



Broxtowe
Borough
COUNCIL

Broxtowe Skills Quest







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Foreword

Broxtowe Borough Council is committed to supporting businesses to thrive.

To help us understand the needs of businesses based in the Borough, we conducted a skills audit. We asked our businesses how the council could help their businesses to thrive, and we are committed to delivering a plan of action based on the findings.

Like many areas Broxtowe has pockets of inactivity often due to poor health, so we aim to support members of the community back into work within the local area. We are committed to helping our businesses to employ local residents and our findings will inform the future work of the Broxtowe Employment and Skills Partnership.

The findings from our Skills Quest will help us to shape future support for local businesses and ensure that their voices are heard. We are committed to helping our local businesses to grow and will use local funding to ensure that we can provide specific support services and needs outlined in this skills quest.

This work highlights the strategic links to Broxtowe Borough Council policy and policy development areas by Nottinghamshire County Council, The Nottingham and Nottinghamshire Integrated Care System, D2N2 Local Enterprise Partnership and the Midland Engine. It complements the regular Quarterly Economic Survey undertaken by East Midlands Chamber, the annual survey of small businesses by the Federation of Small Businesses and the Local Skills Improvement Plans commissioned by the Department for education. It aims to influence the strategic development and planning of the East Midlands Mayoral Combined Authority and ensure that the needs of Broxtowe businesses and residents is at the heart of these plans.

This Broxtowe Skills Quest sets out how the Council, by working with its partners and local businesses, can help local industries and enterprises to start up, develop and grow to enrich lives and benefit the whole community. We are working hard to ensure that we can bring more industry into the local area. It is our priority to ensure that our local businesses can recruit locally skilled people to join their workforce ensuring that Broxtowe is a GREAT place to live, work and grow your business.



Cllr Milan Radulovic MBE

Leader of Broxtowe Borough Council

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1 Executive Summary

- 1.1 Broxtowe Skills Quest aims to inform the skills activity within the Borough of Broxtowe. It is a snapshot of current activity, planned activity and will make recommendations on future activity.
- 1.2 This report is informed by discussions with the Broxtowe Employment and Skills Partnership, Local Businesses via a Survey Monkey survey, focus groups and intelligence on future commissioning activity. It also used established databases like Financial Management Made Easy (FAME) and East Midlands Chamber data sources such as the Quarterly Economic Survey to reach local businesses. A meeting was held with the Employment and Skills Partnership to refresh their action plan and strategy.
- 1.3 Broxtowe has four main towns - Beeston, Stapleford, Kimberley, and Eastwood. Each has its own individual character. The needs of the populations in each area differ and each have their own needs in relation to employment and skills.
- 1.4 Broxtowe has a population of 110,900, an increase of 1.3% since the 2011 census. Its population of Black, Asian and Minority Ethnic (BAME) residents is around 7.3% of the population.
- 1.5 Broxtowe is a relatively healthy place to live with life expectancy at birth for most being slightly higher for males than the England average. Female life expectancy, at birth, is just above the Nottinghamshire average. Broxtowe primary care services are based within the South Nottinghamshire Integrated Care Partnership.
- 1.6 Nottinghamshire is the third highest LA for people who are economically inactive. In Broxtowe economic inactivity amongst those aged 16+ has increased but has reduced for residents aged 50 - 64. 27.6% of residents have a long term physical or mental health issue which are preventing them from working.
- 1.7 From 2022 Department for Education statistics, we know that young people in Broxtowe perform well in education. When comparing the key stage 4 results in English and Maths, young people in Broxtowe rank 2nd in Nottinghamshire. 34.2% of residents have a level 4 qualification. Educational attainment in Broxtowe is generally very good but we know that there are 'cold spots' and particular areas where attainment levels are not at the national average. These can be correlated to the most deprived areas of Broxtowe including those with higher rates of child poverty (20.7% of children in Broxtowe are considered to be living in poverty).
- 1.8 Recently published data shows that 97.2% of young people aged 16 - 17 are in Education, Employment or Training. With 1.9% (33 young people) not in Education, Employment or Training and 0.9% (16 young people) not known.
- 1.9 In 2017, Broxtowe was rated 284 out of 323 Local Authorities in England, in terms of 'cold-spots' for social mobility of young people.
- 1.10 Transport and connectivity is problematic in some areas of the borough. However, Broxtowe ranks highly in terms of accessibility to the 325 employment centres in Nottinghamshire. Most people in the area drive a car or van to get to work.
- 1.11 Broxtowe is well served by a range of education and apprenticeship providers, though there are few education providers based in the area. Access to the adult and community learning budget is provided, in the main via Inspire and delivered from within their local library settings.
- 1.12 There are around 6,000 businesses operating in Broxtowe. Many are SME's employing less than 249 people. Around 80% of local businesses are micro businesses with less than 9 employees. Broxtowe Borough Council's business rates records show 2,780 registered businesses.

- 1.13 In 2017 there were 48,000 vacancies in the area compared to 44,000 in 2021. Most areas have seen a rise in vacancies. Earnings perform relatively well when compared to other Nottinghamshire areas.
- 1.14 There are many opportunities for Broxtowe to engage with, shape and upskill its residents for the future jobs market. Its location makes it accessible to growing green industries like the proposed Institute of Technology¹ and the Hydrogen² and STEP fusion academies³.
- 1.15 The employment and skills landscape has changed significantly since April 2023 as many employability programmes funded via ESF end. Gaps in provision are being identified via the Employment and Skills Partnership this work will help to inform the range of opportunities being commissioned within the borough through UK SPF government funding.
- 1.16 Broxtowe Borough Council are committed to working with business and upskilling people in the area to ensure that they can all fulfil their potential. A range of local plans highlight this commitment.
- 1.17 57 Broxtowe Businesses completed the skills questionnaire. Less than 50% were members of any network or representative organisations. They highlighted challenges in the last 12 months around staffing, premises, costs and customers, advice and support, sustainability, access to business funding, training and development and networking.
- 1.18 Most believe that the council could help with better, more timely communication, helping them to regularly network and meet people within the council. Broxtowe Borough Council could also help them with recruitment, providing professional advice and support, financial and other training including social media, offering more energy grants and developing a business network.
- 1.19 The challenges for the next 12 months remained the same, but businesses were worried about rising costs and fewer customers. They wanted to know more about green growth and sustainability as well as working with future generations by accessing schools. They told us that the council could help them by providing local services to provide the advice.
- 1.20 When asked more about the support needed, businesses required more information on websites, social media and business support and advice. They also wanted more information about digital skills, automation, information on taking on apprentices and using the apprenticeship levy to upskill staff.
- 1.21 Further insight from East Midlands Chamber (EMC) and the Federation of Small Businesses (FSB) also reported the business challenges highlighted locally - though our respondents did not feel things were improving as quickly as EMC and FSB respondents.
- 1.22 Local Skills Improvement Plans highlighted work readiness, digital skills and low carbon as the needs of local businesses and a response is being developed to address these issues for employers.
- 1.23 Local business support and employment and skills programmes are being commissioned along with other districts and should respond to the needs of local businesses. Gaps in provision can be commissioned locally or via grant funding.
- 1.24 A People and skills recommendations and action plan is included as **Appendix 3** of the report.
- 1.25 A Business Support recommendations and action plan is included as **Appendix 5** of the report.

1 East Midlands Institute of Technology is one of 21 being created as part of the Governments Skills For Life commitment with funding from the Gatsby Foundation. They aim to provide a regional collaboration assuring future fit workforce for digital and local carbon economies across the East Midlands. [Home | Institutes of Technology](#)

2 East Midlands Hydrogen is the UK's largest inland hydrogen cluster [Former 'Megawatt Valley' to metamorphose into hydrogen heartland with the launch of East Midlands Hydrogen - the UK's largest inland hydrogen cluster | D2N2 \(d2n2lep.org\)](#)

3 West Burton in Bassetlaw is the future home of Spherical Tokamak for Energy Production or STEP fusion. STEP offers the potential to transform and regenerate the area, creating thousands of jobs and supply chain opportunities across a number of sectors, in an area already intimately linked with energy production [First nuclear fusion plant to be built in Nottinghamshire | Construction Enquirer News](#)

2 Introduction and Purpose of the Report

- 2.1 Employment and Skills provision in Broxtowe is changing. This is due to international and local funding changes which will impact on providers who are helping people into work and who are providing valuable services to help local employers to recruit local talent. The aim of this report is to inform the skills activity within the Borough of Broxtowe. It provides a snapshot of current and planned activity and will make recommendations on future projects including informing the refresh of the Economic Development Strategy and contribute to the Council's strategic plan.
- 2.2 The report considers the previous skills activity for residents in the area and their future needs. In addition, the report will consider the skill needs of local businesses and their future requirements. It aims to highlight future opportunities that will emerge due to flagship developments and infrastructure projects secured in the local area like the East Midlands Freeports⁴.
- 2.3 D2N2 has been given devolved status at level 3. Work is ongoing to develop the structure and governance for the new combined authority and mayoral elections in early 2024. Level 3 devolution will bring more opportunities and increase devolved spending to the area. This report aims to help Broxtowe prepare to maximise these opportunities, particularly around increased employment zones /sites, preparing local people to access these future job roles and providing support to help businesses develop and maximise possible supply chain opportunities.

3 Methodology

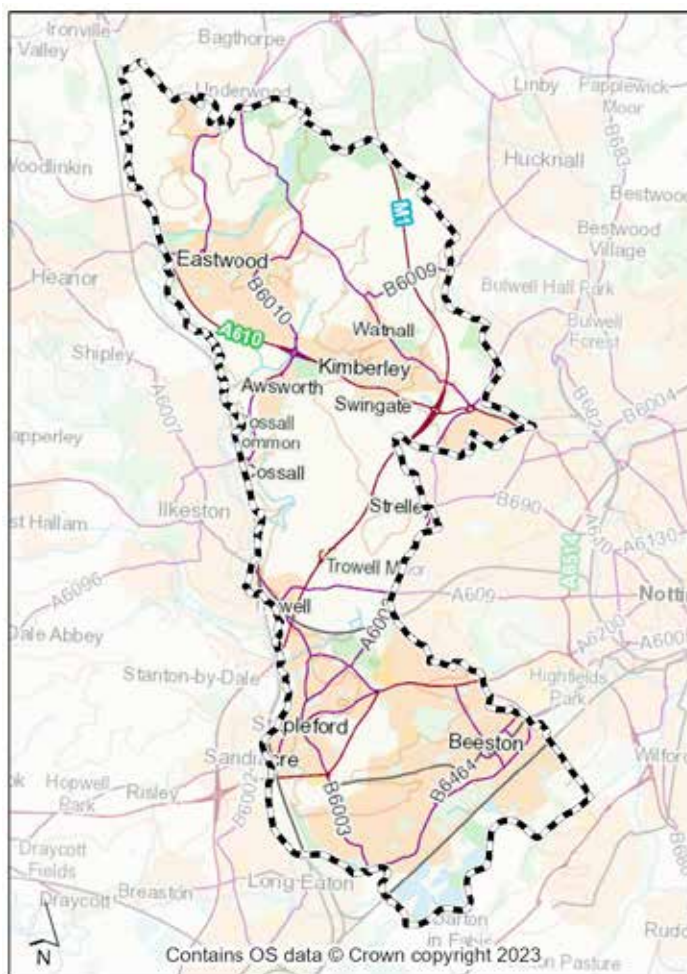
- 3.1 In 2017 a mapping exercise undertaken by Stakeholder Managers, positioned in D2N2 Local Authorities (LA), looked at skills, health and employment support across the D2N2 area, resulting in the adoption of provision maps developed by upper tier LA areas.
- 3.2 The Employment and Skills Partnership was established in Broxtowe Borough in 2018 to provide an opportunity for providers to meet on a regular basis and promote collaboration. This Partnership reports into the Broxtowe Partnership with several business representatives in attendance. It meets quarterly and has a well-established strategy and action plan which is used to ensure that the range of employment and skills providers that operate in the area are promoted to those looking for work and to connect with businesses.
- 3.3 On the 18 May 2023, the Employment and Skills Partnership ran a workshop to update the action plan and strategy in-line with changes in funding for Local Enterprise Partnership (LEP) commissioned programmes, supported via European Social Fund (ESF) funding. Providers had the opportunity to help identify and shape future actions and priorities. Further mapping of employment and skills provision took place in 2023.
- 3.4 Local businesses in the area were identified using a number of sources including:
 - Financial Management Made Easy (FAME)
 - Businesses who had previously received grants from Broxtowe Borough Council under a number of government schemes, such as High Street grants and the Levelling Up programme
 - Data from the East Midlands Chamber CRM system which is used to monitor EMC business support activities in the area
 - Contact with local business networks in Broxtowe
 - East Midlands Chamber Quarterly Economic Survey (QES)
 - Local Skills Improvement Plans
 - The Broxtowe Borough Council Email Me service for businesses (circulation over 4,300 businesses)

⁴ East Midlands is one of 8 English Freeports. A freeport is a designated area within the UK where organisations can benefit from specific tax, customs and economic levers. 7 of these are linked to ports. East Midlands Freeport is the only inland freeport located across three locations – East Midlands Airport and Gateway Cluster, East Midlands Intermodal Park and Radcliffe on Soar. [Home | East Midlands Freeport \(emfreeport.com\)](https://www.emfreeport.com)

- 3.5 A survey was created using Survey Monkey which provided an opportunity for local business to inform us of their needs. The survey asked about the current and future challenges and what the Council and providers could do to help.
- 3.6 It also provided an opportunity for businesses to identify if they needed more information and support in the following areas:
- Reducing carbon footprint
 - Looking after the health and wellbeing of employees
 - Help and advice to recruit staff
 - General information on upskilling staff
 - The Apprenticeship Levy and how this can be used to upskill staff
 - Taking on an apprentice
 - Growth and Policy areas such as freeports (with tax breaks), STEM fusion and the emerging hydrogen and nuclear academies
 - Digital skills and automation
 - Accessing business support and advice
 - Business finance and how to find funding / loans
 - Website and social media advice
- 3.7 Additional questionnaires were completed at the Beeston Business Network on 18 July 2023. We have received 57 fully completed questionnaires - this information gathered from the focus group will be analysed and form part of this report.

4 About Broxtowe

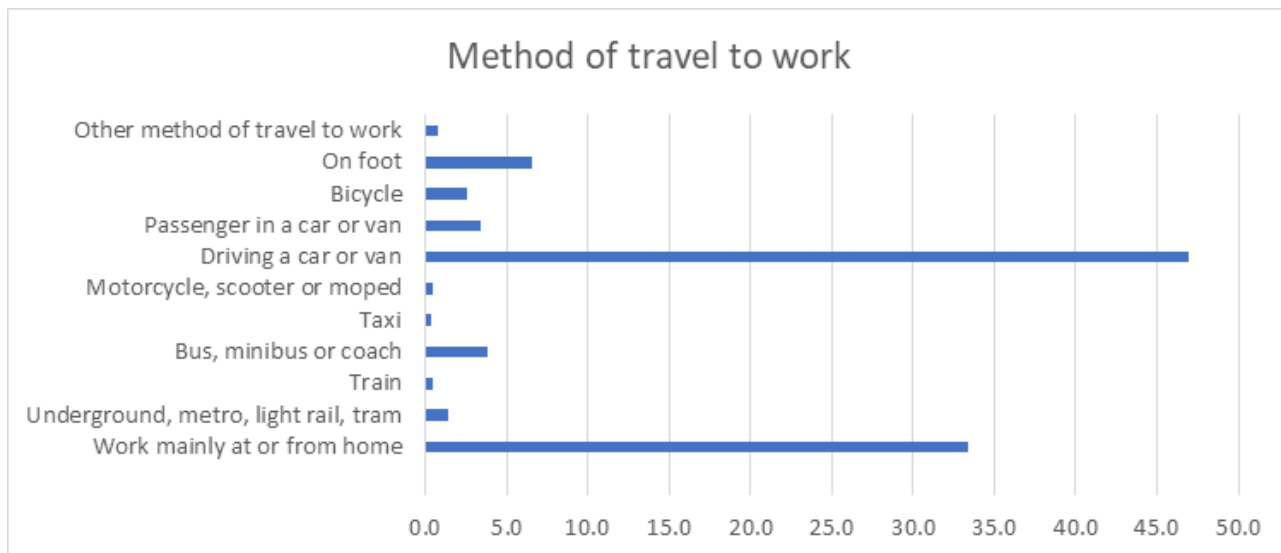
- 4.1 The Borough of Broxtowe lies to the west of the City of Nottingham and is bounded by the river Trent on the south and the river Erewash on the west.
- 4.2 There are four main towns in Broxtowe - Beeston, Stapleford, Kimberley, and Eastwood each with its own character and individuality.
- 4.3 According to the 2021 census⁵, the population size has increased by 1.3%, from around 109,500 in 2011 to 110,900 in 2021. The population in all areas is growing but at a slower rate than nearby areas like Rushcliffe and Nottingham City, who have seen their populations increase by around 7.1% and 5.9% respectively.
- 4.4 Broxtowe is ranked 217th for total population out of 309 local authority areas in England, which is a fall of 11 places in a decade⁶.
- 4.5 There has been an increase of 20.4% in people aged 65 years and over, a decrease of 3.7% in people aged 15 to 64 years, and an increase of 0.5% in children aged under 15 years.



