

# HAVANT SKILLS for EMPLOYABILITY PARTNERSHIP NEWSLETTER

Issue One

Summer 2008

## ***We share the Partnership for Urban South Hampshire's (PUSH) Skills for Employability and Growth Vision:***

*"By 2026 the PUSH area will be a highly productive and dynamic economy and a cohesive and prosperous society driven by a talented and growing workforce. Adult learning and skills development will play a driving role in increasing productivity and reducing economic inactivity by raising workforce skills."*

## **Welcome!**



Welcome to the first edition of the Havant Skills and Employability Partnership Newsletter.

This public, private and voluntary sector partnership was established in 2006 and currently comprises representatives of Industry, the Local Authority, Schools, Colleges, Training providers, and Business referral agencies.

*Sue Love, Director of HR, Wyeth and the 2008 Chair of the Havant Skills and Employability Partnership*



As the Vice Chair of the Havant Skills and Employability Partnership, I am delighted to be part of a dynamic group of educators and business people who are working together to make a difference in Havant. Since the establishment of the partnership in December 2006, we have been able to influence the local strategies; supporting and delivering a number of significant projects to address the new government 'skills' agenda.

As a representative of the University of Portsmouth I am also confident that the University can play a strategic role in the development of this Partnership and the future development of the Borough of Havant.

*Simon Claridge, Dean of Creative and Cultural Industries and Vice Chair of the Havant Skills and Employability Partnership from its inception*



These partnerships give access to finance, knowledge of technologies, and managerial experience, combined with the social responsibility, local knowledge and regeneration projects of local governments. The objectives of these partnerships are to enhance the flow of information and to promote business opportunities and joint activities between local governments and the private sector.

*Jackie Jones, Head of HR, Jobsite. 2007 Chair of the Havant Skills and Employability Partnership*

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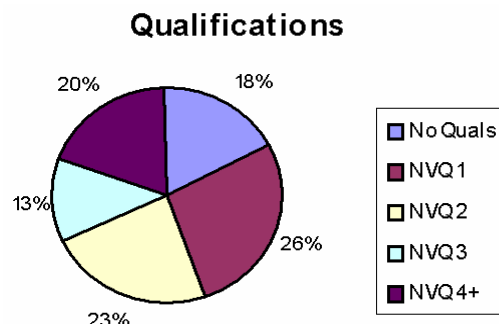
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## Facts & Figures

Havant Borough's Current Position:



Qualifications	%
No Qualifications	17.69
NVQ 1	26.39
NVQ 2	23.09
NVQ 3	13.19
NVQ 4+	19.64

Source: ONS Annual Population Survey 2007

There is an estimated 8,800 economically inactive residents with no qualifications, of which 2,100 are aged 16 to 24.

### Two Key Concerns:

- One of the lowest skills bases coupled with the highest proportion of residents with no qualifications in Hampshire
- The lowest proportion of residents with level 4+ National Vocational Qualifications

### However, (and on the plus side!):

- Havant has the highest proportion per capita of jobs in high tech, manufacturing industries in the South East of England

### Key Priorities from now to 2026 for the Skills and Employability Partnership and PUSH:

- To reduce the numbers of young people who are not in employment, education or training (NEET)
- To increase the number of apprenticeships
- To increase engagement with adult learning programmes
- To raise skill levels and increase employability
- To support inward investment and help match skills of residents to the needs of employers.

### Key Activities:

- Increase employment rates and reduce economic inactivity
- Improve workforce productivity through tackling skills shortages and gaps in growth sectors
- Increase activity in high value employment sectors
- Improve the skills infrastructure to deliver world class skills in a demand-led system.

## Headline Achievements

The Havant Skills and Employability Partnership was launched on 14 December 2006.

It was agreed at that inaugural meeting to set up a co-ordinating sub-group which would meet regularly and to hold an annual event to inform the wider partnership. The first anniversary event was held on 14 December 2007.

To date the co-ordinating sub-group has had seven meetings. Members have learnt more about the work of:

- South Downs College – training programmes and services
- PETA – training services
- Jobcentre Plus – services to employers
- Havant College proposed Leigh Park Skills Centre
- Highbury - corporate college services to employers
- Connexions – working with young people and especially those Not in Education, Employment or Training (NEET)
- Learning and Skills Council (LSC) – adult learning and consultation on the PUSH Skills Strategy and Action Plan
- Education Business Partnership (EBP) – working with schools to encourage enterprise and business awareness.
- University of Portsmouth – outreach services with schools and mentoring services.

