009/10	2010/11	2011/12	2012/13	2013/14
Under 19	Total	26,190	27,410	26,990	25,800	23,540
	Full Level 2	6,580	7,840	9,060	7,560	6,900
	Full Level 3	9,160	9,880	9,460	10,580	10,420
19 and over	Total	82,910	74,790	80,740	84,480	73,520
	Full Level 2	23,880	24,630	26,050	26,560	22,950
	Full Level 3	10,230	10,260	10,940	11,510	9,510
All ages	Total	109,090	102,200	107,730	110,280	97,070
	Full Level 2	30,460	32,480	35,110	34,120	29,850
	Full Level 3	19,390	20,140	20,400	22,100	19,930

Source: SFA, Individualised Learner Records.

Table 17 Skills Funding Agency Allocations 2015/2016

	Adult Skills Budget 2015/16	16-18 Apprenticeships and Agency funded 16-18 Traineeships 2015/16	Community Learning 2015/16	19+ Discretionary Learner Support 2015/16	24+ Advanced Learning Loans Facility & Bursary 2015/16	Age Facility 2015/16
Birmingham colleges	£49,145,941	£5,185,452	£6,327,829	£5,496,274	£12,011,032	£696,000
GBSLEP Total	£62,926,831	£10,217,577	£6,879,678	£6,192,611	£16,846,256	£1,296,000

Source: SFA. The figures for Birmingham refers to FE colleges only and do not include allocations for other training providers.

Earnings, Employment and Qualification matrix by occupation, West Midlands

Table 18 Rising job numbers and rising wages, 2011 to 2014

Occupation (3 digit SOC)	Qualification level	Increase in jobs	Increase in earnings
Welfare Professionals	3.8	27.3%	13.1%
Nursing and Midwifery Professionals	3.7	22.2%	1.3%
Information Technology and Telecommunications Professionals	3.6	10.8%	5.0%
Functional Managers and Directors	3.6	9.3%	10.9%
Science, Engineering and Production Technicians	3.4	27.3%	1.7%
Production Managers and Directors	3.4	7.9%	6.1%
Sales, Marketing and Related Associate Professionals	3.3	1.6%	8.7%
Engineering Professionals	3.3	19.2%	9.1%
Public Services and Other Associate Professionals	3.3	10.3%	2.1%
Administrative Occupations-Government and Related Organisations	3.3	15.8%	1.4%
Administrative Occupations-Finance	3.0	2.2%	6.1%
Other Administrative Occupations	2.8	7.8%	7.0%
Managers and Directors in Transport and Logistics	2.7	15.4%	1.2%
Caring Personal Services	2.6	8.0%	4.2%
Other Elementary Services Occupations	2.5	16.3%	29.4%
Metal Machining, Fitting and Instrument Making Trades	2.4	4.5%	8.9%
Hairdressers and Related Services	2.3	20.0%	6.1%
Sales Related Occupations	2.3	25.0%	12.0%
Assemblers and Routine Operatives	2.1	20.0%	3.3%
Elementary Storage Occupations	2.1	6.3%	9.0%
Elementary Cleaning Occupations	1.8	13.7%	6.4%

Table 19 Rising job numbers and falling wages, 2011 to 2014

Occupation (3 digit SOC)	Qualification level	Increase in jobs	Static or fall in earnings
Health Professionals	3.9	13.6%	-4.4%
Business, Research and Administrative Professionals	3.6	10.0%	-0.1%
Information Technology Technicians	3.5	21.4%	-5.7%
Health Associate Professionals	3.3	40.0%	
Leisure and Travel Services	2.4	12.5%	
Plant and Machine Operatives	2.2	27.3%	
Housekeeping and Related Services	1.9	12.5%	-10.0%
Mobile Machine Drivers and Operatives	1.8	14.3%	-4.1%

Table 20 Falling job numbers and rising wages, 2011 to 2014

Occupation (3 digit SOC)	Qualification level	Static or fall in jobs	Increase in earnings
Business, Finance and Related Associate Professionals	3.4	0.0%	0.7%
Protective Service Occupations	3.4	-6.3%	6.0%
Financial Institution Managers and Directors	3.3	-25.0%	9.1%
Childcare and Related Personal Services	3.0	-8.9%	3.1%
Administrative Occupations-Records	2.9	0.0%	7.8%
Electrical and Electronic Trades	2.8	-19.4%	6.4%
Secretarial and Related Occupations	2.8	-8.5%	3.1%
Managers and Directors in Retail and Wholesale	2.8	-28.6%	5.8%
Administrative Occupations: Office Managers and Supervisors	2.7	-5.6%	4.7%
Sales Assistants and Retail Cashiers	2.5	-4.0%	4.7%
Food Preparation and Hospitality Trades	2.3	0.0%	5.0%
Elementary Administration Occupations	2.3	-31.6%	6.9%
Construction and Building Trades	2.3	-5.0%	9.8%
Sales Supervisors	2.2	-30.0%	10.0%
Process Operatives	2.1	0.0%	5.7%
Road Transport Drivers	2.0	0.0%	1.7%
Elementary Process Plant Occupations	2.0	0.0%	4.8%

Table 21 Falling job numbers and wages, 2011 to 2014

Occupation (3 digit SOC)	Qualification level	Static or fall in jobs	Fall in earnings
Teaching and Educational Professionals	3.8	-13.4%	-2.7%
Welfare and Housing Associate Professionals	3.5	-21.7%	-4.0%
Customer Service Managers and Supervisors	3.2	0.0%	-0.1%
Managers and Proprietors in Other Services	3.0	-22.2%	-7.2%
Customer Service Occupations	2.7	0.0%	-0.8%
Elementary Agricultural Occupations	2.3	0.0%	-0.7%

Table 22 Insufficient sample for jobs and earnings but worth noting for Qualification levels

Occupation (3 digit SOC)	Qualification level	Increase in jobs	Increase in earnings
Legal Professionals	4.0		5.5%
Therapy Professionals	4.0		4.6%
Design Occupations	4.0		3.8%
Natural and Social Science Professionals	4.0		3.5%
Health and Social Services Managers and Directors	4.0		0.6%
Chief Executives and Senior Officials	4.0		
Librarians and Related Professionals	4.0		
Architects, Town Planners and Surveyors	3.9		
Research and Development Managers	3.8		19.2%
Legal Associate Professionals	3.8		
Managers and Proprietors in Health and Care Services	3.6		
Transport Associate Professionals	3.3		
Quality and Regulatory Professionals	3.3		
Media Professionals	3.2		
Senior Officers in Protective Services	3.1		
Conservation and Environmental associate professionals	3.0		
Conservation and Environment Professionals	3.0		-11.4%
Managers and Proprietors in Hospitality and Leisure Services	3.0		6.1%
Sports and Fitness Occupations	2.9		
Artistic, Literary and Media Occupations	2.9		
Construction and Building Trades Supervisors	2.9		9.4%
Draughtspersons and Related Architectural Technicians	2.8		3.5%
Skilled Metal, Electrical and Electronic Trades Supervisors	2.8		4.8%
Managers and Proprietors in Agriculture Related Services	2.6		
Elementary Security Occupations	2.5	-16.7%	
Animal Care and Control Services	2.4		
Metal Forming, Welding and Related Trades	2.3		
Vehicle Trades	2.3		4.6%
Other Skilled Trades	2.2		-4.4%
Cleaning and Housekeeping Managers and Supervisors	2.2		
Agricultural and Related Trades	2.2		0.6%
Textiles and Garments Trades	2.2		
Other Drivers and Transport Operatives	2.1		
Printing Trades	2.1		0.1%
Building Finishing Trades	2.0		12.1%
Elementary Construction Occupations	1.8		19.9%
Elementary Sales Occupations	1.6		
Construction Operatives	1.2		-18.7%

Source: Labour Force Survey and Annual Survey of Hours and Earnings.

Current Vacancy and FE subject match analysis

Table 23 Number of vacancies by occupation, September 2014 to September 2015

Occupation (3 digit)	Job Vacancies
354 Sales, Marketing and Related Associate Professionals	12,185
213 Information Technology and Telecommunications Professionals	11,522
231 Teaching and Educational Professionals	11,180
223 Nursing and Midwifery Professionals	6,113
353 Business, Finance and Related Associate Professionals	6,108
356 Public Services and Other Associate Professionals	6,104
415 Other Administrative Occupations	5,336
821 Road Transport Drivers	5,305
522 Metal Machining, Fitting and Instrument Making Trades	5,113
612 Childcare and Related Personal Services	5,112
614 Caring Personal Services	4,859
242 Research and Administrative Professionals	4,794
524 Electrical and Electronic Trades	4,218
711 Sales Assistants and Retail Cashiers	4,095
212 Engineering Professionals	4,092
721 Customer Service Occupations	3,682
531 Construction and Building Trades	3,680
412 Finance	3,564
313 Information Technology Technicians	3,368
221 Health Professionals	3,321
421 Secretarial and Related Occupations	3,176
923 Elementary Cleaning Occupations	3,113
413 Records	2,805
311 Science, Engineering and Production Technicians	2,770
822 Mobile Machine Drivers and Operatives	2,620
543 Food Preparation and Hospitality Trades	2,594
122 Managers and Proprietors in Hospitality and Leisure Services	2,292
913 Elementary Process Plant Occupations	2,070
927 Other Elementary Services Occupations	2,053
523 Vehicle Trades	1,971
926 Elementary Storage Occupations	1,822
323 Welfare and Housing Associate Professionals	1,780
813 Assemblers and Routine Operatives	1,767
341 Artistic, Literary and Media Occupations	1,731
811 Process Operatives	1,611
912 Elementary Construction Occupations	1,588
812 Plant and Machine Operatives	1,465
521 Metal Forming, Welding and Related Trades	1,247

Occupation (3 digit)	Job Vacancies
712 Sales Related Occupations	1,165
532 Building Finishing Trades	1,155
246 Quality and Regulatory Professionals	1,102
924 Elementary Security Occupations	1,090
814 Construction Operatives	1,026
211 Natural and Social Science Professionals	1,023
342 Design Occupations	979
124 Managers and Proprietors in Health and Care Services	876
119 Managers and Directors in Retail and Wholesale	824
622 Hairdressers and Related Services	793
312 Draughtspersons and Related Architectural Technicians	744
222 Therapy Professionals	724
416 Office Managers and Supervisors	702
921 Elementary Administration Occupations	658
321 Health Associate Professionals	531
244 Welfare Professionals	529
352 Legal Associate Professionals	514
713 Sales Supervisors	474
511 Agricultural and Related Trades	413
241 Legal Professionals	402
621 Leisure and Travel Services	395
624 Cleaning and Housekeeping Managers and Supervisors	393
247 Media Professionals	378
541 Textiles and Garments Trades	374
533 Construction and Building Trades Supervisors	369
411 Government and Related Organisations	322
542 Printing Trades	320
344 Sports and Fitness Occupations	278
214 Conservation and Environment Professionals	274
118 Health and Social Services Managers and Directors	265
823 Other Drivers and Transport Operatives	239
121 Managers and Proprietors in Agriculture Related Services	155
911 Elementary Agricultural Occupations	136
925 Elementary Sales Occupations	101
613 Animal Care and Control Services	98
351 Transport Associate Professionals	52
245 Librarians and Related Professionals	24
355 Conservation and Environmental associate professionals	4
Total vacancies	**172,127**

LAMP analysis, Monster and CESI

Table 24 Vacancy to student match by subject area, September 2014 to September 2015. For FE colleges within the Birmingham City boundary.

