

Overview and Scrutiny Task-and-Finish Group

Members

Councillors Brooks, Brown, Bye, Mandy Darling, Doggett, Foster, Howgate (Chairman), Kennedy (Vice-Chair) and Loxton

(Contact Amanda Coote on t: 01803 207026 or e: scrutiny@torbay.gov.uk)

Tuesday, 21 January 2020 at 3.30 pm
to be held in the **Meadfoot Room - Town Hall**

Agenda

1. **Introduction and Background** (Pages 2 - 23)
Background information and the focus on creating fair employment and good work for all (inclusive of growth and good work for all).
- 1(a) What Measures are Currently in Place
- 1(b) Supporting Information
- 1(c) Additional Steps
- 1(d) Outcome

Chairperson to sum up, identify next steps and the Board to form a recommendation on this theme.

Policy Objective C

Create fair employment and good work for all

Priority objectives

- 1 Improve access to good jobs and reduce long-term unemployment across the social gradient.
- 2 Make it easier for people who are disadvantaged in the labour market to obtain and keep work.
- 3 Improve quality of jobs across the social gradient.

Policy recommendations

- 1 Prioritise active labour market programmes to achieve timely interventions to reduce long-term unemployment.
- 2 Encourage, incentivise and, where appropriate, enforce the implementation of measures to improve the quality of jobs across the social gradient, by:
 - Ensuring public and private sector employers adhere to equality guidance and legislation
 - Implementing guidance on stress management and the effective promotion of well-being and physical and mental health at work.
- 3 Develop greater security and flexibility in employment, by:
 - Prioritising greater flexibility of retirement age
 - Encouraging and incentivising employers to create or adapt jobs that are suitable for lone parents, carers and people with mental and physical health problems.

The only [things] I am concerned [about] are the future of my children, the lack of opportunities for the younger generation and the lack of employment – that is very daunting.

(Focus group participant)

Inequalities in work and employment

Being in good employment is protective of health. Conversely, unemployment contributes to poor health. Getting people into work is therefore of critical importance for reducing health inequalities. However, jobs need to be sustainable and offer a minimum level of quality, to include not only a decent living wage, but also opportunities for in-work development, the flexibility to enable people to balance work and family life, and protection from adverse working conditions that can damage health.

Patterns of employment both reflect and reinforce the social gradient and there are serious inequalities of access to labour market opportunities. Rates of unemployment are highest among those with no or few qualifications and skills, people with disabilities and mental ill-health, those with caring responsibilities, lone parents, those from some ethnic minority groups, older workers and, in particular, young people. When in work, these same groups are more likely to be in low-paid, poor quality jobs with few opportunities for advancement, often working in conditions that are harmful to health. Many are trapped in a cycle of low-paid, poor quality work and unemployment.

The dramatic increase in unemployment in the United Kingdom during the early 1980s stimulated research on the link between unemployment and health. Figure 8 shows the social gradient in the subsequent mortality of those that experienced unemployment in the early 1980s. For each occupational class, the unemployed have higher mortality than the employed.

Insecure and poor quality employment is also associated with increased risks of poor physical and mental health. There is a graded relationship between a person's status at work and how much control and support they have there. These factors, in turn, have biological effects and are related to increased risk of ill-health.