⁵ Census day took place in 2021 and the data may have been impacted by COVID-19 and the increasing student population located in the borough.

⁶ The profile of Broxtowe was last refreshed in 2014 [Profile of Broxtowe](#)

- 4.6 Black, Asian and Minority Ethnic population in Broxtowe is 7.3%. The highest number of this group are Asian and mixed ethnic residents.
- 4.7 The south of Broxtowe is well connected via public transport (bus, tram, and train) to Nottingham and neighbouring areas. This is not consistent across Broxtowe. Census data tells us that around 17,302 (33%) residents are working from home with 725 (1.4%) using the tram, 244 (0.5%) using the train and 24,367 (46.9%) using their car (3.4% as passengers) to travel to work, which is mainly outside of the borough. The travel patterns are:



- 4.8 However, data from the journey time statistics: data tables produced by the Department for Transport (DfT)⁷, tells us that when compared with other Nottinghamshire districts, Broxtowe ranks highly in terms of average travel time to nearest employment centres with 500 - 4999 jobs available. (Time shown in minutes).

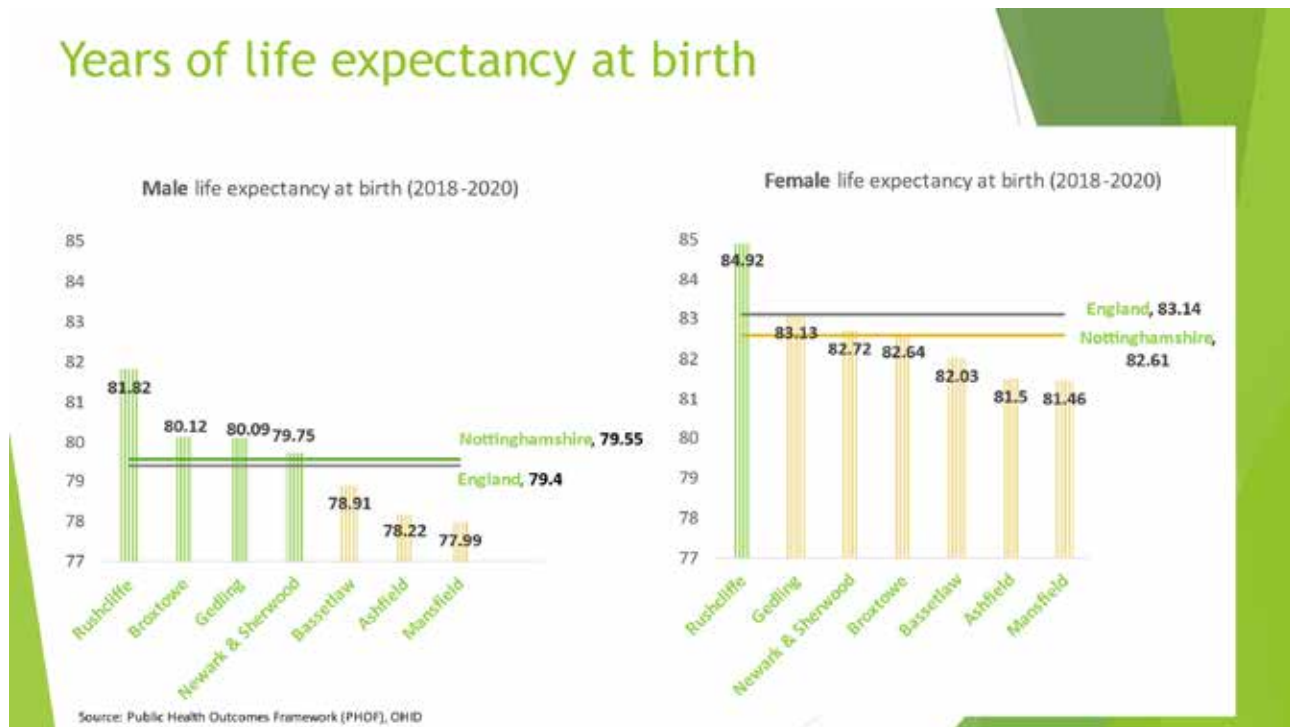
Area	Rank of average travel time to nearest employment centre with 500 to 4999 jobs available / 325		
	Public Transport	Cycle	Drive
Nottingham	40	36	45
Broxtowe	88	87	75
Rushcliffe	113	138	99
Mansfield	140	104	88
Ashfield	164	171	173
Bassetlaw	180	243	224
Gedling	206	200	205
N & S	242	250	245

7 [Journey time statistics: data tables \(JTS\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/data-collections/journey-time-statistics-data-tables-jts)

5 Health in Broxtowe

- 5.1 According to data from the Office of National Statistics, the change in health in Broxtowe overall is positive. Broxtowe's Health Index score⁸ increased in 2021 to 111.5, which is up **0.9 points** compared with the previous year.

Years of life expectancy at birth



Data source courtesy of Nottinghamshire County Council.

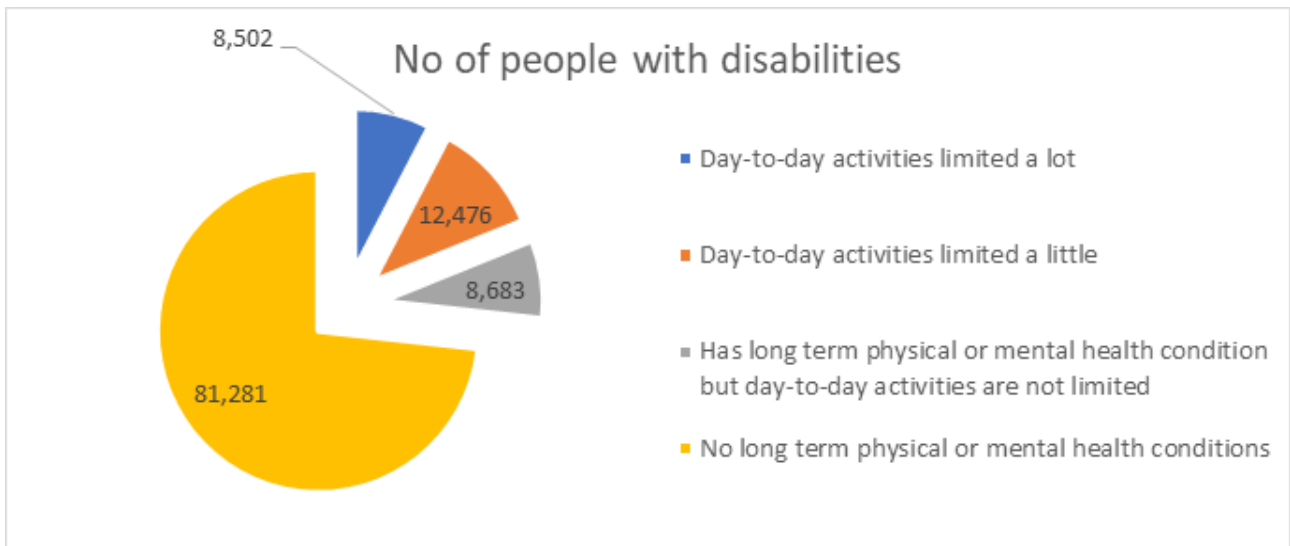
- 5.2 Broxtowe is a relatively healthy place to live with life expectancy at birth for most being slightly higher for males than the England average. Female life expectancy, at birth, is just above the Nottinghamshire average (82.61) but slightly lower than the English average (83.14)⁹.
- 5.3 Broxtowe Borough is situated within the South Nottinghamshire Place Based Partnership (PBP) and sits within the Nottingham West Primary Care Network and its three neighbourhoods (Beeston, Eastwood / Kimberley, and Stapleford), is coterminous with the Primary Care Network boundary¹⁰. The Integrated Care System Nottingham West PCN report also tells us that 2.4% of Broxtowe residents provide 50 hours or more of unpaid care each week, which is comparable with the ICP and England rate.
- 5.4 26.7% of Broxtowe residents have a physical or mental health condition or disability¹¹. For some, day to day activities are limited a lot (7.7%) or a little (11.7%). Others report a disability that does not limit their day to day activities (7.8).

⁸ [How health has changed in your area - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

⁹ Source: [Public Health Outcomes Framework \(PHOF\), OHID](#) Life Expectancy for males in 2013-2017 was 80.6 years and for females was 83.9 years.

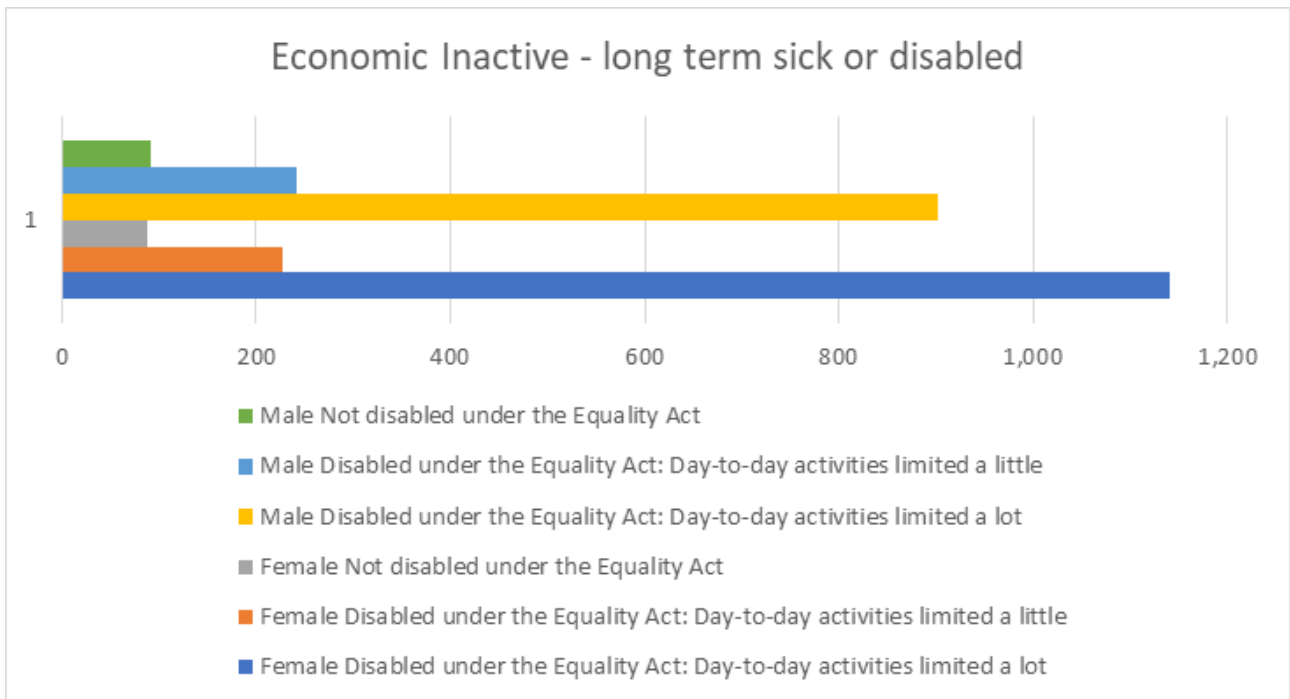
¹⁰ More detailed data from the Integrated Care System (ICS) South Nottinghamshire Place Based Partnership and the Nottingham West PCN is available here [Document library - Nottinghamshire Insight](#)

¹¹ *Definition:* People who assessed their day-to-day activities as limited by long-term physical or mental health conditions or illnesses are considered disabled. This definition of a disabled person meets the harmonised standard for measuring disability and is in line with the Equality Act (2010).



6 Economic Inactivity in Broxtowe

- 6.1 According to the DWP State of the Sector report¹² which collates employment statistics using NOMIS, economic inactivity amongst those aged 16+ has increased by 4.4% from 34,800 (39.7%) in October - September 22 data set to 41,500 (44%) between Jan - December 2022 data set. More people aged 16 - 49 are becoming economically inactive in Broxtowe. In Broxtowe the number of people aged 50 - 64 who are economically inactive has reduced overall from 26.2% to 23.7%.
- 6.2 Economic inactivity is defined as those who are unable to work but would like to work. We have separate data on those who are economically inactive due to retirement, full time students or looking after the home or family.
- 6.3 Census data tells us that the percentage of people (aged 5+) providing up to 19 hours of weekly unpaid care in Broxtowe decreased by 2.4 percentage points from 7.7% to 5.3%.



12 **DWP State of the Sector Report** provides in depth data on the Lincolnshire, Nottinghamshire, and Rutland DWP District. Lincolnshire, Nottinghamshire, and Rutland District (LNR) is made up of 1 Service Centre, 20 Jobcentres (with 1 additional Satellite Offices) and spans across 16 Local Authority Areas. Currently 11 are co-located with the Local Authority they serve. This is data is from the June 23 report.

- 6.4 Nottinghamshire is the third highest Local Authority for people who are economically inactive, and if Broxtowe is consistent with other Nottinghamshire districts, the two main reason for inactivity are mental health and Musculoskeletal (MSK) conditions such as back pain and arthritis.

Recommendation:

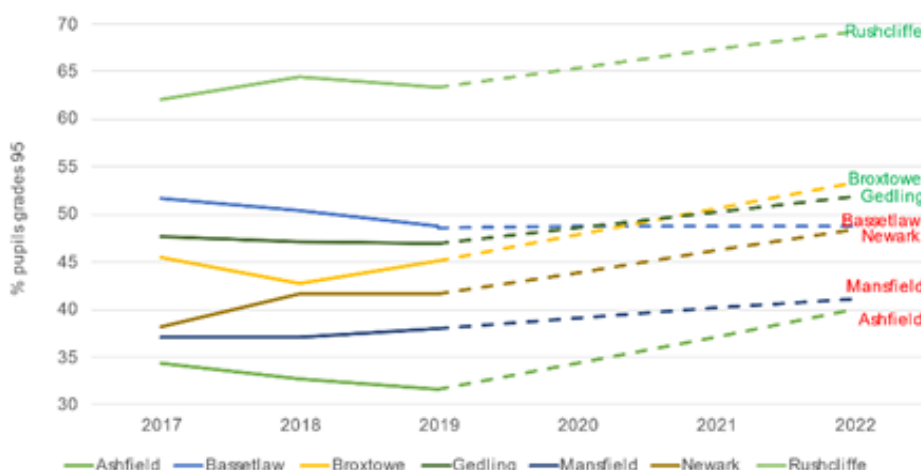
- Continue to engage with programmes supporting people into work with health problems.

7 Educational Attainment in Broxtowe

- 7.1 Of the 105,649 residents in Broxtowe that were aged 5 and over on census day, 19.2% were in the education system. This is around 20,288 residents.
- 7.2 Educational attainment is important to the future pipeline of employees within Broxtowe and will help to define the future workforce. From 2022 statistics we know that young people in Broxtowe perform well in education. When comparing the key stage 4 results in English and Maths, young people in Broxtowe rank 2nd in Nottinghamshire.

