



## **SCRUTINY COMMITTEE REPORT**

Date Written	3 <sup>rd</sup> April 2018
Accountable for Delivery	<b>Alyn Owen</b> Chris Long Deb Ryan-Newton
Committee Date	17 <sup>th</sup> April 2018

*To: Chair, Ladies and Gentlemen*

### **Working Life 1 – Making skills work for Merthyr Tydfil: developing the workforce of the future**

#### **1.0 SUMMARY OF THE REPORT**

- 1.1. We have set Wellbeing Objectives for Merthyr Tydfil CBC, and how we intend to achieve these objectives is set out in our plan **Focus on the Future: Wellbeing in our Community**.
- 1.2. This scrutiny report will demonstrate how the activities/services we deliver will support the Council to make skills work for the people of Merthyr Tydfil, whilst developing the workforce to meet employers changing needs.
- 1.3. To demonstrate how, this report will focus on specific wellbeing projects the Council is undertaking to deliver this wellbeing objective, whilst also contributing to the national wellbeing goals.
- 1.4. The two wellbeing projects on which we are offering updates on are:
  - Measuring subjective wellbeing; and
  - Pathways to Employment for Children Looked After and Care Leavers.

## 2.0 RECOMMENDATION(S)

- 2.1. The content of this report be discussed and noted.

## 3.0 INTRODUCTION AND BACKGROUND

- 3.1. The Council is committed to delivering excellent Employability services. It will do this by delivering its key strategies and through joint working with a range of partners. The key strategies that focus on delivering excellent services in Education are:

- Economic Growth Strategy (unpublished)
- [Adult Community Learning Strategy](#)<sup>1</sup>

### Legislative Context

- 3.2. The [Wellbeing of Future Generations \(Wales\) Act 2015](#) specifies that public bodies must work to improve the economic, social, environmental and cultural wellbeing of Wales by maximising their contribution to the Wellbeing Goals. We must do this in accordance with the sustainable development principle (the 5 ways of working).
- 3.3. On 22 March 2017, Elected Members approved the Council's [Statement of Wellbeing](#). The document outlined the Council's wellbeing objectives and listed what the Council proposed to do to support an improvement in community wellbeing across the County Borough. The Statement also explained why it considers meeting these objectives will maximise our contribution to the achievement of the seven national wellbeing goals.
- 3.4. Work was then undertaken involving Elected Members, senior officers and other Council staff. Following a review of the findings of this work which was reviewed alongside the views of communities across Merthyr Tydfil collected through community engagement; the Council produced its local Wellbeing Plan for Merthyr Tydfil. [Focus on the Future: wellbeing in our community](#) outlines how the Council would work towards achieving its wellbeing objectives.

## 4.0 WHERE WE WERE

- 4.1. An overview of the state of wellbeing in Cwm Taf was prepared in an assessment of wellbeing<sup>2</sup>, which provides background information on wellbeing in Merthyr Tydfil and Rhondda Cynon Taf. In addition, a population assessment<sup>3</sup> was prepared to provide an overview of care and support needs of the people of Cwm Taf and the range of services required to meet those needs. The findings from the wellbeing and population assessment contributed to the development of the statement of wellbeing for Merthyr Tydfil.

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<sup>1</sup> NB – this strategy is currently under review

<sup>2</sup> Information on the assessment of wellbeing is published on the [Cwm Taf Portal](#).

<sup>3</sup> Information on the population assessment is published on the [Cwm Taf Portal](#).

4.2. Focus on the Future: wellbeing in our community was approved by Elected Members at the Full Council meeting on 26 July 2017.

4.3. This report focuses on the following wellbeing objective:

**Making Skills Work for Merthyr Tydfil: Developing the Workforce of the Future**

*Highly skilled and qualified people are supported by a local economy that makes full and productive use of these skills; where our employers demand, value and make best use of their workforce's skills.*

4.4. Our response to this objective reflects the work we do within our communities to improve the skill level of the workforce. The key challenge in Merthyr Tydfil is to help people develop their resources (skills, knowledge etc.) and tackle the barriers they experience so they can become the workforce of the future.

4.5. At the end of Year 1 of the Plan, the Council has focused on the following components in order to achieve our wellbeing objective:

- People having employment opportunities
- People having the basic skills to access learning and training programmes
- People having the skills and qualifications that are suitable for employers' changing needs

**5.0 WHERE WE ARE NOW**

5.1. During year 1 of Focus on the Future, there were two wellbeing projects identified to help deliver wellbeing improvements that would support the delivery of the objective ***Making skills work for Merthyr Tydfil: developing the workforce of the future***. This report provides an evaluation of those four wellbeing projects:

Project name	Project lead	Length of project	STATUS	Evidence to support the Status	Next steps
Measuring the subjective wellbeing of participants	Deb Ryan-Newton	1yr	<b>GREEN</b>	<ul style="list-style-type: none"> <li>• Employability Advisors' better understand participants enabling more targeted support</li> <li>• Data being captured and recorded to show impact of service area interventions</li> <li>• Mins of team meetings that show sharing of results in terms of impact</li> </ul>	The capturing of subjective wellbeing data will remain a key focus for the Employability Service and is now firmly embedded into day to day operations. This will be ongoing and will now be seen as business as usual.

