

Cabinet Response to the Working in Hackney Scrutiny Commission Review into the Future of World of Work and Skills in Hackney

CABINET MEETING DATE

26 November 2018

CLASSIFICATION

Open

WARD(S) AFFECTED

All Wards

CABINET MEMBERS

**Cllr Guy Nicholson
Cabinet member for Planning, Business & Investment**

**Cllr Carole Williams
Cabinet member for Employment, Skills and Human Resources**

KEY DECISION

No

GROUP DIRECTOR

**Tim Shields
Chief Executive**

1. Cabinet member introduction

- 1.1 This report details the Cabinet response to the report of the Working in Hackney Scrutiny Commission and sets out how the Council intends to carry out the work required in response to the recommendations.
- 1.2 The Cabinet shares with the Working in Hackney Scrutiny Commission a recognition of the changing face of employment, and ensuring that the residents of Hackney have the skills needed for the future jobs market is a key priority for the Council. The devolution of skills funding in London represents a particular opportunity for the Council to review how we support people into work in line with the recommendations of the Commission.
- 1.3 We welcome the findings of the Working in Hackney Scrutiny Commission and would like to thank the Chair, councillors, officers, residents, employers and other stakeholders for their hard work in producing the final report.

2. Recommendation

- 2.1. The Cabinet is asked to approve the content of this response.