Key Stage 4

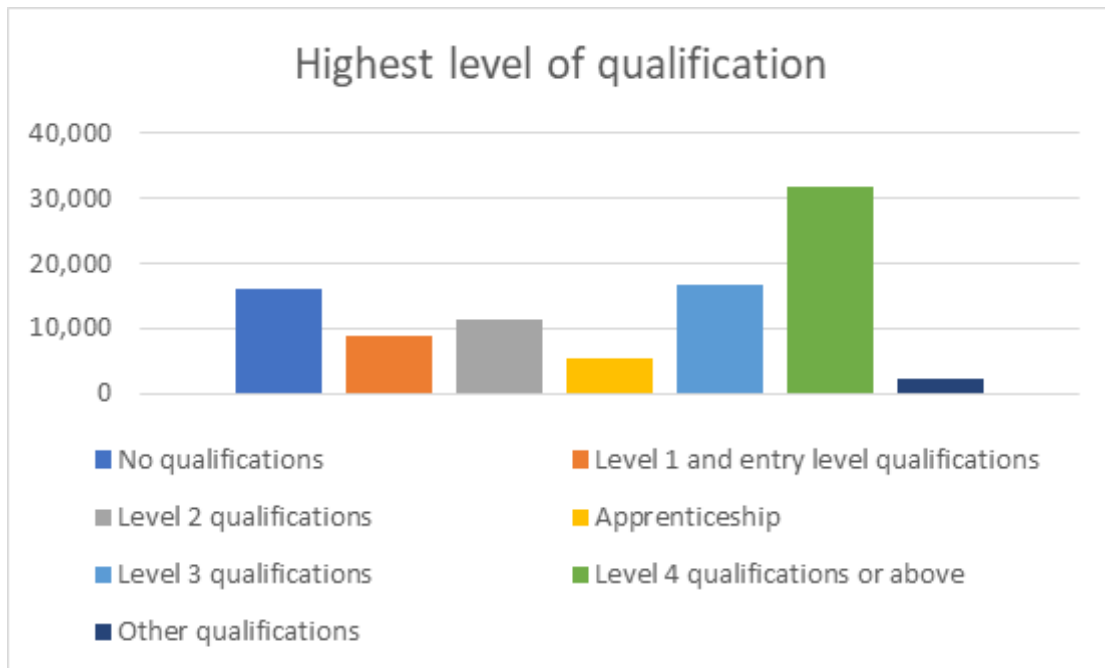
% Grades 9-5 in combined English & maths by school district (2017 -22)



Data source courtesy of Nottinghamshire County Council.

- 7.3 Recently published data shows that 97.2% of young people aged 16 – 17 are in Education, Employment or Training. With 1.9% (33 young people) not in Education Employment or Training and 0.9% (16 young people) not known. These young people are most likely to live in Beeston North, Awsworth, Cossall and Trowell, Beeston Rylands or in Stapleford North.
- 7.4 In Broxtowe 34.2% of residents have a level 4 qualification¹³. This is based on 92,539 residents who were over 16 at the time of the census in 2021. 16,079 (17.4%) have no qualifications.

13 The highest level of qualification is derived from the census question asking people to indicate all qualifications held, or their nearest equivalent. This may include foreign qualifications where they were matched to the closest UK equivalent. * Level 4 qualifications or above: degree (BA, BSc), higher degree (MA, PhD, PGCE), NVQ level 4 to 5, HNC, HND, RSA Higher Diploma, BTEC Higher level, professional qualifications (for example, teaching, nursing, accountancy).



8 Social Mobility

- 8.1 According to the 2017 Social Mobility Index¹⁴ Broxtowe rated 284 out of 323 local authorities making it one of the cold spots for social mobility of young people. The index most recently published is now called the State of the Nation¹⁵ and the overall measures have changed. LA's are not ranked in the 2022 edition.

9 Further Education and Higher Education Provision

- 9.1 Broxtowe is served by two Further Education (FE) colleges (Nottingham College and Derby College) due to its location within Nottinghamshire and being on the border of Derby and Derbyshire. These all deliver apprenticeship training including support for employers recruiting apprentices, adult education budget funded provision such as community learning, Further Education Courses offering GCSEs and other technical courses and higher education, degree level programmes. The problem for local residents can be travel to the location of the main provision of both Nottingham and Derby College as neither run locally based provision. Some areas of the district are in easy reach of RNN College in north Nottinghamshire and West Notts College in Mid Nottinghamshire.
- 9.2 Nottinghamshire is home to two outstanding universities. Nottingham Trent University has main campuses in Nottingham City and Clifton. Nottingham University main campus is based on the border of Nottingham City and Broxtowe. Both universities have representatives on the Employment and Skills Partnership and are actively pursuing more partnerships with Broxtowe Borough Council. The latest work with the authority has been the consultation around the Climate Change and Green Futures Strategy 2023 - 2027, which is currently out for consultation. Both universities can bring a wealth of knowledge, innovation and employment activity to Broxtowe Borough Council.
- 9.3 In addition, Broxtowe Borough Council have been approached by other skills providers to help them find local locations for delivery i.e. The National House Building Federation are exploring the development of additional bricklaying and other construction skills academies.

14 The Social Mobility index measures explores how geographical location can affect social mobility for individuals growing up and choosing to live in different areas https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/662744/State_of_the_Nation_2017_-_Social_Mobility_in_Great_Britain.pdf

15 [State of the Nation 2022: A fresh approach to social mobility \(publishing.service.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/114444/State_of_the_Nation_2022_-_A_fresh_approach_to_social_mobility_(publishing.service.gov.uk))

Recommendations:

- Review which departments are already working with the university and see where there are gaps that could be filled by graduates.
- Explore the impact of changes to local sites e.g. Arthur Mee centre.
- Explore the possibility of local pop up colleges based within the community.
- Explore the options that can be offered by other local colleges and providers such as those running skills academies. This includes Automotive, Manufacturing, Adult Education Budget, Health, and Social Care training as well as exploring partnerships with local construction / bricklaying academies such as those run by the National House Building federation.
- Continue to explore the future opportunities via new and emerging technologies.

10 Jobs in Broxtowe

- 10.1 Job density¹⁶ in Broxtowe has remained consistent. The density figures represent the ratio of total jobs to the population aged 16 - 64. In 2021, there were 44,000 jobs, which is the same as the total in 2000. Between 2000 and 2021, the highest job density figures were 48,000 in 2017.
- 10.2 Future jobs created in the D2N2 area are generally accessible to Broxtowe residents as they are within the travel to work area - linking into Mansfield, Nottingham City and over the border into Derbyshire and Derby City. Travel areas are discussed earlier in this report.

11 Future Jobs and Growing Industries

- 11.1 Regional projects that impact on business and provide employment opportunities for local residents include:
- Chetwynd - Toton
 - East Midlands Airport
 - Regional growth opportunities and projects including freeports (with tax breaks)
 - STEM fusion and the emerging hydrogen and nuclear academies
 - Institute of Technology
- 11.2 We have some key local sites (factory and units) based in Broxtowe employing up to 49 people where we would like to increase engagement and connect potential job seekers.
- 11.3 There have been announcements from a number of large employers in Broxtowe that could impact on employment opportunities in the area.
- 11.4 J Tomlinson is one of the largest construction companies in the UK. They have recently announced that they are going into liquidation with over 600 vacancies.
- 11.5 Boots HQ is based in the area and they have been in discussions about change of use of the site which could include roles moving out of the area.
- 11.6 Raleigh have a site in Eastwood, where they have renewed a previous planning application for housing. Whilst this will help with the house building programme required in Broxtowe this would also mean the relocation of their distribution centre.

Recommendation:

There needs to be a discussion with Raleigh about the benefits of relocating to another local site, which would mean they would remain in Nottinghamshire and provide benefit to the Broxtowe Borough Council House building programme.

16 The density figures represent the ratio of total jobs to population aged 16-64. Full data available here [Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#)

11.7 This is how Broxtowe compares with other Nottinghamshire districts in terms of growth sectors.

Growth Sectors



Where growth sectors include

- Information & communication
- Financial & insurance
- Property
- Professional, scientific & technical
- Business administration & support services

Data source courtesy of Nottinghamshire County Council.

11.8 A number of growth sectors exist across the border into the D2 areas, which will provide employment opportunities for local people.

Recommendation:

Undertake a full analysis of the inward investment potential in Broxtowe to help identify further employment and skills opportunities for residents. Where there are companies wanting to move into the area Broxtowe Borough Council needs to engage in discussions with other districts, Nottinghamshire County Council, and other strategic players. This will ensure that we don't lose the opportunity to have the company located within and contributing to the Nottinghamshire economy.

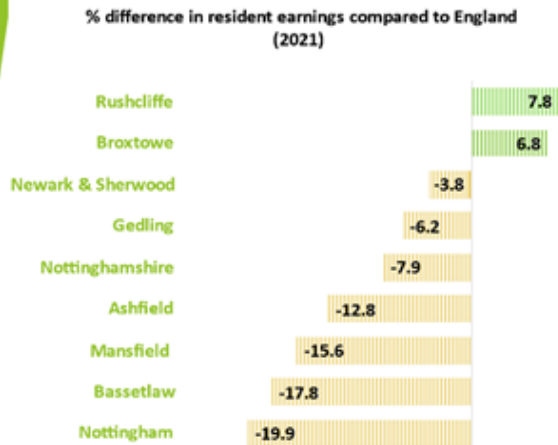
12 Earnings in Broxtowe

12.1 In terms of earnings by local residents, Broxtowe performs relatively well compared to the rest of Nottinghamshire (including Nottingham City).

12.2 Data from an annual survey of hours and earnings in 2021 shows increases in earnings for residents in Rushcliffe and Broxtowe. Other places have seen a reduction in residents pay since the 2019 survey of hours and earnings. ¹⁷

17 Raw data available here <https://www.ons.gov.uk/releases/annualsurveyofhoursandearnings2021basedonsoc2020>

Gross median weekly pay - residents



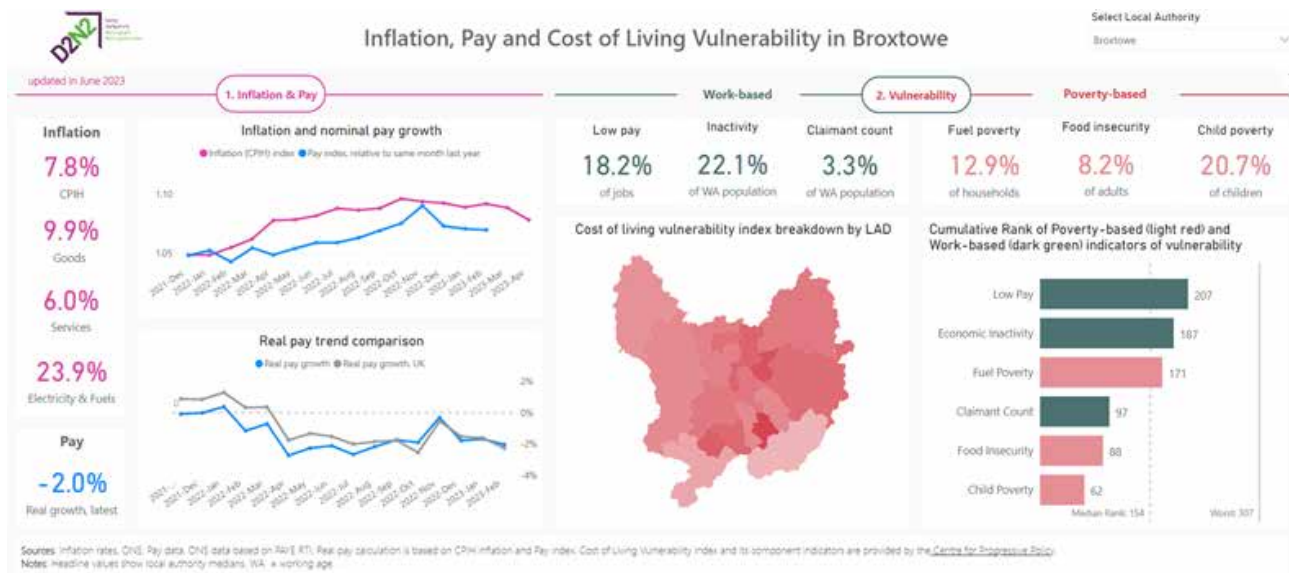
Source: Annual Survey of Hours and Earnings 2021, ONS © Crown Copyright

Area	Gross Weekly pay of a resident (£)	Rank of LA (/307)	
Rushcliffe	661	88	
Broxtowe	655	94	
England	613		
Newark and Sherwood	590	169	
Gedling	575	208	
Nottinghamshire	565		
Ashfield	535	268	
Mansfield	518	290	
Bassetlaw	504	301	
Nottingham	491	304	
Key national quartile	1st Quartile		
	2nd Quartile		
	3rd Quartile		
	4th Quartile		
Gap between top and bottom performing areas			
England	£506	Nottinghamshire	- £157

Data source courtesy of Nottinghamshire County Council.

13 Impact of cost of living on economic inactivity

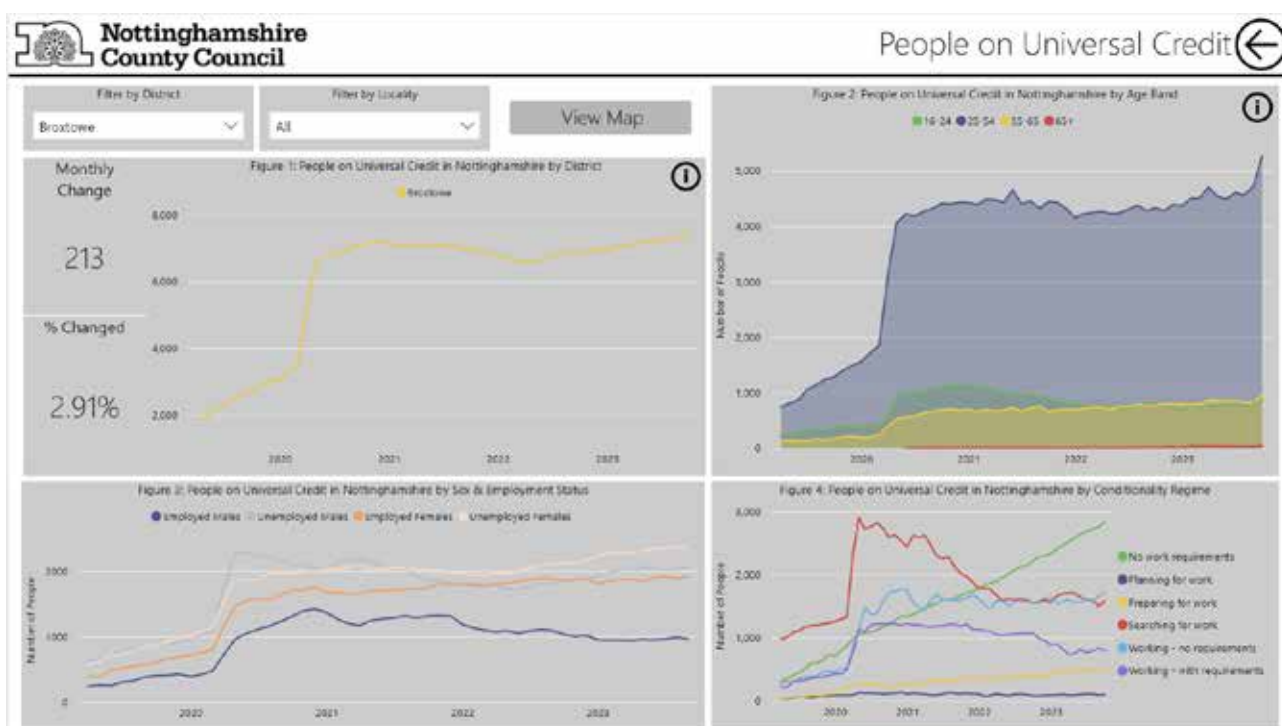
13.1 The D2N2 data centre¹⁸ has recently started to collate data on the impact of inflation, pay and cost of living vulnerability in the D2N2 area. This shows that the working age inactivity is 22.1%, 20% of children in the area are in child poverty and that 12.9% of Broxtowe residents are in fuel poverty.