**Wheatsheaf Trust Pilot** - An innovative pilot project supported by Jobsite addressing the needs of Havant Borough's 16-18 year olds who are Not in Education, Employment or Training (NEET) has been launched by Wheatsheaf Trust with funding from Connexions. Havant College provides training on customer care. (See the case study on the last page)

**Havant College** is working towards opening an innovative new "Skills Centre" for the borough on Fulflood Road in 2010. The College has also been recognised as the most successful Further Education College in England in terms of A Level results in 2007 ("The Independent" 17 August 2007).

**Unemployment** in Havant has continued to fall from 2.3% in January 2007 to a level of 1.9% in May 2008. This fall can partly be attributed to the creation of many new jobs in the borough particularly at our new Retail parks in Solent Road and the former Potash Terrace

**Prosperity Through Diversity**, the 2007—2009 Hampshire County Council Employment Strategy was launched last year

**Skills for Employability and Growth**, The PUSH Skills Action Plan Strategy has been under development and was published in July 2008

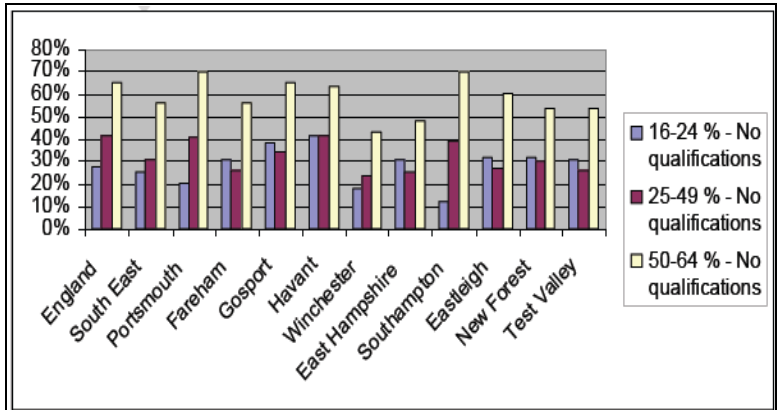
**Warren Park Primary School** has secured £225,000 of investment from the **Area Investment Framework** funding (AIF) for an innovative environmental classroom project. The Upbeat Project run by Education Business Partnership which has operated in Havant Borough secondary schools has also secured AIF funding.

# Statistics

## Economic Activity



Economically inactive residents with no qualifications, by age band



Source: ONS, 2001 Census, Standard table S003, sex and age of qualifications by economic activity

## Havant Workforce

Economic Activity	Numbers
Economically Active	58100
In Employment	55800
Employees	48300
Self Employed	7300
Economically Inactive	11200
Wanting a Job	3100
Not Wanting a Job	8100

About 12.5% of economically active people in Havant Borough are self employed.

Only 28% of the economically inactive population want jobs.

66% of all employees in Havant work full-time and 34% of employees work part-time.

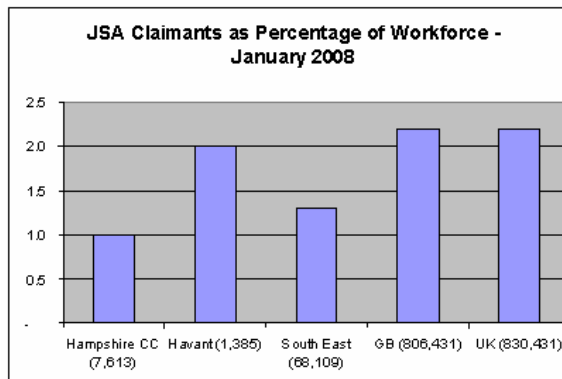


## Jobseekers' Allowance Claimants

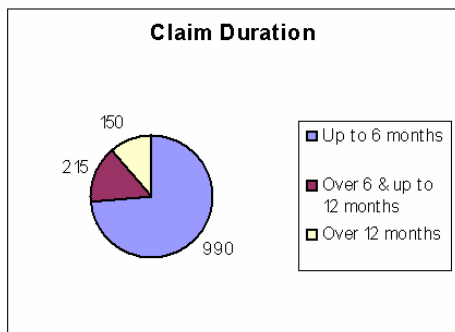
The majority of Jobseekers' Allowance claims have lasted up to 6 months.

In contrast, only a minority of claims (11% of the total) have lasted over a year.

