

Broxtowe Borough Council Skills Quest Executive Summary



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1 Introduction and Purpose of the report

- 1.1 Employment and Skills provision in Broxtowe is changing. This is due to international and local funding changes which will impact on providers who are helping people into work and who are providing valuable services to help local employers to recruit local talent.
- 1.2 The aim of this report is to inform the skills activity within the Borough of Broxtowe. It provides a snapshot of current and planned activity and will make recommendations on future projects including informing the refresh of the Economic Development Strategy and contribute to the Council's strategic plan.
- 1.3 The report considers the previous skills activity for residents in the area and their future needs. In addition, the report will consider the skill needs of local businesses and their future requirements. It aims to highlight future opportunities that will emerge due to flagship developments and infrastructure projects secured in the local area like the East Midlands Freeports¹ Institute of Technology² and the Hydrogen³ and STEP fusion academies⁴.

2 Methodology

2.1 This report is informed by discussions with:

- Broxtowe Employment and Skills Partnership
- Local Business via a SurveyMonkey questionnaire
- Business Focus groups
- Intelligence on future commissioning activity
- Financial Management Made Easy (FAME)
- East Midlands Chamber data sources such as the East Midlands Chamber Quarterly Economic Survey⁵, and CRM system information.
- Broxtowe Borough Council records from business rates, previous business grant recipients and the Broxtowe Borough Council Email Me service business newsletter which has a circulation of over 4,300 businesses

57 businesses completed the questionnaire.

1 East Midlands is one of 8 English Freeports. A freeport is a designated area within the UK where organisations can benefit from specific tax, customs and economic levers. 7 of these are linked to ports. East Midlands Freeport is the only inland freeport located across three locations – East Midlands Airport & Gateway Cluster, East Midlands Intermodal Park and Radcliffe on Soar. [Home | East Midlands Freeport \(emfreeport.com\)](#)

2 East Midlands Institute of Technology is one of 21 being created as part of the Governments Skills For Life commitment with funding from the Gatsby Foundation. They aim to provide a regional collaboration assuring future fit workforce for digital and local carbon economies across the East Midlands. [Home | Institutes of Technology](#)

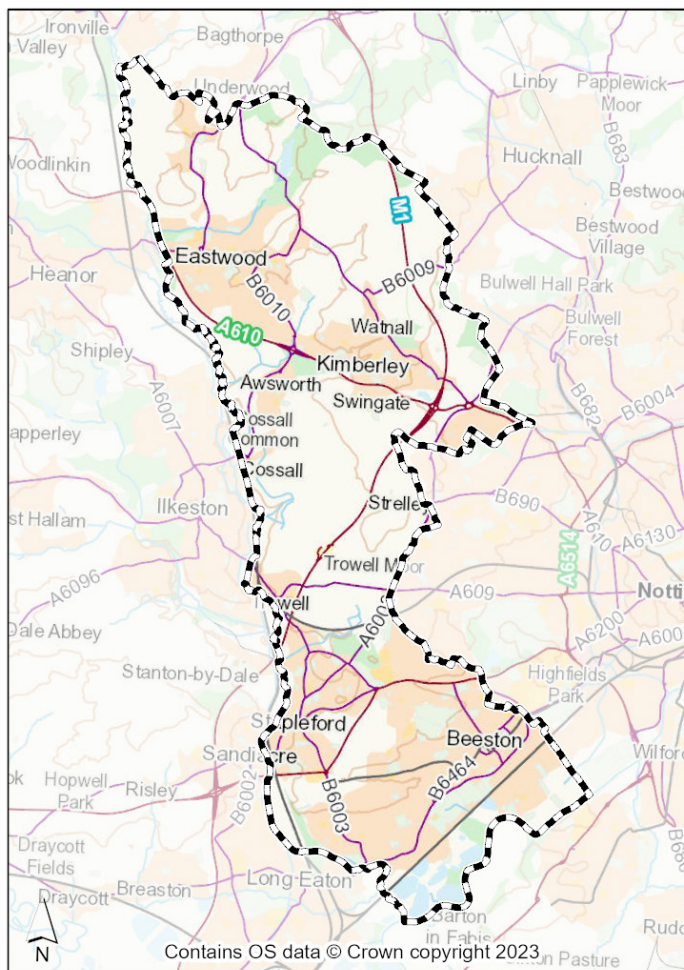
3 East Midlands Hydrogen is the UK's largest inland hydrogen cluster [Former 'Megawatt Valley' to metamorphose into hydrogen heartland with the launch of East Midlands Hydrogen - the UK's largest inland hydrogen cluster | D2N2 \(d2n2lep.org\)](#)

4 West Burton in Bassetlaw is the future home of Spherical Tokamak for Energy Production or STEP fusion. STEP offers the potential to transform and regenerate the area, creating thousands of jobs and supply chain opportunities across a number of sectors, in an area already intimately linked with energy production [First nuclear fusion plant to be built in Nottinghamshire | Construction Enquirer News](#)

5 Quarterly Economic Survey - The QES is your chance to have your say on the issues which are affecting your business. It is the biggest business survey in the East Midlands and the results feed into the National QES. You can find all quarterly survey results here [QES Reports - East Midlands Chamber \(emc-dnl.co.uk\)](#)

3 A snapshot of Broxtowe

- 3.1 The Borough of Broxtowe lies to the west of the City of Nottingham and is bounded by the river Trent on the south and the river Erewash on the west. Broxtowe has four main towns - Beeston, Stapleford, Kimberley, and Eastwood. Each has its own individual character. The needs of the populations in each area differ and each have their own needs in relation to employment and skills.
- 3.2 Broxtowe has a population of 110,900, an increase of 1.3% since the 2011 census. Its population of BAME groups is around 7.3% of the population. Most people in the area drive a car or van to get to work. Transport connectivity is problematic in north Broxtowe.



