

**Skills Economy and Growth Scrutiny
Commission**

12th February 2019

**The Future World of Work and Skills in Hackney
Executive Response**

Item No

7

Outline

The Skills, Economy and Growth Scrutiny Commission (formally known as the Working in Hackney Scrutiny Commission) commenced a review to look at the changing labour market and skills system for the future world of work and skills in the next 5-10 years. Having learned about the current context in relation to employment and skills the changing skills system and how it all impacts on London's economy. The Commission examined the impact that macro level changes would have locally to identify the policies and practices that will help us overcome the challenges here.

Attempting to look five years ahead we explored the changes in demand in the labour market which could come about from Brexit, climate change or our ageing population.

This review highlighted the employment trends that were amplified in Hackney and focused on:

- Growing inequality/polarisation/ in-work poverty and underemployment
- Self-employment
- Land and property values
- The impact of Brexit
- Opportunities for employers to contribute
- Opportunities to lead in a revolution of skills.

The recommendations covered: the development of a work experience programme for older job seekers; rebranding of work experience; Signposting information about being self-employed, with the dual purpose of building up local knowledge about self-employment in the borough.

The Commission asked for the new employment support service aimed at the under-employed to demonstrate how they would reach this cohort to offer support and training so they can move into better paid employment. The Commission asked the Council to include a 'social value menu' for businesses taking advantage of low rental values in the borough and that a mechanism is put in place to follow up and ensure that commitments made are adhered to.

The Commission called on the Council to actively demonstrate that inclusion of jobs and employment is in the specification for regeneration and new housing developments. The Commission recommended the Council takes an active role in lobbying for the Skills system to develop an employability framework and to encourage employers to provide in work/career transition to help workers identify future skills.

In relation to building relationships with local businesses, The Commission recommended there was a specific offer to social enterprises that covers supporting and facilitating their business support needs. The Commission asked the Council to look at measureable outcomes that chart the journey of a resident through Adult Learning, 'Hackney Works' programme and the Council's own apprenticeships programme. Asked the Council to ensure it also develops apprenticeships at a higher level (e.g. levels 3 and 4).

The executive response to the recommendations from the review are on pages 419-436.

Action

The Commission is asked to consider the response.