Executive Response to the Scrutiny Recommendations

<p>Recommendation One</p> <p>a) The Commission recommends the Council explores the development of a work experience programme aimed at older job seekers. We recommend it provides work experience that enables workers to explore jobs opportunities and benchmark their skills to identify future training needs.</p> <p>b) To promote this new type of work experience programme we recommend the Council undertakes a rebranding exercise to promote work experience for this cohort.</p>	<p><i>Lead Officer: Andrew Munk, Head of Employment and Skills.</i></p> <p>Our current work experience offer centres on our Hackney 100 programme, which, during 2017/18, has offered paid work experience placements for 16-19 year olds, with the objective of giving young people insight into different jobs and sectors. In 2019, we will be broadening this offer to 16-24 year olds, and exploring the option of a pilot work experience scheme for older job seekers. This could include training provision provided via the council's adult learning offer. We are also increasingly working with partners like the London Legacy Development Corporation (LLDC), and WeWork, to develop new work experience schemes, and support Hackney residents to prepare for and access existing programmes managed by partners.</p> <p>We have also recently expanded our apprenticeship offer to older applicants, removing any age restriction for applicants. This has seen an increase in residents over 25 gaining apprenticeships with the council, with this group now making up 23% of all council apprentices. Our apprentices range in age from 16-51. We are also working with <i>Timewise</i> to pilot a part-time apprenticeship scheme which will focus on residents with Special Educational Needs and Disabilities, as well as older residents with childcare</p>
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	responsibilities.
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<p>Recommendation Two</p> <p>The Commission recommends the Council lobbies for the Skills system to encourage employers to take the need for digital training for employees seriously. We ask the Council to use its influence to encourage local employers to provide digital training beyond basic IT to enable employees to be adept and transition in the workplace as their job or industries evolve.</p>	<p><i>Lead Officers: Andrew Munk, Head of Employment and Skills. Rob Miller, Director of ICT.</i></p> <p>The Council is committed to establishing a STEM (Science, Technology, Engineering, Maths) board for the borough, with representation from a range of stakeholders including from the business community and education providers. The Board will be tasked with overseeing work in the borough which supports residents to access and progress in careers in STEM sectors. A key role of the board will be to focus on ensuring employees in Hackney based businesses have the digital skills required by rapidly evolving STEM based industries, as well equipping residents to explore self employment within the sector.</p> <p>Alongside the STEM board, the Council led Hackney Apprenticeship Network will bring together a range of businesses in the borough, with a strong focus on the tech/digital sector, to encourage the establishment of high quality apprenticeships in the borough. In-line with the national Apprenticeship Levy, apprenticeships include accredited qualifications for employees looking to progress in their careers. Through leading and administering the Apprenticeship Network, the Council will be able to influence employers to upskill employees with the digital skills required in a fast changing labour market.</p> <p>The Council is working to set an example for other employers in the borough, helping to lead the way by investing in the development of digital skills across its workforce. This includes:</p> <ul style="list-style-type: none"> ● Creating 21 digital apprenticeships within the Council's in-house ICT service. ● Developing a network with other digital employers in the borough to encourage them to create further digital apprenticeship opportunities (this includes working in partnership with SMEs and large employers such as Amazon). ● Supporting the wider workforce in
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	<p>developing their skills in use of digital technology, data and service design methods.</p> <ul style="list-style-type: none"> • Exploring ways that the Apprenticeship Levy can be used to invest in digital skills, as part of the Council's wider work on investment in workforce skills.
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<p>Recommendation Three</p> <p>We recommend the Council adds information on its business engagement tools the 'Landing Pad and Launch Pad' for the self-employed, providing information about being self-employed or sign posting to that information. We would like to see the provision include information about pensions, saving, tax returns, legal advice etc.</p>	<p><i>Lead Officer: Paul Horobin, Head of Corporate Programmes.</i></p> <p>The development work on the Council's business engagement tools is very conscious of the characteristics of the local business community, including the high proportion of "self-employed". The content will be both geared to their broader needs as "businesses", making sure that it is both relevant and accessible. The practical issues of being "self-employed" will be addressed through direct guidance or signposting to relevant information, e.g. HMRC guidance (https://www.gov.uk/topic/business-tax/self-employed), which is regularly updated and of a high standard. The issues being faced by this group, nationally and locally, will also be considered and guidance and signposting included, e.g. low participation in training and skills development.</p>