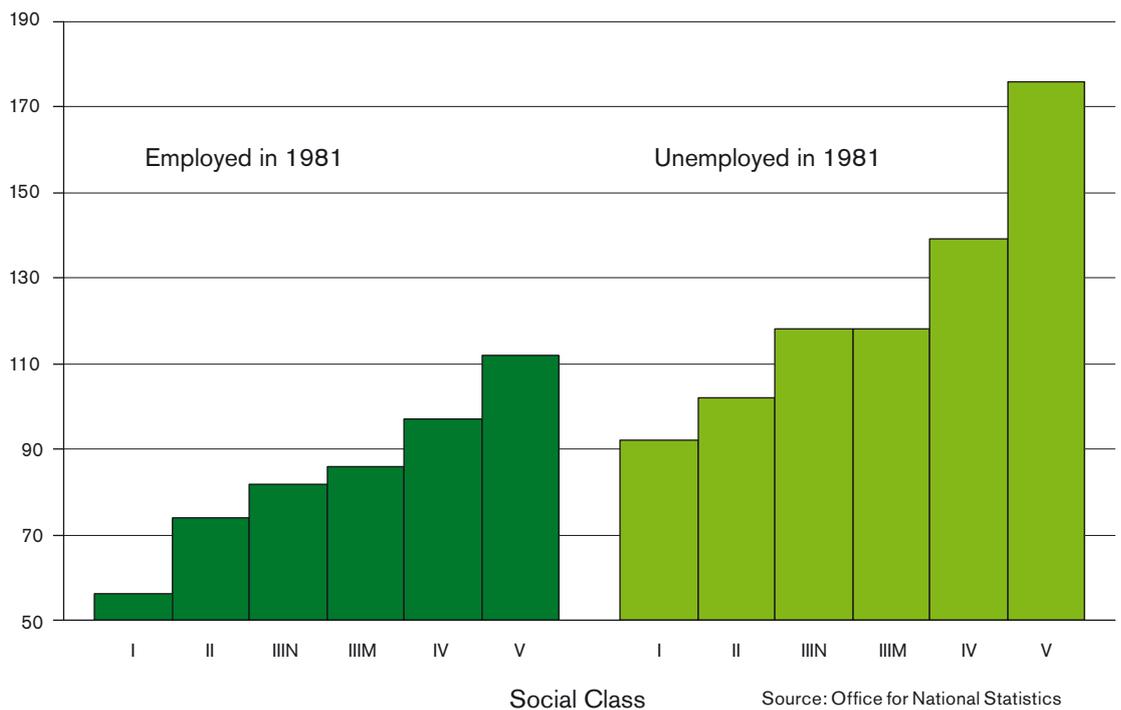
Work is good – and unemployment bad – for physical and mental health, but the quality of work matters. Getting people off benefits and into low paid, insecure and health-damaging work is not a desirable option.





Figure 8 Mortality of men in England and Wales in 1981–92, by social class and employment status at the 1981 Census

Standardised
Mortality Rate



Source: Office for National Statistics
Longitudinal Study¹⁹



Create Fair Employment & Good Work for all

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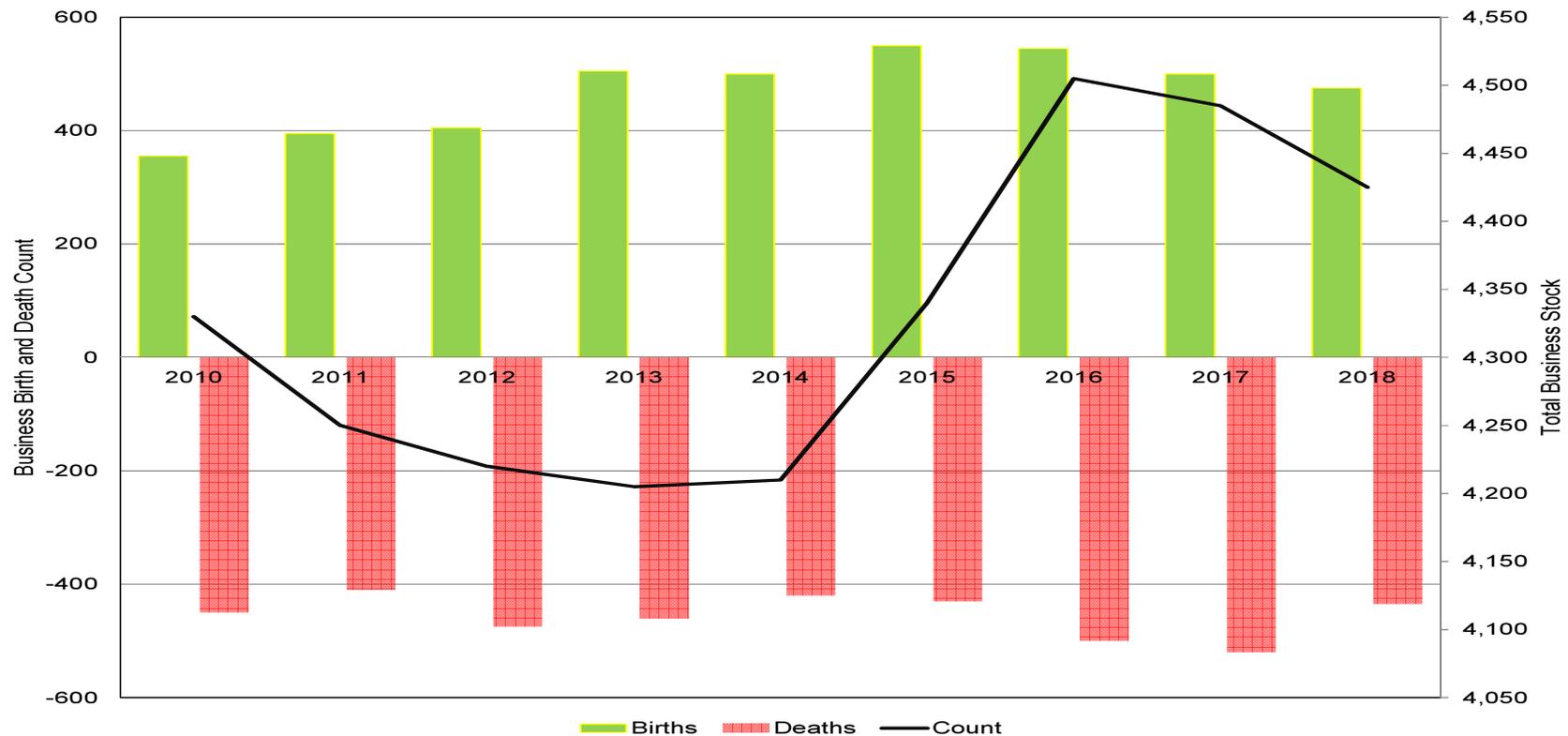