4 Health in Broxtowe

- 4.1 According to data from the Office of National Statistics, the change in health in Broxtowe overall is positive. Broxtowe's Health Index score⁶ increased in 2021 to 111.5, which is **up 0.9 points** compared with the previous year.
- 4.2 Broxtowe is a relatively healthy place to live with life expectancy at birth for most being slightly higher for males than the England average. Female life expectancy, at birth, is just above the Nottinghamshire average (82.61) but slightly lower than the English average (83.14)⁷.
- 4.3 Broxtowe primary care services are based within the South Nottinghamshire Integrated Care Partnership, and sits within the Nottingham West Primary Care Network and its three neighbourhoods (Beeston, Eastwood / Kimberley, and Stapleford). is coterminous with the Primary Care Network boundary⁸. Broxtowe residents provide 50 hours or more of unpaid care each week, which is comparable with the ICP and England rate. 26.7% of Broxtowe residents have a physical or mental health condition or disability⁹.
- 4.4 Nottinghamshire is the third highest LA for people who are economically inactive. In Broxtowe economic inactivity amongst those aged 16+ has increased but has reduced for residents aged 50-64. 27.6% of residents have a long term physical or mental health issue which are preventing them from working.

6 [How health has changed in your area - Office for National Statistics \(ons.gov.uk\)](#)

7 Source: [Public Health Outcomes Framework \(PHOF\)](#), OHID Life Expectancy for males in 2013-2017 was 80.6 years and for females was 83.9 years.

8 More detailed data from the Integrated Care System (ICS) South Nottinghamshire Place Based Partnership and the Nottingham West PCN is available here [Document library - Nottinghamshire Insight](#)

9 *Definition:* People who assessed their day-to-day activities as limited by long-term physical or mental health conditions or illnesses are considered disabled. This definition of a disabled person meets the harmonised standard for measuring disability and is in line with the Equality Act (2010)

5 Education in Broxtowe

- 5.1 From 2022 Department for Education statistics, we know that young people in Broxtowe perform well in education. When comparing the key stage 4 results in English and Maths, young people in Broxtowe rank 2nd in Nottinghamshire. 34.2% of residents have a level 4 qualification¹⁰. This is based on 92,539 residents who were over 16 at the time of the census in 2021. 16,079 (17.4%) have no qualifications.
- 5.2 Educational attainment in Broxtowe is generally very good but we know that there are ‘cold spots’ and particular areas where attainment levels are not at the national average. These can be correlated to the most deprived areas of Broxtowe including those with higher rates of child poverty (20.7% of children in Broxtowe are considered to be living in poverty).
- 5.3 According to the 2017 Social Mobility Index¹¹ Broxtowe rated 284 out of 323 local authorities making it one of the cold spots for social mobility of young people. The index most recently published is now called the State of the Nation¹² and the overall measures have changed. LA’s are not ranked in the 2022 edition.
- 5.4 Broxtowe is served by two FE colleges (Nottingham College and Derby College) and two outstanding universities (University of Nottingham and Nottingham Trent University). Broxtowe is well served by a range of education and apprenticeship providers, though there are few education providers actually based in the area. Access to the adult and community learning budget is provided, in the main via Inspire and delivered from within their local library settings.
- 5.5 Broxtowe Borough Council is committed to supporting apprenticeships. This is evident in the Apprenticeship Strategy¹³ Broxtowe Borough Council are also representatives on the D2N2 Public Sector Compact which represents all public sector employers (Anchor Institutes)¹⁴ and encourages the effective use of the apprenticeship levy¹⁵ and increased workforce development activity through a D2N2 wide action plan¹⁶.
- 5.6 Broxtowe has a range of specialist apprenticeship providers based in the local area.
- 5.7 The D2N2 data centre¹⁷ has recently started to collate data on the impact of inflation, pay and cost of living vulnerability in the D2N2 area. This shows that the working age inactivity is 22.1%, 20% of children in the area are in child poverty and that 12.9% of Broxtowe residents are in fuel poverty.

6 Jobs and Earnings in Broxtowe

- 6.1 Job density¹⁸ in Broxtowe has remained consistent. The density figures represent the ratio of total jobs to the population aged 16-64. In 2021, there were 44,000 jobs, which is the same as the total in 2000. Between 2000 and 2021, the highest job density figures were 48,000 in 2017.
- 6.2 Jobs created in Broxtowe in the future are generally within the travel to work area - linking into Mansfield, Nottingham City and over the border into Derbyshire and Derby City.