Project name	Project lead	Length of project	STATUS	Evidence to support the Status	Next steps
Pathways to Employment: Children Looked After and Care Leavers	Deb Ryan-Newton	1yr	GREEN	<ul style="list-style-type: none"> <li>Number of referrals being received</li> <li>Number of people signposted to employability focussed provision</li> </ul>	<p>We are now going to link in on a more regular basis with the CLA team to ensure that this project remains a key focus that contributes to our corporate parenting role.</p> <p>A more robust structure for case conferencing potential clients will take place on a monthly basis</p> <p>This will remain a key focus for the employability service to support Social Services and Barnardos' and is now firmly embedded into the day to day functions of the Employability Service area.</p>

Status	Delivery Confidence Definition
Blue	Completed
Green	Successful delivery appears likely with no major outstanding issues to threaten delivery
Yellow	Successful delivery appears probable but issues exists requiring management attention
Amber	Successful delivery is in doubt with major risks or issues in a number of key areas
Red	Successful delivery appears to be unachievable

5.2. These projects outcomes were collectively judged to be GREEN: successful delivery appears likely with no major outstanding issues to threaten delivery.

<b>Key Performance Indicators</b>	<b>2017/18 Achieved</b>
Total number of children looked after by the Local Authority	150 <sup>4</sup>
Total number of young people eligible for the project	50 (at the end of Quarter 3) <sup>4</sup>
Total number of young people supported by the project	18

5.3. Following the presentation of a 'Lessons Learned' report looking back on the first year of delivery against the Plan, the findings identified three broad themes to deliver the necessary improvements:

- Streamline the scrutiny process
- Data quality
- Clearer reporting and information sharing

5.4. In response to these findings, Focus on the Future has been refocused to improve integration in order to deliver better outcomes and improve accountability. The refocused plan has a reduced number of objectives, down from nine to four, which sit under the 4 wellbeing themes.

<b>Theme</b>	<b>Wellbeing Objective</b>
Best Start	Children and young people have the best start to life and are equipped with the skills they need to be successful learners and confident individuals.
Working Life	People feel supported to develop their skills to meet the needs of businesses, with a developing, safe infrastructure making Merthyr Tydfil an attractive destination
Environmental Wellbeing	Communities protect, enhance and promote our environment and countryside
Living Well	People are empowered to live independently within their communities, where they are safe and enjoy good physical and mental health.

Working Life 1 will now form part of the refocussed Working Life objective as we move forward.

5.5. To positively prepare for this change, a Working Life workshop was held on 9<sup>th</sup> March 2018 to review the requirements of the change and collaboratively plan a response for the refocussed Objective. Contributors to the Environmental Wellbeing 2 objective attended this workshop to ensure they were part of the planning for the required change. As part of this workshop:

<sup>4</sup> Figure reported at Corporate Parenting Team (March 2018) refers to data at 31 December 2017.

- The wording of the refocused objective was confirmed as “**People feel supported to develop the skills required to meet the needs of businesses, with a developing, safe infrastructure making Merthyr Tydfil an attractive destination**”.
- Following group consideration of the key response components required to meet the objective; **five** components were identified. These are:
  - Making skills work for Merthyr Tydfil: developing the workforce of the future;
  - Developing the environment and infrastructure for business to flourish;
  - Communities protect, enhance and promote our heritage and cultural assets;
  - Developing safer communities, and
  - Supporting and accommodating those most disadvantaged in the housing market.
- Attendees discussed how they could measure the impact of their services on the objective. A list of suggested performance indicators and KPIs was built and is currently being finalised to enable contributors to explicitly evidence how they are progressing the components, the overarching objective whilst also positively contributing to the national wellbeing goals.

## 6.0 WHAT WE NEED TO DO NEXT

- 6.1. As a collaborative working group, all officers contributing to the Working Life theme within the Plan will need to meet to review the status regarding the performance indicators and KPIs to ensure the data collected is verifiable and available to be included in future update reports to Scrutiny Committees. From 2018-2019 onwards, the reporting of wellbeing projects will be made to the Governance Scrutiny Committee.
- 6.2. This collaborative working group will also consider where wellbeing projects would be required to strengthen the response to the Working Life objective. This will take place in April to ensure all contributing to the objective are clear on their role within the group and how their work supports the Council’s vision on contributing to improving communities’ wellbeing.

**ALYN OWEN**  
**(CHIEF OFFICER**  
**(COMMUNITY REGENERATION)**

**COUNCILLOR GERAINT THOMAS**  
**CABINET MEMBER FOR REGENERATION &**  
**PUBLIC PROTECTION**

<b>BACKGROUND PAPERS</b>		
<b>Title of Document(s)</b>	<b>Document(s) Date</b>	<b>Document Location</b>
<b>Does the report contain any issue that may impact the Council’s Constitution?</b>		