18 Link to the D2N2 data centre [Data Centre | Derby and Nottingham | D2N2 \(d2n2lep.org\)](https://www.d2n2lep.org)

14 Unemployment in Broxtowe

- 14.1 Nationally, unemployment is falling. In Broxtowe, the rate of employment has reduced by 1.9% (from 69.7% to 67.8%).
- 14.2 Overall claimants¹⁹ in Broxtowe have fallen from 1930 (June 22²⁰) to 1,855 in June 2023. Of which 1065 are male and 785 are female. The 10 wards in Broxtowe with the highest level of claimants are Eastwood St Marys (160 (144 people)), Beeston North (148 (137)), Chilwell West (148 (153)), Stapleford Southwest (143 (148)), Stapleford North (139 (129)), Beeston Central (132 (122)), Kimberley (127), Stapleford South East (108 (113)), Eastwood Hilltop (103 (123)), Beeston Rylands (97).
- 14.3 In May 2023 there were 7,257 (7,101²¹) people claiming universal credit²² within Broxtowe of which the majority are aged 25 - 49. 934 (950) males and 1879 (1813) females who are claiming universal credit are in work. 2036 (1920) male and 2281 (2240) of female claimants are unemployed. At least 1709 (1542) people are job-searching and 489 (461) preparing for work. This group will need support to find suitable employment.



15 Apprenticeships and Traineeships in Broxtowe

- 15.1 In 2019, Broxtowe Borough Council developed an Apprenticeship Strategy²³ outlining the commitment to internal apprenticeships, across all departments. This was refreshed in 2022. Broxtowe Borough Council are also representatives on the D2N2 Public Sector Compact which represents all public sector employers (Anchor Institutes)²⁴. The Public Sector Compact Group work to encourage the effective use of the apprenticeship levy²⁵ and increased workforce development activity through a D2N2 wide action plan²⁶.

¹⁹ Claimants refers to those claiming universal credit or / and job seekers allowance.

²⁰ **Figures in brackets represent the June 22 claimant figure.**

²¹ This figure represents the previous quarter data.

²² Universal credit is a benefit claimed by people in work and unemployed. This group is soon to see the migration over to UC of people claiming tax credits and other legacy benefits [Microsoft Power BI](#)

²³ Broxtowe Apprenticeship Strategy [Apprenticeship Strategy 2022-24 \(broxtowe.gov.uk\)](#)

²⁴ [What is an anchor institution? | CLES](#)

²⁵ The Levy is charged at **0.5%** of the annual pay bill based on Class 1 National Insurance Contributions via PAYE (Pay As You Earn) alongside tax and National Insurance. In addition, the Government will apply a 10% top-up to the funds for spending on apprenticeship training.

²⁶ [East Midlands Public Sector Compacts - \(empscompacts.org.uk\)](#)

15.2 A recent search of the government apprenticeship website shows 129 apprenticeship vacancies in Broxtowe.

15.3 Broxtowe has a number of specialist apprenticeship providers located in the borough.

These include

- [CT Skills](#) - who deliver apprenticeships for a wide range of employers in Business Administration, Digital marketing, Housing, Management, Customer Services, Early Years, HR and Development, and Teaching and Learning, and Accountancy;
- [Webs Training](#) - who specialise in apprenticeship training in the furniture industry;
- [MP Skills](#) - specialising in the extractive industry - mineral processing and construction product sampling and testing.

Others based in the local area providing a service for residents in Broxtowe include:

- [Nottingham College](#) - automotive and motor vehicle training, business and accounts, computing and office technologies, construction. Early years and education, engineering and electrical, health and social care and low carbon;
- [DBC Training](#) - specialising in business and professional services, sales and recruitment, warehousing and logistics;
- [Access Training](#) - specialising in childcare, TA's, housing, business, and social care;
- [Futures](#) – general working with all local employers;
- [Nottingham Trent University](#) - specialising in degree level apprenticeships - business and admin, childcare and education, construction, digital, food and drink, health and science, law, and social care;
- National Organisations - [SR Apprenticeships](#) - professional services and supply chain and logistics;
- [West Notts College](#) provide a robust service which provides apprenticeship training and support for employers in many areas. West Notts College have a leading digital (essential digital skills) offer as well as being instrumental in the delivery of national automotive and manufacturing opportunities.

Recommendations:

- A full analysis of available apprenticeships needs to be undertaken and included in the Employment and Skills Partnership action plan.
- Work with the D2N2 career hub, D2N2 and the MCA to create a one stop shop / apprenticeship hub in the Broxtowe.

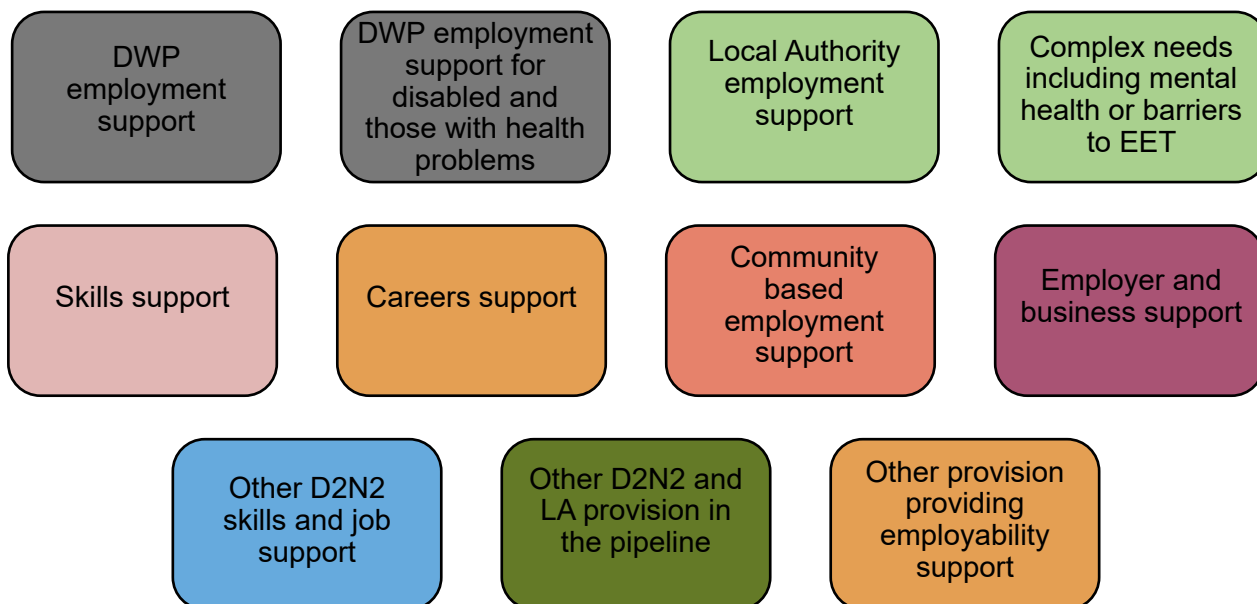
16 Employment and skills landscape prior to April 2023

16.1 Up until 2023, we had over 20 providers of employment and skills activity funded in the D2N2 area. Providing employment and skills support in Broxtowe. These consist of services / schemes for:

- People with long term conditions
- People who have severe multiple disadvantages (Homeless, substance misuse, domestic violence, ex-offenders or have mental health issues)
- People who have been short term unemployed because of COVID-19
- People who are long term employed (over 12 months)
- People experiencing debt, which may be preventing them for entering work
- Services to help people consider career options
- Help for people with neurological difficulties
- Incentives for young people
- Incentives to upskill the workforce, people who are unemployed and people who are being made redundant

16.2 Previous categories of provision are categorised below:

Promoting employment and skills programmes, including BBO, to increase the prosperity of those living in the D2N2 area.



Full details of all programmes that operated prior to 2023 can be found in **Appendix 1**.

16.3 This rich landscape of services will reduce due to the end of ESF funding, but Broxtowe Borough Council aim to use UKSPF to ensure that there are no gaps in the provision, alongside that commissioned by other partners e.g. Department of Work and Pensions, available in the local area.

16.4 Broxtowe has an active Employment and Skills Partnership which has developed a strategy and associated action plan. This is being reviewed to ensure that new provision / providers are included. The action plan can be found in **Appendix 2**.

17 Businesses in Broxtowe

Number of businesses

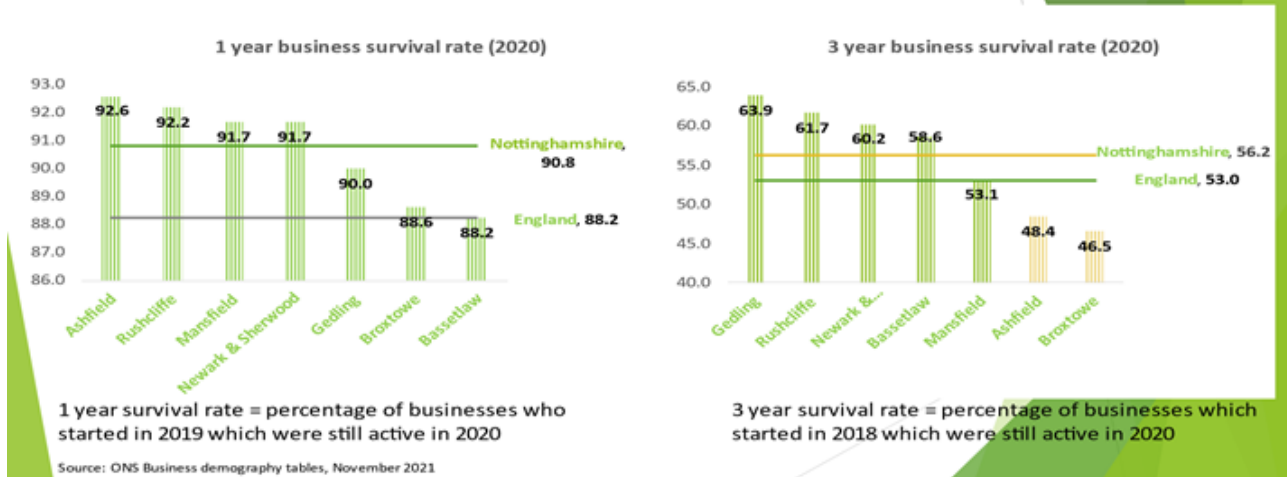
17.1 According to FAME, Broxtowe has around 6,000 businesses located within the borough. We know that 2,780 are registered to pay business rates bill for 2023/24²⁷. This leaves over 3,000 other local businesses that are small self-employed management consultancies, business advisors who may not have premises or who are exempt from paying business rates. This is evident when you look at the key industries in the area.

17.2 Broxtowe has fewer new businesses developing, in 2021 there were on average 3.32 business births per 1000 population. The average in Nottinghamshire is 3.77.

17.3 We know that the pandemic had a significant effect on hospitality, the visitor economy and retail businesses.

17.4 According to the ONS Business demography tables published in 2021, 88.6% of businesses in Broxtowe that were started in 2019 were still active in 2020. However, the number of businesses that started in 2018 and survived for three years is significantly lower at 46.5.

Business survival rates



Data source courtesy of Nottinghamshire County Council.

Recommendations:

- Further analysis needs to be undertaken to understand business births, and survival in the area.
- Further exploration of the impact on local jobs and employment and skills in the area needs to be undertaken.

Key Industries

- 17.5 Broxtowe has successfully increased the provision for start-up and small businesses with the imminent construction of new units in Stapleford and similar future plans for Kimberley.
- 17.6 Registered businesses are classified using 600 Standard Industry Classifications (SIC codes). In Broxtowe we know that business activity covers over 452 of these industry codes. These are the top 20:

Primary UK SIC (2007) code	No of Broxtowe businesses	Description / activity
68209	247	Other letting and operating of own or leased real estate
68100	181	Buying and selling of own real estate
70229	181	Management consultancy activities other than financial management
82990	168	Other business support service activities n.e.c.
86220	143	Specialists medical practice activities
43210	138	Electrical installation
96020	129	Hairdressing and other beauty treatment
96090	121	Other service activities n.e.c.
56103	115	Take-away food shops and mobile food stands

Primary UK SIC (2007) code	No of Broxtowe businesses	Description / activity
62020	109	Information technology consultancy activities
86900	100	Information technology consultancy activities
45200	99	Maintenance and repair of motor vehicles
86230	99	Dental practice activities
43220	88	Plumbing, heat, and air-conditioning installation
47990	87	Other retail sale not in stores, stalls, or markets
47910	85	Retail sale via mail order houses or via Internet
41202	84	Construction of domestic buildings
41100	83	Development of building projects
49410	79	Freight transport by road
43999	78	Other specialised construction activities n.e.c.

- 17.7 More than 80% of businesses in Broxtowe are micro businesses with up to 9 employees. This includes self-employed, factory units and shops. This is consistent with national statistics which show that there are 5.47m small businesses in the UK.

18 Strategic fit for business, people, and skills within Broxtowe

- 18.1 Broxtowe Borough Council are committed to working with businesses and upskilling people in the area to ensure that they can all fulfil their potential. Broxtowe strategic plans highlight this commitment.

The Broxtowe Borough Council Corporate Plan 2020 - 2024²⁸

- 18.2 This is currently being refreshed. Reporting on the corporate plan progress under the Business Growth priority told us that between 2016 and 2020, the number of businesses in Broxtowe increased by 130. 29 businesses received free business health checks. Work was also undertaken to increase the occupancy in the three town centres - Stapleford, Eastwood and Kimberley which were below the national average occupancy rate. The 2020 - 24 plan prioritised skills development, increasing apprenticeships and training opportunities in the local area. Extensive work has resulted in successful bids for Towns Deal and Levelling Up Funding.²⁹

- 18.3 The Let's Talk Broxtowe 2023 consultations suggest a priority around Economic Development and town centre management, which aims to prioritise **Business Growth (encouraging new businesses and supporting the economic development and regeneration of all our towns)**.

The Climate Change and Green Futures Strategy 2023 – 2027

- 18.4 This is currently being consulted on under theme nine. Business and Supply Chain aims to address climate change issues relating to Business and Supply Chain over the next five years, including section 9.4 in the action plan - **supporting green jobs and 9.7 instigate a climate accreditation scheme for Broxtowe**.

Economic Development Strategy

- 18.5 This report will inform the refresh of the Economic Development Strategy. The previous strategy highlighted Jobs, Skills and Training, and Business Growth as priorities in line with the corporate plan. These were as follows:

²⁸ [Broxtowe Borough Council corporate-plan-2020-2024-final-accessible.pdf](#)

²⁹ [Broxtowe Achievements 2021 - 22](#)

- Jobs, Skills, and Training includes: Apprenticeships, Business / Employer Engagement Events, Local Employment Support Programmes, Preparing People for Work, Create Opportunities and Enhance Pathways into work.
- Competitive Business Growth includes: Business / Employer Engagement to ensure local business and organizations are aware of local job networks and jobs clubs. Support jobs networks and clubs by promoting events and sharing relevant resources.

It is anticipated that the new Economic Growth Strategy will incorporate similar work strands.

Employment and Skills Strategy

- 18.6 This was developed in 2018 to support the 5 key priorities within the Broxtowe Borough Council Corporate Plan and the Economic Development Strategy. It specifically focuses on the priorities around Jobs and Business Growth. This recognises that the strategy will support employment and skills activity that will cut across the remaining 4 priorities detailed in the corporate plan: Housing, the Environment, Health, and Community Safety.

Broxtowe Sustainable Communities Strategy

- 18.7 This was developed in 2010. This plan of action has informed the development of the children and young people forum and the health and LD forums. Both have actions around employability which link to the employment and skills strategy, [Broxtowe Sustainable Community Strategy 2010-2020](#). The refresh of this strategy was delayed due to COVID-19 when emergency planning was informing the activity within the community.

Broxtowe Culture Strategy

- 18.8 This Cultural Strategy sets out how the Council, by working with its partners, can enrich the cultural life of the Borough for the benefit of the whole community. The strategy supports upskilling the local community to deliver on the cultural agenda. [Broxtowe cultural-strategy-2023](#) Alongside Nottinghamshire County Council, Broxtowe is aiming to join a partnership which will help the local area to benefit from Visit England future support and possible funding.