10 The highest level of qualification is derived from the census question asking people to indicate all qualifications held, or their nearest equivalent. This may include foreign qualifications where they were matched to the closest UK equivalent. * Level 4 qualifications or above: degree (BA, BSc), higher degree (MA, PhD, PGCE), NVQ level 4 to 5, HNC, HND, RSA Higher Diploma, BTEC Higher level, professional qualifications (for example, teaching, nursing, accountancy)

11 The Social Mobility index measures explores how geographical location can affect social mobility for individuals growing up and choosing to live in different areas https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/662744/State_of_the_Nation_2017_-_Social_Mobility_in_Great_Britain.pdf

12 [State of the Nation 2022: A fresh approach to social mobility \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/108444/state-of-the-nation-2022-a-fresh-approach-to-social-mobility.pdf)

13 Broxtowe Apprenticeship Strategy [Apprenticeship Strategy 2022-24 \(broxtowe.gov.uk\)](https://www.broxtowe.gov.uk/apprenticeship-strategy-2022-24)

14 [What is an anchor institution? | CLES](https://www.cles.org.uk/what-is-an-anchor-institution/)

15 The Levy is charged at 0.5% of the annual pay bill based on Class 1 National Insurance Contributions via PAYE (Pay As You Earn) alongside tax and National Insurance. In addition, the Government will apply a 10% top-up to the funds for spending on apprenticeship training.

16 [East Midlands Public Sector Compacts - \(empscompact.org.uk\)](https://www.empscompact.org.uk/)

17 Link to the D2N2 data centre [Data Centre | Derby & Nottingham | D2N2 \(d2n2leap.org\)](https://www.d2n2leap.org/)

18 The density figures represent the ratio of total jobs to population aged 16-64. Full data available here [Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/labour-market-profile-nomis-official-census-and-labour-market-statistics)

- 6.3 In terms of earnings by local residents, Broxtowe performs relatively well compared to the rest of Nottinghamshire (including Nottingham City). Data from an annual survey of hours and earnings in 2021 shows increases in earnings for residents in Rushcliffe and Broxtowe. Other places have seen a reduction in residents pay since the 2019 survey of hours and earnings.¹⁹
- 6.4 Broxtowe is strategically places to attract industry from both Nottinghamshire and Derbyshire. A number of key regional projects will provide more employment opportunities for local people including Chetwynd in Toton, East Midlands Airport and the Freeport Site.

7 Unemployment in Broxtowe

- 7.1 Nationally, unemployment is falling. In Broxtowe, the rate of employment has reduced by 1.9% (from 69.7% to 67.8%).
- 7.2 Overall claimants²⁰ in Broxtowe have fallen from 1930 (Jun 22²¹) to 1,855 in June 2023. Of which 1065 are male and 785 are female. The 10 wards in Broxtowe with the highest level of claimants are Eastwood St Marys (160 (144 people)), Beeston North (148 (137)), Chilwell West (148 (153)), Stapleford Southwest (143 (148)), Stapleford North (139 (129)), Beeston Central (132 (122)), Kimberley (127), Stapleford South East (108 (113)), Eastwood Hilltop (103 (123)), Beeston Rylands (97)
- 7.3 In May 2023 there were 7,257 (7,101²²) people claiming universal credit²³ within Broxtowe of which the majority are aged 25 – 49. 934 (950) males and 1879 (1813) females who are claiming universal credit are in work. 2036 (1920) male and 2281 (2240) of female claimants are unemployed. At least 1709 (1542) people are job-searching and 489 (461) preparing for work. This group will need support to find suitable employment.

8 Businesses in Broxtowe

- 8.1 There are around 6,000 businesses operating in Broxtowe. Many are SME's employing less than 249 people. Around 80% of local businesses are micro businesses with less than 9 employees.
- 8.2 Broxtowe Borough Councils business rates records for 23/24 show 2,780 registered businesses. This leaves over 3,000 other local businesses that are small self-employed management consultancies, business advisors who may not have premises or who are exempt from paying business rates.
- 8.3 Broxtowe has less new businesses developing, in 2021 there were on average 3.32 business births per 1000 population. The average in Nottinghamshire is 3.77. We know that the pandemic had a significant effect on hospitality, the visitor economy and retail businesses.
- 8.4 Broxtowe has successfully increased the provision for start-up and small businesses with the imminent construction of new units in Stapleford and similar future plans for Kimberley. Local Business Support has been commissioned with funding from the UKSPF.

19 Raw data available here <https://www.ons.gov.uk/releases/annualsurveyofhoursandearnings2021basedonsoc2020>

20 Claimants refers to those claiming universal credit or / and job seekers allowance

21 **Figures in brackets represent the June 22 claimant figure**

22 This figure represents the previous quarter data

23 Universal credit is a benefit claimed by people in work and unemployed. This group is soon to see the migration over to UC of people claiming tax credits and other legacy benefits

9 Findings from the Business Skills Quest survey

9.1 57 Broxtowe Businesses completed the skills questionnaire. Less than 50% were members of any network or representative organisations.