Subject area and subject code	Vacancies	Students	Vacancy to student ratio
1.2 Nursing and Subjects and Vocations Allied to Medicine	23,825	190	125.4
15.4 Marketing and Sales	23,255	410	56.7
11.3 Politics	6,426	130	49.4
11.4 Economics	14,466	300	48.2
1.4 Public Services	42,178	1,140	37.0
15.5 Law and Legal Services	22,120	850	26.0
4.2 Manufacturing Technologies	48,577	1,900	25.6
10.1 History	11,180	550	20.3
10.4 Theology and Religious Studies	11,904	610	19.5
13.1 Teaching and Lecturing	21,785	1,220	17.9
7.1 Retailing and Wholesaling	31,082	1,830	17.0
3.1 Agriculture	802	50	16.0
12.2 Other Languages, Literature and Culture	18,827	1,320	14.3
6.1 ICT Practitioners	41,447	2,920	14.2
9.3 Media and Communication	32,548	2,740	11.9
8.2 Travel and Tourism	4,135	510	8.1
9.2 Crafts, Creative Arts and Design	29,861	3,880	7.7
15.1 Accounting and Finance	32,144	4,370	7.4
11.2 Sociology and Social Policy	10,979	1,600	6.9
3.4 Environmental Conservation	3,282	590	5.6
2.1 Science	37,554	6,810	5.5
2.2 Mathematics and Statistics	22,308	4,210	5.3
15.3 Business Management	51,849	10,740	4.8
1.5 Child Development and Well Being	24,101	5,100	4.7
4.1 Engineering	26,323	5,910	4.5
3.2 Horticulture and Forestry	708	160	4.4
4.3 Transportation Operations and Maintenance	17,049	6,850	2.5
7.4 Hospitality and Catering	17,620	8,070	2.2
15.2 Administration	34,199	16,400	2.1
9.1 Performing Arts	2,710	1,370	2.0
1.3 Health and Social Care	33,122	21,640	1.5
5.2 Building and Construction	9,664	7,510	1.3
8.1 Sport, Leisure and Recreation	13,002	11,330	1.1
7.3 Service Enterprises	3,387	8,470	0.4
6.2 ICT for Users	20,226	52,820	0.4
7.2 Warehousing and Distribution	876	2,400	0.4
3.3 Animal Care and Veterinary Science	98	410	0.2
12.1 Languages, Literature and Culture of the British Isles	378	4,700	0.1

LAMP analysis, Monster and CESI

Notes:

1) Does not include those students doing courses under the subject areas ‘Foundations for Learning and Life’ and ‘Preparation for Work’.

2) FE subject areas have been matched to relevant occupations (i.e. those subjects that offer a possible route to various occupations). Different subjects could offer a route into the same occupation e.g. someone doing a course under the subject 'Child Development and Well Being' could become a Health Professional as could someone doing a course under the subject 'Health and Social Care'. Therefore the total vacancies for Health Professionals have been assigned to both these subject areas. This means adding up the vacancy numbers in the above table will be more than the actual vacancies in the area over the last year. Actual total vacancies can be derived from the table before.

3) The ratio is a mismatch measure. It shows the number of vacancies in occupations matched to each subject compared to the number of students doing courses under each subject. The higher the ratio, the higher the mismatch. However, there are certain caveats for some subjects:

- Very few students are doing courses under the subject 'Nursing and Subjects and Vocations Allied to Medicine' hence the high ratio. However, many students studying this subject may be doing so in University Hospitals and other specialist training providers. So it doesn't necessarily mean there is a lack of students.

- The same can be said for some higher level occupations included under various subjects. For instance some occupations that fall within the Economics, Mathematics or Science subject areas will need degree's, therefore more reliant on HE graduates rather than those doing FE courses. So in this instance these courses should be seen as routes into higher education.

- Therefore the ratio doesn't only show a mismatch between FE subjects and vacancies but also a mismatch between FE subjects and allied subjects at the HE level: which are needed to satisfy some of the occupation demand.

The above should then help Colleges in the Birmingham City area to think about how they should structure their curriculums in terms of encouraging students to pick the right subjects i.e. those subjects that will give the student the best chance of getting a job either directly or via additional HE education.

Employer views and needs

Chart 16 Incidence of vacancies by occupation, 2013

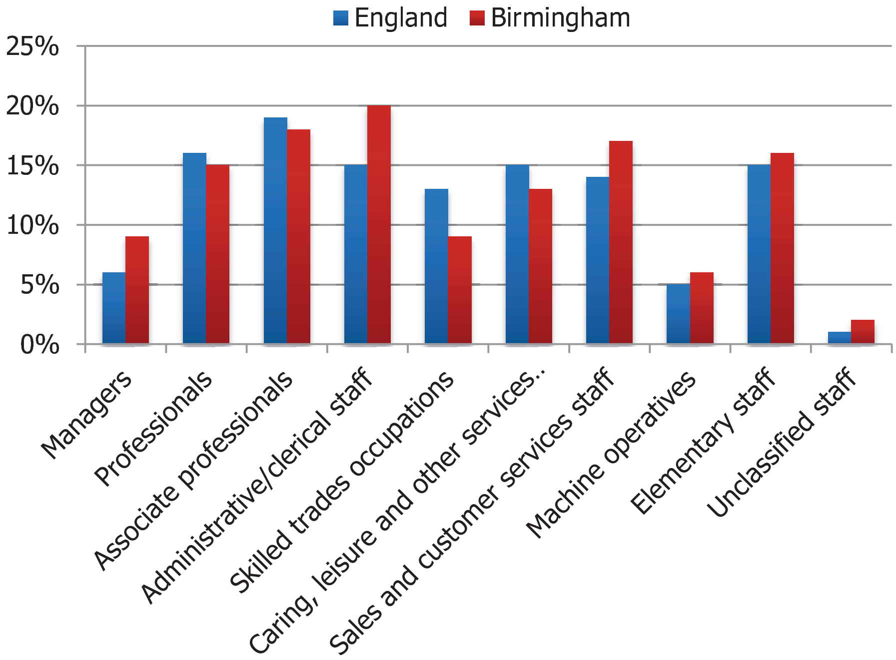


Table 25 Incidence of vacancies by occupation, 2013

	England	Birmingham
Managers	6%	9%
Professionals	16%	15%
Associate professionals	19%	18%
Administrative/clerical staff	15%	20%
Skilled trades occupations	13%	9%
Caring, leisure and other services staff	15%	13%
Sales and customer services staff	14%	17%
Machine operatives	5%	6%
Elementary staff	15%	16%
Unclassified staff	1%	2%

Source: Employer Skills Survey 2013, UKCES. Base: All establishments with vacancies.

Chart 17 Incidence of hard to fill vacancies by occupation, 2013

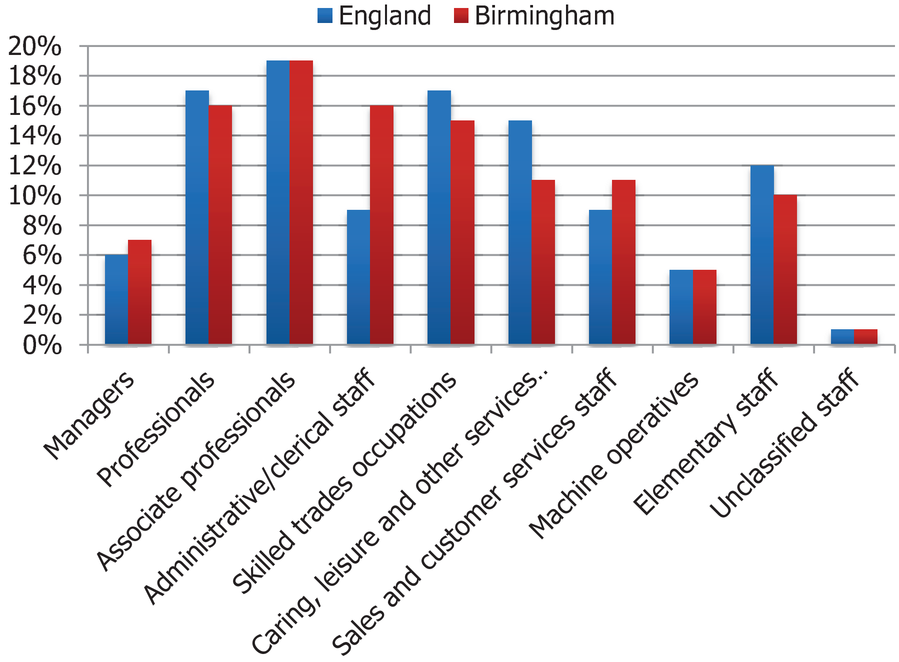


Table 26 Incidence of hard to fill vacancies by occupation, 2013

	England	Birmingham
Managers	6%	7%
Professionals	17%	16%
Associate professionals	19%	19%
Administrative/clerical staff	9%	16%
Skilled trades occupations	17%	15%
Caring, leisure and other services staff	15%	11%
Sales and customer services staff	9%	11%
Machine operatives	5%	5%
Elementary staff	12%	10%
Unclassified staff	1%	1%

Source: Employer Skills Survey 2013, UKCES. Base: All with hard to fill vacancies.

Chart 18 Incidence of skills shortage vacancies by occupation, 2013

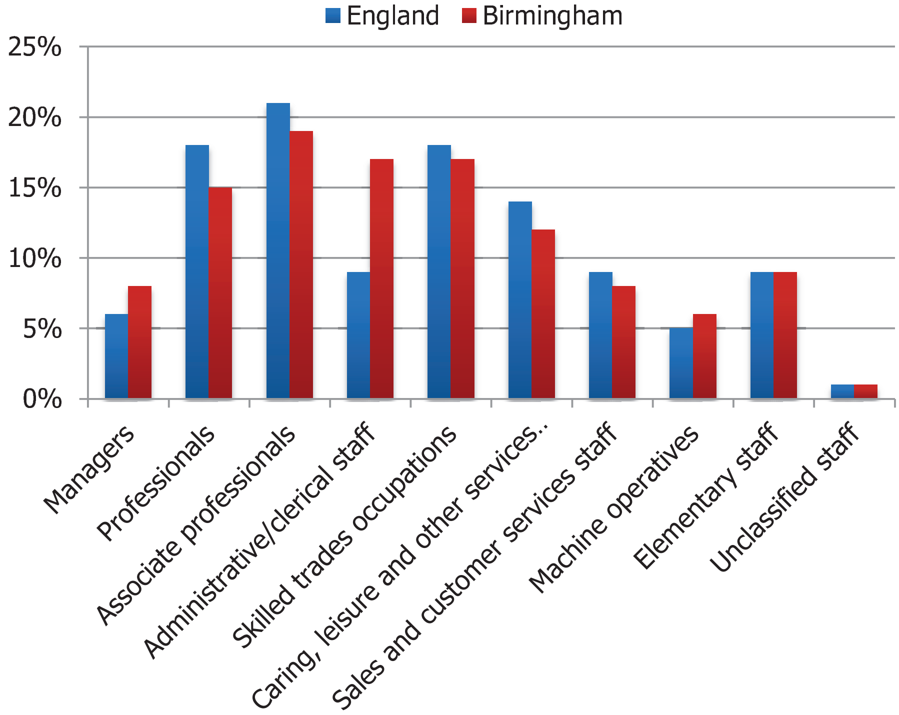


Table 27 Incidence of skills shortage vacancies by occupation, 2013

	England	Birmingham
Managers	6%	8%
Professionals	18%	15%
Associate professionals	21%	19%
Administrative/clerical staff	9%	17%
Skilled trades occupations	18%	17%
Caring, leisure and other services staff	14%	12%
Sales and customer services staff	9%	8%
Machine operatives	5%	6%
Elementary staff	9%	9%
Unclassified staff	1%	1%

Source: Employer Skills Survey 2013, UKCES. Base: All with skills shortage vacancies.

