

# Skills and Employability Plan

2024



All Together **CUMBRIA**

INSPIRA  
*Inspiring you*

Jacobs

MORGAN  
SINDALL  
INFRASTRUCTURE

Sellafield Ltd

WR<sup>o</sup>

Students attending the Festival of Work,  
having a supervised hands-on demonstration in the classroom.

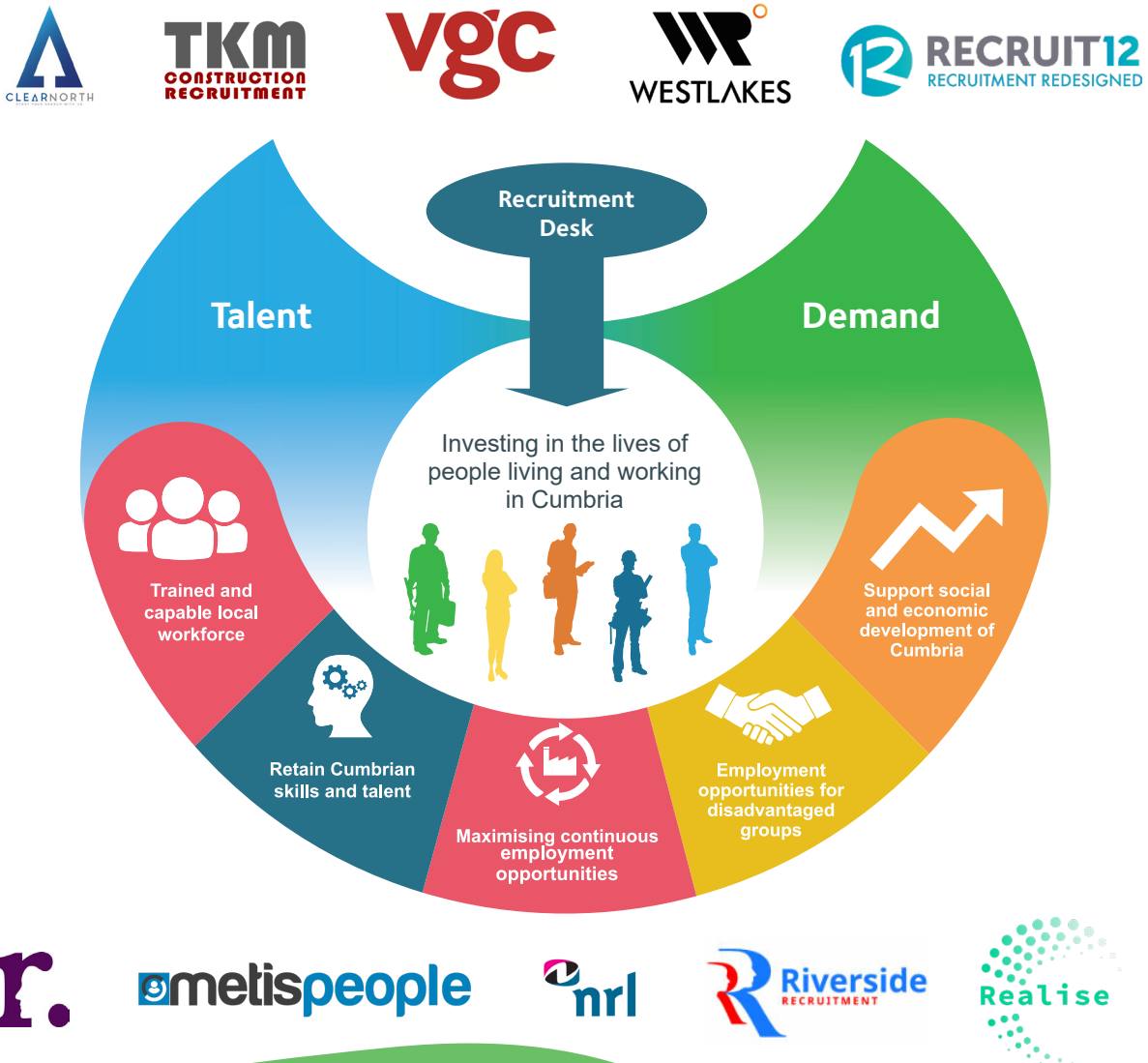
# All Together Cumbria Overview

All Together Cumbria (ATC) is a community interest company, set up in 2018 by Morgan Sindall Infrastructure, investing in providing the people of Cumbria with opportunities and access to employment. It is led by a management committee comprising representatives from Inspira, Jacobs, Morgan Sindall Infrastructure, Sellafield Ltd and Westlakes Recruit.

