

Northern Devon Employment Skills Board - Activity Matrix - December 2013

ESB	Project / Activity Title	Project Content & Aims	Time-scale	Status	LEP Priorities	ESB Priority	Issues
Northern Devon	Apprenticeships - Grow your Own Talent	AIM: Grow number of apprenticeships. CONTENT: 2014 Campaign requires funding. Annual events x 3 successfully delivered averaging 15% growth since inception . 1395 starts in 2012/13 academic year . ND Journal media partner commitment in 2014 of 16 weeks of dedicated press coverage. Steering Group established and 13 March 2014 date confirmed for event. Sponsorship/funding sought	1yrs	In progress	MaximiseEmployment	Increase the supply of Apprenticeship opportunities	Funding/sponsorship required for 2014. Minimum wage contributing to hard to fill vacancies. Some schools avoid promotion of apprenticeships whilst employment is not considered an outcome for league tables.
Northern Devon	Business Buddies	AIM: Develop leadership skills to improve productivity and growth. Increase the number of local business mentors. CONTENT: Business Buddies (BB) programme now completed. 32 mentors established. 70 businesses received mentoring. 22 training events held. 279 individuals received training.	1yrs	Delivered	ProductivityEnterprise	Promote leadership and management development	Funding has finished. Continuing to adapt and meet the needs for micro-businesses. Engaging small businesses in rural locations.
Northern Devon	Business Networking	AIM: Grow local business networks. CONTENT: ESB represented on Federation of Small Businesses, Chambers of Commerce, North Devon Manufacturers Association. North Devon+ (ND+) databases growing for Business Buddies, Tourism/Food & Drink sectors and extensive e-news mailing list. Business Support Network established. ESB Skills newsletter created.	3+yrs	In progress	ProductivityEnterprise	Improve access to business & enterprise support	Capacity issues. Need for more collaborative working and systems for achieving this.
Northern Devon	Enterprise Employment	AIM: help the longer term unemployed to become self employed CONTENT: ND+ part of the team running the New Enterprise Allowance Scheme for JCP across Devon and Cornwall. 225 referrals, 63 started trading with 33 still trading after 26 weeks. Enterprise Club programme now closed - it supported 70 individuals with 33 trading. Also see WFY and Graduate Event below	1yrs	In progress	MaximiseEmployment	Improve access to employment opportunities for local people	
Northern Devon	Fund-raising	AIM: Pursue fund-raising opportunities that support delivery of the action plan. CONTENT: Employer Ownership of Skills £1.8 million bid scored strongly but unsuccessful. Fund oversubscribed six-fold. European Social Fund's Local Response Fund joint ESB bid successful, although still waiting for release of funds. Smaller funds identified and bid activity ongoing.	5+ yrs	In progress	MaximiseEmployment	Improve access to employment opportunities for local people	Bid-writing is time consuming and costly. Identifying which funds have greatest chance of success. Lack of transparency/collaboration in some areas. Undersanding scoring systems.
Northern Devon	Graduate Event	AIM: Local talent retention and employment. Increasing higher level skills. CONTENT: 2 x Graduate Events taken place for unemployed with degrees, co-ordinated with JCP, National Careers Service & University of Exeter. 34 delegates attended recent 2013 event. One third of 2012 delegates now in graduate level employment . Follow up mock interviews with employers planned February 2014.	3+yrs	In progress	MaximiseEmployment	Improve access to business & enterprise support	Funding or sponsorship sought. Follow up support for unemployed graduates required to further improve employability and consequently success rates.
Northern Devon	Superfast Business	AIM: Prepare the local business community for the arrival of high-speed broadband. CONTENT: Superfast Broadband delivery will be undertaken through a consortium of local business support providers of which ND+ is one. 2 advisors trained, 2 in training, 1 in recruitment and more being sought.	5+ yrs	In progress	ProductivityEnterprise	Skills to enhance the impact of Superfast Broadband	Slow internet connections. Some areas of the business community will need support with digital up-skilling. Need to raise awareness of skills related opportunities. Lack of workshops in N Devon & Somerset.
Northern Devon	Information Advice & Guidance	AIM: Improve and streamline local IAG for all target groups. CONTENT: Continuing to work with; Jobcentre Plus, Careers South West, Northern Devon Academic Board, National Apprenticeships Service for young people, schools, jobseekers; Business Groups for employer IAG. ESB website updated with new pages including: Disability Confident, updated STEM page, local skills reserach report. ESB newsletter mailed to Board and interested parties quarterly.	5+yrs	In development	ProductivityEnterprise	Promote a culture of continuous skills development / lifelong learning	Lots of agencies, initiatives and groups - often working in isolation - each with different messages or communication strategies. Confusing for employers and young people. Some areas have a lack of impartial advice.