Chart 19 Skills found difficult to obtain from applicants, 2013

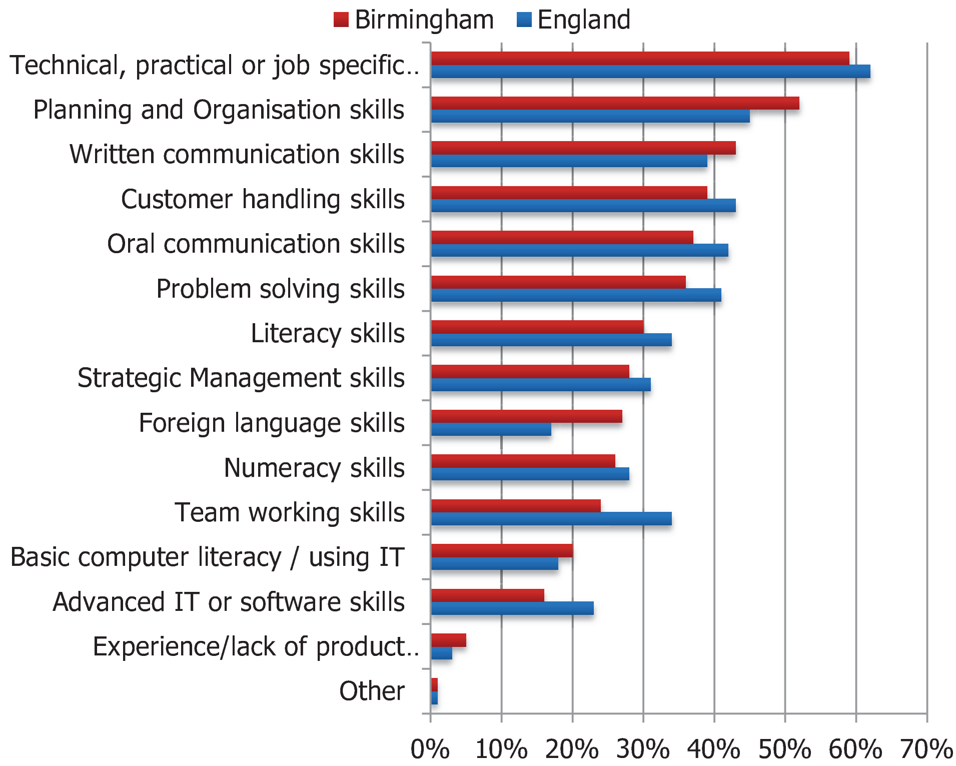


Table 28 Skills found difficult to obtain from applicants, 2013

	England	Birmingham
Other	1%	1%
Experience/lack of product knowledge*	3%	5%
Advanced IT or software skills	23%	16%
Basic computer literacy / using IT	18%	20%
Team working skills	34%	24%
Numeracy skills	28%	26%
Foreign language skills	17%	27%
Strategic Management skills	31%	28%
Literacy skills	34%	30%
Problem solving skills	41%	36%
Oral communication skills	42%	37%
Customer handling skills	43%	39%
Written communication skills	39%	43%
Planning and Organisation skills	45%	52%
Technical, practical or job specific skills	62%	59%

Source: Employer Skills Survey 2013, UKCES. Base: All with skills shortage vacancies.

Chart 20 Skills lacking among 16 year old school leavers, 2013

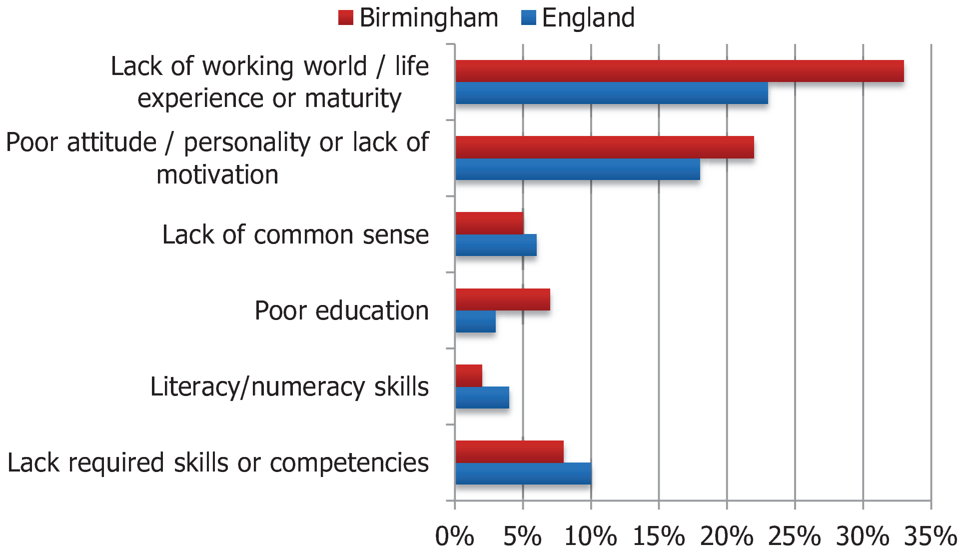


Table 29 Skills lacking among 16 year old school leavers, 2013

	England	Birmingham
Lack required skills or competencies	10%	8%
Literacy/numeracy skills	4%	2%
Poor education	3%	7%
Lack of common sense	6%	5%
Poor attitude / personality or lack of motivation	18%	22%
Lack of working world / life experience or maturity	23%	33%

Source: Employer Skills Survey 2013, UKCES. Base: All establishments who have recruited 16 year olds to first job from school in last 2-3 years.

Chart 21 Actions taken to overcome difficulties finding candidates to fill hard to fill vacancies, 2013

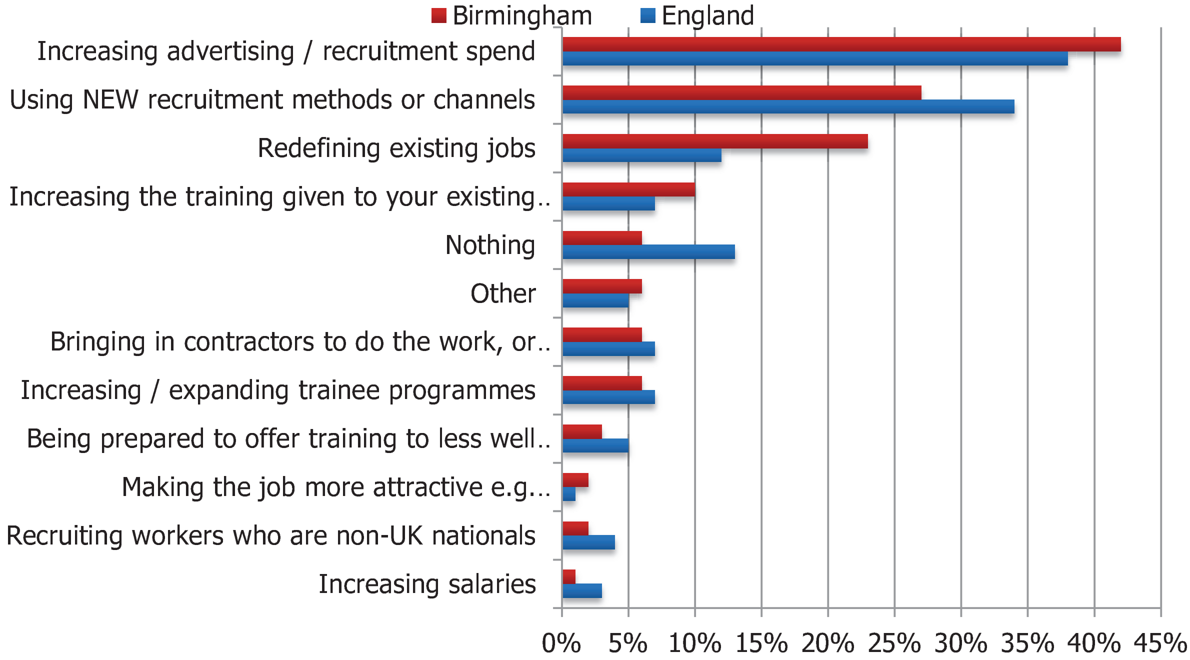


Table 30 Actions taken to overcome difficulties finding candidates to fill hard to fill vacancies, 2013

	England	Birmingham
Increasing salaries	3%	1%
Recruiting workers who are non-UK nationals	4%	2%
Making the job more attractive e.g. recruitment incentives, enhanced T&Cs, working hours	1%	2%
Being prepared to offer training to less well qualified recruits	5%	3%
Increasing / expanding trainee programmes	7%	6%
Bringing in contractors to do the work, or contracting it out	7%	6%
Other	5%	6%
Nothing	13%	6%
Increasing the training given to your existing workforce	7%	10%
Redefining existing jobs	12%	23%
Using NEW recruitment methods or channels	34%	27%
Increasing advertising / recruitment spend	38%	42%

Source: Employer Skills Survey 2013, UKCES. Base: All with hard to fill vacancies.

Employment projections: growth sectors by occupation and qualification for the West Midlands

Source: Working Futures, UKCES. Numbers in red indicate a cell below 10,000 and therefore this number should be used with caution.

Chart 22 Business and other services, employment to 2022

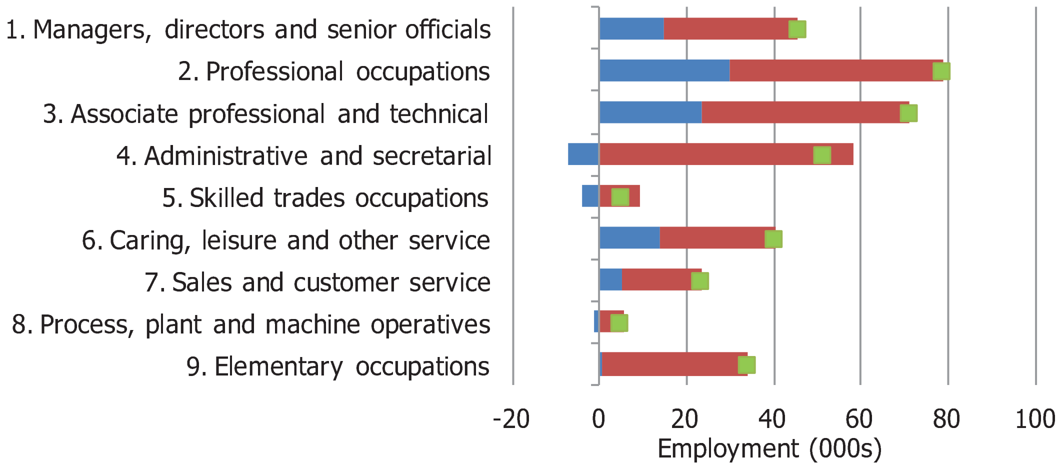


Table 31 Business and other services, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012 - 2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	73	81	88	15	31	46
2. Professional occupations	125	143	155	30	49	79
3. Associate professional and technical	125	138	149	23	48	71
4. Administrative and secretarial	131	130	124	-7	58	51
5. Skilled trades occupations	26	24	22	-4	9	5
6. Caring, leisure and other service	53	62	67	14	26	40
7. Sales and customer service	53	56	58	5	18	23
8. Process, plant and machine operatives	15	14	14	-1	6	5
9. Elementary occupations	87	86	88	1	33	34
Total	689	734	764	76	279	354

Table 32 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	62	45	107	25	70
QCF 4-6	235	79	314	95	174
QCF 3	120	-19	101	48	30
QCF 2	138	-3	135	56	53
QCF 1	90	-11	79	37	25
No Qual	43	-15	28	17	2
Total	689	76	764	279	354

