

Skills and Employability Plan

2025



All Together CUMBRIA

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Creating Careers in Construction candidates completing
the building bridges workshop with business associates Sir Robert McAlpine

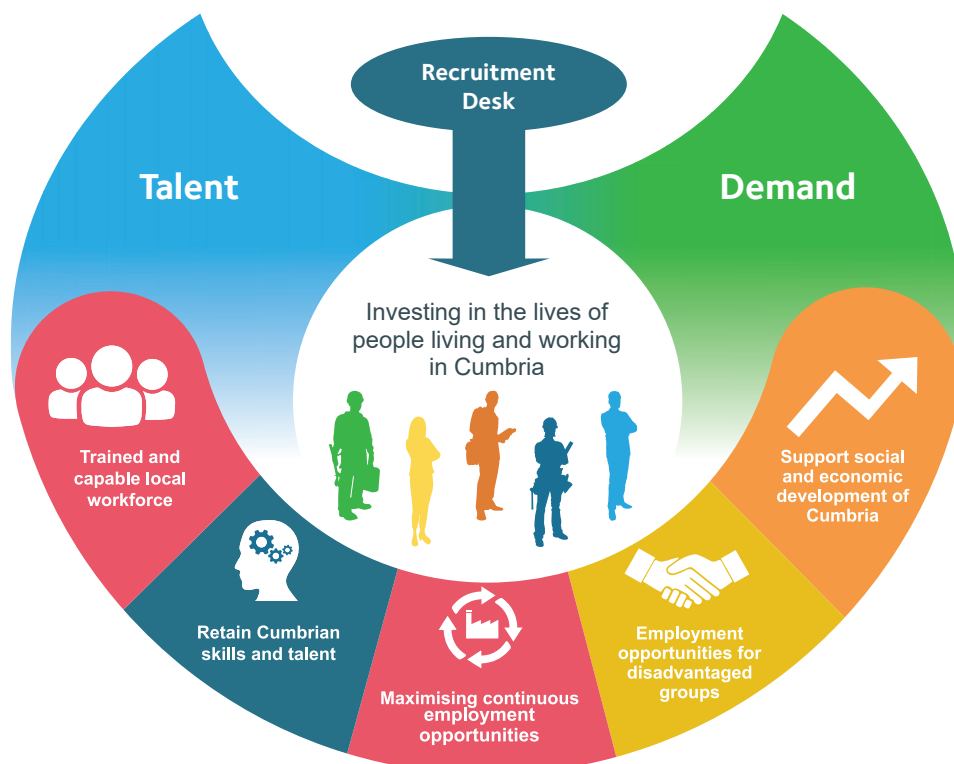
All Together Cumbria Overview

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, Morgan Sindall Infrastructure 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 2025. We recognise that successful delivery necessitates a collaborative approach, therefore we will continue to engage with our stakeholders and partners, such as All Together Cumbria business associates and recruitment agencies to maximise impact and ensure a holistic approach to skills and employability by fostering strong partnerships and leveraging diverse expertise.

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





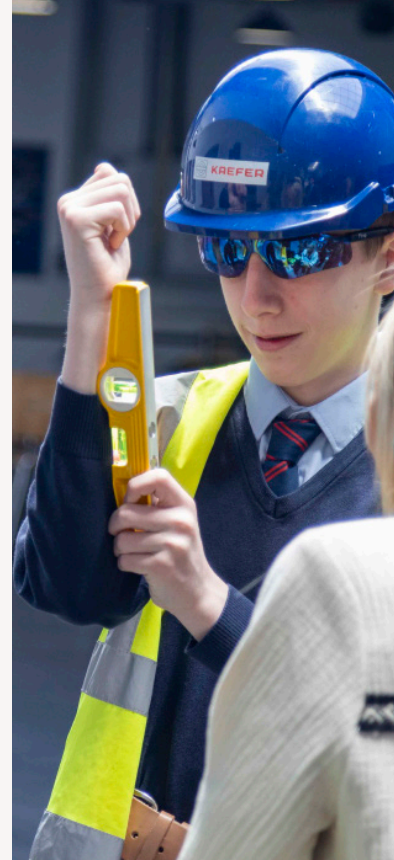
Vision

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.



Student at the Quiet 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.



Creating Careers in Construction candidates taking part in an Outward Bound team building exercise.