Northern Devon	Northern Devon Skills Research	AIM: To research key information and improve local LMI. CONTENT: Northern Devon Skills Research . complete. Received 341 survey responses providing a 95% confidence level. Federation of Small Businesses helped host the Skills Research Breakfast oversubscribed with 43 attendees including employers, Chambers of Commerce, North Devon Manufacturers Association, training providers, and recruitment and support agencies. The report is available online and will be used to update and target this action plan	1yrs	Delivered	MaximiseEmployment	Improve access to employment opportunities for local people	Accessing and sharing anonymised data from other organisations that is not bound by data protection. Lack of linking up to better inform the bigger picture.
Northern Devon	Pupil & Employer Engagement Pilot (PEEP)	AIM: Improve real-world context of work for pupils through employer engagement. CONTENT: The Torridge PEEP pilot has delivered 5 workplace visits so far for 3 schools and 36 pupils. The academic results after year one are exceeding targets compared to a control group. ND Council are also funding a 3 year programme for Ilfracombe, Braunton abd Pilton schools. A PEEP film of the pupils has been completed. A proposal for a second Torridge cohort is in progress.	5+ yrs	In progress	ProductivityEnterprise	Promote enterprise education	Some businesses nervous of health & safety issues for pupils in workplace. Some teachers' lack of business understanding.
Northern Devon	Presumption of Employability	AIM: Support those with learning or sensory disabilities into work experience or employment. CONTENT: Local group established, with DCC, Liberty Centre and Pluss. 2 x presentations to ESB, including success of Project Search at ND Hospital. New Disability Page for employers on ESB website. Action plan to be developed and raise awareness of benefits of this underutilised talent resource.	3+yrs	In development	MaximiseEmployment	Improve access to employment opportunities for local people	Seed funding required.
Northern Devon	Provision mapping	AIM: Map local training provision to create a business support map, identify duplication, best practice and gaps. CONTENT: Skills research underway to highlight gaps. Resource being sought to collate information	1yrs	In development	InfrastructureMarkets	Improve access to business & enterprise support	Resource required.
Northern Devon	Self-employed Business Support	AIM: Improve support for this group. CONTENT: Work For Yourself (WFY) offers one to one and group support to those who are registered with Job Centre Plus and are in the early stages of considering self-employment. 120 accepted referrals, 68 successful outcomes . This programme is now closed. A new version of WFY, run through Careers South West has currently provided 19 individuals with 1-2-1 support on starting up a business See also TBE below & BB above	1yrs	Delivered	MaximiseEmployment	Improve access to employment opportunities for local people	
Northern Devon	STEM Skills - Engineering & Innovation Centre	AIM: Do a feasibility study for this centre with key stakeholders. CONTENT: Study Complete. Employer Advisory Group to inform Petroc Engineering Centre plans following successful bid.	5+yrs	In progress	ProductivityEnterprise	of technical and STEM skills	
Northern Devon	STEM Skills - Task Group	AIM: Better link and promote local STEM activity. Increase ease of engagement. CONTENT: Actavis and TDK Lambda supported Big Bang 2013 and are part of new STEM Task Group with Institute of Engineering Technology Cerian Ayres, SW STEM Lead, EBP, Beran and Babcock. 12 new local ambassadors via EBP STEMNET. Easy access STEM diagram and calendar of events planned.	3+yrs	In progress	ProductivityEnterprise	Support the acquisition of technical and STEM skills	Getting ND employers to Exeter to support event. Of 650 ambassadors in Devon & Cornwall only 5 in North Devon & Torridge. Some existing STEM ambassadors say there are too few local opportunities to engage with schools.
Northern Devon	STEM Skills - Schools Technology Awards	AIM: Raise profile of and increase engagement between schools and the North Devon Manufacturing Association Awards. CONTENT: 63 entries for Schools Technology Awards (up from 18) in 2013. Exhibition at Awards evening planned. Invitations to schools to be sent January 2014. ESB project managing this aspect of the event.	3+yrs	In progress	ProductivityEnterprise	Support the acquisition of technical and STEM skills	Getting ND employers to Exeter to support event. Some existing STEM ambassadors say there are too few local opportunities to engage with schools. Lack of shared information to better link up activity.
Northern Devon	Training for Business Excellence	AIM: To Increase take-up of short vocational skills courses for employed adults and offer business support courses. CONTENT: Training for Business Excellence (TBE) exceeded targets microbusinesses engaged = 300 (target 60); full days of training provided = 385 (target 80); skills courses run = 106 (target 80). Programme completed.	1yrs	Delivered	ProductivityEnterprise	Promote leadership and management development	Funding ends Nov 2013. Source funding to continue legacy of a successful programme. Finding suitable venues with access to reasonable wi-fi. Finding higher skilled trainers for next level courses.
Northern Devon	Work and Education Network - (WE.NET)	AIM: Identify and share best practice to support impartial Careers Information Advice & Guidance (CIAG) more widely across the area. CONTENT: Working with CSW, NORDAB, Schools, and key employers to create Careers Roadshow for Year 8+ students in 2014/15 academic year. Propose ND Journal press special . Work w CSW on CIAG portal .	5+ yrs	In progress	MaximiseEmployment	Promote enterprise education	Some school events may clash. Sometimes difficult for employers to engage with everything asked of them. Pockets of excellent practice could be better shared for benefit of wider area.