All Together Cumbria delivers recruitment in a meaningful way, operating a recruitment desk, working with recruitment agency partners, to generate revenues for re-investment in skills and employability programmes. These programmes not only provide opportunities for individuals, but also enable businesses to develop a more sustainable local workforce whilst delivering social impact.

This plan outlines the skills and employability programmes that All Together Cumbria intends to deliver in 2024. It is acknowledged that successful delivery requires a collaborative approach, and it is intended to work with a range of support organisations and partners, including All Together Cumbria Business Associates and recruitment agencies to maximise impact.

All Together Cumbria has partnered with a number of recruitment agencies with expertise in construction, engineering and nuclear within Cumbria –





## Vision

To develop a more sustainable and resilient workforce for the future of Cumbria.



## Mission

Work in collaboration with the local community and industry to meet current and future skill demands. We will support the attraction, development, and retention of a talented local workforce, creating thriving communities across Cumbria.



Attendees at the Festival of Work

## Key Objectives



Support the development of a trained and capable workforce



Retain local skills and talents



Provide access to employment



Support businesses to resource robustly to undertake work for key clients.



A team of people are working collaboratively on a project.

# Introduction



Skills and employability continues to be of great importance for Cumbria. Faced with a declining working age population and acute skills shortages in key areas, it is crucial for businesses and in turn the wider economic success of Cumbria that programmes are developed that provide opportunities to enhance skills and widen access to employment.



Young people with SEND face barriers to employment post education



Increased requirement for workers in the construction and nuclear sectors



Our community faces a declining working-age population



High levels of economically inactive 16-24 year olds



There is a lack of people with level 4+ qualifications

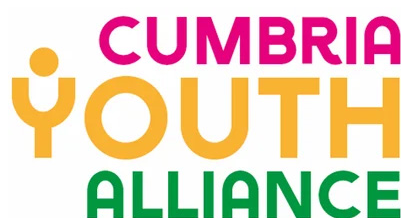


Behaviours and emotional intelligence of people entering the workforce require improvement

## Plan Development

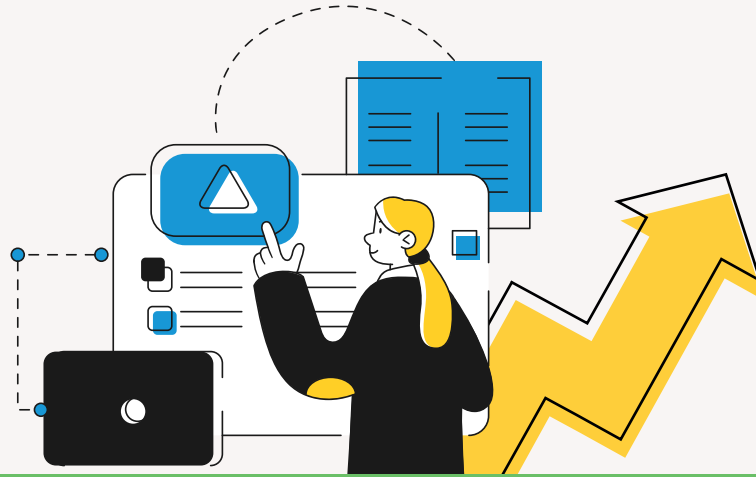
Alongside research into the challenges and opportunities within the Cumbrian labour market, including information from the Cumbria Local Skills Improvement Plan (LSIP), the Cumbria LEP Local Skills Report and Apprenticeship Strategy, the 2024 plan is both influenced and developed by our partners:

## Stakeholder Engagement



## Talent Pipeline and Workforce Participation.

As part of our continued evolution, our focus areas have been refined to reflect our work in 2024 – Talent Pipeline and Workforce Participation:



### Talent Pipeline

Apprentices and Graduates (Early Careers), aspiration building, skills and behaviours for work, career routes.



### Workforce Participation

Enabling access to opportunities, developing skills, increasing knowledge, skills and behaviours for work

**These focus areas are aligned with our mission**  
– attraction, development and retention of our workforce.

Nicola and Andy from All Together Cumbria sit together in a meeting.