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<p>Recommendation Four</p> <p>We recommend the Council explores the possibility of Hackney being a location for a self-employed union to provide collective support and purchasing power to support this growing cohort of workers.</p>	<p><i>Lead Officer: Stephen Haynes, Director of SPED.</i></p> <p>Relevant Directors to lead officer group exploring possibility of Hackney being a location for self-employed union. Officer group will evaluate potential positive impact of a union on Hackney's independent and self employed workers, as well as potential options for developing the presence of a union for the self-employed in Hackney.</p>
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<p>Recommendation Five</p> <p>The Council to explain how they will target the under employed to provide them with in-work support and outline the support and training that will be available to enable them to transition into more secure and quality employment.</p>	<p><i>Lead officer: Andrew Munk, Head of Employment & Skills.</i></p> <p>Hackney Works has established a working group to look at how we can engage and support low income/under employed residents better. Initially the group is recommending that commencing in November, each <i>Hackney Works</i> hub pilots late night opening (5pm - 8pm) once a month</p>
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	<p>to increase engagement with this client group. Out of hours provision will then be further developed based on learning from this pilot.</p> <p>In addition to offering employability support for this client group, <i>Hackney Works</i> will commission training or work with Hackney Learning Trust and other training providers to run suitable vocational skills and functional skills training which will take place out of office hours based on the needs of the client group. Staff will also have access to information from NARIC (National Recognition Information Centre), to support those with overseas qualifications, in order to understand how international qualifications & skills compare to UK qualifications in order to determine what their next steps will be and what support can be offered.</p> <p><i>Hackney Works</i> is committed to increasing the number of higher paid vacancies available to clients through our service and are recommending that BOCs (better-off in work calculations) are offered to ensure that clients will be better off in higher paid positions. A discretionary fund is in the process of being established within <i>Hackney Works</i>, which will enable advisors to make applications for funding to support clients to address individual barriers to work - funding through this will also be available to this client group where appropriate.</p>
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<p>Recommendation Six</p> <p>If the provision for cheaper rents is introduced we recommend the Council prioritises and protects industrial space in the Local Plan alongside units for community, retail and workspace. The Commission recommends the Council explores the possibility of inclusion in its planning policy the use of Section 106 agreements to create more workspaces with capped rent to keep employer diversity in the borough. rt of workers.</p>	<p><i>Lead officers: Suzanne Johnson Head of Economic Regeneration Ian Rae, Head of Planning</i></p> <p>The emerging Local Plan (LP33) sets out proposals for the protection of these types of uses. Section 106 agreements are also used where required to secure affordable workspace. Where relevant the implementation of this will be secured and measured via the Approved Workspace Providers List managed by the Economic Regeneration Team.</p>
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The emerging Local Plan (LP33) recognises that there has been a gradual decline in industrial floorspace within Hackney over the years as market forces have resulted in the replacement of industrial floorspace with higher value office floorspace in new developments. This reduced supply of industrial land has led to increasing rents and increasing pressure on Hackney's industrial land. In response to this and the findings of the Hackney Employment Land Study which stresses the need to ensure the retention of an adequate stock of industrial capacity to support a diverse, adaptable and more sustainable economy, the emerging LP33 policy approach seeks to retain vital industrial land and floorspace within Hackney by differentiating between Priority Office Areas (POAs) and Priority Industrial Areas (PIAs). In PIAs, any new development must either maintain or re-provide the same quantum or intensify existing industrial uses (B1c, B2, B8). The PIA approach would also support mixed use development schemes including, for example, community and residential uses where appropriate. Separate LP33 policies also protect retail and community uses within the borough.