Chart 23 Manufacturing, employment to 2022

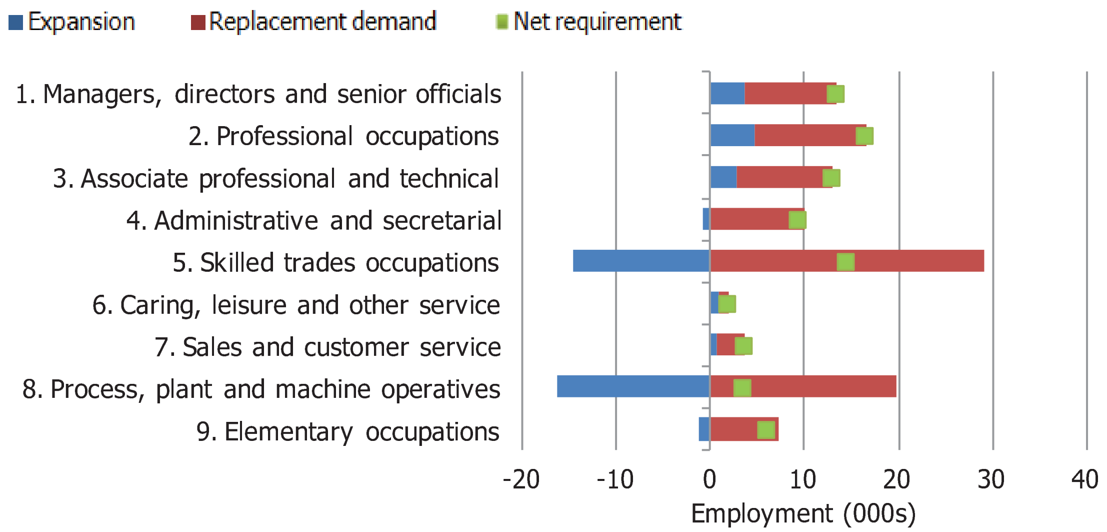


Table 33 Manufacturing, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012 - 2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	26	28	30	4	10	13
2. Professional occupations	35	38	39	5	12	17
3. Associate professional and technical	29	30	32	3	10	13
4. Administrative and secretarial	23	23	22	-1	10	9
5. Skilled trades occupations	94	88	79	-15	29	15
6. Caring, leisure and other service	2	2	3	1	1	2
7. Sales and customer service	9	9	9	1	3	4
8. Process, plant and machine operatives	67	59	50	-16	20	4
9. Elementary occupations	21	20	19	-1	7	6
Total	304	296	284	-20	102	82

Table 34 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	13	8	21	4	12
QCF 4-6	70	16	86	23	39
QCF 3	72	-12	60	24	12
QCF 2	72	-6	66	24	18
QCF 1	50	-11	39	17	6
No Qual	28	-15	13	9	-5
Total	304	-20	284	102	82

Chart 24 Process, plant and machine operatives, employment to 2022

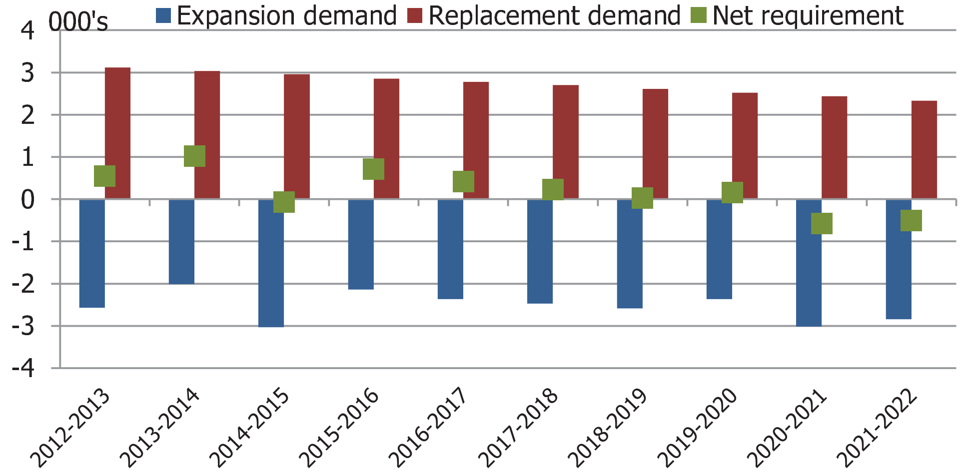


Chart 25 Skilled metal, electrical and electronic trades, employment to 2022

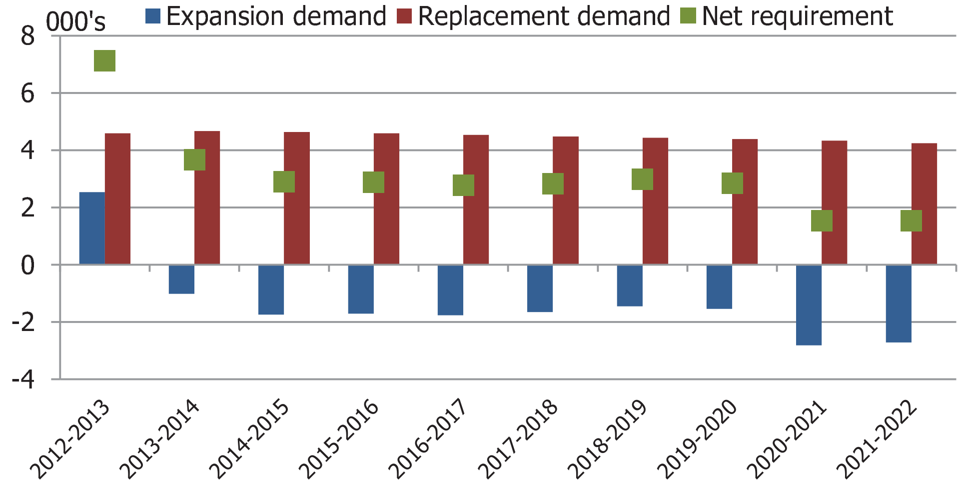


Chart 26 Science, research, engineering and technology professionals, employment to 2022

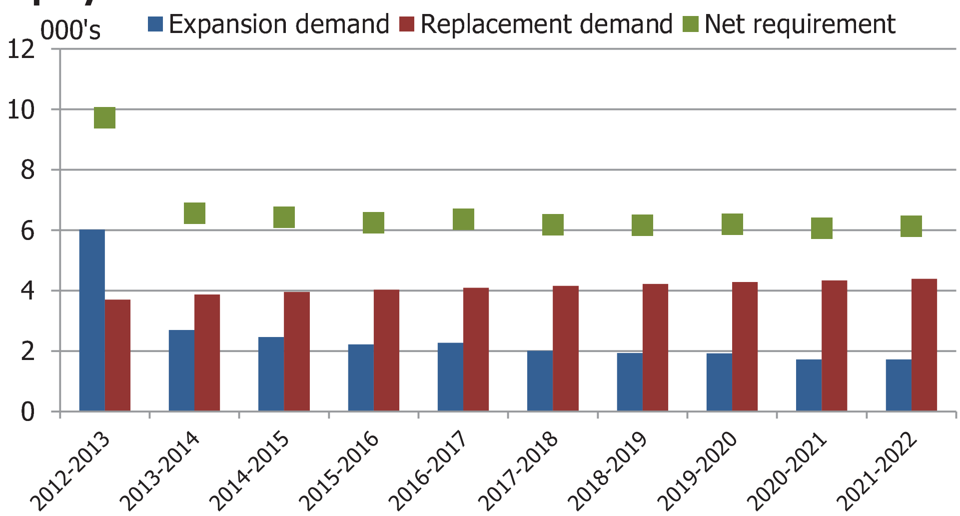


Chart 27 Wholesale and retail, employment to 2022

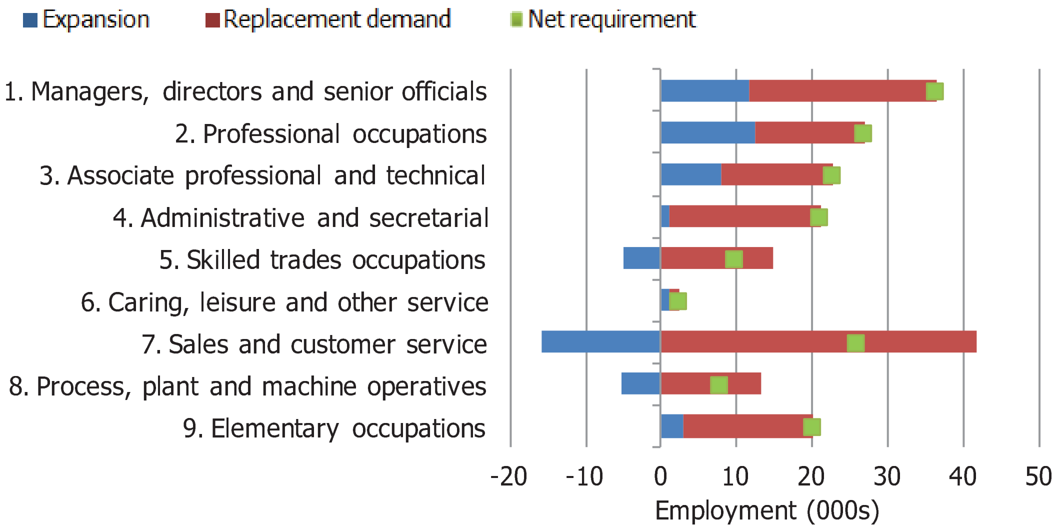


Table 35 Wholesale and retail, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012-2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	59	66	71	12	25	36
2. Professional occupations	33	41	46	12	14	27
3. Associate professional and technical	38	42	46	8	15	23
4. Administrative and secretarial	44	45	45	1	20	21
5. Skilled trades occupations	45	44	40	-5	15	10
6. Caring, leisure and other service	2	3	3	1	1	2
7. Sales and customer service	120	110	105	-16	42	26
8. Process, plant and machine operatives	36	33	31	-5	13	8
9. Elementary occupations	45	46	48	3	17	20
Total	**424**	**431**	**435**	**11**	**161**	**172**

Table 36 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	10	9	20	4	13
QCF 4-6	78	39	116	30	68
QCF 3	97	-2	95	37	35
QCF 2	116	-2	115	44	43
QCF 1	78	-17	61	30	13
No Qual	44	-17	28	17	0
Total	424	11	435	161	172

Chart 28 Information technology, employment to 2022

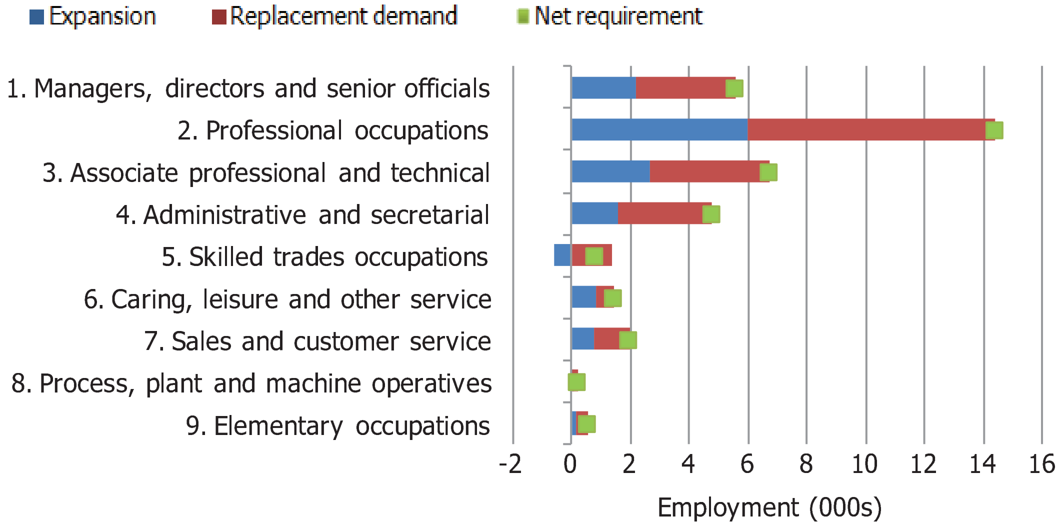


Table 37 Information technology, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012-2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	8	10	10	2	3	6
2. Professional occupations	24	29	30	6	8	14
3. Associate professional and technical	11	13	13	3	4	7
4. Administrative and secretarial	6	7	7	2	3	5
5. Skilled trades occupations	4	4	4	-1	1	1
6. Caring, leisure and other service	1	2	2	1	1	1
7. Sales and customer service	3	3	4	1	1	2
8. Process, plant and machine operatives	0	1	1	0	0	0
9. Elementary occupations	1	1	1	0	0	1
Total	58	69	72	14	23	37