Introduction



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

Key features of the labour supply challenge in Cumbria:

- The Local Skills Improvement Plan progress report for June 2024 highlights ongoing challenges in labour supply. The report emphasises the urgent need to increase overall labour supply and provides routes to address immediate acute skills gaps. **(1)**
- Cumbria Adult Learning has reported that Cumbria continues to face challenges related to its aging population. As of 2024, approximately 25% of the population is aged 65 or over, with a significant portion living in rural areas. This demographic trend is expected to contribute to ongoing labour supply issues in the region. **(2)**
- According to the Labour Market Briefing from January 2025, the number of claimants actively seeking work in Cumbria has seen some fluctuations. While there has been a reduction in the number of people claiming benefits, this decrease has not matched the increase in payrolled staff. This suggests a continued mismatch between jobs being created and the skills and locations of potential labour market entrants. **(3)**
- The volume of job postings has increased significantly, resulting in a ratio of approximately two claimants per job posting. This indicates a continued demand for workers in the region, because of the challenges in matching job seekers with available positions. **(3)**
- There is a projected increase in workforce demand across both the construction and nuclear sectors due to planned and potential infrastructure projects in Cumbria. This, combined with an aging workforce, continues to create significant challenges as experienced workers retire. Notably, around 35% of the nuclear workforce is aged 50 or above. **(4)**

In the recent Labour Market Briefing, youth unemployment remains a significant issue in Cumbria. The report highlights that certain wards continue to experience high levels of youth unemployment, which is often linked to health-related challenges. These wards are also among the most deprived in England, exacerbating the difficulties faced by young people in securing employment.

In Allerdale and Copeland, the ratio of claimants to job vacancies remains high, indicating a continued mismatch between available jobs and the skills or locations of job seekers.

In Copeland, employment rates for persons with disabilities remain significantly below the national average. (5)

Female participation in the nuclear sector is still around 20% with significant under-representation in STEM roles. (4)

Ongoing initiatives, such as tailored support and training programmes are crucial in addressing these challenges. By continuing to focus on these areas, ATC can work towards a more inclusive and resilient workforce.

Footnotes

- (1) Cumbria Local Skills Improvement Plan Progress report June 24
- (2) Cumbria Adult Learning Accountability Statement and Business Plan 24/25
- (3) Cumbria Intelligence Observatory Labour Market Briefing January 2025
- (4) Nuclear Skills Delivery Group (NSDG) – Nuclear Workforce Assessment Report 2024
- (5) The Employment of Disabled People November 2024

Plan Development

We have developed a comprehensive plan to support skills and employability in Cumbria by conducting extensive research with stakeholders and incorporating valuable feedback from users and collaborative partners.

Our approach is informed by key labour market insights and the Local Skills Improvement plan.

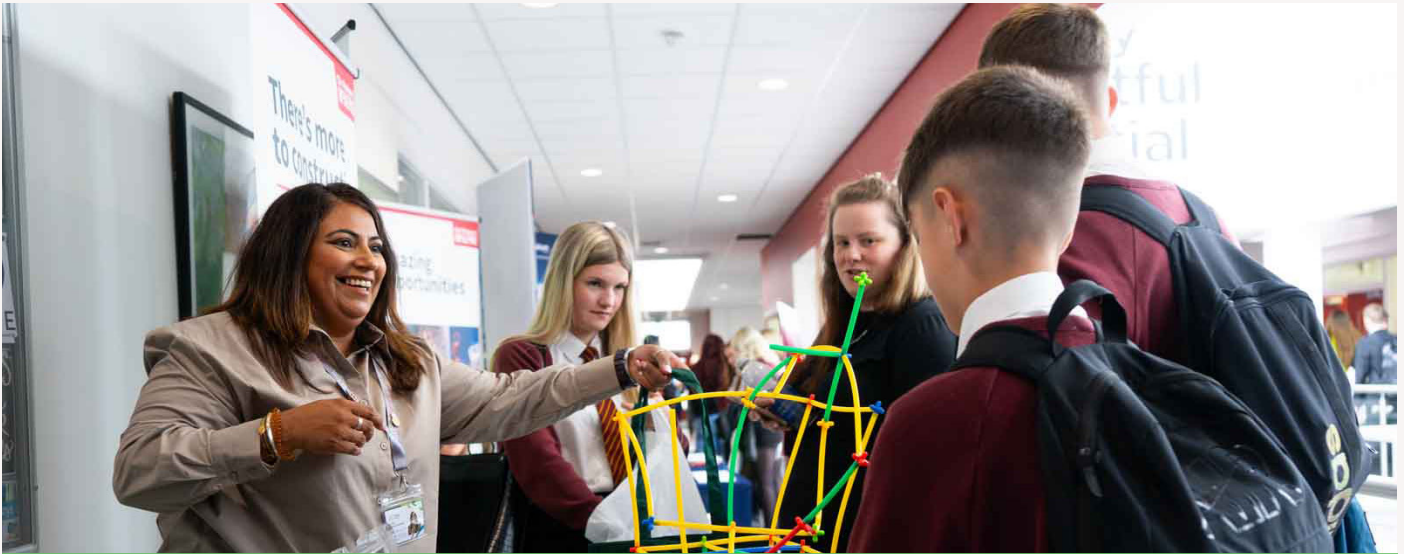
This collaborative and data-driven strategy ensures that our efforts are aligned with the needs of the community and the demands of the local economy.