Strategic Fit with Other Boroughs

- 18.9 South locality - devolution collaborative activity - A proposal is being developed to bring together employment and skills providers to form a South Notts Collaborative Engagement Group (CEG). This will complement the North Notts CEG and its partners in Bassetlaw, Mansfield, Ashfield, Newark and Sherwood. It is also proposed that the official collaboration of training providers will allow more opportunity to inform the employment and skills landscape in preparation for D2N2 devolution.
- 18.10 Nottingham City and Nottinghamshire Local Plan - The Greater Nottingham Planning Partnership³⁰ consists of Nottingham City, Ashfield DC, Broxtowe BC, Erewash BC, Gedling BC, Rushcliffe BC and both the Nottinghamshire and Derbyshire County Councils. The purpose is to prepare strategic development plans which are consistent and provide a coherent policy framework across Greater Nottingham.

[Greater Nottingham preferred approach](#)

Strategic Fit with Nottinghamshire County Council

- 18.11 Nottinghamshire County Council have developed a range of strategies that supports the findings, actions and recommendations within this report.
- [Visitor economy strategy 2018 - 2029](#)
 - [Place Economic Transition Plan \(22 - 25\)](#)
 - [Inward Investment Strategy](#)
 - [Nottinghamshire Work and Health Strategy](#)

30 [Greater Nottingham Planning Partnership \(gnplan.org.uk\)](http://gnplan.org.uk)

Strategic Fit with Health and Wellbeing - Health and Wellbeing Board and Integrated Care System.

18.12 Good Work is a primary driver in the prevention of illness and the maintenance of good physical and mental health. Whilst a good work charter is actively being developed by ACAS³¹ and partners, our local Integrated Care System recognises the benefits of helping people into and remaining in work. This is supported via the following strategies.

- [Health and Wellbeing Strategy - Nottinghamshire - healthy and sustainable communities](#)
- [Integrated Care System Strategic Plan](#)

Sub Regional Strategy

18.13 Our sub regional strategy is a supporting factor to ensure that Broxtowe can drive up good work and support for local businesses. The D2N2 Local Enterprise partnership leads on this strategy. This is expected to change when the D2N2 area Mayor is elected and work shifts over to a combined authority.

- [D2N2 local skills plan](#)
- [D2N2 recovery and growth plan](#)
- [D2N2 Combined Mayoral Authority and Devolution](#)

Regional Strategy

18.14 Our regional strategy in terms of economic growth for business and employability supports the need for a healthy workforce. Midlands Engine in partnership with Advisory, Conciliation and Arbitration Service (ACAS)³² have developed a Good Work Charter for the Midlands which will help employers to develop a healthy workforce.

[Midlands Engine Investment strategy](#)

National Strategy

18.15 Government commitment to upskilling the workforce and helping communities to maintain good work form part of the following strategy. Skills for life aims to increase the level of lifelong learning as part of work and upskilling in areas like Maths - through Multiply. Levelling Up is led by the Department for Levelling Up, Housing and Communities and aims to support communities across the UK to thrive, making them great places to live and work.

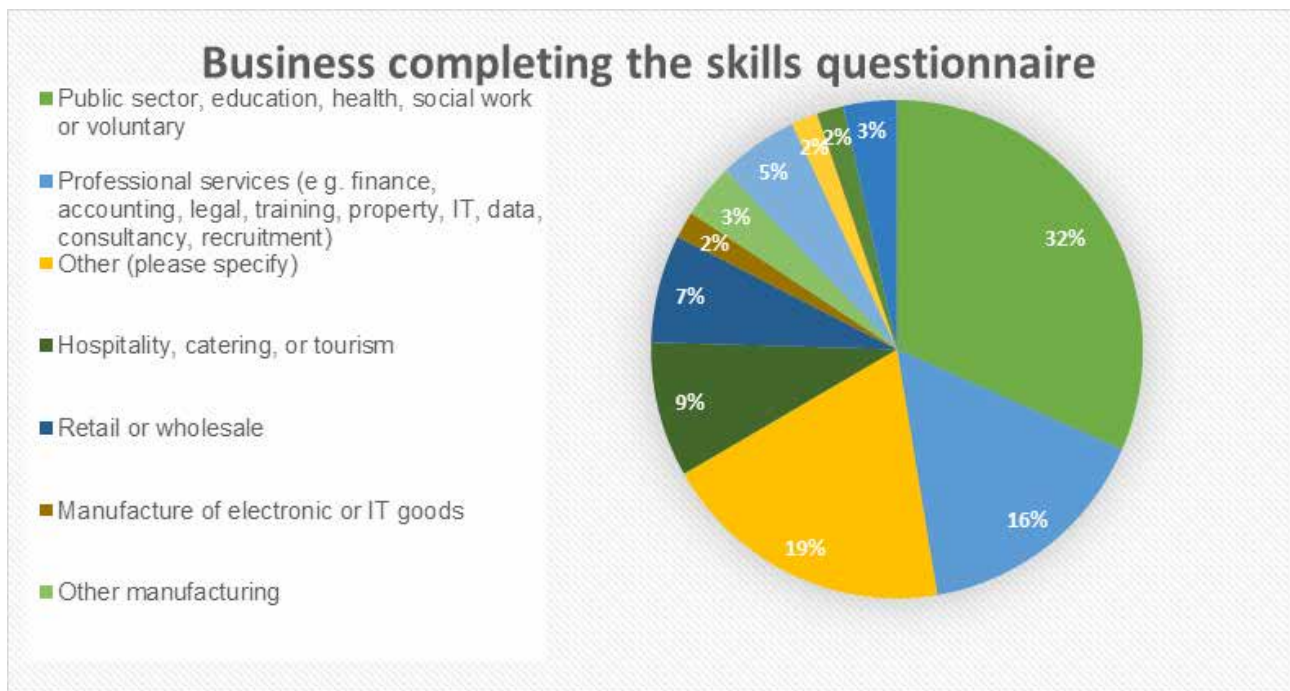
- [Skills for life](#)
- [Levelling up agenda](#)

31 [Midlands Good Work Charter | Midlands Engine](#)

32 [ACAS website](#)

19 Findings from the Business Skills Quest survey

19.1 The business questionnaire was completed by 57 local business of varying sizes.



19.2 11 businesses listed their category as 'other'. They worked in the following business types:

Parish Council	Beauty
Photography Studio	Wildlife Rescue Charity
Interior Design	Healthcare
Faith Based Organisation	Hairdressers
Career Guidance Services	Commercial Archaeological Services
Design and Print	

19.3 Less than 50% of business (27) were members of local, regional, and national networks. Memberships included:

- Business Support and Representation organisations - Federation of Small Business (FSB), East Midlands Chamber (EMC),
- Local Business Networking Organisations - Mansfield and Ashfield 2020, Business in the Community,
- Local Partnerships and Networks - Broxtowe Local Partnership, Broxtowe Employment and Skills Partnership, health based local partnerships, Erewash Partnership, Derby's Finest, Rushcliffe Business Partnership, Derby's Finest and Derbyshire Business Networking,
- International Networks - Business Network International, KuKu Connect, Synergy.

19.4 Some belong to other organisations as part of the regulatory aspect of the service they deliver such as Regional and National Citizen Advice Bureau, Royal Institute of British Architects (RIBA), Timber Development UK, British Construction Steelwork Association (BCSA) and Insurance Fraud Bureau (IFB).

20 Business Challenges in the last 12 months

20.1 We asked business about the challenges for them in the last 12 months.

20.2 Broadly the challenges related to:

- **Recruitment and retention of staff** - Recruiting and retaining high quality staff in specialist areas (engineering, architecture, planning, IT). Recruiting staff to help the business grow who have the right skills and qualifications. There are issues with retaining volunteers and there is a need for funding for administration and marketing;
- **Premises** - Being able to have sufficient storage space, having inadequate premises, delays in planning, requiring repairs and the costs associated with this;
- **Increasing costs and customers spending less** - Energy prices, food prices, cash flow and a reduced customer spending, cash flow during expansion, increasing costs across the board, including import prices, stock, staff, energy;
- **Advice and support** - Legal advice, business advice, advice to grow, energy advice, marketing and social media support, financial advice including cash flow management;
- **Improving sustainability** - Workflow, automation, making processes more streamlined and cost effectiveness;
- **Business funding** - Accessing tenders for larger infrastructure projects in the region, investing for the future, particularly in software, hardware, marketing, and staff;
- **Training and Development** - Recruiting people to courses to learn something new. Encouraging people to access library services. Finding new training and consulting opportunities locally mostly national. Engaging with employers to offer fully funded training and recruitment;
- **Networking with businesses** - Not enough opportunity and very time consuming.

20.3 We know from a range of sources, including the East Midlands Chamber Quarterly Economic Survey³³, that businesses are recovering since the pandemic and that things are moving in the right direction in terms of recruitment, growth, and recovery.

20.4 However, with the increased energy prices and the general cost of living, people are spending less, and this is affecting businesses in Broxtowe. Many local businesses cited the pandemic as still affecting their trading and recruitment and the cost of living crisis, including increased energy costs, affecting their staffing and overall recovery as significant issues.

“Recovering from the effects of the pandemic, trying to combat a change in trading conditions and client spending, in addition to dealing with increased costs and a proposed rent increase.”

“Getting back into normal working after lockdown. Restarting sales networks and reinventing ourselves.”

“The cost of living crisis and the price of stock / materials going up. As well as the electricity bill being 3x what it was last year.”

20.5 Charitable organisations reported problems with retaining volunteers and trustees. Training providers who are also employers reported being unable to engage effectively with local businesses to connect to those who may benefit from employment and skills.

20.6 We asked how **Broxtowe Borough Council could support them to overcome the challenges they had experienced in the last 12 months**.

33 Quarterly Economic Survey - The QES is your chance to have your say on the issues which are affecting your business. It is the biggest business survey in the East Midlands and the results feed into the National QES. You can find all quarterly survey results here [QES Reports - East Midlands Chamber \(emc-dnl.co.uk\)](https://www.emc-dnl.co.uk/quarterly-economic-survey-reports)

20.7 Businesses told us they wanted Broxtowe Borough Council to:

- Have better and more timely communication with local businesses;
- Take on more work experience placements, student placements and graduates;
- Make recommendations to other local businesses for legal and financial services;
- Introduce local businesses (to each other) and promotion of our offer;
- Regular meetings to look at the areas / departments, projects etc. that Broxtowe has that the universities could help support;
- Sort out the lack of resources in the planning department and produce consistent decisions;
- Champion local / regional heritage, reflect this in resourcing of specialist planning / conservation posts.

“As a University for local authorities specifically it would be the promotion of council roles, to support student placements and graduate level roles.”

“You (the council) could also help us to shape and develop the offer by feeding in information about local need.”

“Commit to a cultural change whereby heritage / archaeology is seen as a positive opportunity for enrichment and social engagement, as a byproduct of development, rather than a negative barrier and something to be ignored / avoided.”

20.8 Businesses told us that Broxtowe Borough Council also had a role in supporting or brokering services for businesses in the local area. They told us the Council could support in the following areas:

Recruitment and Retention of staff

- Help us to recruit more Trustees with business skills
- Better connections with local schools and colleges to help us recruit straight from education

Premises

- Concessions for charities and small businesses on premises costs - negotiable
- Additional affordable space

Increasing costs and customers spending less

- Maybe a cost of living grant that would help towards increasing costs? Or help towards advertising costs. I feel the need to advertise now more than ever, in order to increase my customer base but don't have the budget to do it;
- Reduce administrative burden and cost on small employers. H&S and employment laws have become overbearing and very costly. Whereas it is easy to be self-employed, from home with little overhead and paying little tax. This is not beneficial to the country as it makes it very difficult to grow a small quality service provider to local industry and the public.

Advice and support

- Offer one to one business support. Improve the town centre and the promotion of Beeston as a place to visit. Marketing and promotion for the area. Better signage for Chilwell Road to direct people this way (full of independent businesses);
- Specialist / long-term business support e.g. marketing;
- Training on cash flow and invoicing to enable us to enforce invoicing terms for large businesses.

Improving sustainability

- Funding towards learning for automation. Details on how we can become more sustainable.

Business Funding

- A grant or investment to help us. I haven't paid myself yet and we are 18 months in. It's going to be make or break for us in the next few months;
- Support, growth, development, grants;
- Energy Assessments / Audits – including grants for installation of charging points, solar PV etc.;
- Financial support for investment to help business growth;
- Any grant to help assist us with new website, systems, building extension and staffing. We are looking to grow over the next 12 - 18 months and need all the above which we mean more local staff required;
- Business funding across the whole of Broxtowe or in multiple areas;
- Help to find business and charitable / grant funding.

Training and Development

- Financial support for upskilling existing staff
- Training support for CPD (care provider)
- Business finance training. Administration / accounts and social media marketing

Networking with Businesses / Connecting

- It would be lovely to have more of a community within business in Eastwood, supporting each other, promoting each other, setting up local networking groups, funding - high street rents are unrealistic to small self-employed business especially if starting new;
- A Beeston networking event ran by the council. Grants to help with becoming less energy dependant, someone coming to see us, talk to us;
- Link us in with Care Homes or Care provider services;
- General support in local events etc.

Communication

- Support with marketing, advertising, and social media
- Introduce our services to Chamber members
- Business Events
- Help promote local services and training provider

“We need to be better at forecasting cashflow and tracking the numbers - I need training.”

- 20.9 Strategically the council must support with transport links and do more to influence this or try innovative solutions.

“Better transport links and improved cycle routes. We have our own in-house EAL accredited academy so are taking school leavers - At 16 years old, how can they get to Moorgreen Industrial Park for a 7am start?”

- 20.10 A number of businesses and charities also reflected that new grant schemes tend to fund new projects and innovation, when sometimes what is needed is just funding to help service delivery.

“Many grants want new projects and innovation, we do what we do really well to high recognised quality and FCA standards..... why do we keep having to reinvent ourselves, residents just need help locally and accessibly, high standard.”

21 Business Challenges in the next 12 months

- 21.1 Businesses told us about the challenges they expect in the next 12 months. Many of the challenges remained the same such as staff, cashflow and difficulties due to cost of living. Many did not see these areas improving in the next 12 months.

“The challenges mentioned on the previous page are ongoing. Recruiting learners, recruiting, and retaining high quality staff.”

“ Survival! In the last two months, I’ve seen a big change in spending patterns which I think is a result of the cost of living crisis. Getting customers is harder and ones who have the cash to spend is very difficult. Business costs have all increased and that’s a challenge in itself without the change in client spending.”

- 21.2 **Recruitment and Retention of staff** - Getting new talent and retaining the people we have, recruiting experienced quality staff, recruitment of skilled field workers and managers.
- 21.3 **Premises** - Getting refurbishment completed and funding for them, funding for expansion. Facilities are not big enough to cope with expansion, increased need for storage and working space as we are having to buy in bulk to contend with economies of scale on essential items, which have price breaks for purchasing in quantity.
- 21.4 **Increasing costs and customers spending less** - Rising costs, sustaining sales to a decreasing market. The cost of everything still rising with VAT and Corporation Tax bills to pay. Weathering the slowing of the economy due to interest rate rises.
- 21.5 **Advice and support** - Determining our future strategy and finding the funding and premises to match our needs, Marketing the business and building new accounts, Business Growth, Marketing is a challenge to get people through the doors. Our in-house Job Centre, “JOB QUEST” needs to let people know we are there to help.
- 21.6 **Improving sustainability** - Finding clients raising company profile and cash flow Sustaining workflow at a regional level.
- 21.7 **Business Funding** - Cuts in Health and Social Care Funding, Marketing ourselves due to lack of funds. Finding long term funding so we can plan strategically rather than fire fight, keep investing in marketing, staff, and software to sustain business and grow. Funding to be able to grow the business as we want whilst withstanding raising costs Increasing costs and staffing.
- 21.8 **Training and Development** - Spend of AEB funding and growing our apprenticeship sector, Encouraging people to attend courses which will support their employability. The lack of trained engineering is concerning. Also the move to T levels is also concerning as this flips from on the job training to more classroom training.
- 21.9 **Networking with Businesses** making effective partnerships with local businesses, making sure we reach as many businesses across Nottinghamshire as a focus to promote our services, and support a range of employers.
- 21.10 **Green Growth and Sustainability** - Energy cost and requirements to produce an ESG in order to tender for business in certain sectors. We are a dual business site, while one makes a profit the other is making huge losses and is not sustainable. It also needs huge financial investment to be viable long term due to climate change,
- 21.11 **Businesses working with schools** - Finding suitably qualified professionals, especially those willing to work with learners in special needs schools where demand is currently strongest.