Table 38 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	7	7	14	3	9
QCF 4-6	28	10	37	11	21
QCF 3	8	-2	6	3	1
QCF 2	8	-2	6	3	1
QCF 1	6	0	6	2	3
No Qual	2	1	2	1	1
Total	58	14	72	23	37

Chart 29 Public administration, employment to 2022

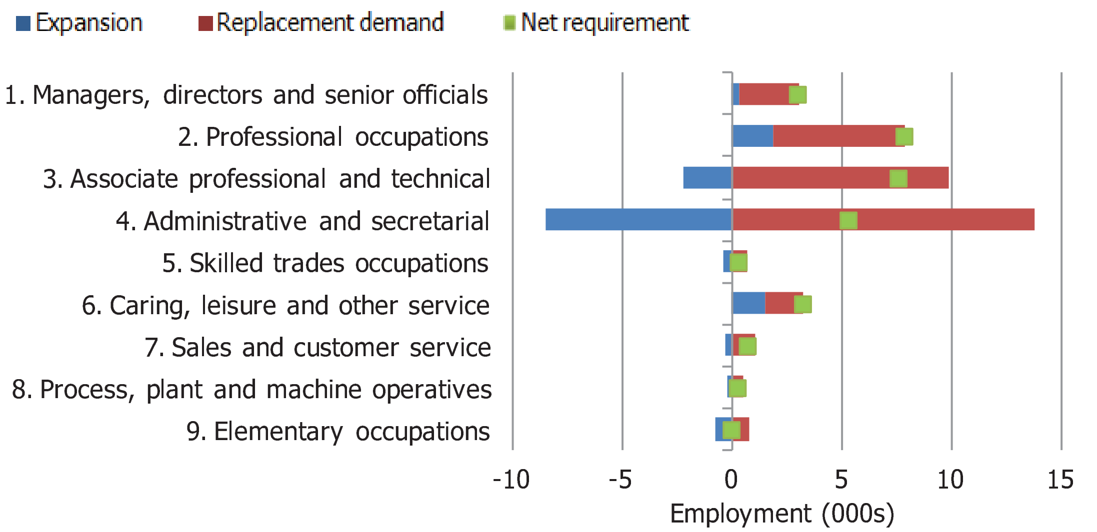


Table 39 Public administration, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012-2022 Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	7	7	8	0	3	3
2. Professional occupations	16	16	18	2	6	8
3. Associate professional and technical	34	30	32	-2	10	8
4. Administrative and secretarial	36	29	28	-8	14	5
5. Skilled trades occupations	2	2	2	0	1	0
6. Caring, leisure and other service	4	4	5	2	2	3
7. Sales and customer service	3	3	3	0	1	1
8. Process, plant and machine operatives	2	1	1	0	1	0
9. Elementary occupations	3	2	2	-1	1	0
Total	106	94	98	-9	37	29

Table 40 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	11	4	15	4	8
QCF 4-6	39	5	44	14	19
QCF 3	21	-5	16	8	3
QCF 2	21	-7	15	8	1
QCF 1	10	-5	6	4	-1
No Qual	3	-2	1	1	-1
Total	106	-9	98	37	29

Chart 30 Education, employment to 2022

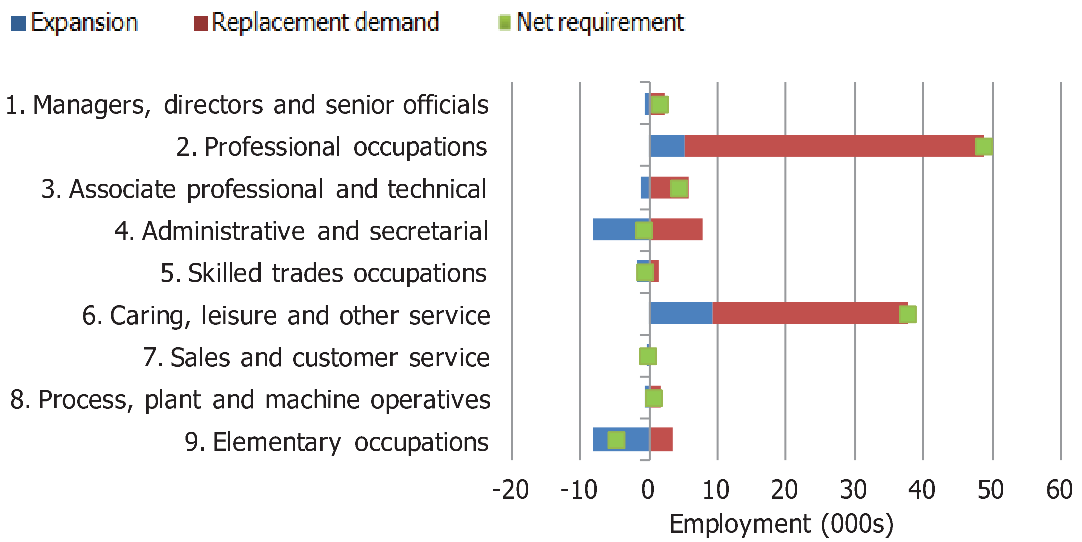


Table 41 Education, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012-2022 Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	6	6	5	-1	2	2
2. Professional occupations	105	107	110	5	44	49
3. Associate professional and technical	18	17	16	-1	6	5
4. Administrative and secretarial	20	15	12	-8	8	-1
5. Skilled trades occupations	4	3	3	-2	2	0
6. Caring, leisure and other service	63	68	72	9	29	38
7. Sales and customer service	1	1	1	0	0	0
8. Process, plant and machine operatives	4	4	3	-1	2	1
9. Elementary occupations	12	7	4	-8	3	-5
Total	234	227	227	-7	95	89

Table 42 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	56	18	74	23	41
QCF 4-6	83	0	83	34	33
QCF 3	37	1	38	15	16
QCF 2	31	-10	21	13	3
QCF 1	20	-11	9	8	-3
No Qual	6	-4	2	3	-2
Total	234	-7	227	95	89

Chart 31 Health and social work, employment to 2022

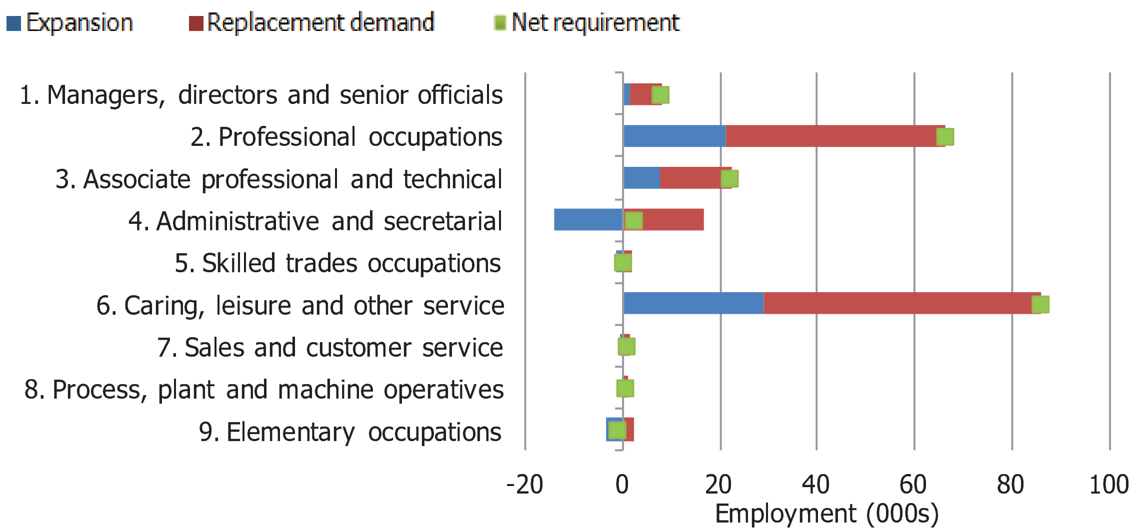


Table 43 Health and social work, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012-2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	16	16	17	2	6	8
2. Professional occupations	108	118	129	21	45	66
3. Associate professional and technical	37	41	45	7	15	22
4. Administrative and secretarial	42	33	27	-14	17	2
5. Skilled trades occupations	5	4	3	-2	2	0
6. Caring, leisure and other service	126	138	155	29	57	86
7. Sales and customer service	5	4	4	-1	2	1
8. Process, plant and machine operatives	2	2	2	0	1	1
9. Elementary occupations	8	5	4	-3	2	-1
Total	349	362	388	39	147	186

Table 44 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	32	16	48	13	30
QCF 4-6	145	37	182	61	98
QCF 3	67	10	77	28	38
QCF 2	69	1	70	29	30
QCF 1	27	-18	9	11	-7
No Qual	9	-7	3	4	-3

Chart 32 Construction, employment to 2022

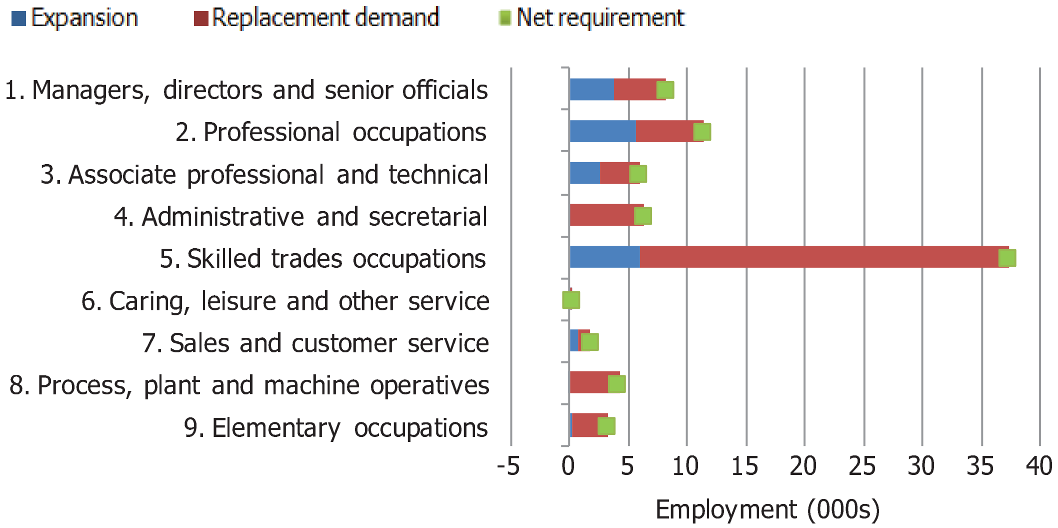


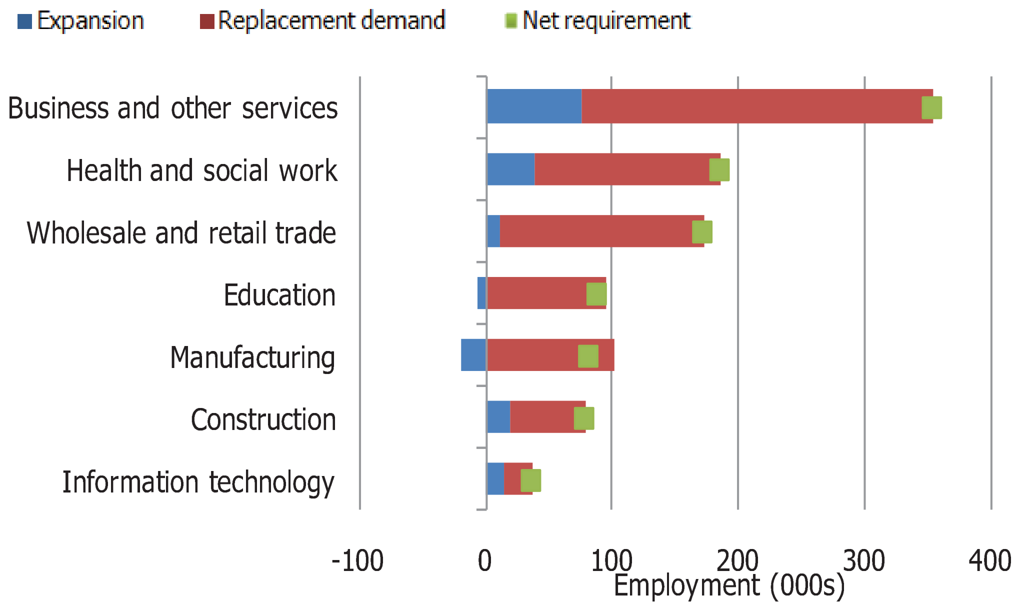
Table 45 Construction, employment to 2022

