

Summary of Research Documents – Topic Group

(1) Halton 2030 September 2018

Sets out long-term projections in terms of skills and employment needs of the borough set within a context of demographic change. Proposes recommendations

(2) Sci Tech independent Skills Brokerage Service March 2018

A summative report, which provides information on how and to what extent businesses at Sci-Tech Daresbury gain access to skills, services, what the barriers are preventing them from engaging with these services. Surveys businesses in terms of their employment needs

(3) Sci Tech Daresbury Talent Strategy August 2018

Sets out a strategy for how Sci-Tech Daresbury will seek to attract and retain talent at the campus

(4) Barriers to Work Scrutiny Topic Group June 2010

Undertook a wide-ranging audit of the barriers to work faced by residents but focuses on constraints in the system.

(5) Barriers to Learning Topic Group) June 2006

Provided a focus on how barriers to learning will have an impact on a young person's life chances in Halton

(6) BIS Research Paper No. 87 Motivation and Barriers to Learning for Young People not in Education, Employment or Training. February 2013.

Research findings state that Young people are motivated by a range of factors to engage in learning, but can face a wide array of barriers, both practical and attitudinal, to taking part. In particular, the role of education and training as a pathway to securing appropriate employment and gaining financial independence is a significant motivating factor for many young people.

While some young people have very specific aspirations for the future and are able to recognise the role of learning in supporting these, the aspirations of those furthest away from learning tend to be vaguer.

Good quality, independent information, advice and guidance (IAG) is essential in supporting young people to identify and access appropriate education and training.

Those furthest away from learning, however, are least aware of the range of sources from which they could obtain support and IAG.

Practical challenges, such as securing appropriate childcare and supporting themselves financially while learning can prove to be a major barrier for some young people. Many young people are operating in tight financial circumstances and place great value on receiving financial support.

Many young people who are not in education, employment or training have had poor previous experiences of education. They will need to be convinced of the relevance and benefit of learning to their lives, if they are to be encouraged to engage in learning in the future.

(7) Barriers to Employment from an Employer Perspective March 2012

Referenced the 2010 Topic Group but focused on employer perceptions and how this influenced recruitment and retention. It concluded that interventions needed to be bespoke, as employers would not always have the same requirements; some focus on qualifications and skills. Others concentrate on 'work ethic'.

(8) Skills Workforce Analysis September 2018

Produced by the Council's Customer Intelligence Unit, it provides a further breakdown of LCR Wavehill survey (referred to in the briefing note)

(9) Institute for Employment Studies Tackling Unemployment among disadvantaged young people (2016)

States that in spite of the recent economic recovery, levels of youth unemployment remain high, relative to other age groups. Young people, aged 16 to 24, are almost three times as likely to be unemployed as all other age groups combined. Disadvantaged young people, such as those who have experienced homelessness are particularly likely to be unemployed. Due to the multiple and complex barriers that this group faces when finding a route into employment they are more often not in education, employment or training (classified as NEET) compared with other 16 to 24 year olds. Barriers faced by young people will prevent them from engaging in or benefitting from employment programmes such as apprenticeships e.g.

- Poor educational experiences and low attainment
- Lack of labour market experience and high competition for job vacancies
- Lack of a permanent address
- Financial pressures
- Low confidence and personal motivation
- Mental health and substance misuse problems
- History of institutional care

- Financial barriers to travelling

(10) Sci-Tech Daresbury Company Survey 2017.

Provides a forensic analysis of what businesses at Daresbury like about the campus, where there are areas of improvement to be made, and asks specific questions about performance and partnership working. It also touches on where employees reside and breakdown of employees working in the respective sectors.