The minority (26.6%) of JSA claimants are female.



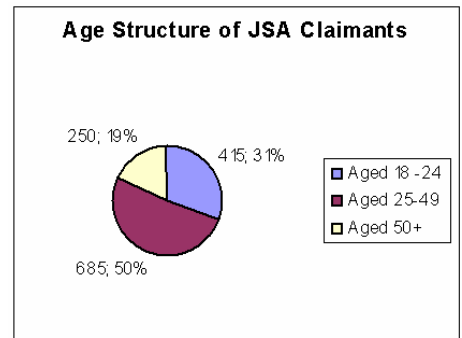
Relative to Hampshire and the South East, Havant Borough has a high percentage of Job Seekers' Allowance (JSA) Claimants. However, Havant Borough is below the UK national average (2.2%).



Source: ONS Annual Population Survey 2007

The majority of Jobseekers are males. 2.8% of the male working age population are receiving Jobseekers' Allowance. 1.1% of the female working age population are on Jobseekers' Allowance.

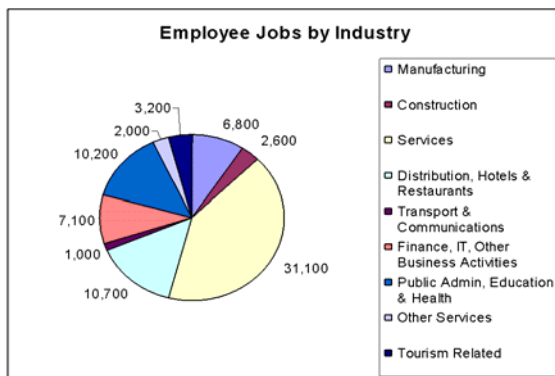
The majority of Jobseekers are aged between 25 and 49. 18.5% of all Jobseekers are age 50 or over.



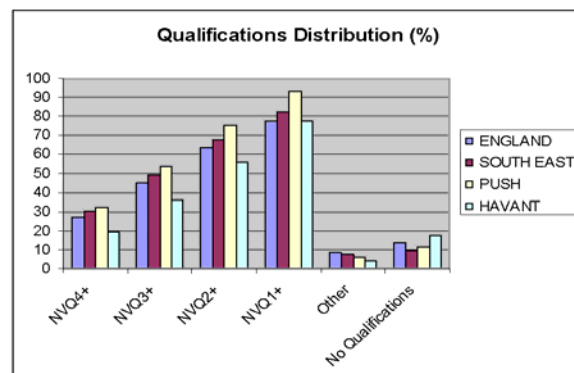
Source: ONS Annual Population Survey 2007

## Statistics (Cont)

### Occupations



Source: ONS Annual Business Enquiry 2006



Havant Borough had high proportions of employment in administrative occupations and managerial occupations in 2006.

Regarding education levels, Havant Borough has a very low skills base. It has the lowest number of residents with NVQ 4s in Hampshire.

Havant Borough has one of the highest proportions of residents with low or no qualifications in Hampshire. The 'NVQ1' tab on the Qualifications table represents the number of residents with NVQ1 or lower.

In correlation with the low skill levels, Havant Borough's average number of people with no qualifications is higher than the averages for England and the South East.

## Working in Partnership to meet Local Employment Challenges

Local Employer Partnerships (LEPs) are a new way to help achieve full employment and lift people out of poverty and into work.

Through LEPs, employers can recruit from an untapped pool of talent. Lone parents and people receiving incapacity benefit in particular, will benefit from the new initiative. Employers sign up to offer measures to help potential recruits back in to work.

Each LEP agreement is different, tailored to the needs of the individual employer; and builds on their existing recruitment processes.

By including work trials, employers get the chance to try out an applicant for a period of time before deciding to recruit. Pre-employment training can also be arranged.

Employers will get a shortlist of motivated candidates prepared for the company and its vacancies. Jobcentre Plus starts the recruitment – saving the employer time and advertising costs.

LEPs are about improving the lives of individuals by opening up opportunities for them to enjoy a life in work rather than on benefits.

To find out more about Local Employer Partnerships visit [www.jobcentreplus.gov.uk/up](http://www.jobcentreplus.gov.uk/up) or contact Darren Wright.

Tel: (023) 9230 4566

darren.wright1@jobcentreplus.gsi.gov.uk

## Construction Workers of the Future



Highbury Apex Centre in Leigh Park provides multi-trade construction training for students from numerous local schools who study construction at Highbury College alongside their GCSEs.