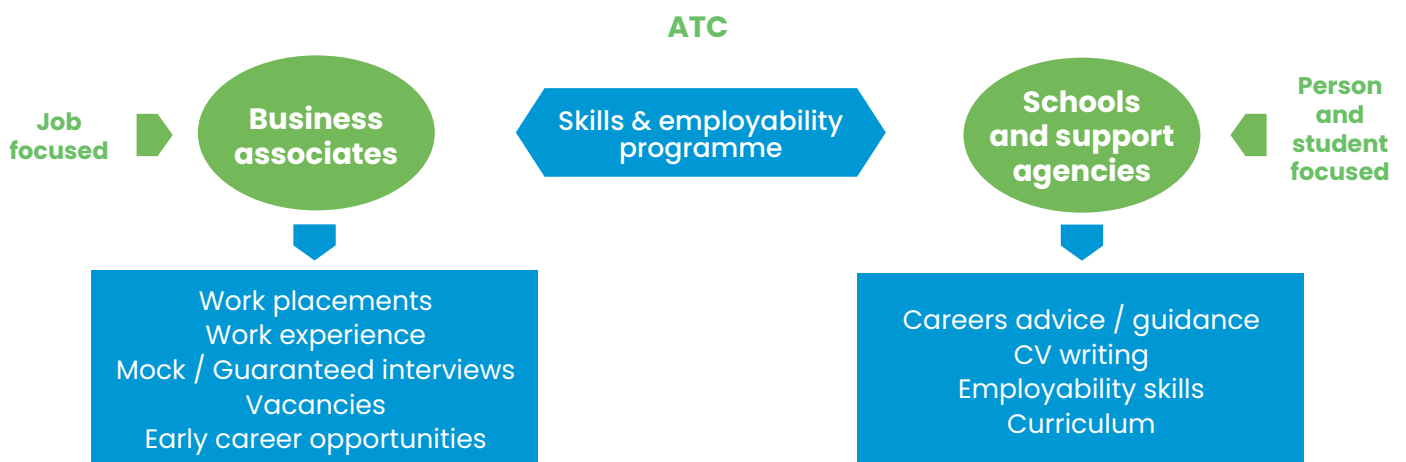


# Programme delivery

## Method of delivery

The ATC Skills and Employability programmes are designed to connect person focused support, provided by a range of organisations, with the job opportunities and demand generated from our Business Associates. This model works both for Workforce Participation and Talent Pipeline, and underpins ATC's collaborative approach whilst avoiding duplication. ATC will add value by developing programmes that connect both individuals and students from our support organisations and schools to our business associates to facilitate their journey to both employment and work experience.

## Collaborative and connected support



Highlights of the All Together Cumbria Skills and Employability Programme are outlined below and detailed in the next section.

Jan – July – SEND Work Experience Programmes  
March – December – Adult Work Experience  
Feb – July – Freedom Project Employability Programme  
March – Dec – Apprenticeship Ready Programme  
July – Quiet Festival of Work  
July – Festival of Work  
Sept/Oct – Creating Careers in Construction



## Skills and Employability Programme 2024

Outlined below are the initiatives that All Together Cumbria will deliver in 2024 based on identified need from the analysis and stakeholder engagement referred to above. Business Associates and agencies will be actively engaged in the delivery to build affiliation with All Together Cumbria, whilst supporting the supply chain to deliver social impact through skills and employability.

### SEND Work Experience Programme

#### Overview:

To coordinate a work experience programme in collaboration with iSH and Sellafield Ltd, working with local schools and employers. The work experience will include the development of employability skills and will provide an insight into the workplace.

#### Rationale:

Cumbria Careers Hub has identified that experience of the workplace opportunities for young people in SEND are limited.

#### Objectives:

- To provide valuable work experience opportunities for SEND students
- To inspire students on career opportunities that exist in their community.

#### Outputs:

Working with 3 secondary schools to provide 2 cohorts with a work experience week.



## Adult Work Experience

### Overview:

To create an adult work experience programme that is promoted to those looking to either move into, or return to, employment and for those looking to progress their career, providing experiences directly linked to available job opportunities.

### Rationale:

- Work experience provision is highly focused on those of school age.
- There is an opportunity to provide work experience as an extension to existing unemployed programmes to facilitate employment.

### Objectives:

- Provide a flexible work experience programme which enables adults to explore career opportunities within construction, engineering and nuclear
- To facilitate employment of participants by linking experiences to job opportunities.

### Outputs:

5 adults participating in programme with at least 2 securing work or advancing their career.

## Employability Programmes

### Overview:

ATC will develop employability programmes incorporating content to enhance the employment prospects of participants, such as the development of employability skills, specific workplace qualifications and work experience.

### Rationale:

Given high levels of job postings and employment, those who are currently unemployed tend to be further away from the jobs market, requiring intervention to support the development of employability skills.

### Objectives:

- Participants to develop employability skills such as problem solving, creativity and teamwork to assist with movement towards employment
- To provide information and advice regarding career routes into construction, engineering and nuclear sectors
- To facilitate access to employment for underrepresented and disadvantaged groups.

