

Getting People into Work – Action plan

This plan sets out the actions that Chichester in Partnership members and key partners will take to address barriers identified in the Getting People into Work Strategy 2012-2015. The principal aim of the strategy is to **reduce the length of time that people are out of work**.

This is a rolling annual action plan which will evolve as some actions are completed and new actions are identified. Progress on delivering the actions will be reviewed by the Task & Finish Group and reported to Chichester in Partnership every six months.

Action	Output	Outcome	Lead	Delivery Partners
Objective 1: To concentrate efforts to support young people aged 16-24 to improve their work readiness				
1.1 Develop a segmented approach to support people who are out of work <ul style="list-style-type: none"> • 0-6 months • 6-12 months • 12 months or more • People with Special Educational Needs 	Targeting of solutions for the different groups of people out of work Jobcentre Plus to agree an approach with delivery partners Schools contact programme to maintain high awareness of the importance of identifying and referring disaffected young people to options for work experience tasters to capture young people's interest in practical skills before they reach age 16.	The length of time people are out of work is reduced	Jobcentre Plus	Action in Rural Sussex Affinity Sutton Chichester College Hyde Martlet Maximus Royal British Legion Industries Stonepillow Womens Wisdom and other relevant support providers

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<p>1.2 Work with key employers to identify and adopt best practice models of providing good quality work experience for young people</p>	<p>Identify key employers</p> <p>Invite the Horsham Work Experience officer to explain her role to the Task & Finish Group and employers</p> <p>A good practice guide for employers</p>	<p>Task & Finish Group considers whether this type of approach would be appropriate for the district</p>	<p>Chichester Chamber of Commerce</p>	<p>Affinity Sutton Chichester College Chichester District Council Large employers Royal British Legion Industries University of Chichester West Sussex County Council</p>
<p>1.3 Continue to provide good quality work experience to young people</p>	<p>Use Horsham Work Experience programme as a guide</p> <p>Use evidence from Stonepillow's successful social enterprise work experience programme, which has been working with JCP</p>	<p>50 pre-Work Programme young people take up a work experience opportunity in 2012-2013</p> <p>Young people gain a good understanding of what it is like to be in the workplace, develop their skills and experience, and as a result, increase their confidence</p>	<p>Chichester District Council / Job centre plus</p>	<p>Chichester in Partnership members</p>
<p>1.4 Support young people to access the Apprenticeship scheme and work with employers to ensure there are enough places available</p>	<p>250 16-18 year olds become apprentices in 2012-2013</p>	<p>At least 25% of those young people secure a permanent job at the end of their apprenticeship</p>	<p>Chichester College/ Chichester District Council</p>	<p>Employers including Chichester in Partnership members and support providers</p>

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<p>1.5 Encourage employers to take up Youth Contract opportunities</p>	<p>100 Employers recruit through Youth Contract 2012-2013</p>	<p>Young people gain a good understanding of what it is like to be in the workplace, develop their skills and experience, and as a result, increase their confidence and capabilities</p>	<p>Jobcentre Plus</p>	<p>Chamber of Commerce Chichester College Chichester District Council Employers Stonepillow Support providers</p>
<p>Objective 2: To identify solutions to key barriers</p>				
<p>2.1 Identify potential solutions to transport barriers</p>	<p>Research on Access: identifying alternative solutions where there is no public transport provision or schedule of services does not provide the flexibility people need Cost: identifying ways in which public transport can be made affordable for people in work experience or early-on in employment</p> <p>External funding bids submitted where appropriate to provide extra resources and solutions</p>	<p>Research to determine what future actions are required and what the intended outcomes should be subject to findings</p>	<p>West Sussex County Council</p>	<p>Action in Rural Sussex Chichester District Council Affinity Sutton Hyde Martlet Royal British Legion Industries</p>