Students study the Foundation Certificate in Building Craft Occupations a City and Guilds and Construction Skills qualification - and learn basic skills in many construction areas, including health and safety, brickwork, plasterboard, tiling, mixing materials, painting and decorating, plastering, and basic estimating, among many others. On completion of the course, students can go into industry via Apprenticeships accessed through Highbury College.

This provides students with practical work experience, and benefits the employer as a cost-effective way to gain an enthusiastic and motivated employee.

Alternatively, students can go on to further study at Highbury Northharbour Centre, a large purpose-built construction training centre.

To find out more about Highbury's Apprenticeship scheme, and how it can benefit your business, contact the College on: (023) 9231 3624.



## Courses at South Downs College

South Downs College, rated 'outstanding' by Ofsted, is one of the Government's selected Beacon Colleges. We offer an exciting and rewarding learning experience for all our students on a wide range of full time and part time courses running throughout the year from Pre Entry to Level 5.



As one of the largest providers of part time courses in Hampshire, we offer courses covering a wide variety of subject areas. Whether students wish to update their skills, gain a professional level qualification or take a subject for personal interest, we could have just the course.

For further details of any of the courses or for a copy of the latest brochure call on FREEPHONE: 0800056 0511 or alternatively, log on to: [www.southdowns.ac.uk](http://www.southdowns.ac.uk). You can also write to : South Downs College, College Road, Waterlooville, Hampshire, PO7 8AA.

## Portsmouth & SE Hants Education Business Partnership (EBP)



For the latest EBP news, download its Spring 2008 newsletter from their website:  
<http://www.portsmouthebp.co.uk/index.php?mnu=14>

## A Brand New Skills Centre in Leigh Park

In parallel with proposals for the main College campus redevelopment, Havant College has submitted an outline planning application to Havant Borough Council to establish a Skills Centre in the heart of Leigh Park: the facility will be a brand new facility on Fulflood Road, just off Dunsbury Way. "This is an exciting development for the community", explains College Principal John McDougal:

*The new Skills Centre is aimed at meeting the needs of learners who are not attracted to the current existing provision in the borough or neighbouring areas, in spite of the range and exceptional quality of the offer. Our belief, Bourne out of an extensive dialogue with professional in the field, end with the most reluctant of students in the Borough, is that established Further Education and training products are not attractive. Those students are indeed interested in developing skills; but within a more intimate environment, which addresses individual needs; and on programmes which are flexible, and which credit bite sized units of learning.*

The Skills Centre will be run on a partnership basis, including Highbury College for Construction Courses and PETA for Engineering. Courses will be based upon a flexible, skills based curriculum which will target those 350-plus local young people each year who fail to progress after school and are not in education, employment or further training (NEET).

The Skills Centre will provide a vibrant atmosphere to attract and engage learners with first class workshop facilities for level 1 and 2 vocational skills in Engineering, Construction, Hospitality and Catering, Hair and Beauty Therapy, child Care, and Travel and Tourism. The provision of work experience with local employees and the real work environment of the Centre will develop both the vocational and work-ready skills trainees need to secure employment or further training.



Artist's impression of new skills centre on Fulflood Road, Leigh Park

With local employer sponsorship there will be a strong emphasis on employability skills and access to employment opportunities as incentives for hard-working trainees. The Centre will provide good social facilities with refectory overlooking an open courtyard. The first floor Resource Based Learning Centre will feature a prominent design, attracting attention from Dunsbury way, and offering excellent e-learning opportunities. McDougall is confident about the take up:

*We expect to exceed dramatically the government's target for the reduction in NEETs by achieving a 50% reduction within 3years of opening.*

For further information, please contact:

John McDougall  
Principal and Chief Executive  
023 9271 4002  
[John.McDougal@havant.ac.uk](mailto:John.McDougal@havant.ac.uk)

Charlotte Grant  
Planning Consultant, Drivers Jonas  
020 7896 7879  
[charlottegrant@driversjonas.com](mailto:charlottegrant@driversjonas.com)

## Highbury Skills Roadshow



Highbury College is running an innovative new roadshow scheme to encourage people working in local business and industry to train and upskill.

Highbury College will come to business premises at a time convenient to the business to meet staff and talk about how they can access training development. Highbury can provide advice and guidance about different types of training available, and can advise businesses about funding for staff development including Train to Gain funding.

