

<b>SUBJECT:</b>	<b>COMMUNITY LEADERSHIP SCRUTINY COMMITTEE REVIEW OF INCLUSIVE GROWTH</b>
<b>DIRECTORATE:</b>	<b>CHIEF EXECUTIVE AND TOWN CLERK</b>
<b>REPORT AUTHOR:</b>	<b>JAMES WILKINSON, STRATEGIC DEVELOPMENT PROJECT MANAGER</b>

## **1. Purpose of Report**

- 1.1 To present to Executive the recommendations from Community Leadership Scrutiny Committee's review into inclusive growth.

## **2. Executive Summary**

- 2.1 This report summarises the findings and recommendations of Community Leadership Scrutiny Committee's review into inclusive growth. Committee considered the topic of inclusive growth from a supply perspective (which considered the impact of growth on the labour market); and from a demand perspective (which considered the impact of growth on businesses). The review culminated with its fourth meeting on 03 April 2018, focusing on reviewing findings to date and agreeing recommendations to Executive.

## **3. Background**

- 3.1 In August 2017, the Joseph Rowntree Foundation published a report called *Job creation for inclusive growth in cities*. This report identified the different options available to city leaders to support inclusive growth, and argued a mix of supply-side policies (e.g. policies that support the labour market access work) and demand-side policies (e.g. policies that support businesses recruit and grow) were needed to complement each other. Following this report, Community Leadership Scrutiny Committee agreed to undertake a review into the topic of inclusive growth in Lincoln.
- 3.2 The first meeting took place on 07 November 2017 and included an external representative from University of Lincoln, and an internal representative from the city council's Revenues and Benefits Service. This meeting provided background to the topic of inclusive growth, and considered information on the labour market and business sectors in Lincoln.
- 3.3 The second meeting took place on 09 January 2018 and included external representatives from the Department for Work and Pensions; Lincoln College; Linkage Community Trust; and University of Lincoln. At this meeting, Members explored the supply-side of inclusive growth, which included challenges and opportunities relating to the labour market.

- 3.4 The third meeting took place on 06 March 2018 and included external representatives from the Education Business Partnership; the Bailgate Guild; Voluntary Centre Services; and Tesco. During this review, Members considered the demand-side of inclusive growth, which included the challenges faced by businesses; and opportunities for people to progress once in employment.
- 3.5 In addition, the Lincoln Growth Conference, held on 16 March 2018, included a workshop with businesses on the topic of inclusive growth. The findings from this workshop were considered at the final committee meeting.
- 3.6 The final meeting took place on 03 April 2018. This was an internal meeting reviewing the findings identified by committee to date, and agreeing a range of recommendations identified to address these findings.

## **4. Findings**

- 4.1 Throughout the review, a number of challenges and opportunities to inclusive growth were identified.

### **4.2 Supply-side findings (e.g. people and the labour market)**

- Inclusive growth can particularly benefit women, young people, and vulnerable groups.
- Skills development and access to free or affordable development opportunities is important to help people into work, but also help those already in work upskill and progress into higher quality employment.
- There is a challenge around the regularity and routes of transport services for people accessing work (e.g. staff in the night time economy); and students accessing education.
- There has been a significant drop in the number of young people engaging in work experience since it has become non-mandatory.
- The National Citizens Service programmes offer an opportunity for young people to gain skills and experience in communication; team work; and project work.

### **4.3 Demand-side findings (e.g. businesses, organisations, and the economy)**

- Inclusive growth is important to economic growth, as it brings more people into the economy, which can improve productivity by generating innovation and the creation of new business start-ups.
- Case studies from other parts of the country, such as the Bristol City Fund (and the opportunity to convene partners in Lincoln) and Bradford's Skills House (and the opportunity to review the remit of The Network e.g. which employment sectors it focuses on, and the age profile of customers) provide good models

for supporting inclusive growth.

- The Education Business Partnership mentoring programme provides opportunities for businesses to engage with young people and schools to support practical skills development.
- Small and medium sized enterprises play an important role in the growing economy, but do not always possess the right business planning; marketing; and other skills needed to meet a range of challenges. These are often skills large organisations take for granted, but small organisations may not have the resources to invest in.
- There is a need for shared learning of good practice and skills amongst the small business community in Lincoln to support their long term sustainability.

## **5 Recommendations**

5.1 In conclusion of the review, Community Leadership Scrutiny Committee identified a number of recommendations for Executive to consider.

### **5.2 Supply-side recommendations**

- Work with The Network to;
  - Review / establish referral mechanisms between Lincolnshire Move Partnership (which helps people aged 16+ move into employment) and The Network (which helps people aged 16-24 with advice and guidance including on training and employment).
  - Identify referral opportunities between The Network; Lincolnshire Move Partnership and Linkage Community Trust (a Lincolnshire based charity helping people with learning difficulties on a range of topics, including employment).
  - Identify how the key sectors important to economic growth in the city are targeted.
- The council to continue to support the Living Wage and promote the emerging Corporate Social Responsibility Charter.
- Seek out funding opportunities to expand the offer of employability courses currently provided by the city council with Health and Wellbeing Board funding and delivered through Lincoln College. These offer free courses to low income households to upskill and secure employment.
- Continue to support young people to gain practical skills through supporting the National Citizens Service workshops and providing work experience placements.

### **5.3 Demand-side recommendations**

- Begin a discussion with key strategic partners in the city to identify any similarities in investment priorities in Lincoln, and explore opportunities to pool or co-ordinate resources to deliver on shared agendas that continue to make

Lincoln a great place to live, work and enjoy.

- For the findings of this inclusive growth review to be considered in any future economic or industrial strategies produced by the council. For example, this could include supporting initiatives that may help people work flexibly around childcare responsibilities.
- The DWP to have a discussion with the council's Planning Services to explore any opportunities to encourage local employment when engaging with developers.
- Explore options to offer skills and training to small businesses.
- Work with organisations such as LORIC (Lincolnshire Open Research and Innovation Centre) which aims to share learning and good practice across the business community of Lincolnshire.

5.4 In addition, as part of its forward programme, Community Leadership Scrutiny Committee will consider undertaking reviews into the challenges around accessible transport to work and education; and the availability of advice and support for people claiming a range of benefits such as Personal Independence Payments.

## **6. Strategic Priorities**

6.1 The topic of inclusive growth considers the supply of labour, and how accessible the labour market is to all groups. Additionally, it looks at work opportunities; the ability of the economy to recruit as many people as possible; and the availability of high quality employment opportunities. In doing this, it bridges the gap between the Let's Drive Economic Growth strategic priority, and the Let's Reduce Inequality strategic priority, thereby assisting in the delivery of both strategic priorities and Vision 2020.

## **7. Organisational Impacts**

### **7.1 Finance**

There are no financial implications arising from this report.

### **7.2 Legal**

There are no legal implications arising from this report.

## **8. Recommendation**

8.1 To agree Community Leadership Scrutiny Committee's recommendations.

**Is this a key decision?**

No

**Do the exempt information categories apply?**

No

**Does Rule 15 of the Scrutiny  
Procedure Rules (call-in and  
urgency) apply?**

No

**How many appendices does  
the report contain?**

None

**List of Background Papers:**

None

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