“Recovering from the effects of the pandemic, trying to combat a change in trading conditions and client spending, in addition to dealing with increased costs & a proposed rent increase... Getting back into normal working after lockdown. Restarting sales networks and reinventing ourselves.....The cost of living crisis & the price of stock/materials going up. As well as the electricity bill being 3x what it was last year”

9.2 Businesses highlighted challenges in the last 12 months, these included:

- **Recruitment and retention of staff** - Recruiting and retaining high quality staff in specialist areas (engineering, architecture, planning, IT). Recruiting staff to help the business grow who have the right skills and qualifications. Retention of volunteers need funding for administration person to chase and do additional marketing for the business;
- **Premises** - Being able to have sufficient storage space, having inadequate premises, delays in planning, requiring repairs and the costs associated with this;
- **Increasing costs and customers spending less** - Energy prices, food prices, cash flow and a reduced customer spending, cash flow during expansion, increasing costs across the board, including import prices, stock, staff, energy;
- **Advice and support** - Legal advice, business advice, advice to grow, energy advice, marketing and social media support, financial advice including cash flow management;
- **Improving sustainability** - Workflow, automation, making processes more streamlined and cost effectiveness.
- **Business funding** - Accessing tenders for larger infrastructure projects in the region, investing for the future, particularly in software, hardware, marketing, and staff;
- **Training and Development** - Recruiting people to courses to learn something new. Encouraging people to access library services. Finding new training & consulting opportunities locally mostly national. Engaging with employers to offer fully funded training and recruitment.
- **Networking with businesses** - Not enough opportunity and very time consuming.

9.3 Most believe that the council could help with better, more timely communication, helping them to regularly network and meet people within the council. Broxtowe Borough Council could also help them with recruitment, providing professional advice and support, financial and other training including social media, offering more energy grants and developing a business network.

9.4 The challenges for the next 12 months remained the same, but businesses were worried about rising costs and fewer customers. They wanted to know more about green growth and sustainability as well as working with future generations by accessing schools. They told us that the council could help them by providing local services to provide the advice.

9.5 When asked more about the support needed, businesses required more information on websites, social media and business support and advice. They also wanted more information about digital skills, automation, information on taking on apprentices and using the apprenticeship levy to upskill staff.

9.6 Further insight from East Midlands Chamber (EMC) and the Federation of Small Businesses (FSB)²⁴ also reported the business challenges highlighted locally - though our respondents did not feel things were improving as quickly as EMC and FSB respondents.

9.7 Local Skills Improvement Plans highlighted work readiness, digital and low carbon as the needs of local businesses and a response is being developed to address these issues for employers.

- 9.8 The Chartered Institute for the Management of Sport and Physical Activity (CIMSPA)²⁵ is the lead organisation for the UK's sport and physical activity workforce. CIMSPA has been working with government and organisations such as Sport England to develop a Local Skills Improvement Plan. The plan should be used to inform the development needs of local sport and physical activity businesses.
- 9.9 Businesses told us that Broxtowe Borough Council also had a role in supporting or brokering services for businesses in the local area. They told us the Council could support in the following areas:

Recruitment and Retention of staff

- Help us to recruit more Trustees with business skills
- Better connections with local schools and colleges to help us recruit straight from education

Premises

- Concessions for charities and small businesses on premises costs - negotiable
- Additional affordable space

Increasing costs and customers spending less

- Maybe a cost of living grant that would help towards increasing costs? Or help towards advertising costs. I feel the need to advertise now more than ever, in order to increase my customer base but don't have the budget to do it
- Reduce administrative burden and cost on small employers. H&S and employment laws have become overbearing and very costly. Whereas it is easy to be self-employed, from home with little overhead and paying little tax. This is not beneficial to the country as it makes it very difficult to grow a small quality service provider to local industry and the public

Advice and support

- Offer one to one business support. Improve the town centre and the promotion of Beeston as a place to visit. Marketing & promotion for the area. Better signage for Chilwell Road to direct people this way (full of independent businesses)
- Specialist/long-term business support e.g. marketing
- Training on cash flow and invoicing to enable us to enforce invoicing terms for large businesses

Improving sustainability

- Funding towards learning for automation. Details on how we can become more sustainable

Business Funding

- A grant or investment to help us. I haven't paid myself yet and we are 18 months in. It's going to be make or break for us in the next few months
- Support, growth, development, grants
 - Energy Assessments/Audits - including grants for installation of charging points, solar PV etc.
 - Financial support for investment to help business growth
 - Any grant to help assist us with new website, systems, building extension and staffing. We are looking to grow over the next 12 - 18 months and need all the above which we mean more local staff required
 - Business funding across the whole of Broxtowe or in multiple areas
 - Help to find business and charitable/grant funding

Training and Development

- Financial support for upskilling existing staff
- Training support for CPD (care provider)
- Business finance training. Administration/accounts and social media marketing

25 [CIMSPA Insight Hub - the evidence base for our work | CIMSPA](#)

Networking with Businesses/Connecting

- It would be lovely to have more of a community within business in Eastwood, supporting each other, promoting each other, setting up local networking groups, funding - high street rents are unrealistic to small self-employed business especially if starting new
- A Beeston networking event ran by the council. grants to help with becoming less energy dependant, someone coming to see us, talk to us
- Link us in with Care Homes or Care provider services
- General support in local events etc.