### Outputs:

ATC will develop and deliver 2 employability programmes in 2024 –

- **Feb – July** – The Freedom Project. Working with a range of partners, develop and support delivery of a range of modules for clients supported by the Freedom Project. This will involve modules on money advice, basic skills, and access to volunteering, to CV writing, interview skills, personal branding, and access to employment opportunities. We will aim to support 10 clients of the Freedom Project with progression rate of at least 50% into employment/training/study.
- **Sept/Oct** – Creating Careers in Construction. ATC will deliver this programme in conjunction with our delivery partners and will include an Outward Bound residential, employability skills training and culminating in a work placement within the construction industry. We will aim for a cohort of 8-12 with at least 5 progressing into employment.

## Apprenticeship Ready Programme

### Overview:

To help promote apprenticeship opportunities, highlighting the successful careers that can be pursued following an apprenticeship route. To support potential candidates in applying for apprenticeships, providing an understanding of the requirements of the application process and how to excel throughout the stages including application forms, aptitude tests, interview skills and assessment centres.

### Rationale:

Key objectives in the Apprenticeship Strategy for Cumbria are improving participation levels in apprenticeships, improving preparation for apprenticeships and readiness for work.

### Objectives:

- To promote apprenticeships
- To support applicants from disadvantaged backgrounds
- To increase the competence and confidence of applicants to apprenticeships.

### Outputs:

Deliver 4-6 events (dependant on demand) with Inspira. Increase the knowledge of students on how to apply, skills required and enable successful application.

## Quiet Festival of Work

### Overview:

After reviewing two successful FoW events, it was clear that not all students could access the event, especially those with additional needs. Therefore ATC will develop and deliver the Quiet Festival of Work, designed to accommodate a limited number of smaller groups over a shorter period of time to enable SEND students to access information on a range of employment opportunities, whilst hosting a limited number of interactive workshops.

### Rationale:

Cumbria Careers Hub identifies that young people with SEND face barriers trying to secure suitable progression pathways and employment post compulsory education.

### Objectives:

- To inspire and inform secondary school students who have additional needs of the employment and further educational opportunities that are available
- To enhance the careers programme for secondary schools and enable them to achieve the Gatsby Benchmarks
- To provide a platform for employers to promote their organisations and careers available.

### Outputs:

Increased knowledge of students on opportunities available to them after leaving education, Increased engagement of local businesses with young people and schools.

## Festival of Work

### Overview:

To provide the opportunity for local organisations within the construction, nuclear and engineering sectors to showcase their business and opportunities they have for both young people entering employment and those who are currently unemployed. The event is designed to inspire young people in pursuing a career within these sectors with dedicated, hands-on workshop sessions.

### Rationale:

- High levels of unfilled vacancies with significant skills shortages in key professions.
- Evaluation of the 2023 FoW indicated that only 28% of students had a good/excellent understanding of careers in the sectors of focus before the event – this increased to 74% after the event and there was a 31% increase in the number of students that would consider a career in the areas of focus after the event.

### Objectives:

- To inspire secondary school students to consider careers in the construction, nuclear and engineering sectors
- To enhance careers programmes for secondary schools to enable achievement of the Gatsby Benchmarks
- To provide a platform for employers to promote their vacancies.

### Outputs:

Increased knowledge of students on opportunities available within the local construction, engineering and nuclear sectors, Increased engagement of local businesses with young people and schools. Employment opportunities promoted to unemployed and those looking to progress their career.

## Supporting existing Skills and Employability Programmes

During 2024, ATC will support several programmes led by other organisations, including:

- Support for Inspira's 'The Link' programme of school engagement activities including mock interviews, apprenticeship events and supply chain workshops.
- Support for Centre for Leadership Performance programmes – Future Leaders, Sense of Purpose.
- Engaging with DWP/Job Centre to facilitate work placements and to support work-based programmes.
- Supporting the Morgan Sindall Business in the Community Work Coach programme, acting as a mentor for an unemployed person, providing coaching over a six week period to support their transition to employment.
- Supporting Cumbria Youth Alliance programmes, including acting as mentor and/or judge for their "Call to Social Action" Programme.

**ATC will continue to provide input into the Skills and Employability agenda throughout Cumbria, playing an active part in groups such as the Cumbria LEP, Cumbria Careers Hub and Britain's Energy Coast Business Cluster (BECBC).**



# All Together CUMBRIA

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Please contact us if you require this document in another format.

An atmospheric shot of a Cumbrian mountain valley from Hardknott Pass.