Economy Overview

- Coastal economy with population of 135,780
- 4,425 businesses
- 59,100 economically active
- 45% of workers are part-time (32% across England)
- 12,900 claimant count (only 8% are JSA)
- 6,500 workless households

Business – stock, births and deaths

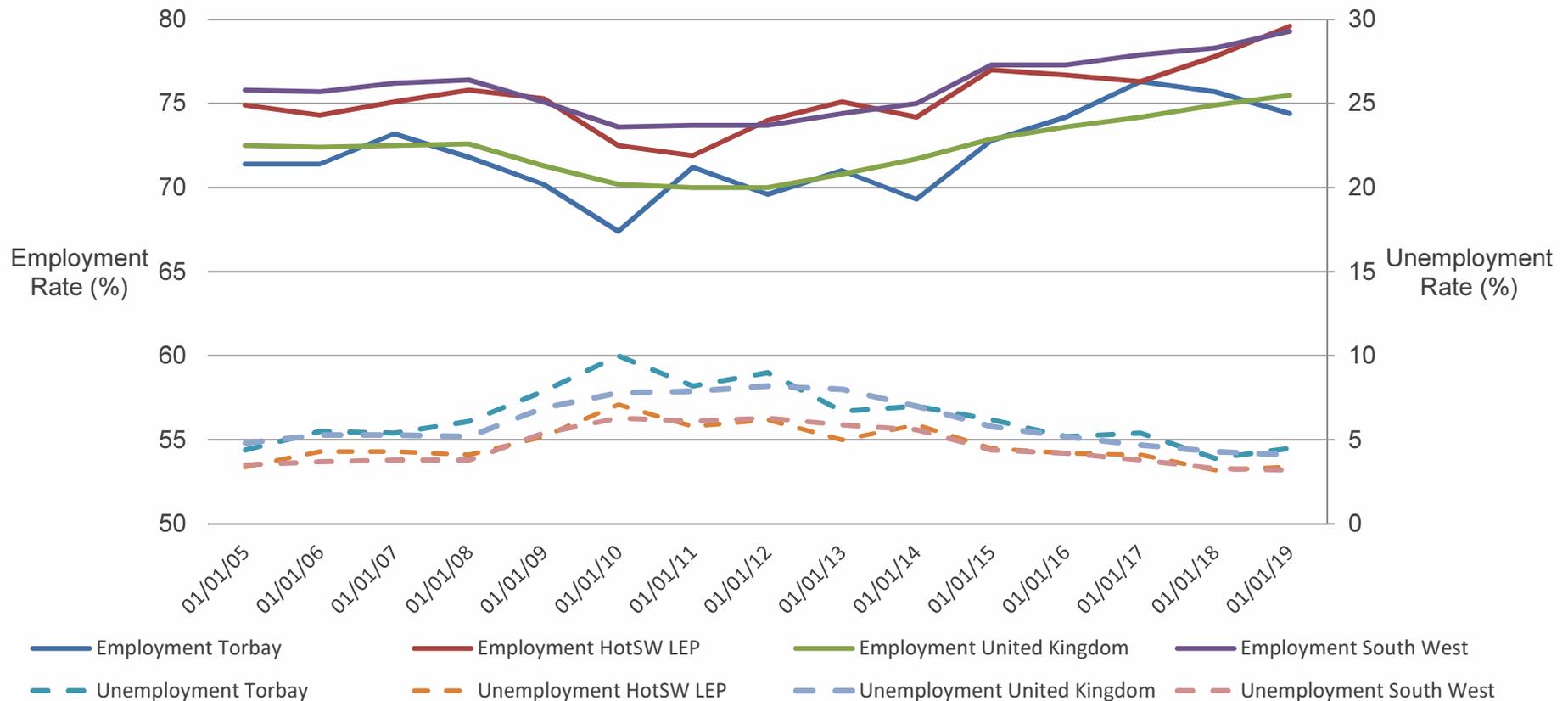
- Business births and deaths



People – labour market

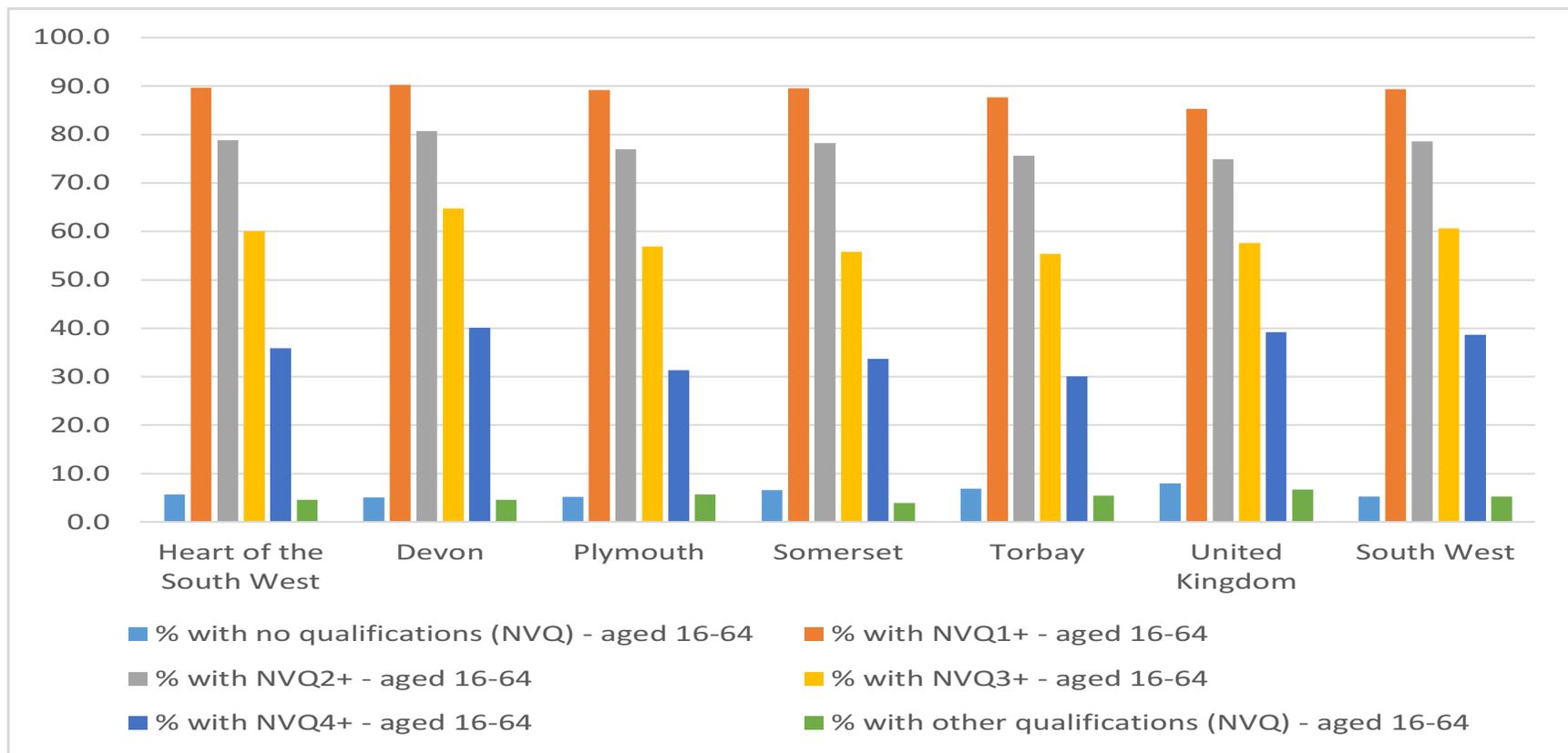
- Employment and unemployment rates (2009-2019)

