

**REPORT TO:** Employment, Learning and Skills Policy and Performance Board

**DATE:** 7 July 2009

**REPORTING OFFICER:** Strategic Director, Environment

**SUBJECT:** Topic Group – Workforce and Skills for the Logistics Industry – Summary Report

**WARDS:** Boroughwide

## **1.0 PURPOSE OF THE REPORT**

- 1.1 To provide an update on the ideas put forward in June 2008 to identify the future skill needs within the logistics sector in Halton and, to assess whether existing activity will meet those needs, including the identification of opportunities for improved performance. In addition, to explore in-work training opportunities within logistics companies in the borough.
- 1.2 The recommendations will lead to an improvement in the employment opportunities within logistics, particularly in terms of Halton's long term unemployed adults residents.

## **2.0 RECOMMENDATIONS:**

- a) **That approval is given to Council Officers to conclude the work of this Topic Group;**
- b) **That the recruitment model for the 3MG development is tested, including feeding back on:**
  - i. **Number of applicants**
  - ii. **Number of interviews**
  - iii. **Number of successful job outcomes for Halton residents, of which:**
    1. **% are from LSOAs**
    2. **Age breakdown**
    3. **gender**
- c) **That Skills for Life support (maths, English, ICT) is embedded within any skills roll out relating to logistics training;**
- d) **That the 3MG development makes full use of apprenticeships;**
- e) **That real case studies evidencing progression opportunities within the logistics sector are identified and positive promotion of these are actively encouraged.**

### **3.0 BACKGROUND**

3.1 The Urban Renewal PPB in January 2008 (URB41) selected this topic as a joint topic group with the Employment Learning and Skills PPB. The joint topic group was subsequently formed. The Terms of Reference and Member representatives were agreed by the Urban Renewal PPB as Cllr Hignett (Chair), Cllr Leadbetter and Cllr Rowe in June 2008 (URB54). The Terms of Reference and Member representatives were agreed by the Employment, Learning and Skills PPB as Cllr Parker Cllr Findon and Cllr Austin in June 2008 (ELS8). The joint topic group has met regularly since its inception and debated matters relating to the terms of reference and the recommendations.

### **4.0 SUPPORTING INFORMATION**

4.1 Work on furthering this topic has been undertaken and a clear understanding has been reached on:

- The current demand for skills from logistics sector related companies in Halton;
- The likely future demand for logistics skills;
- The kinds of companies locating to the 3MG site over the next 5 to 10 years.

4.2 The Halton Employment Partnership has been established supported by key partners including:

- Learning and Skills Council;
- Skills for Logistics;
- Riverside College Halton;
- Job Centre Plus;
- Halton People Into Jobs;
- The Warrington Business School;
- Halton Borough Council.

4.3 A Halton Investors' Handbook has been produced, specifically tailored to the logistics sector and sets out the skills and recruitment offer of the Halton Employment Partnership. The Handbook has been used in marketing the Halton Employment Partnerships offer to logistic companies considering opportunities at 3MG (Mersey Multimodal Gateway).

4.4 A pilot skills and recruitment offer is being tested with the first occupier at 3MG. This pilot can be rolled out to all future occupiers on 3MG and boroughwide.

## **5.0 POLICY IMPLICATIONS**

- 5.1 The proposals are in line with Council policy to skill up and support Halton people into Halton jobs.

## **6.0 OTHER IMPLICATIONS**

- 6.1 All the proposals are sustainable.

## **7.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

### **7.1 Children and Young People in Halton**

Supports key objectives D and E.

### **7.2 Employment, Learning and Skills in Halton**

Supports key objectives B, C and D.

### **7.3 A Healthy Halton**

Supports key objectives B, C and E.

### **7.4 A Safer Halton**

None applicable

### **7.5 Halton's Urban Renewal**

Supports key objectives A, D and E.

## **8.0 RISK ANALYSIS**

- 8.1 None applicable

## **9.0 EQUALITY AND DIVERSITY ISSUES**

- 9.1 The Halton Employment Partnership operates under the Council's Equality and Diversity policy.

## **10.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972**

- 10.1 There are no background documents under the meaning of this Act.