Stakeholder Engagement



Talent Pipeline and Workforce Participation.

Based on the research undertaken 2 key themes have emerged for All Together Cumbria in the delivery of skills and employability programmes.



Talent Pipeline

Engaging with young people, assisting in the discovery and development of career opportunities within Cumbria



Workforce Participation

Enabling and empowering people into meaningful employment including widening opportunities for workforce participation amongst under-represented groups

These focus areas are aligned with our mission

To reflect the Business Associates of All Together Cumbria, activities will focus upon the construction, engineering and nuclear sectors



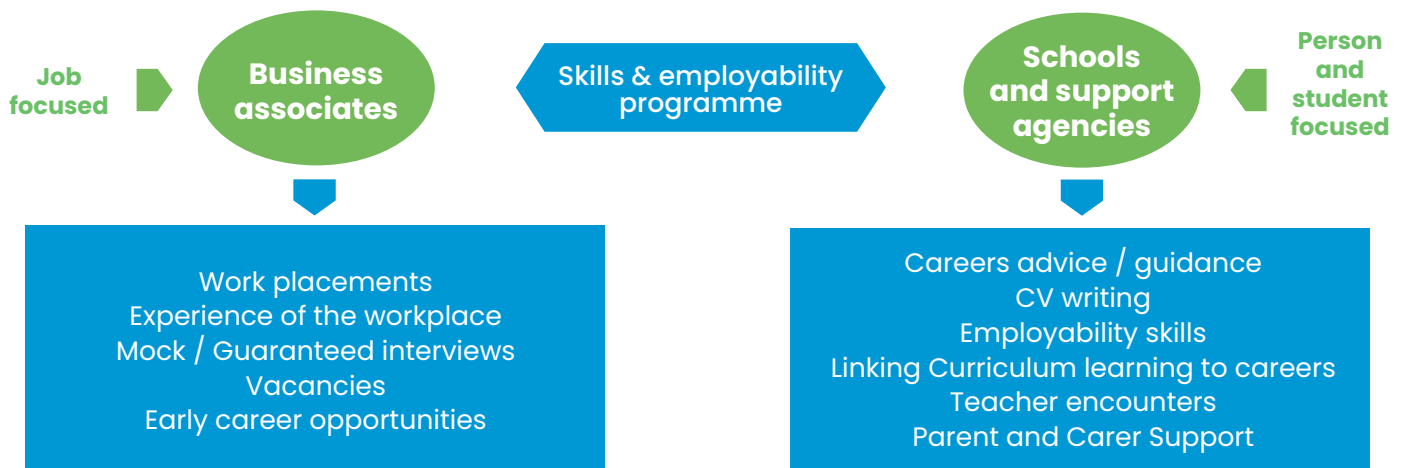
Programme delivery

Method of delivery

The ATC skills and employability programmes are designed to link personalised support from a range of organisations with job opportunities and demand generated by our Business Associates. This model effectively supports both workforce participation and the talent pipeline, reinforcing ATC's collaborative approach while preventing duplication. ATC adds value by developing programmes that connect individuals and learners from our support organisations and schools with our business associates, providing advice and guidance as we facilitate their journey towards employment and experience of the workplace.

