

Appendix C7: Skills, Training & Local Employment Topic Paper

Introduction

The aim of this paper is to set out Cambridge City Council's (CCC) and South Cambridgeshire District Council's (SCDC) joint commitments to ensuring that there are opportunities to access skills, training and local employment within Cambridgeshire. The paper will also highlight the current initiatives in place that may have impact on the North East Cambridge development.

Cambridge is internationally recognised as a global leader for its knowledge and innovation in a range of sectors including life sciences, engineering and creative industries. As a result, there is a need for a development of skill bases that ensure young people and businesses can find employment and contribute to the economic growth within Cambridgeshire.

Context

National Planning Policy Framework 2019

The National Planning Policy Framework¹ (NPPF) discusses the need to build a strong, competitive economy that proactively encourage sustainable growth (Paragraph 81). In order to achieve a prosperous economy, the NPPF states that planning policies should 'identify strategic sites, for local and inward investment' as well as 'seek to address potential barriers to investment, such as inadequate infrastructure, services or housing'. The NPPF addresses need for local employment opportunities and skills and training are an important component of this.

Cambridge City Council Local Plan (2018)

Further targets set by CCC are incorporated into the Cambridge Local Plan² with several strategic objectives set out. These highlight different concerns including the need to "promote and support economic growth in environmentally sustainable and accessible locations, facilitating innovation and supporting Cambridge's role as a world leader in higher education, research, and knowledge-based industries, while maintaining the quality of life and place that contribute to economic success".

¹ [National Planning Policy Framework 2019](#)

² [Cambridge Local Plan 2018](#)

Section Five: Supporting the Cambridge Economy discusses the Council's aim to strengthen and diversify the economy in Cambridge. In order to ensure it remains a world leader in the fields of education and research several policies designate areas for employment sites. This section identifies the need to promote Skills and Training to encourage local employment across a range of sectors and not just technology-based industries.

South Cambridgeshire District Local Plan Policy (2018)

SCDC's Local Plan³ (2018) also highlights the need to support economic growth by "supporting South Cambridgeshire's position as a world leader in research and technology-based industries, research and education; and supporting the rural economy". Chapter 8: Building a Strong and Competitive Economy discusses how the Council will assist in achieving a strong sustainable local economy with encouragement of 'entrepreneurship, innovation and inward investment'.

Cambridgeshire and Peterborough Skills Strategy (2016-2021)

Alongside CCC and SCDC's targets to promote Skills, Training and Local Employment Opportunities, Cambridgeshire and Peterborough Combined Authority provides an approach to address local need to reduce the skills gap in the Skills Strategy⁴ (2016-2021). The strategy document emphasises the need to "take into account the views and needs of businesses, education and learning providers and other stakeholders' organisations and citizens to help increase and develop existing and future workforce". In order to do so the Skills strategy aims to identify the higher-level skills gap, provide targeted skills training for businesses, help young people aged 16-24 into training and employment and enhance opportunities to vulnerable and low-skilled residents.

Key issues

Identifying the need for Skills and Training in Cambridge

In Cambridge approximately 30% of the city's jobs are in the knowledge intensive sector, and the jobs require specialist skills and are highly-paid. However, there is a small but significant and growing proportion of jobs in the city that are paid below the Real Living Wage - 13.1% jobs in 2018 (14,000) compared to 11.4% in 2017 (12,000).

Due to the success of the University and the tech sector, there are a large number of high-skilled jobs, some unskilled or low-skilled jobs, but very few jobs requiring mid-level skills

³ https://www.scambs.gov.uk/media/12740/south-cambridgeshire-adopted-local-plan-270918_sml.pdf

⁴ <https://www.supportcambridgeshire.org.uk/docs/skills-strategy-for-cambridgeshire-2016-2021.pdf>

compared to other parts of the country. This makes it very difficult for people with limited qualifications or skills to secure jobs with salaries that are high enough to meet the high cost of living and housing in the city.

Within Cambridgeshire there is also an increasing demand for people with higher-level qualifications highlighting the increasing inequalities between high-level and low-level skill sets. The City Deal also conveys the importance of ensuring that employment opportunities are provided with appropriate learning and training, reducing the skills gap in Cambridge.