Employment Levels (000s)	2012	2017	2022	2012 - 2022		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	11	13	15	4	4	8
2. Professional occupations	16	19	21	6	6	11
3. Associate professional and technical	9	10	11	3	3	6
4. Administrative and secretarial	14	14	14	0	6	6
5. Skilled trades occupations	94	97	100	6	31	37
6. Caring, leisure and other service	0	0	0	0	0	0
7. Sales and customer service	3	3	4	1	1	2
8. Process, plant and machine operatives	13	13	13	0	4	4
9. Elementary occupations	9	9	9	0	3	3
Total	168	178	187	19	60	79

Table 46 Qualification requirement to 2022 (000's)

	Base year 2012	Change 2012-2022	Projected level 2022	Replacement Demand	Total requirement
QCF 7-8	4	5	9	2	7
QCF 4-6	27	13	40	9	23
QCF 3	50	-3	48	18	15
QCF 2	46	8	54	16	24
QCF 1	26	1	27	9	10
No Qual	15	-5	9	5	0
Total	168	19	187	60	79

Chart 33 Employment change by main sectors, West Midlands, 2022



Source: Working Futures, West Midlands, 2015 to 2022.

Table 47 Change in qualification levels needed for predicted change in occupational structure, West Midlands

NVQ Level[7]	% change needed
Level 4	+24%
Level 3	-6%
Level 2	-2%
Level 1	-18%
No Qual	-26%

Source: Working Futures, West Midlands, 2015 to 2022.

Table 48 Employment forecasts by Occupation, Birmingham, 2013-2025

Occupational Group	2013	2025	Change 2013-2025
Corporate Managers	67,900	79,100	11,200
Managers and Proprietors	14,000	16,300	2,300
Science/Tech Professionals	16,200	21,900	5,700
Health Professionals	7,400	12,800	5,500
Teaching/Research Professionals	42,700	36,800	-6,000
Business/Public service Professionals	16,000	18,600	2,500
Science Associate Professionals	9,700	9,900	200
Health Associate Professionals	39,000	40,100	1,000
Protective Service Occupations	1,500	2,600	1,100
Culture/Media/Sport Occupations	7,200	8,500	1,300
Bus/Public Serv. Assoc Professionals	23,500	31,700	8,200
Higher Skilled Occupations	**245,200**	**278,300**	**33,100**
Admin & Clerical Occupations	33,400	31,200	-2,200
Secretarial & Related Occupations	4,900	2,400	-2,500
Skilled Agricultural Trades	600	800	200
Skilled Metal/Elec Trades	21,100	18,800	-2,300
Skilled Construct. Trades	8,200	7,600	-600
Other Skilled Trades	8,400	4,600	-3,800
Caring Personal Service Occs	43,900	53,800	9,900
Intermediate Skilled Occupations	**120,500**	**119,200**	**-1,200**
Leisure/Other Personal Service Occupations	6,700	7,200	500
Sales Occupations	29,300	26,700	-2,600
Customer Service Occupations	8,200	12,900	4,700
Process Plant & Mach Operatives	26,000	22,200	-3,800
Transport Drivers and Operatives	11,100	12,200	1,100
Elementary: Trades/Plant/Mach	26,200	28,100	1,900
Elementary: Clerical/Service	40,400	35,800	-4,600
Lower Skilled Occupations	**147,900**	**145,200**	**-2,700**
		Net change:	29,200

Source: Local Economy Forecasting Model (LEFM), Cambridge Econometrics

Table 49 HS2 Build Phase (job Years), West Midlands

	Total	No Quals	Level 1	Level 2	Level 3	Level 4+	Apprentice-ships & Other
2015	837	92	134	142	151	209	109
2016	1,570	173	251	267	283	393	204
2017	7,327	806	1,172	1,246	1,319	1,832	952
2018	13,607	1,497	2,177	2,313	2,449	3,402	1,769
2019	11,514	1,267	1,842	1,957	2,072	2,878	1,497
2020	11,514	1,267	1,842	1,957	2,072	2,878	1,497
2021	8,897	979	1,424	1,512	1,601	2,224	1,157
2022	8,897	979	1,424	1,512	1,601	2,224	1,157
2023	733	81	117	125	132	183	95
2024	105	12	17	18	19	26	14
Avg 2017-2022	10,293	1,133	1,647	1,750	1,852	2,573	1,338
Total 2015-2024	65,000	7,150	10,400	11,050	11,700	16,250	8,450

Source: HS2 Growth Strategy, Solihull Observatory

Table 50 HS2 Post Build Phase (New Jobs per Year), West Midlands

	Total	No Quals	Level 1	Level 2	Level 3	Level 4+
2026	4,631	293	548	907	926	1,957
2027	4,631	293	548	907	926	1,957
2028	4,631	293	548	907	926	1,957
2029	4,631	293	548	907	926	1,957
2030	4,631	293	548	907	926	1,957
2031	4,003	253	473	784	800	1,692
2032	4,003	253	473	784	800	1,692
2033	4,003	253	473	784	800	1,692
2034	4,003	253	473	784	800	1,692
2035	4,003	253	473	784	800	1,692
2036	3,434	217	406	673	686	1,451
2037	3,434	217	406	673	686	1,451
2038	3,434	217	406	673	686	1,451
2039	3,434	217	406	673	686	1,451
2040	3,434	217	406	673	686	1,451
2041	4,121	261	487	807	824	1,742
2042	4,121	261	487	807	824	1,742
2043	4,121	261	487	807	824	1,742
2044	4,121	261	487	807	824	1,742
2045	4,121	261	487	807	824	1,742
Annual Avg 2026-2045	4,047	256	479	793	809	1,711
Total 2022-2045	80,940	5,124	9,573	15,853	16,178	34,211

Source: HS2 Growth Strategy, Solihull Observatory

Data sources

Source	Annual Population Survey, ONS
Indicators used in the report	Economic activity and qualifications at the local authority level.
Smallest geography available	LA
Current Source File	APS, NOMIS
Source Update Frequency	Quarterly
Source Format	API: Excel, Json, CSV, xdmx or Excel from normal NOMIS
Quality and robustness	Link

Source	Business Register and Employment Survey (BRES)
Indicators used in the report	Workplace employment by sector at the local authority level.
Smallest geography available	LA
Current Source File	NOMIS via a state notice
Source Update Frequency	Annual
Source Format	Excel
Quality and robustness	Link (LFS but has section on APS)

Source	DWP Benefit Statistics, Work and Pensions Longitudinal Study (WPLS)
Indicators used in the report	Out of work benefit claimants
Smallest geography available	Lower output areas
Current Source File	NOMIS or DWP Tabtool
	Updated out of work benefits claimant rates can be found in BCC's Worklessness Briefing downloadable from: www.birmingham.gov.uk/labourmarket
Source Update Frequency	Quarterly
Source Format	Excel
Quality and robustness	WPLS links benefit and programme information held by DWP on its customers to employment records from HMRC. This dataset is based on 100% of claims so is not subject to any sampling error. In outputs figures are rounded to the nearest 10, and those below 5 are suppressed as statistically unreliable.

Source	Universal Credit experimental statistics
Indicators used in the report	Claimant unemployment: JSA + out of work UC
Smallest geography available	Jobcentre Office
Current Source File	UC statistics from Stat-Xplore + JSA statistics from NOMIS
	UC statistics summary
	This new claimant count measure is now available via NOMIS too.
	Updated claimant count (unemployment) benefits claimant rates can be found in BCC's Unemployment Briefing downloadable from: www.birmingham.gov.uk/birminghameconomy
Source Update Frequency	Monthly
Source Format	Excel
Quality and robustness	These statistics have been developed using guidelines set out by the UK Statistics Authority, and are new official statistics undergoing evaluation. They have, therefore, been designated as Experimental Statistics.

Source	DWP Work Programme Statistics
Indicators used in the report	Referrals and Job outcomes by payment group
Smallest geography available	LA
Current Source File	DWP WP Tabtool
Source Update Frequency	Monthly
Source Format	HTML – can be pasted into Excel
Quality and robustness	A standard set of quality assurance procedures are conducted for each statistical release which consist of checking: •duplicate, missing or contradictory information •accordance across computer systems (LMS and PRaP) and with management information •trends and variation in characteristic, time series and geographical breakdowns •trends and differences in post payment adjustment factors •dual methodology testing of data visualisation •automated checks against tolerances for a sample of tabulation tool tables Individual variables remain complete and consistent with existing sources, comparisons across systems remain predominantly within a 0.1% tolerance, including across key breakdowns and time series. In addition to the quality assurance of the statistics, assurance of the underlying administrative data is also carried out. The National Audit Office published a report in August 2013 on their review of the data systems associated with the Work Programme Business Plan Transparency indicator (and therefore all key Work Programme National statistics).

Source	2011 Census
Indicators used in the report	Average qualification levels by ethnic group
Smallest geography available	Lower output areas
Current Source File	NOMIS
Source Update Frequency	Every 10 years
Source Format	Excel
Quality and robustness	The most accurate source for small areas (nearly 100% coverage)

Source	Labour Force Survey, ONS
Indicators used in the report	LFS variable: those entering employment in the last 3 months to show more current demand by qualification i.e. Actual qualifications entering various occupations as opposed to those actually needed for that occupation. Specific variable names within the SPSS file: EMPLEN: entered employment in last three months SOC10m: Occupation classification at the 4 digit level LEVQUAL11: Highest qualification GOVTOF2: Region of resident GORWKR: Region of place of work
Smallest geography available	Region
Current Source File	Data archive (needs registration and project description)
Source Update Frequency	Quarterly
Source Format	SPSS
Quality and robustness	Need to combine four LFS quarters to get robust sample at the regional level for some combination of variables Link

Source	Annual Survey of Hours and Earnings, ONS
Indicators used in the report	Jobs and wages: growth/decline matrix by 3 or 4 digit SOC
	Table 15: Data on levels, distribution and make-up of earnings and hours worked for London employees by sex and full-time/part-time status in all industries and occupations. Use median earnings by occupation and job number column.
Smallest geography available	Region
Current Source File	ASHE
Source Update Frequency	Annual, updated in November
Source Format	Excel
Quality and robustness	3 digit SOC is more reliable than 4 digit. Total jobs Chart may underestimate count but for the matrix percentages increase/decrease is used so not a major concern

Source	LAMP, Monster and CESI
Indicators used in the report	Real time vacancy statistics by 3 digit SOC occupation
	Student numbers by subject area matched to SOC occupations
Smallest geography available	Individual College
Source Update Frequency	Every month
Quality and robustness	1) Vacancy statistics are derived from the Universal JobMatch database plus job advert scraping from the largest online job sites: software is used to find duplicates where the same job is advertised in multiple job sites. However, not all jobs are advertised on job sites - some jobs (especially at the elementary level) are advertised on shop window job boards, local newspapers etc. and are not captured. 2) Warwick University CASCOT software is used to assign job descriptions to SOC occupation codes. This is reliant on job titles and job descriptions. 3) Occupation SOC codes are matched to Sector subject areas (SSA) using a method designed by the Institute of Fiscal Studies. 4) The number of students doing courses within each SSA comes from SFA college returns. The latest available data on student numbers is used, however, they are usually a year older than the real time vacancy data. Therefore the number of students doing various subjects may have fallen or risen during the time period used for vacancy statistics.