### Train to Gain

Train to Gain is a government initiative which fully funds training for employees to gain their first Level 2 qualification. As a result, employers benefit from upskilled and qualified staff.

Commitment to developing and training staff also brings many further benefits to business, including:

- improved staff performance
- improved compliance with regulations
- improved staff retention
- improved quality assurance
- higher morale
- increased profits.

To find out more about the Highbury College Skills Roadshow and staff development, or how businesses can benefit from Train to Gain funding, please contact Highbury College on (023) 9231 3624.



## Warblington School

### *The Havant School with Science and Mathematics Specialist College Status*

**We continue to build our reputation as a school of educational excellence established for more than half a century. If you are a 'local employer', big or small with an interest in science, we would like to work with you to help produce young people to meet your future employee needs and to give our students the best start in the world of work. We cater for all levels of aptitude and ability.**

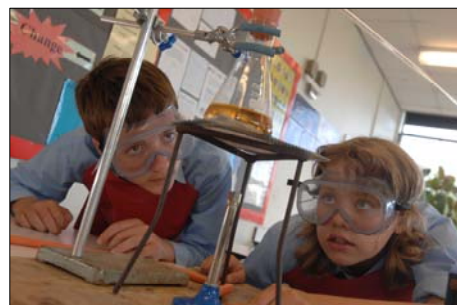
**Each year we host a 'Science Fair' and welcome involvement of any employer with an interest and involvement in science at any level. Some of this year's events featured the following activities:**

Ian Dunne – a brilliant Science storyteller, who captivates both students and adults alike.

The Big Bug Experience – featuring live bugs from around the world.

Porthcurno Telegraph Museum – genuine Victorian artefacts.

The Enigma Schools Project – a World War II Enigma Machine – code breaking workshops.



## Warblington School (cont)

Plus workshop and presentations from: Xyratex Ltd, Portsmouth Water Company, the Oil Spill Response Team and Cambridge, Portsmouth, Reading and Southampton Universities.

**We would like to thank all those who took part this year and gave their time, support and sponsorship including; Waitrose Ltd, the British Heart Foundation and particularly Xyratex Technology Ltd and Portsmouth Water Company Ltd, which are two of our major sponsors.**

## Portsmouth Graduates are in Business

The secret behind growing any successful business lies in recruiting the right talent. But often companies struggle to find employees to match their needs. For many organisations it's simply a lack of time – the recruitment process can be lengthy and expensive, but as many are discovering, this need not always be the case.



Purple Door Recruitment from the University of Portsmouth is working to take the pressure off small and medium sized businesses by helping them find the right students and graduates for their needs. The service is fast and effective with the charge dependent on results – no win no fee!

The service has been working with the local business community since April 2006 assisting with all volunteer, work experience and graduate recruitment needs. Over this period it has successfully helped 550 students and graduates into employment..

Organisations can use Purple Door Recruitment to reach, meet and recruit some of the country's best graduate talent and with more than 4000 students graduating from the University this summer, filling your vacancy is just a phone call away.

For more information, please contact: Helen Jenkins, Purple Door Recruitment Manager on

E: [Helen.jenkins@port.ac.uk](mailto:Helen.jenkins@port.ac.uk)

T: (023) 9284 6217.

W: [www.port.ac.uk/business](http://www.port.ac.uk/business)

## The Havant 14-19 Consortium

The Havant Consortium consists of autonomous organisations working collaboratively for the benefit of our 14-19 learners in the communities we serve. The values that underpin the work of the consortium comprise opportunities for all; social and educational inclusiveness; excellence at all levels; equality and diversity, within institutions and across institutions where the needs of learners are placed first.

The Havant Consortium was established early in 2007 and comprises:

- nine secondary schools
- two special schools
- an Education Centre
- three colleges (South Downs, Havant and Highbury)
- a work-based learning provider (PETA)
- Hampshire Connexions
- Portsmouth & SE Hampshire EBP
- the Local Authority (LA)
- the Learning and Skills Council (LSC)



## The Havant 14-19 Consortium (Cont)

An important aspect of the work of the consortium is to develop the new diplomas for teaching in Havant schools and colleges – These will be gradually introduced between September 2009 and 2013. In order to introduce the Diplomas the consortium had to apply through the Department for Children, Schools and Families “Gateway” process, which assessed how ready the consortium was in terms of collaborative working, facilities, staffing, information, advice and guidance, and employer engagement. The consortium was very successful with its Gateway bids, and the following diplomas will be offered from September 2009:

Information Technology  
Creative and Media Studies  
Engineering  
Hospitality  
Business, Administration and Finance



It is hoped that, when a further Gateway process is completed, diplomas in Society, Health and Development, Construction and the Built Environment, Hair and Beauty, Travel and Tourism, and Sport and Leisure Studies will be offered from 2010.

