

Appendix A

Employment and Skills Plans – S106 Financial Contributions

Outline for 18 month delivery plan to support Economic Growth, Nov 2022 - Apr 2024

Recovery Theme	Delivery Programme	Outcome Targets	Budget
<p><u>Future Skills and Jobs</u></p> <p>Employment Opportunity and Support for every Reading student with strong focus on development of skills needs from emerging sectors (Low Carbon Economy and Creative Film Sector Jobs)</p>	Employability Masterclasses In targeted secondary schools	10 x Sessions target 1,800 students	6,000
	Interview Skills In targeted secondary schools	4 x sessions target 750 students	7,000
	Careers Development for students In targeted secondary schools	5 x sessions target 500 students	10,000
	Site Visits working with employers in key growth skills sectors	4 x employers supporting 60 x students	5,000
	Enterprise and Employment Skills – preparing students for careers in a self-employed environment, including creative industries	4 x Schools / 750 x students engaged	12,000
	Co-ordinating Employment and Skills Partner Plans with Strategic Delivery	Business outreach with schools, FE and HE linking in ESP plan delivery	Minimum 300 student engagements per annum
New Employment Opportunities for Residents	Work with Property Sector to support new inward employment opportunities Work with End Users through ESP agreements and property network outreach	Develop programme with min 10 developers and agents Min 4 x end user agreements	10,000
		Total Student and Employer Engagements:	Total Budget

		4,174	Future Skills and Employment Advice: £60,000
<u>Start Up Reading</u>			
Start Up and Employment Support in the Community	Weekly Advice and Guidance Sessions in Minimum 3 x Community Settings	400 residents	7,000
Skills Training and Upskilling for Reading's Self- Employed	One Week Intensive Workshop – Rebel Business School collaboration	70 students	10,000
Supported Ways into Self- employment	Intensive One on One Support for 9 months Help with Digital Training and Access	30 start-ups	20,000
Introduction to Self-Employment Events	4 x Taster Events in minimum 3 x Community Settings, Additional Signposting to Workshops, Training and Personal Support	80 residents	2,500
Workshop and Mentoring Programmes	Weekly training sessions for hard to reach communities in collaboration with Abbey Rotary	25 per course	5,000
Management of Self-Employment Programmes	Co-Ordinating and attracting partner support, additional support in kind, new sources of funding. Administration and marketing support		15,000
		Total Outcomes Start Up Support: 605 +	Total Budget Start Up and Adult Employment Guidance £59,500

<p><u>Core Skills for Local People</u></p> <p>Ensuring our workforce has the skills that employers need and where there are jobs waiting to be filled – including construction, hospitality, digital and healthcare. Ensuring access to quality work for all, working with employers to grow a more flexible approach to recruitment.</p>	<p>Reskilling courses and employment support for over 50's, long term unemployed, 19-24s</p> <p>Accreditation for people learning new skills</p> <p>Support for Digital Up-Skilling and reducing digital exclusion</p> <p>Construction Skills Certification and Testing Guaranteeing access to construction employment</p> <p>Development, monitoring and delivery of construction ESPs. Aligning ESP plans with construction skills programmes, low carbon jobs strategy, upskilling programmes Developing Skills for Growth Programme</p>	<p>4 x courses Target of 200 returners and hidden unemployed per annum</p> <p>Support for 100 potential returners</p> <p>Minimum 150 people helped through training</p> <p>Minimum 100 supported with non-funded costs</p> <p>Approx 10 plans per year (1,000+ local people engaged)</p>	<p>5,000</p> <p>4,000</p> <p>5,000</p> <p>5,000</p> <p>15,000</p>
		<p>Total Core Skills Outcomes:</p> <p>1,150</p>	<p>Total Budget Core Skills Work :</p> <p>£34,000</p>
<p>Employment And Employability</p> <p>Post Covid and Cost of Living Crisis: Access to employment opportunities for all our residents through a range of jobs and skills events around the Borough, working with National Careers</p>	<p>Reading Job Fairs featuring employment support, advice and guidance</p> <p>Supported Employment Events featuring disability confident and supportive</p>	<p>2 x events 700 + attendees 50 + exhibitors</p> <p>2 x events 200+ attendees 20+ exhibitors</p>	<p>9,000</p> <p>8,000</p>

Service, New Directions and JCP to provide recruitment support and soft skills	learning for employers and stakeholders		
	Sector Skills Events - providing Community delivery linked to current sector opportunities / new developments. Encouraging new cohorts into new skills	4 x events with local employers 25 attendees per event	6,000
	Targeted Women into Work and Women into New Skills events, working with local providers	4 x events 40 attendees per event	6,000
	Targeted Over 50s into New Skills events, working with local providers in Community Settings	4 x events 40 attendees per event	6,000
	Management, administration, partner support and funding . Marketing and post event follow up.		20,000
		Total Employment Support Outcomes:	Total Budget Employment and Upskilling:
		Business Engagements: 82	and
		Residents Supported: 1,320	£55,000
<u>Small Business Support</u>			
Creating Strong Local Business Pathways and Growth Support to help business survive and grow local employment	Delivery of small business network events, provide network of networks with existing organisations – local supply chains and shop local sustainability programmes	Grow business network to 1,000 members	4,500
	Developing local employment and small business procurement	Creation of new B2B relationships with min 4 major employers –	4,500

	<p>networks with our SME community</p> <p>Self-employed business Promotion Campaign Strategy including circular / sustainable business policy/ local B2B directory</p> <p>Administration and Organisational Support, Technical Support for Low Carbon policy, Strengthening Network policy including greater Reading / Berks self-employment delivery</p>	<p>Min 2 x specialist procurement support events</p> <p>Marketing and promotion campaign and paid social media for local business services, pilot of 50 companies</p> <p>Monthly Newsletter, Website Content, and Pilot Directory, Social Media Campaign Monthly network meetings (on line and in person) Contract Management</p>	<p>9,000</p> <p>10,000</p>
		<p>Total outcomes in business outreach:</p> <p>1,000 +</p>	<p>Total Budget Small Business and Local Economy Support:</p> <p>£28,000</p>