According to the Cambridge County Council's Annual demographic and socio-economic report⁵, 93.1% of year 11 leavers were continued in full-time education. 1.5% of school leavers in the wards surrounding the NEC AAP development area were not in NEET but were actively seeking one of the three in 2016. The most popular occupation for students leaving secondary schools was within the construction industry (30%) however, 21% of leavers were enrolled in the Entry to Employment Scheme (E2E).

Data from Anti-Poverty Strategy

To further illustrate these considerations and demonstrate the need for other types of jobs beyond high-skilled tech jobs, the recent Anti-Poverty Strategy provides the key data set out below.

- In 2018, 64.0% of jobs in the Cambridge economy were in the top 3 out of 9 Office for National Statistics employment classifications (managers, directors, senior officials; professional occupations; and associate professional and technical occupations). This is a very much higher proportion than in the rest of Cambridgeshire and the UK as a whole.
- The proportion of jobs in mid-level occupations in Cambridge (administrative and secretarial occupations; skilled trades occupations; caring, leisure and other service occupations) decreased from 19.6% in 2014 to 14.9% in 2018.
- There is an educational attainment gap in the city, which impacts on longer term life chances for young people from low income households. In 2015 less than 28.1% of pupils receiving Free School Meals achieved GCSE 5+ grades A*-C including English and Maths, compared to two thirds (66.4%) of children not eligible for free school meals in the city.

⁵ <https://cambridgeshireinsight.org.uk/wp-content/uploads/2017/10/Cambridge-City-District-Report-2011.pdf>

⁶ https://www.cambridge.gov.uk/media/3814/170920_revised_anti-poverty_strategy_2017-2020_-_final_v2.pdf

- A high proportion of Cambridge employees have high skills levels. 58.1% of the working age population in Cambridge had higher level qualifications (NVQ Level 4 and above) in 2017, which was the second highest level of any city in the UK (according to the Centre for Cities). Opportunities for higher-skilled, higher-paid employment may be limited for young people who have lower qualifications in Cambridge, because they are competing for jobs with people from across the UK and the globe who have high skill and qualification levels.

Initiatives and Employment Opportunities

Current initiatives in place across Cambridgeshire aim to promote ways of working with local employers, schools and academies to develop local skills. Through business and enterprises, the Greater Cambridge Partnership (GCP) aims to improve provision through 400 new apprenticeships⁶. The apprenticeships scheme has been developed to reduce the skills gap and increase the number of qualified employees. Cambridge Regional College and Future CIC will manage the scheme on behalf of the GCP, supporting businesses and students to secure positions in science, technology, engineering and maths subjects.

Publication from the Social Mobility Commission⁷ (2019) states that current initiatives are focussed on education and development of skills for young people but there is an increasing need to focus on the adult skills gap. Types of training would include induction, health and safety training, professional/occupational training in order to improve career prospects for lower-skilled or qualified people.

Additionally, the document highlights that 47% of the poorest adults have not received training since leaving schools and are more at risk of losing their jobs due to increased use of technology in low-skilled roles. As a result, the report highlights the need to improve social mobility through three key aims:

- Increased employer spend on lower-skilled, low-paid workers
- Government support for increased availability of, and access to, free courses for those who cannot pay themselves
- Increased quality of training in terms of earning gains, and improved careers, education, information, advice and guidance.

⁷ <https://www.greatercambridge.org.uk/news/new-apprenticeship-service-greater-cambridge/>

⁸ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/774085/Adult_skills_report_2019.pdf

Other current initiatives to increase employability include the focus on academies and early career provisions from companies. In order to intensify the number of young people seeking jobs, Cambridge Launch Pad aim to create a number of apprenticeship roles. For school leavers looking to further their career, Anglia Ruskin University (ARU) has set up degree apprenticeships with a range of employers paying tuition fees alongside Government funding.

Preferred approach

The North East Cambridge development is likely to bring 10,000 to 15,000 new jobs through a mix of employment opportunities supporting local residents and the Greater Cambridge economy. This alongside promoting ways to work with local employers, schools and academies such as through local apprenticeship schemes and training reducing the skills gap as a result. Cambridge Regional College which is based within the North East Cambridge area should be able to play an important role in this respect.

There will also be training and employment opportunities from developers secured through Section 106 agreements during the construction stage of development. To ensure that developers responsibly deliver skills and training within new job opportunities within North East Cambridge, operational developers should provide an Employment and Skills Plan (ESP). This will allow for the provision of meaningful employment and training opportunities through a range of mixed employment in North East Cambridge.