

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

DATE: 21 September 2009

REPORTING OFFICER: Strategic Director, Environment

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

WARDS: Boroughwide

1.0 PURPOSE OF THE REPORT

1.1 To report the recommendations of the Topic Group on Workforce and Skills for the Logistics Industry.

2.0 RECOMMENDATIONS: That the Board

2.1 Considers and endorses the final recommendations of the Topic Group on Workforce and Skills for the Logistics Industry

3.0 BACKGROUND

3.1 The logistics and distribution sector offers substantial opportunities new investment and job creation in Halton. The key project in this sector is 3MG and this is already well advanced. In order to gain maximum regeneration benefits with this sector Urban Renewal and Employment Learning and Skills PPBs selected this topic as a joint topic group with membership of Cllr Hignett (Chair), Cllr Leadbetter, Cllr Rowe, Cllr Parker Cllr Findon and Cllr Austin. The joint topic group met regularly and debated matters relating to the terms of reference and the recommendations.

3.2 The topic commenced with a skills audit of the logistics sector in Halton. This audit covered the following aspects of work:

- 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.

3.3 The Halton Employment Partnership was established in late 2008, to bring together expertise from various employment, learning and skills agencies, including the following:

- Learning and Skills Council;
- Skills for Logistics;
- Riverside College Halton;

- Job Centre Plus;
- The Warrington Business School;
- Halton Borough Council.

3.4 Following the survey and discussions with the private sector it was identified that there was a lack of clarity as to what was available from whom and so a Halton Investors' Handbook was produced specifically tailored to the logistics sector. The Handbook has already been used in marketing the Halton Employment Partnership's 'offer' to logistic companies considering opportunities at 3MG.

4.0 Topic Group Recommendations

4.1 That whilst recent work had established a knowledge base of the recruitment and training needs for the 3MG development, more detailed work would be required once the 3MG recruitment commenced to meet individual business needs.

4.2 That the 3MG recruitment model should be used to capture key information:

- i. Number of applicants for 3MG jobs
- ii. Number of interviews undertaken
- iii. Number of successful job outcomes for Halton residents, broken down by: LSOAs, Age, gender

4.3 Given the Skills for Life levels within the borough, Skills for Life support (maths, English, ICT) should be embedded within any skills roll out relating to logistics training;

4.4 The 3MG development should make full use of apprenticeships where possible.

4.5 Real case studies evidencing progression opportunities within the logistics sector are identified and positive promotion of these are actively encouraged.

5.0 FINANCE IMPLICATIONS

Recommendation	Financial Implications
Further detailed work to commence once 3MG starts recruiting to meet individual business needs.	This work will be undertaken by partners of the Halton Employment Partnership so no additional revenue costs identified
That the 3MG recruitment model should be used to capture key information:	Information requirements have been built into databases
Skills for Life support (maths, English, ICT) should be embedded within any skills roll out relating to logistics training	Skills for Life assessments are being funded by the Employment Learning and Skills SSP using WNF so there will not be any financial implications

<p>The 3MG development should make full use of apprenticeships where possible.</p>	<p>The cost of the training element of apprenticeships can normally be met through Learning and Skills Council (LSC) programmes and are accessed through its 'Train to Gain' programme. As such, the challenge is to match up business needs with existing LSC funded provision. This can be done through existing Halton Employment Partnership partners. There is presently a £2,000 incentive using working neighbourhoods funding for business taking on first the first time and for those taking additional apprenticeships (125 places in total)</p>
<p>Real case studies evidencing progression opportunities within the logistics sector are identified and positive promotion of these are actively encouraged</p>	<p>The promotion of good news stories can be achieved through use of local media and existing news letters and planned promotions.</p>

6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES

6.1 Children and Young People in Halton

This sector will support a significant number of jobs in the future. The present apprenticeship incentive scheme is doing particularly well in helping young people that are not in education, employment and training find employment so additional jobs should provide more opportunity for such placements.

6.2 Employment, Learning and Skills in Halton

The large numbers of jobs this sector will provide will offer substantial opportunities for reducing worklessness in priority areas and thus contribute to the Local Area Agreement target NI153.

6.3 A Healthy Halton

Supports key objectives B, C and E.

6.4 A Safer Halton

None applicable

6.5 Halton's Urban Renewal

The growth of the logistics sector will make a significant contribution towards the development of a thriving twenty first century environment.

7.0 RISK ANALYSIS

7.1 With the economic climate as it is there is a possible reduction in public expenditure forecast. Should this impact on employment and training

budgets it is likely there would be less apprenticeships and pre-employment training delivered.

8.0 EQUALITY AND DIVERSITY ISSUES

8.1 The Halton Employment Partnership operates under the Council's Equality and Diversity policy. Further, there are a number of disadvantaged groups that have been targeted by the Employment Learning and Skills Council due to their low economic participation rates such as ex-offenders, lone parents and young people.

9.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

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