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People – skills

- Proportion of working age population by qualification



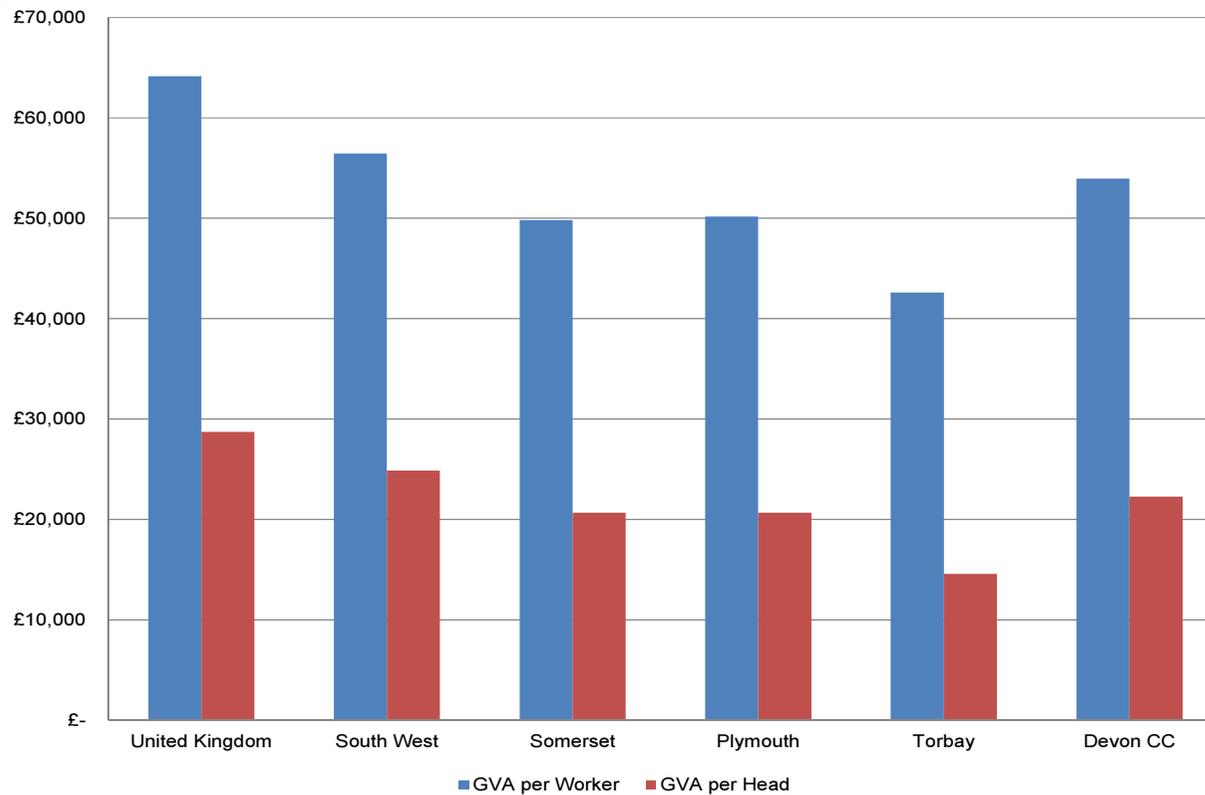
People - earnings

- Resident v workplace earnings

	Resident				Workplace			
	United Kingdom	South West	Heart of the South West	Torbay	United Kingdom	South West	Heart of the South West	Torbay
2011	£400.10	£371.10	-	£321.40	£400.10	£362.80	-	£313.90
2012	£405.80	£377.40	-	£327.30	£405.80	£367.00	-	£318.00
2013	£415.30	£383.30	-	£323.10	£415.30	£378.70	-	£313.70
2014	£417.90	£386.00	£370.20	£336.40	£417.90	£379.10	£365.10	£321.20
2015	£425.10	£398.40	£371.50	£339.50	£425.10	£389.30	£373.10	£305.00
2016	£438.40	£410.60	£384.10	£361.40	£438.40	£402.90	£381.40	£302.60
2017	£448.50	£419.30	£391.10	£366.00	£448.50	£413.80	£387.50	£344.10
2018	£460.10	£430.80	£401.70	£354.30	£460.10	£423.40	£393.60	£308.80
2019	£479.10	£444.40	£421.60	£392.60	£479.10	£438.30	£413.90	£360.10

Productivity

- Gross Value Added per head v per worker



Communities

- Resident population in the top 20% most deprived areas

	2004	2007	2010	2015	2019
Rank of Average Score	66/ 354	71/ 354	61/ 326	46 /326	48 /317
Average Score	23.74	26.42	26.82	28.788	28.104
Population in 20% most deprived wards nationally	18,150	21,800	24,700	42,037	36,691
Proportion of population 20% most deprived wards nationally	13.8%	16.5%	18.8%	32.0%	27.4%