It is recognised within LP33 that there is need for the provision of affordable and low cost floorspace within the Borough to support the needs of start-ups, SMEs and cultural and creative enterprises such as artists' studios and designer-maker spaces, as well as charities and social enterprises. The new LP33 policy on Affordable Workspace and Low Cost Employment Floorspace requires new major employers and mixed use developments in the borough's designated employment areas, Central Activities Zone (CAZ) and town centres to provide affordable or low cost workspace, equating to a minimum of 10% of the new employment floorspace.

The policy requires, firstly, that the maximum economically feasible amount of low-cost employment floorspace is re-provided in perpetuity, at equivalent rents and service charges, suitable for the existing or equivalent uses. Low cost employment floorspace is described as floorspace which may be secondary or tertiary in nature, of a lower quality or specification, with cheaper

	<p>rents or leases. This low cost floorspace should be provided within an equivalent employment use in perpetuity. Existing occupants should be re-housed within the development where possible.</p> <p>Secondly, if the low cost employment floorspace equates to less than 10% of gross new employment floorspace or there is no low cost workspace to be re-provided as part of a major development scheme, new affordable workspace should be provided. In the Shoreditch POA at least 10% of the new employment floorspace should be affordable at no more than 40% of the locality's market rent in perpetuity. In remaining POAs, CAZ and town centres at least 10% of the new employment floorspace should be affordable at no more than 60% of the locality's market rent in perpetuity. Affordable workspace is described as new-build employment floorspace, providing affordable space for small businesses, predominantly within the Office use, to occupy, often operated and managed by a workspace provider. This space should be secured through legal agreement with a Council registered workspace provider and should be provided on-site. The Approved Workspace Providers List is managed by the Economic Regeneration Team.</p>
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<p>Recommendation Seven</p> <p>a) The Commission wants to be assured there are mechanisms in place to check that the social value commitments by local businesses are followed up by the Council to ensure implementation.</p> <p>b) The Commission recommends the Council explores the ability to introduce a social value criteria for new affordable workspace developments. We would like to see it include implementation of the London living wage for staff contracts, employ an apprentice and employment of local residents through the Hackney Works programme.</p>	<p><i>a) Lead officer: Andrew Munk, Head of Employment & Skills</i></p> <p>Employment and Skills team works together closely with local businesses to secure opportunities for Hackney residents and to ensure positive social value outcomes are secured for the borough. Under section 106 obligations, we negotiate with businesses to ensure we secure the maximum benefit for our residents. This includes securing local labour opportunities, which comprise of apprenticeships, work experience and part time/full time work opportunities. We actively encourage businesses to hire local labour and pay London Living Wage.</p> <p>We work with businesses to develop bespoke Employment and Skills Plans (ESPs) which outline a business's</p>
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	<p>commitment to supporting the successful delivery of positive social and community outcomes in relation to employment and training local residents. Businesses are asked to submit a labour hire histogram so we have an idea of upcoming opportunities in the borough. The Employment and Skills team works with the businesses to review job opportunities to assess if the borough has the required skill set and talent required for the opportunities generated by economic activity in Hackney, and where necessary provide training to ensure Hackney residents are best placed to secure employment.</p> <p>Each quarter businesses are required to submit their local labour returns and quarterly reports to provide evidence and a narrative of how they are working towards achieving their social value obligations that were set out in the Employment and Skills plans. The Employment and Skills team tracks and monitors these plans through a combination of account, database and relationship management processes, including trackers, dashboards and quarterly monitoring meeting.</p> <p>Our team meets with businesses regularly each quarter to ensure that they are meeting their obligations, in addition to providing them with the support offered by our services to secure opportunities for Hackney residents. We work closely with our Planning colleagues to ensure that businesses understand what their obligations are and how they can achieve them. Our approach to monitoring social value obligations ensures that businesses and residents alike are given the opportunity to prosper within Hackney.</p> <p><i>b) Lead officer: Suzanne Johnson, Head of Economic Regeneration:</i></p> <p>The Approved Workspace Providers list which is managed by the Economic Regeneration Team provides a recommended list of operators providing affordable workspace in the borough. The businesses on the list are required to demonstrate they offer additional social value benefits to the borough and its residents and businesses. These social value outputs are monitored by the Economic Regeneration team. In addition, the Economic Regeneration team aim to monitor social</p>
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	<p>value commitments relating to regeneration sites and projects which they are involved in delivering, such as the Hackney Wick Good Growth Fund project working with local operators to provide new affordable workspace and community space and programmes at the Old Baths and the Trowbridge Centre.</p>
<p>Recommendation Eight</p> <p>The Commission recommends for all new regeneration and housing developments this includes in the specification a systematic commitment to the creation of jobs and employment on the sites, for example by allocating a section of the build to commercial use with a mix of retail, industrial, community and commercial workspace units.</p>	<p><i>Lead officers: Karen Barke, Head of Estate Regeneration. Suzanne Johnson, Head of Economic Regeneration</i></p> <p>The Council's three housing programmes (Woodberry Down Programme, Estate Regeneration Programme and Housing Supply Programme) all include proposals to deliver community, retail, commercial and workspace uses. The appropriate mix and quantum of uses is considered on a site by site basis.</p> <p>The Economic Regeneration team will ensure that where appropriate and in accordance with the local planning framework, all development and regeneration opportunities provide and maximise opportunities for jobs and employment via the provision of commercial space.</p>
<p>Recommendation Nine</p> <p>a) The Commission recommends communications by Hackney Council continues to encourage EU citizens to remain and sign posts to relevant information about their rights.</p> <p>b) The Commission recommends the Council's Landing Pad and Launch Pad gives advice on how to adapt and where to go for business support as the impact of Brexit on businesses unfolds with decisions and policy development.</p>	<p><i>a) Lead officer: Sonia Khan, Head of Policy and Partnerships</i></p> <p>The Council has already begun a campaign programme to encourage EU citizens to remain and is committed to continuing to provide this positive messaging through the manifesto. However alongside this positive communication campaign, we also agree that we need to highlight the key risks to EU citizens if they do not apply to the settled status scheme, especially more vulnerable groups. A communication campaign is planned, alongside tailored advice. Hackney is reviewing advice needs and launching a new grants framework and meeting this new need is factored into the framework.</p> <p><i>b) Lead officer: Paul Horobin, Head of Corporate Programmes</i></p> <p>The information, advice and guidance provided through the Council's business engagement tools will reflect key issues facing local businesses, including Brexit and its implications, as these become known.</p>