21.12 The next 12 months is looking very challenging for some local businesses. With more businesses reporting the difficulty to continue to operate. One business told us that they were unhappy with Beeston Town centre with so many retailers and business moving out. This is a problem that is not unique to Broxtowe and many larger town centres are experiencing similar issues with larger chains, established retailers and local bank branches closing.

“Trying to stay profitable when costs are increasing but turnover isn’t - The need to increase my customer base - I also need to drive more traffic to my website but don’t have the relevant technical knowledge to do this myself.”

“The challenge that I can see at the moment is the rising cost of inflation. This may impact the business in the long run. Also, staffing issues, and finding and training a skilled employee can be challenging. Seasonal changes.”

21.13 We asked how **Broxtowe Borough Council could support them to overcome the challenges they foresee in the next 12 months.**

21.14 **Recruitment and Retention of staff** - Help with sourcing the right apprentices. Help us to recruit suitable staff.

21.15 **Premises** - Provide low rent storage and or office space befitting a small charity that is serving the community . Save our pubs, supporting local establishments as these are a community hub. Support with possible premises and funding.

21.16 **Increasing costs and customers spending less** - Talk to government about the needs of our businesses.

21.17 **Advice and support** - Help with advertising - either funding to help towards paying somebody to work on my website and social medias to help drive online sales, or maybe some funded free seminars /webinars on the subject.

21.18 **Improving sustainability** More help with cashflow. Funding towards the increasing costs.

21.19 **Business Funding** - More growth grants and grant funding.

20.20 **Training and Development** - Support and training for Trustees and volunteers. Introducing people and employers to our services where relevant. Feeding back gaps in the market that our organisation could partner on and create training for. Help promote our courses and help with feeding into our curriculum development so that the courses available to people support them to move closer actively working. Provide funding to upskill existing staff with vocational qualifications. Offer training opportunities Offer one to one business support.

20.21 **Marketing and Advertising** - Promoting business in the local area, Including our offer in any network marketing, coming to any networking events, and generally supporting with the promotion of services so we can engage with as many employers as possible. We need people to spread the word about the services we offer. Market the town - improve the look of the town - closed banks make it look deserted. Advertise events taking place in the Beeston town and along Chilwell Road.

20.22 **Networking with Businesses** It would be useful if you could introduce us to local businesses and help us to network. You could also promote our existing offer and help us to shape the future offer by encouraging local businesses to engage in our consultations. This would ensure that our offer is well matched to their needs. Networking meetings local FB groups.

20.23 **Representation** - talking with the government on behalf of small businesses to get things resolved like the unreasonable utility bills brought down. Be a voice for businesses to influence what is needed from businesses.

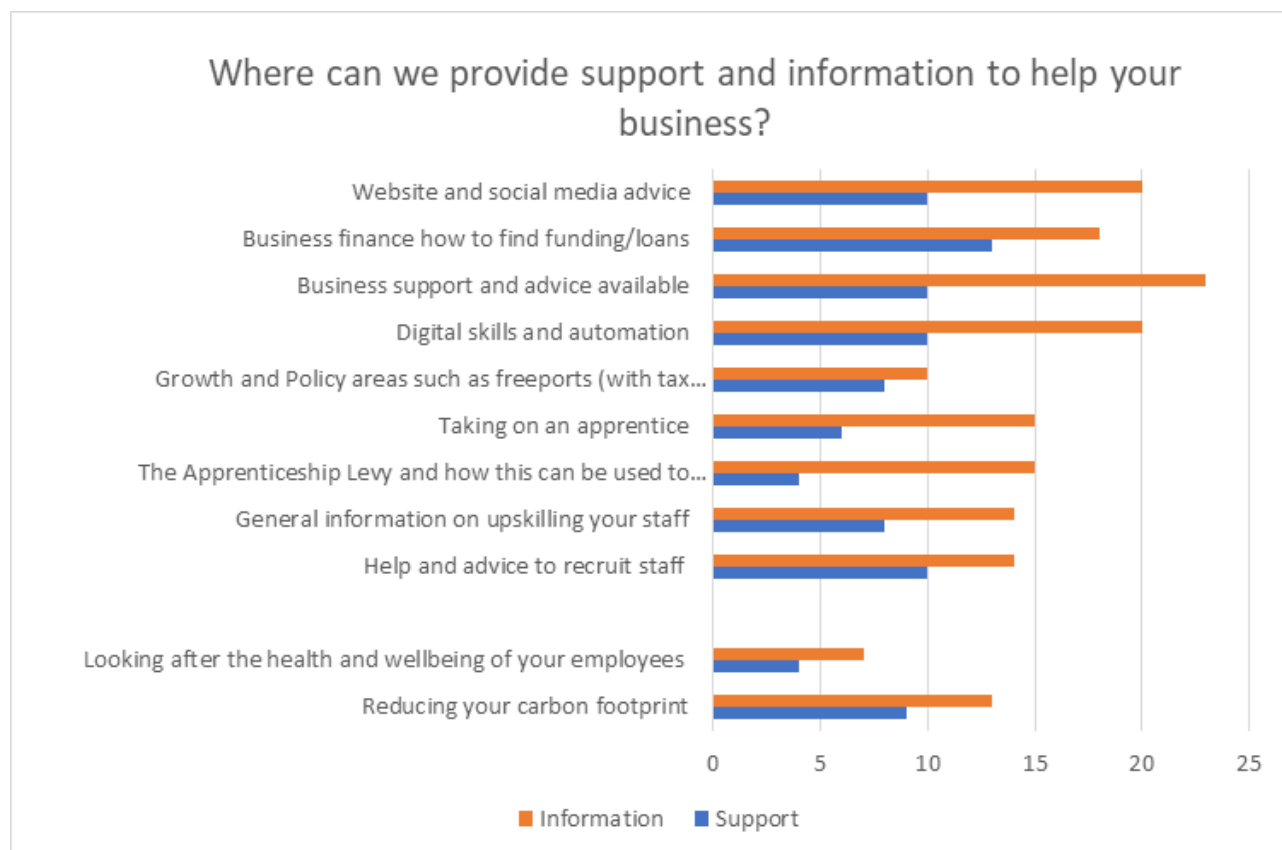
- 20.24 **Green Growth and Sustainability** - offer grants towards changes being made to make businesses more sustainable. Allow us to be eligible for this like electric charging points. We were told we don't have the footfall, but the footfall we do have - 70% drive electric. Help us come up with what Broxtowe needs from our land should we not be able to continue as a golf club. ESG advice and guidance / support – grants for energy efficiency / reduction schemes.
- 20.25 **Businesses working with schools** - Introduce more businesses to schools.
- 20.26 Marketing and advertising of services was raised by several respondents to the questionnaire. They cited that there was a training need but also recognise that the council could be part of the solution.

“We do have a skills gap in marketing ourselves as a local charity, people think we are government funding or a national charity which we are not. So any advice on marketing, selling ourselves and social media would be helpful, we need to shout more about our successes.”

- 20.27 Once again issues in relation to inconsistency within the planning department and the planning committee were raised. The council could perhaps have more communication with businesses seeking planning approval in the area.

We asked businesses about the areas where they needed support and information on a range of topics.

- 20.28 20 businesses required more information on websites, 23 wanted information on social media and Business Support and Advice. 20 businesses wanted more information on digital skills, automation websites and social media. 15 businesses wanted more information and on taking on an apprentice and using the apprenticeship levy to upskill staff.



20.29 We asked business what else we could do to help their business to thrive?

- An injection of funds to take the pressure off myself to enable me to focus on the business and not worry about paying the bills at home.

“At the moment I feel like in order to counteract rising costs, I need to increase my customer base and drive more sales. So anything that would help towards that would be great.”

- Funding to help with costs / overheads Help with digital marketing Help with advertising Help with driving more traffic to my website and increasing sales; Customers!
- Promote tourism and local business. Invest in marketing campaigns and initiatives t attract more tourists and locals to the local area, this will increasing footfall and potential customers / clients. More community events, promote collaboration among cafés and there establishment;
- I’m always looking for ideas to develop but would like to do more local business;
- Help to find apprentices for outdoor work on the estate. There doesn’t seem to be any tree / estate land management courses, odd considering the future needs farming and biodiversity gardening;
- Increased support from the local Business Community to allow preventative awareness to take place.

Recommendations:

Broxtowe Borough Council is well positioned to help with the asks from companies in the local area. These are:

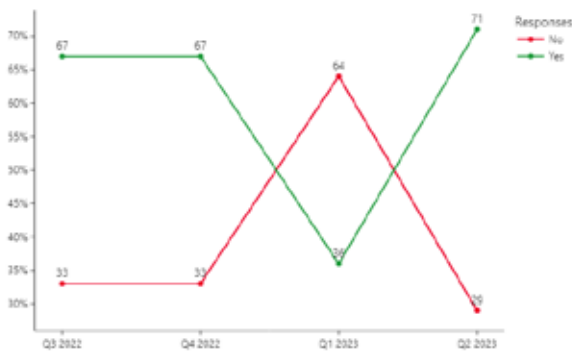
- Recruitment and Retention of staff,
- Business premises,
- Increasing costs and customers spending less,
- Advice and support,
- Networking with Businesses,
- Improving sustainability,
- Business Funding,
- Training and Development,
- Marketing and Advertising (including digital),
- Connecting and Communication,
- Representation,
- Green Growth and Sustainability,
- Businesses working with schools.

Recommendations and Actions from this section are included in Appendix 3 and 5.

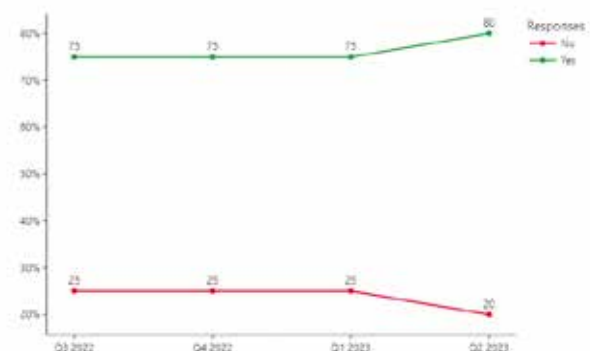
21 Further Insight into the needs of Broxtowe Businesses

- 21.1 There are a range of other data sources which can help us to build a picture of the needs of businesses in Broxtowe.
- 21.2 East Midlands Chamber carry out a Quarterly Economic Survey (QES)³⁴ which informs the local, regional and national picture for businesses. For the purposes of this report, we used data taken from the QES carried out by the Chamber from 15/05/23 and 09/06/23 in the second quarter (Q2) of 2023.
- 21.3 Breaking down the data to Broxtowe in total, there were 14 responses. Of these, 64.0% can be broadly classified as Manufacturers and 36.0% as Service Sector businesses. Out of 14, 29.0% of respondents were micro, 29.0% were small and 36.0% were medium-sized businesses. Only 7.0% of respondents were large businesses. 21.0% of respondent businesses were active in international markets.
- 21.4 We have compared the data sets for Q3 and Q4 in 2022 and Q1 and Q2 in 2023 to allow us to compare results and trends over the 4 quarters.
- Q2 2023 shows a decline in local business involvement in both UK and overseas markets in terms of overall business activity - sales, orders and bookings.
 - Generally, the labour force within businesses remain constant with some reporting that they will be looking to extend the workforce in the next three months.
 - 71% of respondents had attempted to recruit in the past three months with the majority (over 80%) experiencing problems finding suitable staff.

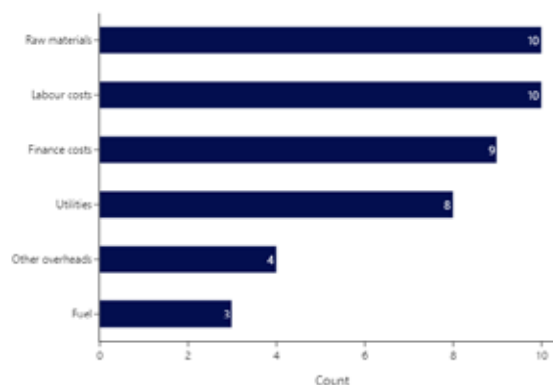
Have you attempted to recruit within the past three months? (Trend over 4 quarters)



If you have recruited over the past 3 months, did you experience any problems in finding suitable staff? (Trend over 4 quarters)?



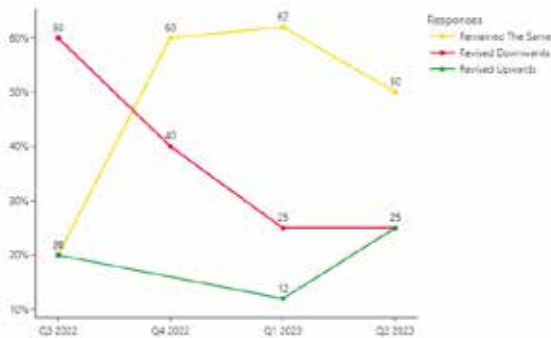
- 43% reported that business cashflow remained consistent with 36% stating a reduced cash flow. 71% of businesses are working at below full capacity.
- Businesses reported that they expect prices to increase and 43% say it will remain constant. In Q1 2023 only 10% expected prices to remain constant and the number who expected prices to increase in that quarter has reduced from 90% down to 43%.
- Cost increases related to the following factors:



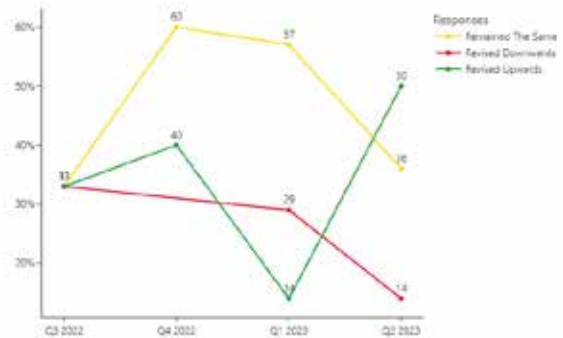
34 The QES is the biggest business survey of its kind in the East Midlands. The results also feed in to the British Chambers of Commerce QES, the largest and most representative independent business survey of its kind in the UK. [QES Reports - East Midlands Chamber \(emc-dnl.co.uk\)](https://www.emc-dnl.co.uk)

- 50% expect their investment in plant, machinery and equipment to remain the same, which is 12% lower than in Q1 2023. Though more businesses expect to invest a bit more in this area (12% in Q1 and 25% in Q2).
- The QES asks about investment in training. In Q2 2023 50% expect to invest more in this area. The trend in this investment dipped dramatically in Q1 2023 to 14%.

What changes have you made to your investment plans for plant / machinery / equipment: (trend over 4 quarters)



Over the past 3 months, what changes have you made to your investment plans for training: (trend over 4 quarters)



- Business concerns reported are consistent with the Broxtowe Skills Quest Questionnaire these are:
 - Inflation
 - Interest Rates
 - Corporation Taxation
 - Access to Skilled Labour
 - Exchange Rates
 - Competition
 - Business Rates

21.5 The Federation of Small Business is a national representative organisation specialising in the needs of small businesses. It carries out a national small business index survey.

21.6 The East Midlands Small Business Index (EMBI), which measures confidence amongst businesses found that it has improved considerably in the last quarter.

21.7 Confidence levels stand at -14% showing an improvement on the previous quarter of -48%. It supports the findings that businesses continue to report decreasing net revenue and increases in core costs of running a business such as utilities and labour costs which are perceived barriers to growth.

21.8 Full findings can be read in the report³⁵.

21.9 The Local Skills Improvement Plans (LSIP) are being coordinated in the D2N2 area by the Federation of Small Businesses. The Local Skills Improvement Plan (LSIP) is an initiative funded by the Department for Education³⁶. Each LSIP area will have a strategic development fund allocated based on the findings.