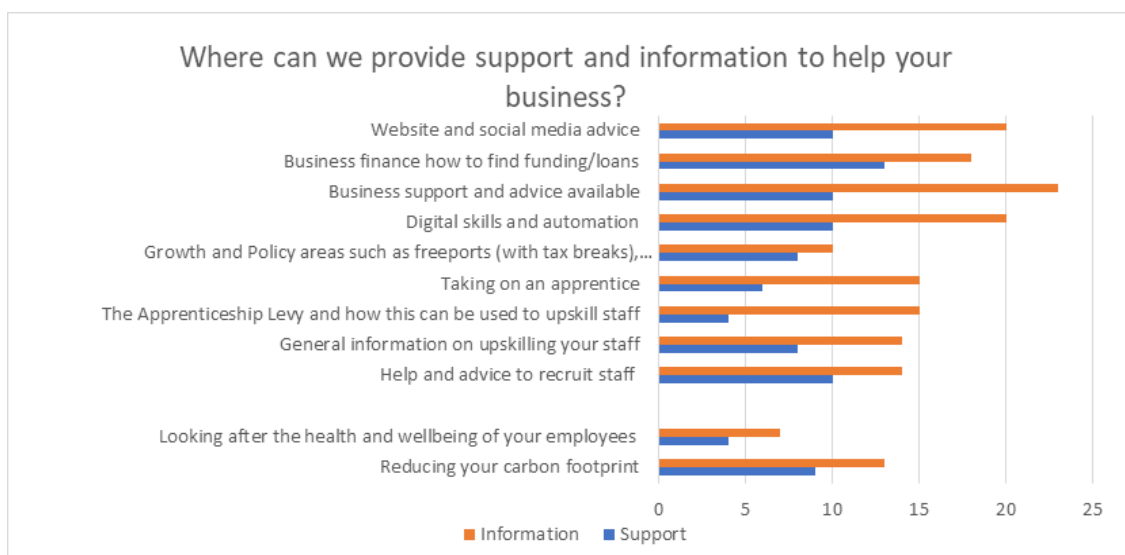
Communication

- Support with marketing, advertising, and social media
- Introduce our services to Chamber members
- Business Events
- Help promote local services and training provider

9.10 In addition, key challenges for business included:

- **Improving sustainability** - Finding clients raising company profile and cash flow Sustaining workflow at a regional level.
- **Business Funding** - Cuts in Health & Social Care Funding, Marketing ourselves due to lack of funds. Finding long term funding so we can plan strategically rather than fire fight, keep investing in marketing, staff, and software to sustain business and grow. Funding to be able to grow the business as we want whilst withstanding raising costs Increasing costs and staffing.
- **Training and Development** - Spend of AEB funding and growing our apprenticeship sector, Encouraging people to attend courses which will support their employability, The lack of trained engineering is concerning. Also the move to T levels is also concerning as this flips from on the job training to more classroom training.
- **Networking with Businesses** making effective partnerships with local businesses, making sure we reach as many businesses across Nottinghamshire as a focus to promote our services, and support a range of employers.
- **Green Growth and Sustainability** - Energy cost and requirements to produce an ESG in order to tender for business in certain sectors. We are a dual business site, while one makes a profit the other is making huge losses and is not sustainable. it also needs huge financial investment to be viable long term due to climate change.
- **Businesses working with schools** - Finding suitably qualified professionals, especially those willing to work with learners in special needs schools where demand is currently strongest.

9.11 We asked businesses about the areas where they needed support and information on a range of topics. This graph shows the responses:



10 Skills Quest Recommendations

10.1 This report highlights a number of key areas which will form an action plan and inform the new Broxtowe Borough Council economic growth strategy.

Recommendations for Economically inactive and disability

Continue to engage with programmes supporting people into work with health problems and other barriers to work.

Continue to use the knowledge within the Employment and Skills Partnership to inform future provision.

Recommendations on FE and HE Skills provision

Review which departments are already working with the university and see where there are gaps that could be filled by graduates.

Explore the impact of changes to local sites e.g. Arthur Mee centre.

Explore the possibility of local pop up colleges based within the community.

Explore the options that can be offered by other local colleges and providers such as those running skills academies. This includes Automotive, Manufacturing, Adult Education Budget, Health, and Social Care training as well as exploring partnerships with local construction / bricklaying academies such as those run by the National House Building federation.

Recommendations on Apprenticeships

A full analysis of available apprenticeships needs to be undertaken and included in the Employment and Skills Partnership action plan.

Work with the D2N2 career hub and D2N2 to create an apprenticeship one stop shop for apprenticeships.

Recommendations for Businesses:

Further analysis needs to be undertaken to understand business births, and survival in the area.

Further exploration of the impact on local jobs and employment and skills in the area needs to be undertaken.

Respond with commissioned services to meet the needs of local business.

Recommendation on Future Jobs

There needs to be a discussion with Raleigh about the benefits of relocating on the free port site or Tomlinson HQ – which would mean they would remain in Notts and provide benefit to Broxtowe Borough Council House building programme.