<p>Recommendation Ten</p> <p>The Commission recommends the Council lobbies Central London Forward and the Government to encourage employers to view Brexit as an opportunity to re-examine how to improve skills in the capital and provide support to do more to nurture UK talent.</p>	<p><i>Lead officer: Andrew Munk, Head of Employment & Skills</i></p> <p>A key area of focus for Central London Forward (CLF) is shaping and influencing the direction of travel for the newly devolved Skills system. From September 2019, the GLA will have responsibility for the devolved Adult Education Budget. The Skills for Londoners Board - which CLF is part of - plays a key role providing advice and oversight to the GLA around implementation of their ambitious Skills for Londoner strategy.</p> <p>As an active member at both a political and senior officer level, Hackney is working closely with CLF to seek to ensure the newly devolved skills system not only focuses on delivering a range of employment related outcomes; but also sees potential skills shortages across a range of sectors following Brexit as an opportunity for local residents. This includes ensuring training providers focus on delivering provision and qualifications which meet the needs of employers across key sectors such as health & social care; hospitality; construction - who are all projecting labour and skills shortages post-Brexit.</p>
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<p>Recommendation Eleven</p> <p>The Commission recommends the Council's relationship-building work includes supporting and facilitating the business support needs of social enterprises e.g. helping social enterprise businesses to access collaborative working opportunities where possible.</p>	<p><i>Lead officers: Sonia Khan, Head of Policy & Partnerships. Suzanne Johnson, Head of Economic Regeneration</i></p> <p>Hackney is developing a new Voluntary Sector Strategy which will go to Cabinet in February 2019. This re-sets our strategic relationship with the sector, and includes working with social enterprises. The strategy will explore how support services for the Voluntary and Community Sector can benefit social enterprises and the Council is working with Hackney Cooperative Development (HCD) to develop their quality mark to enable Social Enterprises to potentially access Hackney's grant funding for those organisations that are meeting community need.</p> <p>Through the business engagement and communications programme and the Council's commitment to being a Social Enterprise Borough, the Council will focus on</p>
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	<p>meeting the needs of social enterprises and encourage social enterprises to develop, grow and thrive. A Social Enterprise Partnership has been developed in collaboration with HCD Social Enterprises in the borough and the joint Social Enterprise Partnership Manifesto will be formally launched in November 2018 setting out further details on specific actions and outputs to be delivered.</p>
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<p>Recommendation Twelve</p> <p>a) The Commission wishes to receive a report on how the Council can provide support to SMEs in the borough to set up apprenticeship placements and an outline of the Council's understanding of apprenticeship support needs for local businesses.</p> <p>b) We recommend the Council explores the development of higher level apprenticeships (level 3 and 4) for all ages and encourages the development of apprenticeships for more experienced workers looking to transition or embark on a career change.</p>	<p><i>Lead officer: Andrew Munk, Head of Employment & Skills</i></p> <p>a) The Council will continue supporting SMEs in the borough via a number of means including the set up and implementation of our apprenticeship network which will include:</p> <ol style="list-style-type: none"> 1. Engaging with smaller, non-Levy paying employers who can receive financial support from the Government to create apprenticeships and help them understand apprenticeship funding and the new apprenticeship standards. 2. Seeking to transfer 10% of our Levy funds to smaller employers which will help them to offer more apprenticeships to residents. 3. Sending a clear signal of the Council's expectations of what constitutes good quality apprenticeships in terms of employment, pay and training conditions helping SMEs deliver quality apprenticeships. 4. Acknowledging and celebrating examples of good quality apprenticeship delivery within SMEs. 5. Providing a link to the Council's wider strategic ambitions for business engagement and partnership work supporting the local economy. <p>SME support needs generally centre around support in relation to pay, training costs, support around the creation of new apprenticeships, and accessing training providers. Many SMEs also have support needs around managing an apprentice once in place, and how to best recruit apprentices.</p> <p>Many SMEs are unsure of what to pay an</p>