Collaborative and connected support

ATC



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

March – July – SEND Work Experience Programmes

March – December – Adult Work Experience

March – December – Apprenticeship Ready Programme

June – Quiet Festival of Work

July – Festival of Work

October – Creating Careers in Construction



Creating Careers in Construction candidates completing voluntary work at Good Lives.

Skills and Employability Programme 2025

In this section, we set out our 2025 plan and highlight our initiatives.

Based on identified needs and from our analysis and stakeholder engagement mentioned earlier, Business Associates and agencies will be actively involved in the delivery process to strengthen their affiliation with ATC, whilst supporting the delivery of social impact through skills and employability.

SEND Work Experience Programme

Overview:

To coordinate a work experience programme for young people with SEND (special educational needs and disabilities), working with local secondary schools and employers. The work experience will include the development of employability skills and will provide an experience of the workplace and an insight into career pathways.

Rationale:

A key strategic priority as identified by Cumbria Careers Hub is to ensure young people with SEND have equal access to employer encounters.

Objectives:

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

Outputs:

To provide two cohorts of 8 young people with SEND 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.

Creating Careers in Construction

Overview:

ATC will deliver a Creating Careers in Construction programme incorporating content to enhance the employment prospects of participants, with the development of employability skills, specific workplace qualifications and experience of the workplace.

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.
- To facilitate access to employment for underrepresented and disadvantaged groups.

Outputs:

ATC will deliver a creating careers in construction programme in conjunction with delivery partners and will include an outdoor adventure course to develop employability skills such as leadership, teamwork and time management, culminating in a work placement within the construction industry. We will aim for a cohort of 8-12 with at least 40 - 60% progressing into employment or further study.



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:

Cumbria Local Skills Improvement Plan aims to encourage more people into apprenticeships in several sectors that are important to the Cumbrian economy including Construction and Energy.

Objectives:

- To promote apprenticeships.
- To support applicants from disadvantaged backgrounds.
- To increase the competence and confidence of applicants to apprenticeships.
- To increase awareness of apprenticeship opportunities with teachers, parents and carers by delivering encounters and providing up-to-date facts about 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 celebrating the success of the launch of the Quiet Festival of Work in 2024, ATC will deliver its second Quiet Festival of Work, hosting a select number of smaller interactive workshops, making the experience inclusive, informative and engaging for SEND young people.

Rationale:

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

Objectives:

- To inspire and inform SEND young people of the employment and further education opportunities that are available locally.
- 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 SEND young people 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, engineering and nuclear sectors to showcase their business and opportunities they have for young people entering employment. The event is designed to inspire young people in pursuing a career within these sectors with dedicated, hands-on workshop sessions.

Rationale:

Feedback from the 2024 Festival of Work indicated that:

- 41% of students had a poor understanding of careers in the sectors before the event, which reduced to just 6% after the event demonstrating a 35% improvement.
- 33% of students had a good/excellent understanding of careers in the sectors before the event, this increased to 80% after the event.

Objectives:

- To inspire secondary school students to consider careers in the construction, engineering and nuclear sectors and help promote workforce diversity.
- To enhance careers programmes for secondary schools to enable achievement of the Gatsby Benchmarks.
- To provide a platform for employers to promote their career opportunities faced with acute skills shortages and an aging workforce.

Outputs:

Increased knowledge of students on opportunities available within the local construction, engineering and nuclear sectors, and increase engagement of local businesses with young people and schools.

Partnership working

During 2025, 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, e.g. Future Leaders.
- Engaging with DWP/Job Centre to facilitate work placements and to support work-based programmes.
- Supporting Cumbria Youth Alliance programmes, including acting as a mentor.

ATC will continue to provide input into the Skills and Employability agenda throughout Cumbria, working with organisations such as Enterprising Cumbria, Cumbria Careers Hub, Cumbria Chamber of Commerce and Britain's Energy Coast Business Cluster (BECBC).



A photograph of three people in a green canoe on a calm lake. They are wearing red life jackets and dark jackets. The person on the left is holding a paddle. In the background, there are large, rugged mountains under a clear blue sky. A white wavy line graphic is overlaid on the image, separating the photo from the text below.

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

Creating Careers in Construction 2024 Cohort enjoying outdoor activities
to develop skills that can be applied to everyday life.