35 [East Midlands | Small Business Index Q1, 2023 | FSB, The Federation of Small Businesses](#)

36 LSIPs will provide an agreed set of actionable priorities that employers, providers and stakeholders in a local area can get behind to drive change. LSIPs will: place employers at the heart of local skills systems and facilitate direct and dynamic working arrangements between employers and providers [Local skills improvement plans \(LSIPs\) and strategic development funding \(SDF\) - GOV.UK \(www.gov.uk\)](#)

- 21.10 In the D2N2 area the LSIP report outlined 5 emerging areas of concern for local business about skills levels.³⁷ These are:
- Essential and Transferable Skills (work readiness)
 - Digital Skills
 - Low Carbon
 - Local socio-economic conditions.
 - Local Skills Delivery - approach to training
- 21.11 Very few businesses in Broxtowe contributed directly to the report, however this information can still inform our landscape and provision for businesses. Some of the findings will form part of the action plan within Broxtowe.
- 21.12 The Chartered Institute for the Management of Sport and Physical Activity (CIMSPA)³⁸ is the lead organisation for the UK's sport and physical activity workforce.
- 21.13 CIMSPA has been working with government and organisations such as Sport England to develop a Local Skills Improvement Plan to ensure a progression route for people working in the sport and physical activity areas and business owners operating in this area.
- 21.15 The work in Nottinghamshire has produced a five point plan of action which will be used to form a local skills improvement plan for the area. The career pathways are being developed in partnership with West Notts College. Overseen by a local steering group.

22 Future Funding and Skills Provision in Broxtowe

- 22.1 From April 2023 the picture looks very different: Core provision has dramatically reduced in the area with the loss of the following provisions:
- Money Sorted in D2N2 (Building Better Opportunities - ESF and National Lottery Funding - Helping people into work with financial worries)
 - Opportunity and Change (Building Better Opportunities - ESF and National Lottery Funding - Helping people into work with multiple and complex needs)
 - Towards Work (Building Better Opportunities - ESF and National Lottery Funding - Helping people to overcome barriers into education, training or work)
 - ESF / ESFA Community Grants (funding for smaller grassroots organisations to help people into work)
 - Back to Work (ESF Funding - helping short term unemployed back into work)
 - Way to Work (ESF Funding - working with those furthers from the labour market)
 - Pathways to Health and Social Care (ESF Funding)
 - Taste Local (ESF funding - skills for those in the food industry)
 - Priority Skills for D2N2 (skills training for employees)
 - I Programme (ESF funded digital inclusion project)
- 22.2 In addition to the future local funded activity discussed later in this report the following programmes currently operate or are soon to be commissioned in Broxtowe:
- DWP Restart Programme
 - DWP Work and Health Programme
 - DfE Multiply
 - NHS England - Individual Placement and Support - secondary mental health
 - OHID - Individual Placement and Support - substance misuse
 - National Careers Service
 - A range of Adult Education Budget Programmes run by local colleges and providers
 - Dept Health and Social Care / DWP - Individual Placement and Support in Primary Care - Working Well East Midlands (from November 2023)

Appendix 4 shows a full chart of employment and skills provision beyond 2023.

³⁷ Findings from the LSIP [Derbyshire and Nottinghamshire LSIP | FSB, The Federation of Small Businesses](#)

³⁸ [CIMSPA Insight Hub - the evidence base for our work | CIMSPA](#)

- 22.3 Multiply³⁹ funded activity in Nottinghamshire is part of the UKSPF and so there should be no duplication when commissioning new UKSPF activity. This is worth over £2m in the area and is subcontracted to [Inspire](#) and [Futures](#).
- 22.4 Funding from government has been allocated to all district and borough councils via the UK Shared Prosperity Fund (UKSPF).
- 22.5 Broxtowe Borough Council have an allocation of £2,584,477 to support activity under three investment themes - Communities and Place (CP), Local Business (LB) and People and Skills (PS). Whilst some employment and skills activity can be supported under Communities and Place and Local Business, the majority is being commissioned via the People and Skills theme of which the allocation is £420,000 - 16% of the total budget. This is less funding than was allocated via European funding, and it is expected that this will mean less provision in the area. However the funding for People and Skills will increase in 2024 and 2025, when the programme ends.
- 22.6 Broxtowe is engaging with a round of Nottinghamshire County Council joint commissioning to support activity under the Local Business and the People and Skills activity. Alongside an investment of £200,000 into a jointly commissioned People and Skills pot with other Nottinghamshire districts, Broxtowe Borough Council are holding £100,000 for the commissioning of additional People and Skills Activity, where we identify gaps in provision. We are also opening a People and Skills Good Ideas Grant scheme, worth £110,000, that would support smaller projects working specifically in the Broxtowe area.
- 22.7 Jointly commissioned activity to support Local Business in Broxtowe is worth £273,000. This will provide one to one business advice, local workshops, supporting businesses at all stages of their development to start, sustain, grow, and innovate and support for businesses with decarbonisation and improving the natural environment whilst growing the local economy. This new business service is due to start in October 2023 and will be delivered by East Midlands Chamber⁴⁰.
- 22.8 All UKSPF funded programmes will end on 31st March 2025. Thereafter it is expected that this funding will be administered via the Mayoral Office following devolution in Nottinghamshire and Derbyshire from 2025.
- 22.9 Broxtowe need to use the Levelling Up UKSPF funding to test and pilot activity in the area to inform future plans and investment.
- 22.10 It is important for Broxtowe that there is adequate support available for businesses and support for people to achieve sustainable employment and to become economically active wherever possible. This is necessary to tackle poverty, inequality, and exclusion in our area, helping those who may otherwise be left behind and vulnerable in our community.
- 22.11 Nottingham, Nottinghamshire and Derby have been successful with funding from the Department of Work and Pensions to develop a new Individual Personal Support programme which can be accessed by people via primary care settings. This funding will help more than 2,600 residents with disabilities and long term health problems to receive employment support. It will also provide a service to help people to retain their jobs which are at risk due to ill health. This service has now been commissioned. The contract in Nottingham city and Nottinghamshire South has been awarded to East Midlands Chamber in partnership with Inspire and Futures.⁴¹

39 Multiply is funded as part of the UK government Levelling Up strategy. This funding is managed by the upper tier authorities in Notts – Nottinghamshire County Council and Nottingham City Council. This is open to anyone aged 18+ who would like to improve their maths skills.

40 [Home - East Midlands Chamber \(emc-dnl.co.uk\)](https://www.emc-dnl.co.uk/)

41 <https://workingwelleastmidlands.co.uk/>

23 People and Skills Priorities

- 23.1 People and skills priorities have been developed using local data and the expertise of the Broxtowe Employment and Skills Partnership, which has over 60 members. The Partnership's strategic plan identified 6 overall strategic aims for Broxtowe:

To shape current and future policy development and priorities on issues related to skills, employment, and social inclusion in Broxtowe.

Provide leadership on skills in Broxtowe area by identifying current barriers to recruitment and skills gaps.

Identify future skills needs and wider engagement from Secondary schools FE and higher education institutions.

Promote emerging work opportunities to the future workforce, teachers, and parents along with the various progression routes available, e.g. apprenticeships, direct employment and further and higher education.

Employer Links - Connecting Business to students and residents.

Inclusive Employment – identifying skill gaps and barriers to education, training, and employment.

- 23.2 The monitoring of these 6 strategic objectives will continue via the Broxtowe employment and Skills Action Plan. We recently held online workshops to discuss the objectives and these remain current and relevant for residents and businesses in Broxtowe.

- 23.3 4 priorities have been identified as part of the joint commissioned UKSPF People and Skills framework. These are:

Priority 1 - Linking young people and adults into local employers, colleges, and universities to increase social mobility, particularly those from deprived areas or facing disadvantages. Provision of support for NEET individuals is also required.⁴²

Priority 2 - Working with local employers to create more opportunities in the north of Broxtowe and providing support to enable people to access employment.⁴³

Priority 3 - Ensuring that these disadvantaged areas are supported to improve skills and employment levels.⁴⁴

Priority 4 - Ensuring continuity of a good level of provision in Broxtowe to support people to improve their employability and ensuring that this support is targeted at those who are experiencing disadvantages.⁴⁵

42 Broxtowe is an educational 'cold spot', ranking 270 of out 324 in terms of the chances that child from a disadvantaged background will do well at school and get a good job.

43 Physical access to opportunities is also a barrier for many people, particularly in the north of the Borough (Eastwood, Kimberley, and the surrounding villages). This is due to poor provision of public transport for these areas.

44 Eastwood, Kimberley, and Stapleford perform poorly regarding skills and employment. 7 of the 11 super output areas are within the 50% most deprived in terms of employment. 3 of those are in the top 10% most deprived.

45 This is based on the range of employability support programmes that will be ending due to the withdrawal of EU Structural Funds providing services for those most deprived in our local communities.

23.4 Broxtowe's involvement in the joint commissioning framework will contribute to prioritise outputs and outcomes that support UKSPF priority E33: **'Supporting economically inactive people to overcome barriers to work by providing cohesive, locally tailored support including access to basic skills'**. However, we expect that any commissioned activity (joint commissioning, Broxtowe Bespoke Projects and People and Skills Good Idea Fund), will support across all the investment plan interventions related to the People and Skills Investment Priority, which are:

- E34: Courses including basic, life and career skills
- E35: Enrichment and volunteering activities
- E36: Increase levels of digital inclusion, essential digital skills
- E37: Tailored support for the employed to access courses
- E39: Green skills courses
- E40: Retraining support - high carbon sectors
- E41: Local digital skills

23.5 These all form key components of the Employment and Skills Strategy and action Plan.

We will also continue to prioritise:

- People aged over 50
- Women returning to work or who have never worked
- Young people not in education, employment, or training
- People with a disability, short and long term health conditions
- Economically Inactive People
- People from an ethnic minority
- People with multiple complex needs (homeless, care leavers, ex / offenders, people with substance abuse problems and victims of domestic violence)

24 Businesses Priorities (Skills and Employment)

24.1 There has been recent activity around commissioning Business Support which will assist with supporting businesses with their skills needs. In addition, FE colleagues have teamed up to take forward proposals outlined in the Local Skills Improvement Plan, which is discussed in more detail within the business section of this report.

24.2 This plan, commissioned by the DOE and developed by FSB following extensive consultation outlined 5 key areas where businesses required skills improvement:

- Digital
- Net zero
- Automation
- Logistics
- Employability skills

24.3 The partnership consists of Nottingham College, Derby College and the RNN group. This will provide more training and development opportunities for local people - however this is only short-term funding, and the majority is capital.

24.4 The Priorities for local businesses included:

- Apprenticeships
- Upskilling Staff and business owners
- Marketing and digital support
- Sustainability support for local businesses
- Identifying new customers and supply chains
- Green / reducing carbon footprint and working towards Net Zero

25 Key Recommendations from the report

- 25.1 Key recommendations and actions are detailed in Appendix 3 Business Support (page 45) and Appendix 5 People and Skills (page 50) of this report.

Appendix 1 Provision pre-2023



Department for Work and Pensions
Universal Employment Support

Works Coach Support
Job Finding Support, Sector Based Work Academies (SWAPS)
New Enterprise Allowance (ends Jan 22)

Work and Health Programme - Job Entry Targeted Support - a programme designed for people who have been out of work and claiming Universal Credit or New Style Jobseeker's Allowance for at least 13+ weeks

RESTART - Employment support for individuals unemployed or in early access group

Work and Health Programme - Helping people who are disabled, LT unemployed or in early access group

Employment Support for disabled and health issues

Building Working Futures (Work and Health Programme) - Supporting individuals who are disabled progress into sustainable employment
Work and Health Programme Priority Groups - Supporting disadvantaged groups into sustainable employment e.g. over 50's
Intensive Personalised Employment Support (IPES) - Employment support for individuals with multiple and complex needs
Access to Work - Helps more disabled people start or stay in employment (Access to work + for people with severe LD and Autism expected in 2022/2033)

I Work - Employment support for aged 18+ with autism or learning disabilities (Adult Social Care Funded)
Supported Employment Hub - for anyone with learning disabilities, includes Brooke Farm provision (Adult Social Care Funded)
Inspire - adult learning budget and employment and skills training. Also responsible for library provision in Nottinghamshire (Adult Education Budget / Dept of Education)
Futures Unlocking Potential - working with people with SEND, careers advice and into work support (Children's Department Funding)
Employability Programme - for parents of children under 5 years old using Children's Centres in Nottinghamshire (Children's Department Funding)
Care Leavers Achievement Team - working with care leavers to help them into work including via the Care2Work programme (Children's Department Funding)
Newstart - a programme helping people into employment and also working with employers. Offer a Green Grant and funding to provide a wage subsidy (CRF Funded in Newark, Bassetlaw and Mansfield Areas Only)
Good Work - a programme offer advice and support for people to get into and remain in work - aimed at those with health issues (CRF Funded in Newark, Bassetlaw and Mansfield Areas Only) Previously funded via ESF and NLCF



Complex needs including mental health, substance misuse, offending or other barriers to EET

CF03 APM - ex Offenders only, either in prison, due to be released or on-licence in the community (ESF)

Futures Positive - (IPS) - engaged in secondary mental health services only 18+ (Nottinghamshire) (NHS England)

IAPT Employment Advisers - work in primary mental health services to help people into work (NHS England)

IPS Substance Misuse Employment Advisors - for people who are in treatment services for substance misuse related issues (Public Health England and DWP)

Autism Employment Services - specialist advisors for people with autism delivered by a range of organisations including Autism EM

Building Better Opportunities Towards Work -support for those furthest away from the labour market with barriers into education, employment or training (ESF and National Lottery Community Fund (NLCF)

Building Better Opportunities Money Sorted - those furthest away from the labour market with financial barriers to work, education or training (ESF and NLCF)

Building Better Opportunities Opportunity and Change - furthest away from the labour market with 2 out of 5 complex needs (mental health, substance misuse, homeless or at risk of, offering behaviour or who may have experienced domestic abuse) (ESF and NLCF)

D2N2 Skills Access Hub - provides bespoke skills training and development opportunities to local businesses in the D2N2 region (ESF)

Community and Family Learning - providing community based skills provision for families (DOE Funded)

ESOL Project - providing English language training for speakers of other languages

D2N2 Digital Bootcamps - level 3 and 4 employer led technical training for individuals across D2N2 (D2N2 and DOE Funded)

Apprenticeships - paid employment opportunities for all ages gaining training and qualifications

Care 4 Notts and Joined Up Careers - helping people into health and social care roles. Care 4 Notts is also a jobs portal

National Skills Fund - aims to help adults to train and gain the valuable skills they need to improve their job prospects and support the economy

National Careers Service - intensive careers support for adults and young people (aged 13 or over)

D2N2 Unlocking Potential - resources, activity and coordination that supports small and medium sized enterprises (SMEs) to inspire and prepare young people for work across D2N2 (ESF)

Nottinghamshire Opportunities - career and jobs portal developed by Nottinghamshire County Council

Careers and Enterprise Company - employer led support for schools raising aspirations and developing closer connections between employers, school, colleges and providers

Future Impact - offers person-centred support for young people with special educational and complex needs in Nottinghamshire (ESF)

Start in D2N2 - online careers advice portal for parents, pupils, teachers and employers (CEC Funded)

Careers Hubs - working with school career leads to ensure that schools meet the Gatsby benchmarks