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	<p>apprentice. We recommend that employers pay apprentices the London Living Wage of £10.55 an hour. We understand the challenges this may pose for some SMEs and for those unable to match the London Living Wage we recommend paying apprentices at least £7.50 an hour. (The national minimum wage for apprenticeships is £3.70 an hour).</p> <p>We also advise on use of an apprenticeship training provider that has at least an OFSTED grade 2 rating and have a current SLA in place with us, as well as ensuring sufficient pastoral support and mentoring is in place.</p> <p>SMEs are often unsure of how to recruit an apprentice. We have a commitment to recruit Hackney residents and, to this end, utilise the Council's support services, namely Hackney Works and Supported Employment who can help with the recruitment and retention of candidates from within the borough (including those with a disability or Health condition). We are also able to offer support around writing of Job descriptions.</p> <p>b) The Council's apprenticeship programme currently offers apprenticeships at a range of levels. Of our 107 apprentices, 14% are studying at Level 2, 61% at Level 3, 19% at Level 4, and 6% at Level 7.</p> <p>Our apprentices range in age from 16-51, and 23% of our apprentices are over the age of 25. There is currently no upper age limit to apply for our apprenticeships. We have launched an 'adult improver' scheme in trades (plumbing, carpentry etc) for residents over the age of 25 Working with schools in the borough, we have recently taken on our first cohort of Teaching degree-level apprentices (Level 6).</p> <p>Going forward, we will continue to seek to offer higher-level apprenticeships, taking advantage of new degree apprenticeships available in areas including Finance, Social Care, and Teaching.</p> <p>We are also working with Timewise to pilot a part-time apprenticeship scheme which will focus on residents with Special Educational Needs and Disabilities, as well as older residents with childcare responsibilities.</p>
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<p>Recommendation Thirteen</p> <p>We recommend the Council applies the principles it used to champion the implementation of the London Living Wage locally to encourage quality jobs and upskilling by employers for their workforce.</p>	<p><i>Lead officer: Andrew Munk, Head of Employment & Skills</i></p> <p>The Employment and Skills team offers a comprehensive menu of opportunities which proactively supports businesses to grow and prosper within Hackney, whilst also securing opportunities for the borough's diverse talent pool, with a focus on those facing barriers to the labour market.</p> <p>The menu of opportunities has an emphasis on securing well paid, high skilled and meaningful employment opportunities for local residents which supports long term sustained employment for residents. Working closely with business we support them to secure apprentices, create work placements and hire local out of work residents. In addition to this, through assessing a businesses' needs we effectively work together with them to develop a wider menu of opportunities specific to their business needs which creates a clear pathway to residents towards quality employment and training.</p> <p>Through our work with businesses in the borough we actively advocate and encourage that they pay Hackney residents the London Living Wage. As a borough we lead by example and pay the LLW to all our apprentices. We work with businesses to provide guidance and information on the specific benefits to their business of paying residents London Living Wage. Employment and Skills menu of opportunities identifies key areas where businesses can utilise our services to give opportunities to Hackney residents.</p>
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<p>Recommendation Fourteen</p> <p>The Commission recommends the Council's procurement process in relation to employment and skills openly supports and encourages small and medium sized businesses to bid for local government contract work in Hackney.</p>	<p><i>Lead officer: Rotimi Ajilore, Head of Procurement</i></p> <p>The revised Sustainable Procurement Strategy (SPS) which is planned to be adopted by Cabinet in October 2018 include an action for Hackney Procurement Service to work with Economic Development Team, to run workshops for the supplier community (particularly SMEs) and ensure their understanding of Hackney's SPS commitments. This forum will also be used to used to provide support for SMEs on how they can access the Council's contracting</p>
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	<p>opportunities</p> <p>We also have a commitment within the SPS that we will consider the size of contract and assess if it can be split into smaller lots to make it more accessible to Small and Medium sized Enterprises and local businesses</p> <p>We are also introducing an electronic tendering system which will make it much easier for SMEs to trade with the Council.</p>