Contents

Source	Employer Skills Survey, UKCES
Indicators used in the report	Vacancies by occupation
	Skill demand by occupation and sector local employers
	Specific skill shortages cited by employers
	Unfilled vacancies
Smallest geography available	LA
Data link	Link
Quality and robustness	Link
Source Update Frequency	Bi-annual
Source Format	Excel. API: Json from LMI for All

Source	Working Futures, UKCES
Indicators used in the report	Employment projections by sector, occupation, qualification level
	Replacement demand (due to mortality, retirement, career moves etc.)
Smallest geography available	LA
Data link	Link
Quality and robustness	Link
Source Update Frequency	Bi-annual
Source Format	Excel. API: Json from LMI for All

Source	**Local Economy Forecasting Model (LEFM):** Cambridge Econometrics and The Warwick Institute for Employment Research
Indicators used in the report	Employment projections by occupation
Smallest geography available	LA
Quality and robustness	The Baseline scenario projections in LEFM are based on the historical relationship between growth in the local area relative to the region or UK (depending on which area it has the strongest relationship with), on an industry-by-industry basis. The Baseline projections assume that these relationships will continue to hold in the future. Thus, if growth in an industry in the local area (district) outperformed the industry in the West Midlands (or UK) as a whole in the past, then it will be assumed to do so in the future. Similarly, if it underperformed the region (or UK) in the past then it will be assumed to underperform the region (or UK) in the future. The projections for some sectors, in which growth is more closely related to changes in population, are based on historical relationships between growth in output per capita in the local area and output per capita in the region or UK as a whole. These industries are: retail, public administration, education, health, and miscellaneous services (which includes leisure services)
Source Update Frequency	Annual

Source	key stage 4 results, including GCSEs
Indicators used in the report	Percentage of pupils achieving 5+ A*-C grades including English and mathematics GCSEs
Smallest geography available	By School
Current Source File	Link
Source Update Frequency	Annual
Source Format	Excel
Quality and robustness	Link

Source	Skills Funding Agency
Indicators used in the report	Learner volumes
Smallest geography available	Local Authority
Current Source File	Link
Source Update Frequency	Annual
Source Format	Excel
Quality and robustness	Based on Individual Learner Records Link

Source	Skills Funding Agency
Indicators used in the report	Funding Allocations
Smallest geography available	By provider
Current Source File	Link
Source Update Frequency	Annual
Source Format	Excel

Source	**HS2 projections.** Albion Economics, HS2 Consortium, Solihull Observatory
Indicators used in the report	Employment projections by qualification
Smallest geography available	GBSLEP
	The analysis has drawn upon a wide range of data sources and evidence. A full list of sources and those who have assisted in providing them is included in this linked report.
Quality and robustness	The approach has been to estimate job calculations from 'bottom up' principles wherever possible. Detailed relationships have been developed between cost budgets, physical outputs, wage rates and employment, by type of job and skill level, drawing on a number of evidence sources and 'coalface' industry expertise. This includes NSARE's published work on jobs and skills in the railway industry (although it was not possible to utilise its detailed datasets), as well as benchmark evidence from other High Speed Rail projects, including HS1 and TGV. The approach work and outturn results have benefitted from review by ILG member organisations and been refined in light of such. The calculations utilise disaggregate published budget data from HS2 Ltd based on the March 2012 cost and design freeze, together with other cost information provided from the same source.
Source Update Frequency	One off report

SEVERN TRENT WATER

BIRMINGHAM RESILIENCE PROJECT

SEVERN TRENT WATER

One of the largest of the 10 regulated water and sewerage companies in England and Wales. We provide high quality services to more than4.3million households and businesses in the Midlands and mid-Wales.

Turnover
£1,544.8m

Households and Businesses serviced
4.3m

Litres of drinking water supplied each day
1.8bn

Litres of waste water collected per day
2.4bn

Employees
5,902

Water distribution pipes
46,000km

Sewer pipes
91,000km

BIRMINGHAM RESILIENCE PROJECT

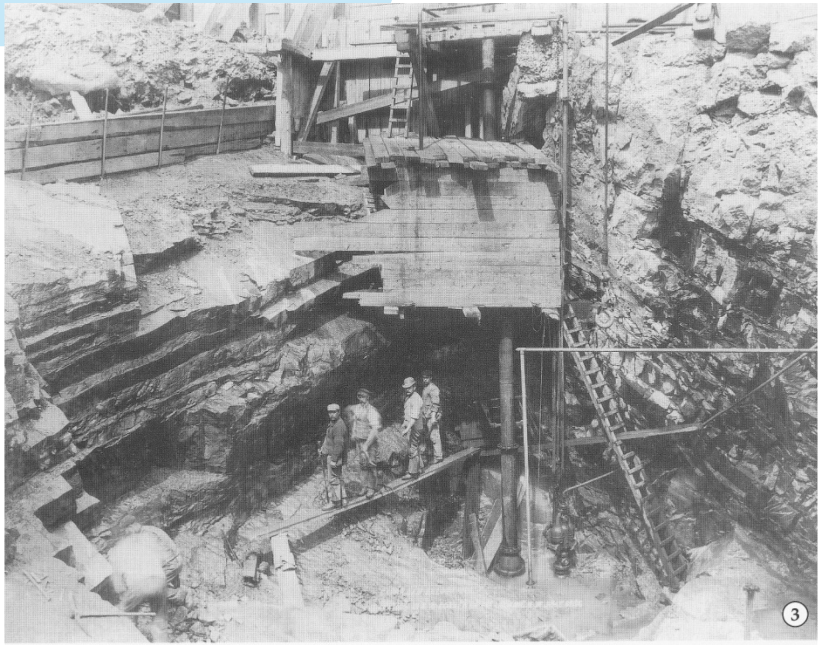
Making Birmingham more resilient

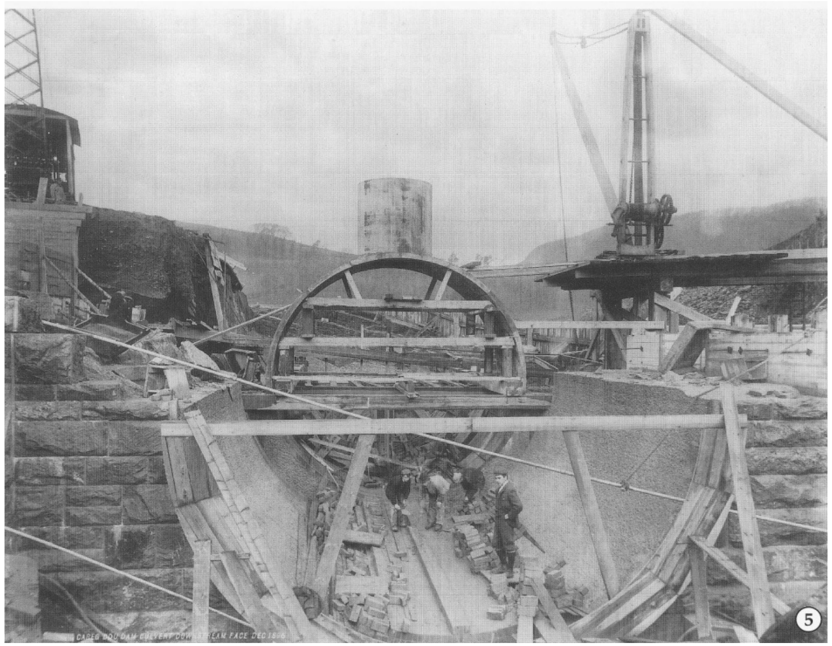
- *For over a century, most of Birmingham's water has flowed down the Elan Valley Aqueduct (EVA) from reservoirs in the Welsh hills. The aqueduct is over a hundred years old and needs maintenance to keep it in service, which means draining it for extended periods.*

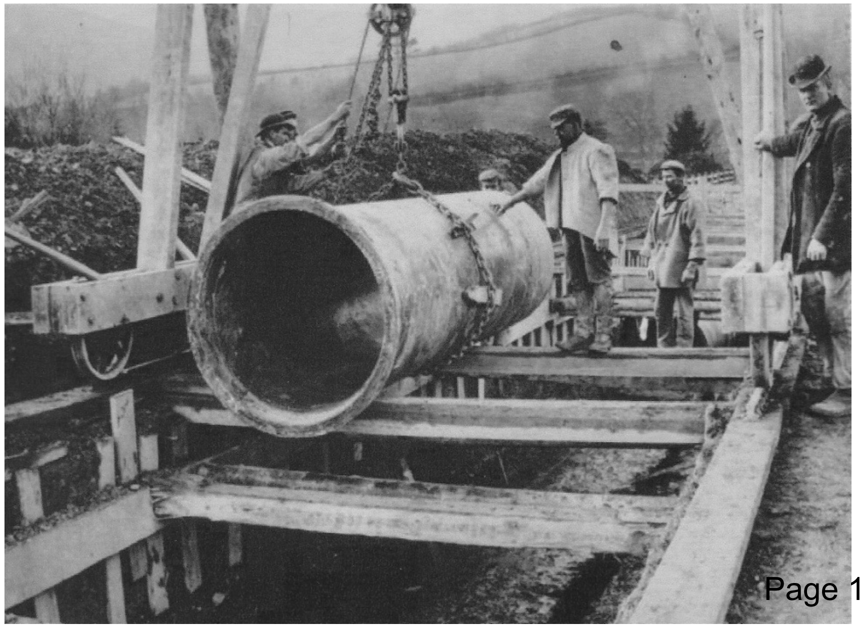
- *At the moment we can only shut down the aqueduct for 5 days with 3 days to carry out work.*

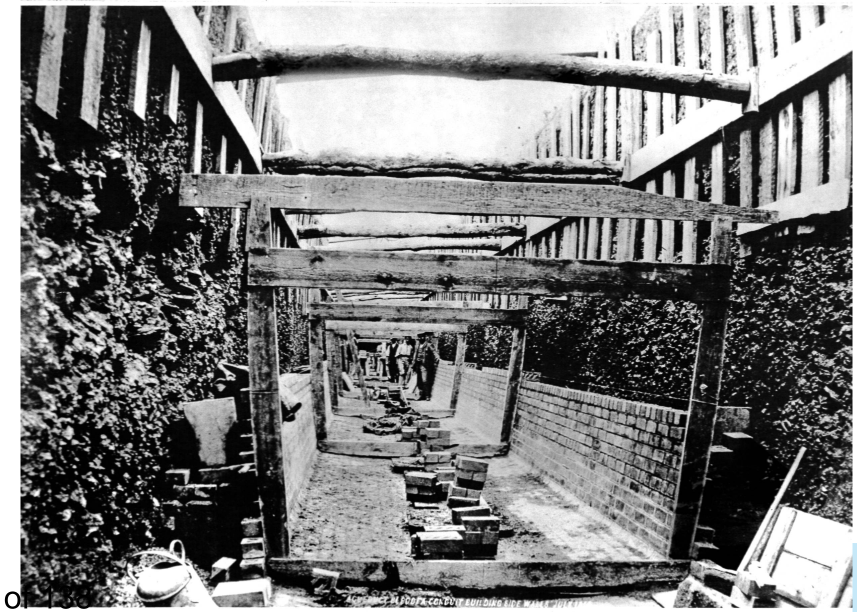
- *The Birmingham Resilience Project (BRP) will provide an alternative source of water during those maintenance periods and will be used for up to 50 days every other year.*