Torbay Economy – Summary

- Low unemployment but high percentage of part-time workers indicating under employment
- Levels 1-3 skills good; Level 4+ falling behind
- Two pace economy emerging?
- Key skills gaps around digital, technical and financial
- Torbay facing significant deprivation challenges

Wider context

Growth

Government
Industrial Strategy

HoSW Local Industrial
Strategy

Torbay Economic Strategy



How – strategy to 2022

- *Existing strategy aims for Torbay to become a stronger and more resilient place developed through the sustainable growth of our businesses, generating opportunity and prosperity for our community*
- Actions address key challenges and opportunities
- Enhance core strengths and develop emerging sectors

Over the next five years, the revised Economic Strategy will:

 Create over 2,000 new jobs	 Provide business support to 650 businesses	 Engage with over 300 students
 Enable or create over 335,000 square feet of new employment space to meet known and forecast demand	 Help over 100 businesses to start up	 Assist 300 unemployed people into work

Creating Places for Growth

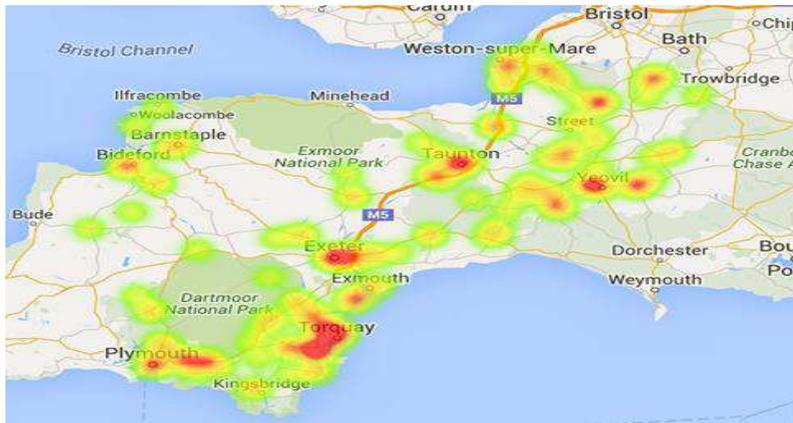
- Businesses constrained by space
- EPIC
- Torbay Business Park
- Claylands
- Town centre regeneration
 - Torwood St