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<p>Recommendation Fifteen</p> <p>The Commission recommends the Council looks at developing measurable outcomes for the journey of residents going through adult learning, Hackney Works programme and the Council's apprenticeship scheme and reports back on the measurements put in place.</p>	<p><i>Lead officers: Andrew Lee, Assistant Director, Education Services</i> <i>Andrew Munk, Head of Employment & Skills</i> <i>Nene Mburu, Head of Adult Learning Services</i></p> <p>A Skills Devolution Working Group has been established involving senior officers from HLT's Adult Learning Service and Employment & Skills.</p> <p>A key focus of this group is to respond to the new outcomes focused approach to Adult Learning which the GLA as commissioner will introduce following the devolution of AEB funding in academic year 19/20.</p> <p>Alongside this external driver, a key internal driver for this new focus is to align the Council's Adult Learning provision with the Council's overarching strategic approach to inclusive economic growth. This includes better integration between the Adult Learning service and the Employment & Skills service.</p> <p>As part of this integration work, a new corporate dashboard will be introduced which tracks a range of Adult Learning outcomes as a part of a suite of wider employment & skills outcomes, including for example the outcomes achieved by the Hackney Works service and the corporate Apprenticeship programme. A key focus will be on progression across the various different areas of service provision and outcomes.</p> <p>The Adult Learning outcomes measures will build on the existing methods of measuring a learner's journey and outcomes.</p> <p>Specifically:</p> <p>a) Non-accredited courses – through the Ofsted approved and tested</p>
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	<p>RARPA process (Recognising and Recording Progress and Achievement). Tracking of progress includes curriculum focused acquisition of knowledge and also holistic skills such as the skills learners need and develop to prepare them for employment and/or improve their personal lives e.g. supporting their children, confidence building etc.</p> <p>b) Accredited courses – learners achieve formal qualifications (from Entry 1 to Level 2 and GCSE) from a recognised awarding body e.g. Edexcel, City & Guilds etc. Learner progression (laterally, upwards, downwards) is tracked across curriculum areas.</p>
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<p>Recommendation Sixteen</p> <p>a) The Commission would like the Council to explore the possibility of better aligning the adult community learning provision to its employment support service to provide a seamless service covering learning, training and employment support.</p> <p>b) The Commission suggests the Council's employment and skills service adopts an employability skills framework that supports people in and out of work to prepare and develop transferable skills for future job roles.</p>	<p><i>Andrew Lee, Assistant Director of Education Services</i> <i>Andrew Munk, Head of Employment & Skills</i> <i>Nene Mburu, Head of Adult Learning Services</i></p> <p>Key areas of focus for the Skills Devolution Working Group over the coming year include:</p> <p>1) Developing, consulting and publishing an Adult Skills Strategy for Hackney. A key function for the Strategy will be to guide and influence Adult Learning provision commissioned by the Council.</p> <p>The Strategy will describe the skills and labour market context for Adult Learning provision; and the risks and opportunities this presents to residents and communities.</p> <p>At the heart of the Strategy will be a set of principles which underpin the Council's approach to Adult Learning, including a strong focus on supporting residents in and out of work to prepare and develop skills for future jobs roles.</p> <p>2) A detailed set of proposals and options for the proposed restructuring and integration of the existing Adult Learning Service (ALS) and the Employment & Skills team. The key objective of this integration will be to provide a joined up service for residents, with a focus on the most disadvantaged, covering</p>
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	<p>learning, training and employment support</p> <p>In advance of the start of Adult Learning provision for 18/19, several joint initiatives across Adult Learning and Employment & Skills have already been put in place to improve levels of integrated working between the teams.</p> <p>These include:</p> <ul style="list-style-type: none">• Employment advisers engaging with learners in ALS classes as appropriate to provide bespoke employment advice and guidance.• The Employment and Skills team to share with ALS progression of learners into employment. <p>Key areas for joint working over the coming months have also been identified include:</p> <ul style="list-style-type: none">• ALS to train Employment & Skills advisors how to use NARIC (tool for translating overseas qualifications into a British equivalent). The tool will help recent migrants acquire appropriate advice on employment and training commensurate with their ambition, prior education and achievement.
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