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2.2 Undertake further research into the availability and affordability of child care in the district	Identify what needs to be done or could be done to make child care more accessible to those who are out of work	Research to determine what future actions are required and what the intended outcomes should be subject to findings	Chichester District Council	West Sussex County Council Voluntary Action Arun and Chichester
Objective 3: To enhance our customers' experience by improving communication and coordination amongst service providers				
3.1 Host an initial networking event in May 2012 for service providers to inform and establish a future service providers' networking group	An active service providers' network	Partners have a better understanding and awareness of the services each organisation can provide and improve their communication with each other leading to enhanced customer service	Chichester District Council to set up inaugural meeting and future lead partner to be identified through the network	Action in Rural Sussex Affinity Sutton Chichester College Chichester District Council Hyde Martlet Jobcentre Plus Royal British Legion Industries Stonepillow Voluntary Action Arun and Chichester Other training and service providers
3.2 Through the network, identify ways in which service providers keep each other and customers up-to-date to help them identify who they can work with to support their customers or refer their customers to	Service providers agree and put in place appropriate methods	Partner organisations' customers are able to access the full range of support available to them	Chichester College (as Chair of the network for first 12 months)	Jobcentre Plus Stonepillow Voluntary Action Arun & Chichester

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Objective 4: To work more closely with employers to match people to the jobs available now and will be available in the future				
4.1 Service providers work together to develop a business focused web site that provides the business community with information on what services and support are available, such as help with apprenticeships and skills development	A targeted approach to help businesses understand which organisations can help with skills development, training and recruitment	Businesses are better informed of the support available to them and find it straightforward to access that information	Chichester District Council	Affinity Sutton Chichester Chamber of Commerce Chichester College Jobcentre Plus Registered Social Landlords Royal British Legion Industries Stonepillow University of Chichester
4.2 Service providers work together through their network to develop ways they can link with businesses in a more joined-up way to support them with their development needs, such as training and recruitment	Service providers collaborate to inform businesses	Businesses feel confident that they can access appropriate information and support and are encouraged through this process to provide good quality work experience and recruit apprentices	Chichester College (as Chair of the network for first 12 months)	Affinity Sutton Chichester Chamber of Commerce Chichester College Jobcentre Plus Employers Hyde Martlet Stonepillow University of Chichester
4.3 Work with local employers to develop procurement policies that encourage and support businesses, contractors and suppliers to source people, goods and services locally	Review Affinity Sutton's approach and prepare a good practice guide to local procurement that employers can adopt or adapt to their business needs Investigate Arun Business Partnership's model	An increase in locally sourced goods and services, creating more jobs and supporting local businesses	Chichester District Council	Chamber of Commerce Chichester in Partnership members and partners Local employers

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Objective 5: To focus initially on the wards in the District where the number of people out of work is consistently high compared with other wards				
5.1 Establish a working group for the selected areas to provide tailored support to individuals, focusing initially on Selsey, Tangmere, Witterings, Midhurst and Petworth	Outputs to be determined as part of the Targeted Communities project and likely to include: <ul style="list-style-type: none"> • number of people supported each year and; • number of people take up training or employment Establish where the resources will come from	A reduction in the number of people who are out of work long-term in these wards bringing the numbers more in line with those in other wards	Jobcentre Plus	Targeted Support Task & Finish Group, likely to include: Action in Rural Sussex Affinity Sutton Chichester College Chichester District Council Hyde Martlet Royal British Legion Industries
Objective 6: Promote local enterprise and self-employment as a way into employment				
6.1 Promote awareness of enterprise and self-employment as a route into work	200 people on taster courses/workshops Up to 26 people supported to develop business plans 12 people supported with enterprise grants (by Prince's Trust over two years)	The district sustains its level of self-employment at 16% or more until and as the economy recovers	Chichester Chamber of Commerce	Action in Rural Sussex Affinity Sutton Chichester College HMRC Hyde Martlet Jobcentre Plus Let's do Business Group Prince's Trust Stonepillow University of Chichester Womens Wisdom