

## **Northumberland Employment and Skills Partnership Strategic Priorities 2023-25**

### **Strategic Priorities 2023-25**

- 1. Provide Employment Support for the Most Disadvantaged**
- 2. Develop Local Community-Led and Place Based Approaches**
- 3. Support People with Disabilities and Health Conditions to find and sustain Good Work through Integrated and Partnership Approaches**
- 4. Engage with Employers to increase Good Work for All**
- 5. Raise skill levels**

### **1: Provide Employment Support for the Most Disadvantaged**

1. Develop approaches to increase the employment rate and deliver good work opportunities for those under-represented in the labour market.
2. Develop employment hubs and outreach services to deliver access to education, skills and personal development opportunities for those not engaging with other services.
3. Work collaboratively with providers (including transport, social housing and health providers) to co-ordinate and influence employment and skills provision to align with employer skills and recruitment needs.
4. Facilitate the Voluntary and Community Sector to participate in employment, skills, and inclusion support, while increasing its capacity to deliver.

5. Collaborate with anchor institutions to provide training and employment prospects for disadvantaged residents.

## **2: Develop Local Community-Led and Place Based Approaches**

1. Develop locally driven place-based actions to join up regeneration, investment and employment and skills support.
2. Work with local communities and the organisations that serve with them to develop and implement holistic, targeted solutions that address specific local needs and opportunities.
3. Develop employment hub-approaches, with a view to integrate employment, skills and learning activity into a central function.
4. Develop models to work in partnership with organisation in rural areas to support residents into training and work, and support employers to find solutions that support rural jobs.
5. Consult with local communities to understand their specific needs and involve them in the design of services.

## **3: Support People with Disabilities and Health Conditions to find and sustain Good Work through Integrated and Partnership Approaches**

1. Reduce the employment gap between people with disabilities and health conditions, and those without.
2. Implement the North of Tyne Work and Health Strategy and delivery integrated health and work support services in partnership with the Integrated Care Board and work with the upcoming NEMCA to implement.
3. Work with anchor institutions to take the lead in the delivery of opportunities and support in the workplace for people with health conditions and disability.
4. Support more Northumberland employers, including SMEs, to be able to recruit and support more people with disabilities and health conditions in the workplace.
5. Find means to provide effective support for recruitment, retention and progression of people with long term health conditions within partner organisations.

## **4: Engage with Employers to increase Good Work for All**

1. Produce and disseminate good quality Labour Market Intelligence and analysis to enable providers and support services to meet employer skills needs.
2. Provide an interface with employers to understand and support their recruitment, skills, and retention needs and work with them to offer inclusive employment and progression opportunities.
3. Work with business support and partner organisations to target support to meet the skills, recruitment and retention needs of employers in rural Northumberland.
4. Promote the North of Tyne Good Work Pledge and the principles of Good Work to employers to support them to create Good Jobs.
5. Deliver support to offer those in low-paid, or insecure employment with the means to retain work and progress in the labour market.

#### **5: Raise skill levels**

1. Consult employers (through surveys, skills gap and skill shortage analyses etc.) to understand the current and future needs of the job market and encourage provider networks to align delivery to meet demand.
2. Reduce the percentage of residents who have no qualifications, closing the gap with the averages of England.
3. Increase the number of residents qualified to at least Level 3 or higher, closing the gap with the England averages as a minimum.
4. Increase Apprenticeship Starts to perform against national levels.
5. Promote training in green skills to meet the emerging needs of new green job opportunities and support the transition to Net Zero.

#### **Strategy and Policy References**

[Northumberland Economic Strategy 2019-24](#)

[Northumberland Inequalities Plan](#)

[North of Tyne Employability Plan](#)

[NTCA Skills Plan](#)

[North of Tyne UKSPF – people and skills](#)

[Northumberland Joint Health and Wellbeing Strategy](#)

[NTCA's wellbeing framework](#)

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