Continue to engage with future jobs and technologies which can improve the employment opportunities for local people.

11 Business support recommendations & action plan for Broxtowe Borough

	Activity	Details	Partners
1	Local Entrepreneurial scheme	Local scheme for young people wanting to start their own business. Dragons den type activity in schools. Startup advice and support. Business Start Up Grants.	Broxtowe CYP Partnership Prince's Trust Nottingham University EMC - Generation Next
2	Joint commissioned business support	1-2-1 Business Support, Workshops, Non-financial support, entrepreneurs to be business ready, adopting new technology, engagement in new markets, knowledge transfer, CO2 reduction schemes and extensive training and webinar programme.	Nottinghamshire County Council, East Midlands Chamber and Broxtowe Borough Council ED Team
3	Broxtowe Business Collaboration (BBC) or Building Better Broxtowe Businesses (B4)	Overall Branding, slogan / logo for all business activity in the area - events, business support, grants etc. possible mini site on website, linked in page etc and scheduled Email me communications. Develop a schedule of events to coincide with the joint commissioning announcements. Launch event to showcase business support and organisations who can provide support Coordinated business activity in towns. Business Support Pop Up's.	Broxtowe Borough Council ED Team East Midlands Chamber Notts County Council - business advisors Private business coaching organisations
4	Broxtowe Business Networking Groups (BBN) umbrella	Work with local business networks to strengthen / increase their work in the area. One in each town or one which moves around. Business learning & networking breakfasts - similar to Mansfield and Ashfield 2020 Bolsover Business Network & Erewash	Broxtowe Borough Council - ED Team Beeston Network Stapleford BN, Kimberley BN, Eastwood
5	FAME Business Database	FAME is a live database that is used in Nottinghamshire County Council along with 4 districts - Gedling, Bassetlaw, Mansfield, and Ashfield. It is live and so includes more information than via the council tax route. Business have consented to being contacted FAME will allow us to keep up to date with new / changes to businesses in the area. Use data to create our own local CRM system.	Nottinghamshire County Council GID team Broxtowe Borough Council ED Apprentice
6	Skills Quest Broxtowe	Gather regular intelligence on business needs in the area to inform the proposed Nottingham Observatory regular snapshots to businesses. Offer a small incentive to businesses that respond.	Broxtowe Borough Council and East Midlands Chamber

	Activity	Details	Partners
7	Business Workforce Development / Future Workforce Planning	<p>Ensure that grant funding is available for individuals in work to support increased take up of apprenticeships, skills bootcamps and other learning.</p> <p>Tailored briefings for businesses.</p> <p>Continue to have this in the action plan for Broxtowe ESP.</p>	<p>Broxtowe Borough Council - ED team</p> <p>East Midlands Chamber</p> <p>Broxtowe Employment and Skills Partnership providers</p>
8	Link to university programmes	<p>Grads for Notts.</p> <p>UoN grad schemes.</p> <p>Graduate placements.</p> <p>Advertise opportunities for other work with each of the universities to help business development.</p>	<p>Nottingham Trent Uni</p> <p>University of Nottingham</p> <p>Nottingham College</p> <p>University of Derby</p> <p>West Notts College</p>
9	Employers LinkedIn group	<p>Develop a closed business LinkedIn Group to share good practice in Broxtowe. Support businesses to engage locally.</p>	<p>Broxtowe Borough Council</p>
10	Broxtowe Borough Council (Email Me) Business Newsletter	<p>Thematic Business Correspondence i.e.: Mental Health Awareness week we should promote sites offering free support for employers in this area i.e., Mental Health & Productivity Pilot (mhpp.me)</p> <p>Carers Week 2 June - article from Carers Association about Carers in the workplace. General Business advice - training, funding, support sessions.</p> <p>Local Business Policy - use this communication as a means of ensuring local business know about changing policy such as the Nottinghamshire County Council Inward Investment Strategy and the Broxtowe Economic Growth Strategy.</p>	<p>Broxtowe Borough Council - ED Team</p>
11	Business Vacancies	<p>Link to proposed employment and skills bulletin to include local vacancies and training opportunities.</p> <p>Encourage employers to attend job centre open days and recruitment fairs Example from Derby Jobs</p>	<p>Local Employers</p> <p>Beeston Job Centre</p> <p>Broxtowe Employment and Skills Partnership</p>
12	Business Funding	<p>Resubscribe to the Idox website for businesses. Ensure people are aware of D2N2 funding tool, policy and guidance online toolkit and link to Broxtowe Business website. Allows search by sector i.e.: low carbon, digital, manufacturing, visitor economy, education and rural.</p>	<p>Idox and Broxtowe BC</p> <p>D2N2 LEP</p>