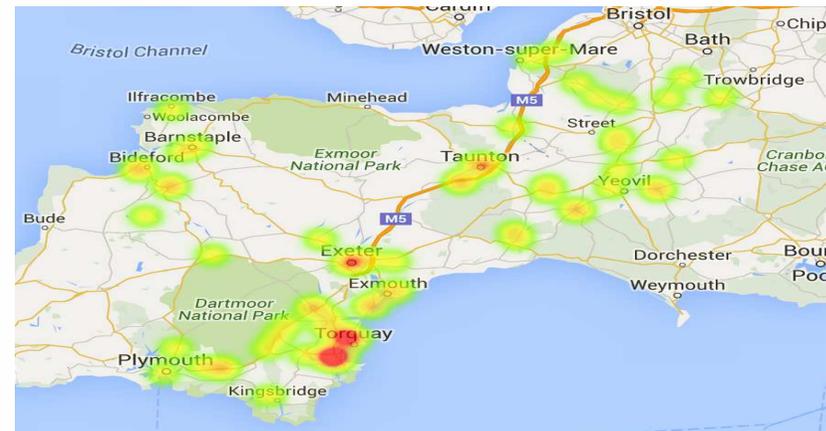
EPIC - Why its important regionally

- 3,125 people employed
- 174 companies
- £516M pa in output

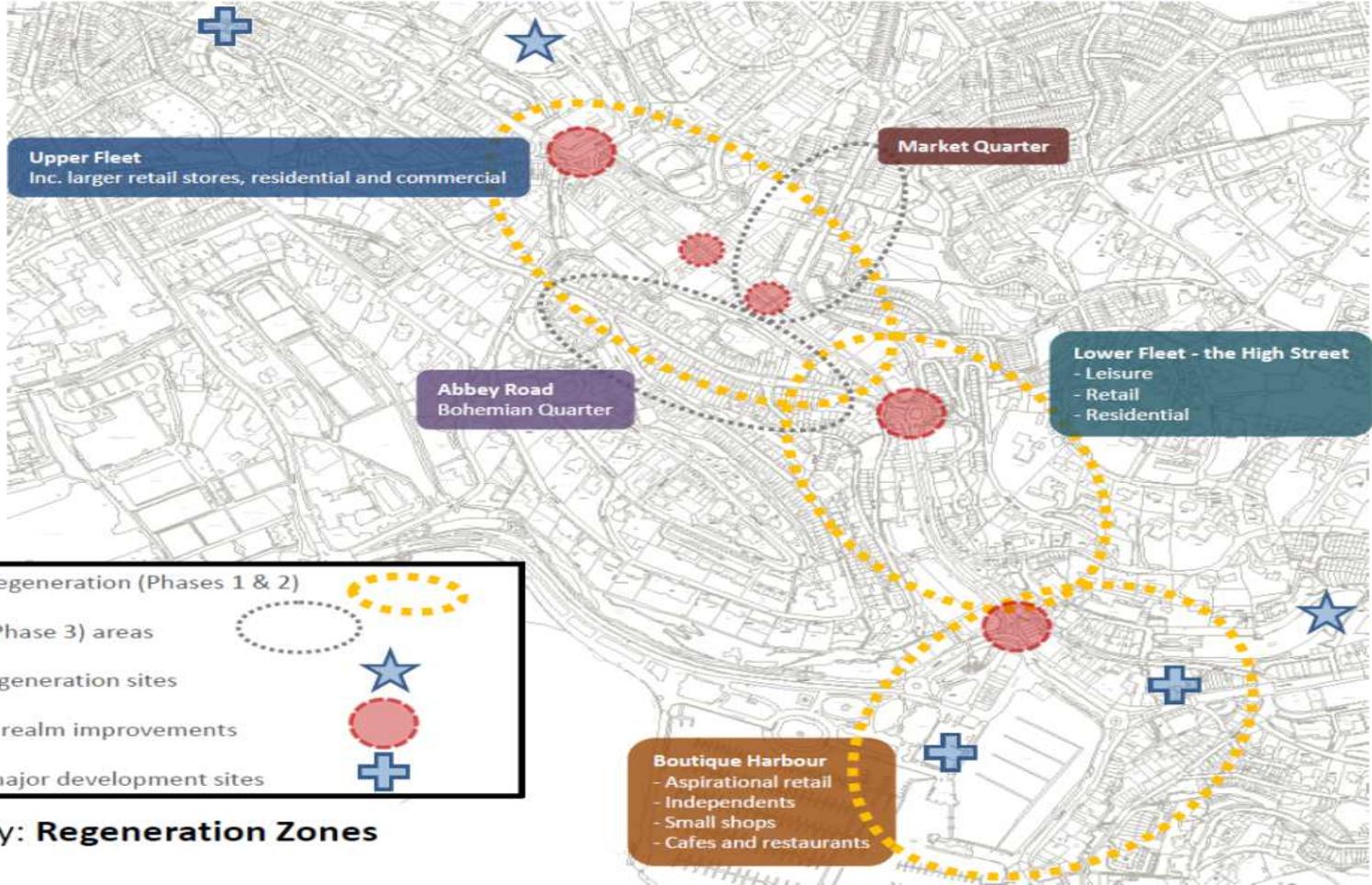
Location of Photonics companies



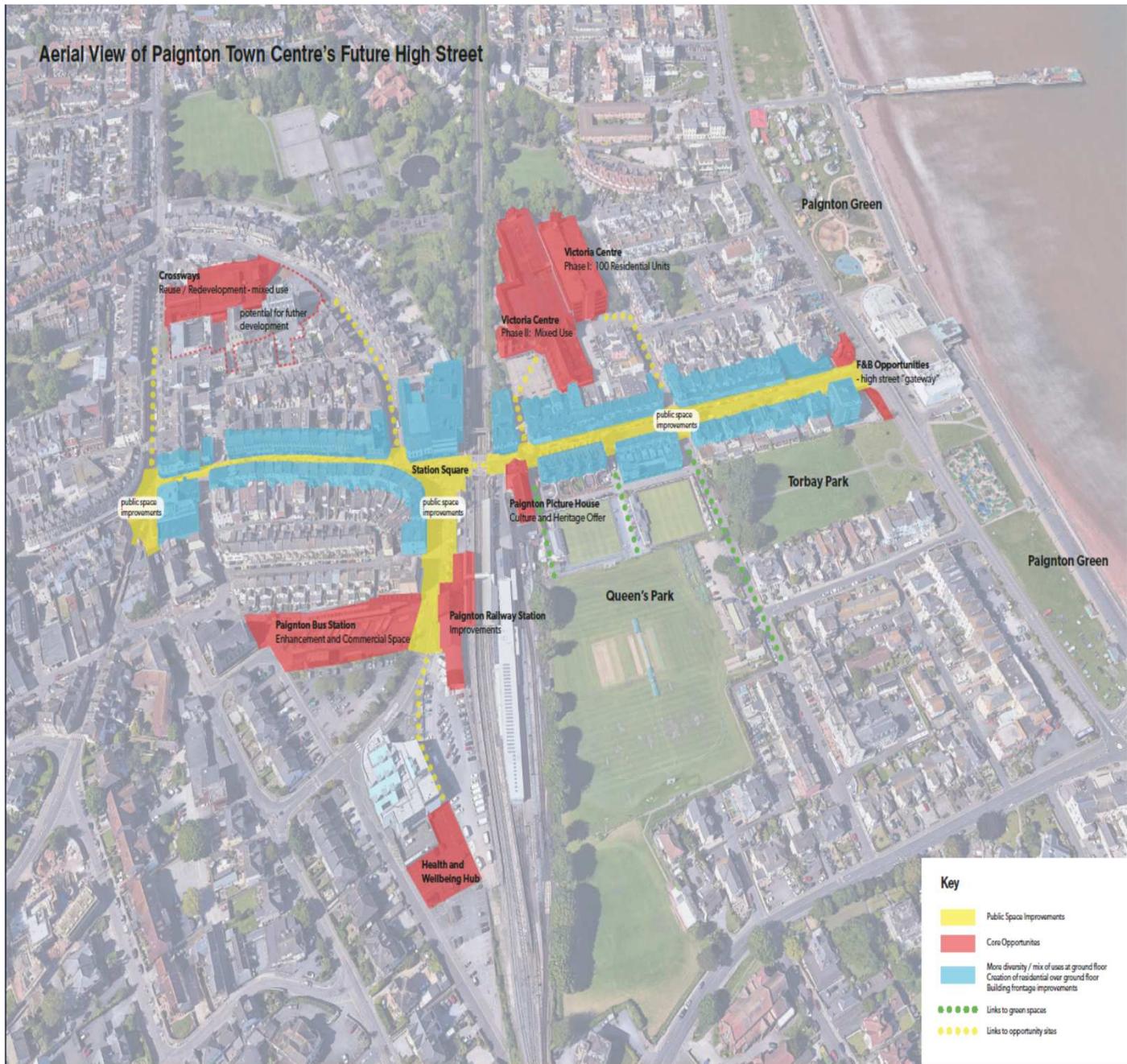
Location of innovation & R&D activity



Town Centres - Torquay



Torquay: Regeneration Zones



Paignton Town Centre

- comprehensive mixed use redevelopment
- Funding secured for Victoria Square Phase 1 - residential
- £900,000 LRF to unlock site for development
- Contract in place for redevelopment by April 2020
- Wider plans need co-investment from Government

Torbay Economic Growth Fund

- New Council, new approach
- Continued austerity is biting harder
 - Property investment for return
 - But complemented
- A focus on creating opportunity
 - Employment
 - Town Centres
 - Seeking partnership with Government
 - Confidence & Certainty

Local Wealth Building

- Working with Torbay Together partners
- Foundation of inclusive growth approach
- Likely focus on increasing retention of spend from public sector AND local businesses in Torbay
- Better recruitment
- What's the benefit.....if we spend more locally we create more locally. If we can recruit more locally wide range of benefits.

Supporting People & Raising Skills

- MADE – working with Businesses & school to increase take up of STEM subjects and increase retention of skills in area. 900 students involved in challenge events and work experience across secondary schools.
- Jobs Fair – help match young people, under/un-employed people with jobs
- Ready for work - Objective – help those furthest from the labour market become work ready in key sectors
 - 2 yr programme
 - Target most deprived areas
 - Bespoke programme to build confidence, develop skills and work experience

High Value Apprenticeships

- Part of national pilot programme
- Aim to increase participation in higher level apprenticeships
 - Apprenticeship Week & Apprenticeship Fair
 - Exploring new Tourism Apprenticeship Standard
 - Unspent Levy
- Forum key partner
- 10 events delivered touching 1000 people

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New economic strategy

- Administration has requested strategy is reviewed
- Evidence base developing
- Challenges
 - Addressing deprivation or boosting productivity
 - What is our identity and aspiration as a place?
 - Do we secure our bedrock or take new opportunities?
 - How can we do more and do better?