Appendix 5 Associated Responses and Plans

1. Local organisations with relevant plan/policies/strategies:
   - South East Midlands Local Enterprise Partnership (SEMLEP)
     - SEMLEP apprenticeship plan
     - SEMLEP skills plan
     - SEMLEP City Deal Core Package
   - Northampton Enterprise Partnership
   - Local authorities in SEMLEP
     - Northampton Borough Council
     - Northamptonshire County Council
     - Northampton Waterside Enterprise Zone
   - University of Northampton
   - Northampton College
   - Moulton College
   - Tresham College
   - Job Centre Plus (local)
   - Northants Chamber of Commerce
   - Institute of Directors

2. National Policies/policy bodies
   - Department of Business, Innovation and Skills:
     - Industrial Strategy: UK Sector Analysis September 2012
     - Richard Review of Apprenticeships November 2012
     - Heseltine: No stone unturned in pursuit of growth Nov 2012
     - Government response to Heseltine March 2013
     - Rigour and Responsiveness in Skills April 2013
   - UK Commission for Employment and Skills
2012 Employer Survey

Employer Ownership Pilot 2012/13

- Work of Sector Skills Councils notably SEMTA
- Manufacturing Advisory Service – 2013 Survey
- Skills Funding Agency including National Apprenticeship Service
- Department for Work and Pensions
- Ministry of Justice

**Partners’ responses during strategy development phase:**

Refer to Appendix 4 on workshops. In addition to informing the members of the network and involving them as appropriate including in the workshops, one to one conversations took place. Some of the comments are reflected below:

**Companies visited:**

- Need more flexible apprenticeship frameworks – small companies cut across disciplines
- Content of learning and training doesn’t necessarily reflect small businesses who need people to learn or be trained in a wide variety of skills – some accredited, some not - latest IT/digital often essential
- Some requirements don’t reflect what is needed at that level in the workplace (eg engineering and maths at level 3)
- Recruitment is handled in a very specific way by larger companies which reflects not only initial job needs but also careers within the company
- SMEs want reliable cost effective recruitment
- JCP has tendency to send unsuitable people
- Prepared to give people a chance if they are willing to learn

**Providers:**

- Need more input from industry
- Maths standards an issue, particularly in engineering and other technical
- Gaps in capacity eg ESOL, literacy and numeracy
- Numbers are needed to make courses viable – applies to JCP referrals and company negotiations
Shortage of good Labour Market Information

Demand for leadership and management

New developments in enterprise and recording destinations

Like more real flexibility over ages and curriculum

Stakeholders (including Chamber of Commerce, Institute of Directors, Job Centre Plus):

- Businesses looking for more work ready recruits
- Engagement with providers needs to be differentiated according to the company
- Flexible workforce needed – lots of changes
- Businesses and schools/colleges seem to live in different worlds
- Cost of recruitment and uncertainty about quality deters people from taking on staff
- JCP need to develop sense of quality required by company
- How dealing with graduates among claimants?
- Graduate employability an issue
- Training needs to be close to the business and the operation
- Work together more to maximise resources and reduce confusion
- Simplify language and content
- Happy to contribute.

Feedback to drafts of strategy covered aspects like:

- Importance of careers advice and working with young people
- Need for enough focussed activity without ending up with a long document
- Engage young people through University
- We have many of the activities but nothing like enough capacity
- Need a big idea
- The Centre of Excellence would be a good development for Northampton.