For further information please contact the Consortium Manager, Sylvia Brunner on [sbrunner@southdowns.ac.uk](mailto:sbrunner@southdowns.ac.uk) or telephone 07876 082542.

## Business Partners Appointed at Cowplain School

The Havant Skills and Employability Partnership is an important collaborative forum through which Cowplain Community School has the opportunity to engage with key partners to enhance the understanding of local skills and employability matters and clarify partnership strategy to deliver positive outcomes.



The school enjoys good support from a diverse range of business partners whose expertise ranges from that of management consultancy advice & business change to training solutions; solar energy systems to professional tennis services; cleaning operations to pensions and financial advice and space technology to pharmaceutical services.

Yvonne Barber, Business & Enterprise Director said:

*“As a specialist Business & Enterprise School, Cowplain Community School places Business and Enterprise activity at the heart of all learning programmes. Our dynamic and innovative work with key business partners enables our students to develop the important skills required by future employers. The role of our business partners is a vital element to the work we do with our young people providing relevance and support as well as inspiration. We are fortunate to have a range of first class partners who are able to assist us in the pursuit of excellence.”*

Although Cowplain Community School has a number of Business Partners in place, interest from potential new business partners is welcomed to ensure that an optimum range of skills and experience is available to students. This will help students to develop the skills to help them become first class future employees.

Any businesses interested in becoming a “Business Partner” with Cowplain Community School should contact: Geoff Lawton, Business & Community Manager by telephone: (023) 9226 7083 or via email at: [geoff.lawton@cowplain.hants.sch.uk](mailto:geoff.lawton@cowplain.hants.sch.uk)

## REAcT Case Study

**A Case Study from the Havant Skills & Employability Partnership, through the REAcT project work by the Wearsheaf Trust's as part of it's Service Level Agreement (SLA) with Havant Borough Council:**

**REAcT** – working with NEET (**N**ot in **E**mployment, **E**ducation or **T**raining) young people (16-19 years old) to provide ways for them to engage / re-engage with the opportunities available for learning, training or employment.

This involves **I**nformation, **A**dvice and **G**uidance (IAG) sessions, confidence building and referral to other opportunities while continuing to offer support.

Wearsheaf held this contract from Connexions. Twelve young people (as per contract) engaged with the project with an 80% success rate. (Please see the following case study).

Note that Wearsheaf Trust is waiting to see if the closure of the Connexions Centre in Havant Town Centre will impact on its drop-in service.

## REAcT Case Study

A Young Man from Warren Park was referred by Connexions on 30th January 2008. He came to the Employment Access Centre very positive about finding employment but lacked the skills he needed to get into the construction trade.

Wearsheaf Trust was running the *Real Opportunities Now* (funded by the LSC) – “*Get a Taste of Construction*” Course in Southampton and this could give him the skills he needed to find a job in construction.

Wearsheaf Trust paid for the client to travel to Southampton over a 2 week period and he started the course on the 18th February which covered painting and decorating, carpentry and brickwork.

He excelled in the painting and decorating and showed a real talent and eye for detail which his marks reflected. He was a positive team member making good oral contributions and helping other members of the team if they got stuck.

Over the course of the REAcT programme he had covered confidence building and core practice for his CSCS card. The client was very proactive in this, often coming into the centre on more than one occasion a week to practice with the interactive CD Rom. It was explained to the client that if he passed three practice tests in a row Wearsheaf Trust would pay for him to take his CSCS card.

Wearsheaf Trust has since paid for the client to take his CSCS test and to apply for his CSCS card. He has also gone into full time employment commencing 7th April 2008. He is now working at Havant Signs and Plastics as a Trainee Sign Maker.

To reward this client for his commitment and hard work he has been given 5 driving lessons.

Havant Skills and Employability Partnership is composed of the following public, private and voluntary organisations:



## HAVANT SKILLS AND EMPLOYABILITY NEWSLETTER

Published by Havant Borough Council and Wyeth on behalf of the Havant Skills and Employability Partnership.

For more information contact: [businessdevelopment@havant.gov.uk](mailto:businessdevelopment@havant.gov.uk)

Tel: (023) 9244 6590