	Activity	Details	Partners
13	Produce a leaflet / publicity for local businesses to tell them more about the Broxtowe offer	<p>Advertise support for business in the residents magazine and produce as a leaflet to locate in venues and send with business rates.</p> <p>Refresh online business support portal on the website.</p>	<p>Broxtowe Borough Council</p> <p>East Midlands Chamber</p>
14	Apprenticeships	<p>Local events to showcase the benefits of apprenticeships and how they can help an employer.</p> <p>Including looking at transfer of levy and case studies.</p> <p>Explore levy transfer to local SME's.</p>	<p>Broxtowe Borough Council HR dept and ED team</p> <p>D2N2 LEP Apprenticeship providers</p>
15	Work and Health	<p>Ensure employers are mindful of and engaged in ways to increase productivity of workforce by looking after their health and wellbeing:</p> <p>Development of a series of workshops or webinars promoted to local businesses on a range of subjects including the:</p> <p>Work and health hub - Mental Health and Productivity Pilot, Carers in the workplace, Good Work Charter, People and Skills Summits, Local ICS Health Checks, and schemes like Nottinghamshire Wellbeing in the Workplace.</p>	<p>Broxtowe Borough Council Midlands Engine</p> <p>Nottinghamshire Carers</p> <p>East Midlands Chamber</p> <p>ACAS</p> <p>Integrated Care System - South Notts Place Based Partnership health checks</p> <p>Notts CC - Wellbeing in the workplace</p>

11.1 In addition to business needs the people and skills priorities will form part of the action plan for the Employment and Skills Partnership to respond to. The landscape has changed significantly, and the opportunity presented with UKSPF means that we can test and fund a local approach to people and skills. The following action plan is informed by the findings of this skills quest.

12 People and Skills Recommendations & action plan for Broxtowe Borough Council

	Activity	Details	Partners
1	Develop a Start in D2N2 portal	<p>Purchase a front page for Broxtowe like Mansfield Start (startprofile.com) This provides a local platform for use by parents, pupils, employers to connect around all things employment and skills. It also includes local data on industries and opportunities in Broxtowe. Launch during apprenticeship week Feb 2024.</p> <p>Publicise via the Broxtowe Matters publication, Local organisations, employment and skills partnership, children and young people's partnership, health partnerships.</p>	<p>Career and Enterprise Company</p> <p>Broxtowe Borough Council Communications team & Economic Development</p>
2	Employment and Skills Partnership (ESP) continue to spotlight employers	<p>Plan meetings and regular update mailing list.</p> <p>Share information on events, training, and other items to strengthen partnership including all UK SPF activity.</p> <p>Develop a bank of employers to engage and attend the meetings and ensure all new providers in the area attend.</p> <p>Regular update of NOMIS and DWP data and Regularly refresh the action plan.</p>	<p>Broxtowe Borough Council</p> <p>Employment and Skills Providers</p> <p>Local Employers</p> <p>Department of Work and Pensions</p>
3	Joint commission - Provision for EI and SE residents (E33 - UKSPF)	<p>Delivery of employment support for people who are economically inactive, have barriers to work. Top 10 areas in Broxtowe that have highest universal credit claims.</p>	<p>All districts and Notts CC</p> <p>Futures</p>
4	Festival of Science and Curiosity (FOSAC)	<p>A Nottinghamshire wide festival is aimed at children, young people, parents, and other residents with an interest in STEM activities. Agreement signed for the first Broxtowe targeted events at the festival in 2024.</p>	<p>FOSAC team Local steering group. Broxtowe ESP Schools, Colleges & niversity Local employers</p>
5	Broxtowe Bespoke Projects and People and Skills Good Ideas Fund / commissioned projects	<p>Revisit proposals received via the community and place GIF that could support the people and skills agenda.</p> <p>Develop the framework for a people and skills good ideas fund to open in October / November.</p> <p>Close in new year with decisions before Feb for April 23 start.</p>	<p>Broxtowe Borough Council</p> <p>Employment and Skills Providers</p> <p>Broxtowe People and Skills fund</p>
6	In work support	<p>Develop a project to support people who are in work to maintain their job roles.</p> <p>These would be people new to roles or who have health conditions that may impact on their work.</p>	<p>Broxtowe Borough Council</p> <p>Providers - commissioned via bespoke programmes</p>