- *This is the biggest engineering challenge we have ever set out to do*









BIRMINGHAM RESILIENCE PROJECT

Getting permission for the project

- *Our plans have been approved by our regulator, OFWAT and we're currently consulting on the detailed pipeline route. We intend to submit planning applications in the next few weeks.*
- *An abstraction licence 'pre-application' has been approved by the Environment Agency and we've now submitted the full application*
- *Work is ongoing to complete the planning applications and Environmental Impact Assessment and we remain on-track to submit in the next few weeks.*
- *Our pilot plant has been in operation at Trimpley Works since April 2015 and is performing well.*

BIRMINGHAM RESILIENCE PROJECT

Telling people about our plans

- *We're engaging positively with key stakeholders, including the Environment Agency and the Drinking Water Inspectorate.*
- *A 'launch event' for Birmingham stakeholders (OFWAT, Councillors, MPs etc) was held on the 16th October 2015 and received very positively.*
- *Press activity is increasing, reflective of our partnership arrangement with Trinity Mirror (B'ham Post/Mail) and also remains very positive.*
- *We're carried out two rounds of public drop-in sessions along the pipeline route with fantastic attendance rates.*
- *Work has begun modelling our strategic grid and distribution networks when we are operating in 'river supply' mode. This will allow us to assess (and mitigate) any hydraulic 'bottlenecks' and water quality risks arising from the changing supplies.*
- *Consultation with sensitive business users (and domestic customers) will begin once a full impact assessment has been made.*

BIRMINGHAM RESILIENCE PROJECT

Involving the local community

- *We plan to use local contractors and supplier wherever possible when we carry out construction*
- *We have a full education programme specific to the project which is an add-on to our regular education programme. This will include the usual water efficiency and what not to flush as well as some history of the EVA and also site safety*
- *For older students we will be using the project as an opportunity to talk about STEM subjects and careers*
- *We'll also be engaging with local universities and have already taken on graduate students to work with us*

SEVERN TRENT HELPING OUR CUSTOMERS

Help when you need it

- *A range of channels for customers to contact us*
- *Water Direct*
- *WaterSure*
- *Severn Trent Trust Fund*
- *Water Meters*
- *Assessed charges*
- *The Big Difference Fund*
- *Free water audits for homes*
- *Free and discounted water efficiency products*

BIRMINGHAM RESILIENCE PROJECT

Working in partnership

Community Legal Service
Severn Trent Trust Fund
StepChange Debt Charity
DWP Department for Work and Pensions
EQUITY
Fortis Living
EDAS Foundation
Friendship Care and Housing
thinkmoney group your complete solution
McDonald's
Birmingham City Council
Tuntum Housing
Information, Support & Advice
Nottingham City Homes
Bromford
futures homescape
Shropshire Towns and Rural Housing
midland heart
Burger King
staffordshire housing group
House 2 Home
wm housing group
Wolverhampton Homes
EVESHAMDEBT ADVISORS LTD
framework
NATIONAL DEBTLINE
Bournville Village Trust
Your Moorlands
ashram moseley
LOCH FYNE SEAFOOD & GRILL
citizens advice bureau
NORTHFIELD
North Warwickshire Borough Council
BIG DIFFERENCE SCHEME

LOVE OUR NETWORK

Being part of the local community

- *Stop the Block / Sewer Savvy*
- *Water efficiency / Save Water Save Money*
- *Water Quality*
- *Education*
- *Volunteering*

Economy, Skills&Sustainability O&S Committee: Work Programme 2015/16

Chair: Cllr Victoria Quinn

Committee Members: Cllrs Caroline Badley, David Barrie, Jerry Evans, Des Hughes, Timothy Huxtable, Ziaul Islam, Merion Jenkins, Josh Jones, John O'Shea, Habib Rehman and Claire Spencer

1 Meeting Schedule

Date	What	Officer Contact / Attendees
19th June 2015 (informal) 1000 hours Committee Room 6	Scrutiny Update	Emma Williamson, Head of Scrutiny Services
	Work Programme discussion including: Updates from Waheed Nazir on Planning and Regeneration issues and Anne Shaw on Transportation matters and Councillor Penny Holbrook on the Skills and Learning agenda	Benita Wishart/Baseema Begum, Scrutiny Office
10th July 2015 1000 hours Committee Rooms 3&4	Virgin Trains: West Coast Main Line Franchise	Phil Cavender, Route Director/ Annabel Gaba, Head of Public Affairs, Virgin Trains Communications
	Super September: Grand Central/New StStation Opening	Jacqui Kennedy, Acting Director for Place Others TBC
	Cabinet Member for Skills, Learning and Culture – Update on Culture agenda	Cllr Penny Holbrook Jon Lawton, Cabinet Support Officer
16th October 2015 1000 hours Committee Rooms 3&4	Movement for Growth: The West Midlands Strategic Transport Plan - Public Consultation Draft	Laura Shoaf, Strategic Director for Transport and Jake Thrush, Transport Strategy Manager, ITA
	Public Realm – The City's Streets, Squares & Spaces	Waheed Nazir, Director of Planning & Regeneration & Craig Rowbottom, Principal Development Planning Officer
	Birmingham Youth Promise	Councillor Penny Holbrook, Cabinet Member Shilpi Akbar, Assistant Director, Employment

Date	What	Officer Contact / Attendees
23rd October 2015 1000 hours Committee Rooms 3&4	Consultation with Committee on the Road Safety Strategy	Philip Edwards, Head of Growth & Transportation and David Harris, Transportation Policy Manager
	Birmingham Cycle Revolution - Miles Covered: Investigatory session to develop TOR to update the Changing Gear Report including Bike Life Report	Councillor Lisa Trickett, Cabinet Member Anne Shaw, Head of Transportation Services Varinder Raulia, Head of Infrastructure Projects Andy Middleton, Cycling Programme Manager Yvonne Gilligan, Sustrans
13th November 2015 1000 hours Committee Rooms 3&4	Rockefeller 100 Resilient Cities Challenge	Nick Grayson, Climate Change and Sustainability Manager
	Highways Challenges Around Major City Events	Deputy Leader Cabinet Member for Development, Transport and the Economy BCC Highways, Transportation & Major Events
11th December 2015 1000 hours Committee Rooms 3&4	Cabinet Member for Sustainability	Cllr Trickett, Cabinet Member
	Tracking Report for From Waste to Resource	Jacqui Kennedy, Acting Director for Place/ Chloe Tringham, FWM
	Tracking Report for Household Recycling Centres	Chloe Tringham, Fleet and Waste Management
	Business Improvement Districts	Deputy Leader (tbc) Cabinet Member for Development, Transport and the Economy (tbc) Sharon Freedman, Assistant Director Regeneration Paul Faulkner, Chief Executive, B'ham Chambers of Commerce
15th January 2016 1000 hours Committee Rooms 3&4	Skills Investment Plan	Jane Newman, Employment Development Manager
	Severn Trent Water – Birmingham Resilience Project	TBC

Date	What	Officer Contact / Attendees
12th February 2016 1000 hours Committee Rooms 3&4	Cabinet Member for Development, Transport and the Economy	Chris Brockie, Cabinet Support Officer
	Local Centres update (TBC)	TBC
	Flood Risk Management and Response Annual Report	Clive Wright, Drainage and Flood Risk Manager
11th March 2016 1000 hours Committee Rooms 3&4	TBC	
15th April 2016 1000 hours Committee Rooms 3&4	TBC	

2 To Be Scheduled

2.1 The following items could be scheduled:

- Waste Strategy – November 2015?
- Green Commission – carbon reduction citywide
- Work Programme Providers
- Greater Birmingham & Solihull LEP: employment, skills and Growth Deal opportunities
- Housing Strategy/ Affordable housing/Sustainable Urban Extension
- Technical City Enterprise Zone
- Greater Birmingham Growth Hub
- Update on the Enterprise Zones and lessons learned
- HS2 with reference to the Skills agenda

3 Other Meetings

16th October	1.30 – 3.30pm	Visit to Virgin Trains HQ to learn about their skills and employee development practices and opportunities.

Call in Meetings

29th May 2015	Westside Bid	Decision: Not Called-In

Petitions

None scheduled

Councillor Call for Action requests

None scheduled

It is suggested that the Committee approve Friday at 10.00am as a suitable day and time each week for any additional meetings required to consider 'requests for call in' which may be lodged in respect of Executive decisions.

4 Forward Plan for Cabinet Decisions

The following decisions, extracted from the Cabinet Office Forward Plan of Decisions, are likely to be relevant to the Economy, Skills & Sustainability O&S Committee's remit.

Reference	Title	Portfolio	Proposed Date of Decision
000572/2015	Commissioning Strategy for the Management of Construction and Building Related Services PUBLIC	Commissioning, Contracting and Improvement	26 Jan 2016
000199/2015	Commercial Investment Property Portfolio Update 26 Jan 16	Deputy Leader	26 Jan 2016
000246/2015	HS2 Programme Delivery Plan and ResourceRequirement	Deputy Leader	26 Jan 2016
001198/2016	Open Market Works	Deputy Leader	26 Jan 2016
000224/2015	Transportation and Highways Capital Programme2015/16 to 2017/18 Programme DefinitionDocument	Development, Transport & the Economy	26 Jan 2016
000315/2015	Iron Lane – Stechford Junction Improvements –Full Business Case	Development, Transport & the Economy	26 Jan 2016
000329/2015	Sutton New Hall Cemetery Development - Phases 2and 3	Development, Transport & the Economy	26 Jan 2016
001200/2016	Perry Barr District Centre- Local Growth Fund (LGF) Projects Implementation	Development, Transport & the Economy	26 Jan 2016
000295/2015	ESF - Youth Employment Initiative	Skills, Learning & Culture	26 Jan 2016

Reference	Title	Portfolio	Proposed Date of Decision
000811/2015	Jewellery Quarter Cemeteries: FBC and Heritage Lottery Fund grant acceptance	Development, Transport & the Economy	16 Feb 2016
001093/2016	ERDF Business Growth Programme (BGP) - Acceptance of Offer Letter	Development, Transport & the Economy	16 Feb 2016
001097/2016	ERDF Property Investment Programme (PIP) Acceptance of Offer Letter	Development, Transport & the Economy	16 Feb 2016
000312/2015	Ashted Circus Pinch Point	Development, Transport & the Economy	16 Feb 2016
000316/2015	Battery Way Extension	Development, Transport & the Economy	16 Feb 2016
000934/2016	Local Growth Fund Transport and ConnectivityHagley Road SPRINT Scheme	Development, Transport & the Economy	16 Feb 2016
001130/2016	Birmingham Life Science Campus Offer of Local	Development, Transport & the Economy	16 Feb 2016
000313/2015	Birmingham Cultural Strategy 2015-19	Skills, Learning & Culture	16 Feb 2016
001219/2016	Review of Charges for Trade Waste and other	Sustainability	16 Feb 2016
001223/2016	Birmingham Cycle Revolution Phases 2 and 3 Green Routes Full Business Case	Development, Transport & the Economy	22 Mar 2016
001228/2016	Metro Complementary Highway Works - Swallow	Development, Transport & the Economy	22 Mar 2016
001227/2016	Building Birmingham: BMHT Development	Development, Transport & the Economy	19 Apr 2016
000223/2015	Birmingham Community Energy Company	Sustainability	19 Apr 2016