

Pathways to success via partnership – A vision for the future

Priorities, Key Objectives and Aims

Priorities

REMOVE BARRIERS to employment, training and a better quality of life.

INVEST IN PEOPLE, not just in buildings and institutions.

BUILD PARTNERSHIPS to achieve better use of resources, for example between local communities and the Local Authority/schools/businesses/ training and employment agencies.

MATCH PROVISION TO NEEDS - provision of training, youth services, etc. should link more closely with what is needed by local people and by local employers.

CONSULT AND INVOLVE LOCAL PEOPLE at all stages and in all decisions and initiatives which concern them.

Key objectives

- A.** To enhance the employment prospects of school-leavers.
- B.** To enhance opportunities for further education (FE) and increase take-up.
- C.** To promote closer links between training/skills development and labour market needs.
- D.** To enhance skills levels and qualifications of local people, encourage flexibility in skills development and provide opportunities for unemployed people to use or re-fresh their skills or re-train to acquire new skills.
- E.** To link local jobseekers with employers' requirements.
- F.** To encourage and support community-based economic development and small-scale local enterprise.
- G.** To remove barriers preventing people from being able to enter further education, training and employment.
- H.** To provide a cleaner, more attractive physical environment for both residents and businesses, with a greater degree of community 'ownership' and local pride.
- I.** To reduce crime and the fear of crime in the area and address issues of vandalism and victim support.
- J.** To enhance community facilities, encourage and support community development and empower local people to make their own decisions and manage their own activities.

Aims – Key objective A

To enhance the employment prospects of school-leavers.

Priority Groups - *Secondary school pupils*
- *Secondary school pupils in households with no wage-earner*

- Extend effective and realistic links between schools and employers.
- Raise levels of educational attainment in local secondary schools.
- Encourage parental involvement in schools at all stages.
- Encourage schools to link together to share resources.
- Provide realistic training in job-search skills for school-leavers.
- Provide realistic training in basic employment skills for pre-school-leavers.
- Build motivation, confidence and self-esteem in pre-school-leavers.
- Encourage more positive (but realistic) attitudes towards work prospects among pre-school-leavers.
- Provide careers advice to pre-school-leavers targeted to local employers' current and projected future labour market needs.
- Develop effective approaches to problems of teenage drug misuse.
- Develop effective approaches to problems of non-attendance.

Aims – Key objective B

To enhance opportunities for further education (FE) and increase take-up.

Priority Groups - Unemployed people (including young people who have never been employed)
- Women
- People in part-time unskilled/semi-skilled occupations
- People with disabilities

- Provide more FE opportunities at local level, in accessible, community-based venues.
- Encourage take-up of FE opportunities through intensive outreach work in housing estates.
- Provide sensitive approaches to basic adult education to improve literacy and numeracy skills.
- Develop closer links between FE provision and current and projected future labour market needs.

Aims – Key objective C

To promote closer links between training/skills development and labour market needs.

Priority Groups - School-leavers
- Unemployed people
- Women
- People with disabilities

- Identify the current and projected future skills of local and regional employers.
- Provide customised training, matching training to employers' current and future needs.
- Provide more apprenticeship schemes, targeted to local people.
- Target skills development on specific 'growth' areas:
 - Leisure/recreation industries (sports/arts/cultural, etc.)
 - Media
 - Environmental management skills
 - Personal/caring services/community health
 - Retailing/marketing/distribution
 - Skills needed in local communities e.g. financial management and welfare benefits; community development
 - Computer skills
 - Driving (including HGV)

Aims – Key objective D

To enhance skills levels and qualifications of local people, encourage flexibility in skills development and provide opportunities for unemployed people to use or re-fresh their skills or re-train to acquire new skills.

Priority Groups - Unemployed people
- People in low-skilled/unskilled jobs
- Women
- People with disabilities

- Provide taster-training and multi-skills training.
- Encourage development of schemes to share and exchange skills in the community (e.g. Local Exchange Trading Schemes [LETS]; Volunteer Bureau).
- Develop a person-centred Action Plan approach to assist individuals in attaining desired targets by facilitating appropriate training and work experience and providing on-going support.

Aims – Key objective E

To link local job-seekers with employers' requirements.

Priority Groups - Unemployed people

- Provide local job-search facilities.
- Provide intensive outreach work on housing estates.
- Develop and maintain a local skills register and match individuals to employers' needs.
- Encourage local businesses to employ local labour.
- Provide realistic training in job-search skills.

Aims – Key objective F

To encourage and support community-based economic development and small-scale local enterprise.

Priority Groups - Unemployed people
- People with disabilities

- Encourage local people and groups to establish community businesses.
- Develop/encourage the development of community businesses to tackle local problems (e.g. housing repairs; home security; environmental services).
- Provide training in the development of local work and skills co-operatives, community businesses, etc.
- Provide business support services to community businesses (e.g. market research, marketing, promotion, accountancy, legal advice, etc.)
- Provide training in self-employment-setting up and running small businesses.
- Provide support services for self-employed people-small businesses (e.g. market research, marketing, promotion, accountancy, legal advice, etc.)

AIMS – KEY OBJECTIVE G

To remove barriers preventing people from being able to enter further education, training and employment.

Priority Groups - Women

- People with disabilities
- Long-term unemployed people
- Single parents
- School-leavers

- Provide affordable and accessible child-care, linked to training, further education and employment (the linkage may be financial rather than child care which is physically on-site at the place of training/FE/work e.g. provision of child care vouchers; subsidised places in existing or new child care facilities).
- Improve access by public transport to training/FE/Job Centres and workplaces (this may require flexible approaches, with innovative use of taxis, car-sharing or community transport rather than conventional buses).
- Provide targeted support to help people with disabilities access FE, training jobs and self-employment.
- Enhance levels of confidence, self-esteem and motivation.
- Provide advice on benefits to unemployed people wishing to take up employment opportunities, to ease the perverse incentive effect of the 'benefit trap' when moving from unemployment into work or self-employment.

Aims – Key objective H

To provide a cleaner, more attractive physical environment for both residents and businesses, with a greater degree of community 'ownership' and local pride.

Priority Groups - All residents - all age groups

- Local businesses

- Improve and upgrade open spaces in or close to residential areas including local parks.
- Involve and encourage local people in developing and upgrading environmental areas and participating in their on-going management.
- Promote environmental awareness among children and young people and improve the local environment of schools.
- Improve the physical environment generally in the area to provide greater attraction to new business.
- Develop schemes to promote pride in the area.

Aims – Key objective I

To reduce crime and the fear of crime in the area and address issues of vandalism and victim support.

Priority Groups - Young people
- Women and children
- Older people
- People with disabilities
- Offenders

- Develop schemes to prevent re-victimisation of victims of burglary, domestic violence or personal assault.
- Develop schemes to reduce vandalism.
- Develop schemes to target young people at risk of offending.

AIMS – KEY OBJECTIVE J

To enhance community facilities, encourage and support community development and empower local people to make their own decisions and manage their own activities.

Priority Groups - Community groups, Residents' and Tenants' Associations
- Local voluntary groups

- Enhance and increase general community facilities at local level.
- Provide community development and training to assist groups to manage their own activities and tackle their own problems.
- Empower young people to decide on the facilities they want and provide youth facilities that are attractive and relevant to their needs.
- Develop increased local level of youth facilities.
- Enhance and increase local play and leisure facilities for children.