	Activity	Details	Partners
7	DWP Outreach sessions and employer event	<p>Develop a partnership with DWP Beeston and Ripley, Heanor Job Centres. Branding as DWP in partnership with Broxtowe.</p> <p>Encourage more employers to be involved in employer events held at the local job centre.</p> <p>Identify sites for outreach sessions to take place - i.e.: Stapleford, Eastwood(with Derbyshire JCP), Beeston in job centre and middle street resource centre, Kimberley.</p>	<p>DWP Beeston</p> <p>DWP Ripley</p> <p>Broxtowe Borough Council</p> <p>Inspire Libraries</p>
8	Jobs Fairs –In key locations within Broxtowe	<p>Develop a regular timetable of support for local job fairs. Provide support to these including publicity, venues, contact with employers. Costs can be supported via UKSPF.</p> <p>Support the proposed DWP job fairs in local offices.</p> <p>Skills workshops for people at jobs fairs : CV's interview skills.</p>	<p>Local councillor and MP</p> <p>DWP colleagues</p> <p>Broxtowe ESP providers</p>
9	What Next in Broxtowe - jobs, apprenticeships, careers fairs – in partnership with the schools	<p>Consider rebranding activity to have a timetable of careers events for all.</p> <p>Develop an annual calendar of jobs fairs and other events taking place in Broxtowe.</p>	<p>D2N2 careers hubs</p> <p>Broxtowe Employment and Skills Partnerships</p>
10	Publicity and communications	<p>Refresh action plan and develop a plan on a page, regularly showcase members, update website Skills, Employment and Training Organisations : Broxtowe Borough Council</p> <p>Update directory and post on website. Broxtowe Matters resident's magazine, NG magazine.</p>	<p>Broxtowe Borough Council - Economic Growth</p>
11	Create a Broxtowe Jobs Bulletin	<p>Using the approach similar to Nottingham City and Derby Jobs Weekly to develop an email jobs bulletin for the area. weekly roundup of employment, training and skills activity and a place for local employers to advertise local vacancies.</p>	<p>Broxtowe Borough Council</p> <p>Local Employers</p> <p>DWP</p>
12	Scope Green Skills type employers in the area	<p>Some data may come from the Skills Quest Business Questionnaire - other sources to inform the Start in Broxtowe portal development.</p>	<p>D2N2 LEP</p> <p>Broxtowe Borough council</p>
13	Pop up market stalls in Beeston, Kimberley, and Stapleford marketplaces and at other Broxtowe Events	<p>Markets officer has agreed to host any employment and skills providers who wish to attend markets three times a week.</p> <p>Develop guidance and form for prospective employment and skills providers to complete including an online rota managed by ED.</p>	<p>Broxtowe Borough Council - Economic Growth</p> <p>Markets Officer</p> <p>Employment and Skills Partnership</p>

	Activity	Details	Partners
14	Annual open air job fair in each of the town squares.	Could be part of wider health and wellbeing fair and other local events. Showcase local vacancies - engage with local employers identified via the Skills Quest.	Broxtowe ESP members Broxtowe Borough Council Markets and Events team.
15	Employment and skills activity linked to food clubs and food banks	Brinsley is part funded by the UKSPF C&P - link employment and skills activity to the this and other local food banks.	Broxtowe cost of living partnership, Broxtowe CAB, local providers
16	Financial resilience support	Engage with the local events which are planned for the community around cost of living and financial resilience.	Broxtowe CAB, Broxtowe Borough Council Communities and EG
17	Apprenticeships <ul style="list-style-type: none"> In house SME's Large companies 	More information needed and incentives to businesses to take on apprentices. Employment of an ambassador champion that would raise the profile and offer support to businesses to access the apprenticeship levy. Brokerage services for employers. Work with apprenticeship providers working in the area - CT Skills, Webbs Regularly promotion.	Broxtowe Borough Council External provider commissioned via the Broxtowe local projects D2N2 LEP
18	Traineeships and work experience opportunities	Explore traineeships in the area and produce information to improve the confidence of employers to take on traineeships. Broxtowe work experience in planning being developed for 23 in partnerships with The Royal Town Planning Institute and Pathways CTM	Broxtowe Borough Council – Planning Team
19	Skills Boot Camps (Green, Digital, new technologies)	Support for employees who wish to join a boot camp that is partly funded by DfE.	Broxtowe Borough Council, Local employers and Local residents
20	Industry specific Construction	Development of a local construction college in the area - working with Richard McCrae and Brickies. Connect companies with the new offer from the CITB - engage with planned construction job fairs. Explore work placements and apprenticeships in the area.	Local Businesses Local councillors and MP Nottinghamshire County Council
21	Industry Specific Manufacturing and Engineering	Explore work placements and apprenticeships in the area. Work with local engineering companies to establish needs including meet the buyer type events.	Reckitt and other local employers Local Colleges via the LSIP funding

	Activity	Details	Partners
22	Industry Specific Health and social care	Commission a programme to work with local health and social care providers (care homes and other social care providers) to deliver local provision. Regular promotion of health and care roles in the local area via the Broxtowe Jobs bulletin.	Nottingham College (dentistry, health and social care, nursing) West Notts College health and Social Care) Care 4 Notts
23	Industry Specific HGV driving	There is a shortage of HGV drivers and the DfE bootcamp funding for this has now ended. Most places require a 30% contribution by the company. Use of an ILA type scheme could benefit local companies for residents living in Broxtowe eg: HGV Skills Bootcamp - 70% Off Training Courses (hgvc.co.uk)	Broxtowe Borough council - The Depot HGV driving schools Local logistic companies
24	In Work Progression Underemployed?	DWP project on underemployment - it is recognised that some within the community could work for longer hours to increase overall productivity. Continue to engage with the project.	DWP new officer - Jean Sharpe
25	Skills for Life guarantee	Regularly Promote Skills for the Life guarantee and the free learning opportunities to residents and local businesses.	Broxtowe Borough Council ED team and Broxtowe ESP
26	Degree Apprenticeship Scheme	Develop a specific apprenticeship scheme for those with higher level qualifications.	Broxtowe BC HR Broxtowe BC ED team
27	D2N2 People and Skills Group and HS2 Skills group	Continue to engage with the LEP and EMC to share good practice and update on the strategic plans for Nottinghamshire including new technologies and new employers.	D2N2 LEP EMC
28	Support for local people who have been made redundant in the area	Continue to support local businesses where job losses will impact on the local community.	DWP with Broxtowe Borough Council and Local Businesses

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