Skills Support

Careers Support

<p>Community Based Employment Support</p>	<p>Youth Hubs - DWP led initiative supported by NCC providing wrap around support for young people</p> <p>Community Hubs - joint initiative between the Council's Locality Management Team and Economic Development, providing wrap around support for residents</p> <p>Social Prescribing - link workers providing holistic approach to health and wellbeing, including employment support</p> <p>Green Prescribing Network - link workers providing holistic approach to health and wellbeing, including employment support</p>
<p>Employer and Business Support</p>	<p>Kickstart - providing financial incentives to employers to assist recruitment of 16 - 24 year olds</p> <p>D2N2 Growth Hub - business support ranging from access to finance, CPD, export advice and Brexit resilience</p> <p>New Enterprise Allowance - DWP provide help for those claiming certain unemployment benefits to become self-employed</p> <p>Future Self Employment - DWP support for individuals seeking progression into self-employment</p> <p>B-Global - targeted business support for BAME led businesses</p> <p>Apprenticeships - brokerage and financial support for employers recruiting Apprentices</p> <p>Area Based Business Clubs and Networks - supporting entrepreneurs using a place based approach</p> <p>Accelerator - run by EMC this programme offers a wage subsidy, training and support for business (Funded by CRF in Newark, Mansfield and Bassetlaw areas only)</p>
<p>Other Provision Providing Employment Support</p>	<p>Adult Education Budget - support for adults including employability training and job search</p> <p>Apprenticeships - provision by a range of providers to support employers to take on new apprenticeships and / or upskill their current staff. This is for people of all ages and includes entry level and higher apprenticeships via universities</p> <p>Traineeships - provision of job search and support to find traineeships in a range of occupations</p> <p>Trackworks - training for people who want to work in the rail industry (ESF, National Skills Agency)</p> <p>Skills Academy Group - training around construction including free CSCS card (ESF, ESFA)</p> <p>The Chartered Institute for the Management of Sport and Physical Activity (CIMSPA) - training to help retain employees in the sport and physical activity sector. From end December there will be training for individuals who are new to the industry (NLCF - Sport England)</p>

Other D2N2 Skills and Job Support (including in Work Skills Support)

D2N2 Pathways to HSC - employment and training support for individuals 16+ across D2N2 within the health and social care sector (ESF)

Skills Support for the Unemployed - skills and training to help people into work (ESF)

Way2Work - working with people who are facing personal and economic barriers to finding a job (ESF)

Start in D2N2 - online careers platform for young people and businesses (D2N2 / CEC Funded)

Taste Local Programme - working with employers and people who want to go into the food and drink industry (ESF)

Well for Work - helping people with barriers into employment (ESF)

Skills Support for the Workforce - skills and training for those in work (ESIF)

Skills Support for Redundancy - skills and training support for those who are at risk of or recently made redundant (ESIF)

I Programme - support to improve skills for those in work or out of work (ESIF)

ESF / ESFA Community Grants - small grants for community organisations to engage and progress 'hard to reach' individuals employment

Skills for the Future - who are NEET or at risk of becoming NEET with additional needs of from vulnerable backgrounds

Gards for D2N2 - support for businesses to identify skills and talent needs, and benefit from graduate talent in the region

Priority Skills for D2N2 - supports employees of SMEs to access employer-led training, career coaching and advice to up-skill their employees in vocational and high-level technical skills

Branch out in STEM - supports employees of SMEs operating in the STEM sectors to develop their capability providing a direct benefit to the business as a whole

Smart and Inclusive Leadership - provides employees of SMEs with training opportunities to develop into future leaders, from basic skills and Level 1 bespoke learning, through to postgraduate accredited qualifications (ESF)

D2N1 Your Time - support for young people aged 16-24, who are not engaged in EET. Offers practical course in Fashion and Textiles and Graphic Design. Also provide a training course for people who want to become self employed (ESF)

Back2Work - is an employment recovery programme, providing targeted and early intervention employment support to individuals across the D2N2 region whose employment status has been directly affected by the Coronavirus Pandemic (ESF - COVID RECOVERY FUND)

Appendix 2 Broxtowe Employment and Skills Action Plan

Shape current and future policy development and priorities on issues related to skills, employment, and social inclusion

- Ensure that all BCC departments are engaged in the work of the partnership to include HR, Economic Development, Housing and Community Safety
- Work with Economic Development to maximise opportunities

Provide leadership on skills in Broxtowe area by identifying current barriers to recruitment and skills gaps

- Gain a better understanding of the problem's employers are facing to attract and retain staff
- Collectively explore the approach and potential solutions that will benefit businesses and organisations across all sectors
- Support for most vulnerable members of our community - primary / secondary students with no or limited access to technology, increased poverty, those with health conditions

Identify Future Skills needs and wide engagement from Secondary schools FE and higher education institutions

- Support the D2N2 Careers Hub, Enterprise Advisors and Cornerstone Employers and ensure with delivery plans aligning to work of BBC and ESG
- Increase STEM provision through work with the Festival of Science and Curiosity (FOSAC)
- Effectively communicate skills and employment offer to employers / residents / schools / parent and students
- Work with partners to identify future skill needs

Promote emerging work opportunities to the future workforce, teachers, and parents along with the various progression routes available

- Continue to develop the Broxtowe Employment and Skills Partnership - possibly a south Notts partnership
- Support the implementation and uptake of newly commissioned employability provision
- Facilitating a regular series of events to showcase employer vacancies and employment support to the wider community
- Support for newly unemployed to ensure they do not become long term unemployed - understanding characteristics, support needs, transferable skills, employment interests
- Actively promote the FE, HE and lifelong learning opportunities available online and in the local area

Employer Links - Connecting Business to students and residents

- Effective use of apprenticeship levy to support job creation in Broxtowe
- Promotion of online tool kits to help students, parents and local communities learn more about career options
- Effective use of apprenticeship levy to support job creation in Broxtowe

Inclusive Employment - identifying skill gaps and barriers to education, training, and employment

- Highlight groups of residents that are furthest away from the labour market and respond with employment and skills provision
- Support for those already unemployed due to health condition
- Support for young people

Appendix 3 Business support recommendations and action plan for Broxtowe Borough Council

	Activity	Details	Partners
1	Local Entrepreneurial scheme	Local scheme for young people wanting to start their own business. Dragons Den type activity in schools. Startup advice and support. Business Start Up Grants.	Broxtowe CYP Partnership Prince's Trust Nottingham University EMC - Generation Next
2	Joint commissioned business support	1-2-1 Business Support, Workshops, Non-financial support, entrepreneurs to be business ready, adopting new technology, engagement in new markets, knowledge transfer, CO ² reduction schemes and extensive training and webinar programme.	Nottinghamshire County Council, East Midlands Chamber and Broxtowe Borough Council ED Team
3	Broxtowe Business Collaboration (BBC) or Building Better Broxtowe Businesses (B4)	Overall Branding, slogan / logo for all business activity in the area - events, business support, grants etc. possible mini site on website, linked in page etc. and scheduled Email me communications. Develop a schedule of events to coincide with the joint commissioning announcements. Launch event to showcase business support and organisations who can provide support Coordinated business activity in towns. Business Support Pop Up's.	Broxtowe Borough Council ED Team East Midlands Chamber Notts County Council - business advisors Private business coaching organisations
4	Broxtowe Business Networking Groups (BBN) umbrella	Work with local business networks to strengthen / increase their work in the area. One in each town or one which moves around. Business learning and networking breakfasts - similar to Mansfield and Ashfield 2020 Bolsover Business Network and Erewash	Broxtowe Borough Council - ED Team Beeston Network Stapleford BN, Kimberley BN, Eastwood
5	FAME Business Database	FAME is a live database that is used in Nottinghamshire County Council along with 4 districts - Gedling, Bassetlaw, Mansfield, and Ashfield. It is live and so includes more information than via the council tax route. Business have consented to being contacted and FAME will allow us to keep up to date with new / changes to businesses in the area. Use data to create our own local CRM system.	Nottinghamshire County Council GID team Broxtowe Borough Council ED Apprentice
6	Skills Quest Broxtowe:	Gather regular intelligence on business needs in the area to inform the proposed Nottingham Observatory regular snapshots to businesses. Offer a small incentive to businesses that respond.	Broxtowe Borough Council and East Midlands Chamber

	Activity	Details	Partners
7	Business Workforce Development / Future Workforce Planning	<p>Ensure that grant funding is available for individuals in work to support increased take up of apprenticeships, skills bootcamps and other learning.</p> <p>Tailored briefings for businesses.</p> <p>Continue to have this in the action plan for Broxtowe ESP.</p>	<p>Broxtowe Borough Council - ED team</p> <p>East Midlands Chamber</p> <p>Broxtowe Employment and Skills Partnership providers</p>
8	Link to university programmes	<p>Grads for Notts.</p> <p>UoN grad schemes.</p> <p>Graduate placements.</p> <p>Advertise opportunities for other work with each of the universities to help business development.</p>	<p>Nottingham Trent Uni</p> <p>University of Nottingham</p> <p>Nottingham College</p> <p>University of Derby</p> <p>West Notts College</p>
9	Employers LinkedIn group	<p>Develop a closed business LinkedIn Group to share good practice in Broxtowe. Support businesses to engage locally.</p>	<p>Broxtowe Borough Council</p>
10	Broxtowe Borough Council (Email Me) Business Newsletter	<p>Thematic Business Correspondence</p> <p>i.e. Mental Health Awareness week we should promote sites offering free support for employers in this area i.e., Mental Health and Productivity Pilot (mhpp.me)</p> <p>Carers Week 2 June - article from Carers Association about Carers in the workplace.</p> <p>General Business advice - training, funding, support sessions.</p> <p>Local Business Policy - use this communication as a means of ensuring local business know about changing policy such as the Nottinghamshire County Council Inward Investment Strategy and the Broxtowe Economic Growth Strategy.</p>	<p>Broxtowe Borough Council - ED Team</p>
11	Business Vacancies	<p>Link to proposed employment and skills bulletin to include local vacancies and training opportunities.</p> <p>Encourage employers to attend job centre open days and recruitment fairs.</p>	<p>Example from Derby Jobs</p> <p>Local Employers</p> <p>Beeston Job Centre</p> <p>Broxtowe Employment and Skills Partnership</p>

	Activity	Details	Partners
12	Business Funding	<p>Resubscribe to the Idox website for businesses.</p> <p>Ensure people are aware of D2N2 funding tool, policy and guidance online toolkit and link to Broxtowe Business website. Allows search by sector i.e. low carbon, manufacturing, visitor economy, digital, skills and education and rural.</p>	<p>Idox and Broxtowe BC D2N2 LEP</p>
13	Produce a leaflet / publicity for local businesses to tell them more about the Broxtowe offer	<p>Advertise support for business in the residents magazine and produce as a leaflet to locate in venues and send with business rates. Refresh online business support portal on the website.</p>	<p>Broxtowe Borough Council East Midlands Chamber</p>
14	Apprenticeships	<p>Local events to showcase the benefits of apprenticeships and how they can help an employer. Including looking at transfer of levy and case studies.</p>	<p>Broxtowe Borough Council D2N2 LEP Apprenticeship providers</p>
15	Work and Health	<p>Ensure employers are mindful of and engaged in ways to increase productivity of workforce by looking after their health and wellbeing:</p> <p>Development of a series of workshops or webinars promoted to local businesses on a range of subjects including the:</p> <p>Work and health hub - Mental Health and Productivity Pilot, Carers in the workplace, Good Work Charter, People and Skills Summits, Local ICS Health Checks, and schemes like Nottinghamshire Wellbeing in the Workplace.</p>	<p>Broxtowe Borough Council Midlands Engine Nottinghamshire Carers East Midlands Chamber ACAS Integrated Care System - South Notts Place Based Partnership health checks Notts CC - Wellbeing in the workplace</p>

Appendix 4 Provision post-April 2023

DWP Employment Support

Available to All

Job Help website - free-to-access website to help people become job ready and find work

Find a Job - website on which employers can advertise vacancies for free. Jobseekers can search and apply for vacancies

Dynamic Purchasing System Cases - training provision procured in accordance with training gaps identified by Jobcentres. Site specific.

For All Claimants

Work Coach Support, SWAPs, Flexible Support Fund

9 months unemployed

RESTART - Employment support for individuals unemployed for 9 months or more

Young People

Youth coaches - Youth employability coaches can provide up to six months of specialist support for those with complex barriers to work

DWP Employment Support for Disabled

Building Better Outcomes (Work and Health Programme) – Supporting individuals who are disabled progress into sustainable employment - run locally by EMC and Futures

Work and Health Programme Priority Groups – Supporting disadvantaged groups into sustainable employment e.g. over 50's

Intensive Personalised Employment Support (IPES) – Employment support for individuals with multiple and complex needs

Access to Work - Helps more disabled people start or stay in employment

NCC Employment and Skills Support

I Work - Supports people with learning disabilities, autism and Asperger's aged 18 years or over, to find and maintain paid employment, based on their skills, interests and qualifications.

ICDS Post 16 Team - for young people with an Education, Health and Care (EHC) Plan from Year 11 onwards (maximum age 25 years)

Supported Internships - ages 16-24 with an EHC plan; It is a structured route to work study program based mainly within a host employer with placements from 6 months to 1 year.

Supported Employment Hub - For anyone with learning disabilities and includes Brooke Farm employment and skills training - supporting people with disabilities to advance their employment goals.

Employability programme - for parents of children under 5 years old using Children's Centres in Nottinghamshire [Getting ready for work | Nottinghamshire County Council](#)

Leaving Care Service - working with care leavers to help them into work

Nottinghamshire Opportunities - www.oppsinnotts.co.uk

Youth Service - working with young people

Inspire - adult learning budget and employment and skills training including Multiply

Futures - employment and skills support for individuals and businesses including National Careers service / Multiply

<p>Multiple, Complex and deep barriers</p>	<p>CF03 –APM - Ex Offenders only - either in prison due to be released or on-licence in the community Futures Positive - (IPS) - Engaged on Secondary mental Health Services Only 18+ (Nottinghamshire) IPS Nottinghamshire (CGL) - work with people using substance misuse services IPS Primary Care - Working Well - East Midlands - for people wanting to work who are using primary care services (from September 2023)</p>
<p>Skills Support</p>	<p>Multiply - for aged 19+ without a Maths L2 (or equiv) qualification Free maths courses Nottinghamshire County Council D2N2 Digital and Green Skills Boot Camps - Level 3 and 4 employer led technical training for individuals across D2N2 DOE HGV Bootcamps Inspire - AEB and variety of learning programmes The Skills Toolkit - The Skills Toolkit National Careers Service</p>
<p>Careers Support</p>	<p>National Careers Service - Intensive Careers Support for adults and young people (aged 13 or over) Careers and Enterprise Company - Employer led support for schools and young people raising aspirations and developing closer connections between employers, schools, colleges and providers Careers Hubs - North and South Nottinghamshire Start in D2N2 - online careers advice portal for parents, pupils, teachers and employers</p>
<p>Employer and Business Support</p>	<p>East Midlands Chamber of Commerce - training, networking, business support ranging from access to finance, CPD, export advice and Brexit resilience Area Based Business Clubs and Networks - place-based approach UK Shared Prosperity Funding - Business support activities</p>
<p>Other skills provision / employment support</p>	<p>Princes Trust - entrepreneurial support University and Further Education Colleges - apprenticeships etc. Traineeships T-Levels</p>
<p>Community Based Employment Support</p>	<p>District / Borough Council and VCS Leads - Partners providing employment support and wrap around interventions within the community Social / Green Prescribing Network - Link workers providing holistic approach to health and wellbeing, including employment support</p>

Appendix 5 People and Skills Recommendations and action plan for Broxtowe Borough Council

	Activity	Details	Partners
1	Develop a Start in D2N2 portal	<p>Purchase a front page for Broxtowe like Mansfield Start (startprofile.com)</p> <p>This provides a local platform for use by parents, pupils, employers to connect around all things employment and skills. It also includes local data on industries and opportunities in Broxtowe. Launch during apprenticeship week.</p> <p>Publicise via the Broxtowe Matters publication.</p> <p>Local organisations, employment and skills partnership, children and young people's partnership, health partnerships.</p>	<p>Career and Enterprise Company</p> <p>Broxtowe Borough Council Communications team and Economic Development</p>
2	Employment and Skills Partnership (ESP) continue to spotlight employers	<p>Plan meetings and regular update mailing list.</p> <p>Share information on events, training, and other items to strengthen partnership including all UK SPF activity.</p> <p>Develop a bank of employers to engage and attend the meetings and ensure all new providers in the area attend.</p> <p>Regular update of NOMIS and DWP data.</p> <p>Regularly refresh the action plan.</p>	<p>Broxtowe Borough Council</p> <p>Employment and Skills Providers</p> <p>Local Employers</p> <p>Department of Work and Pensions</p>
3	Joint commission employment and skill provision for economically inactive and socially excluded residents (E33 - UKSPF)	<p>Delivery of employment support for people who are economically inactive, have barriers to work.</p> <p>Prioritised top 10 areas in Broxtowe that have highest universal credit claims.</p>	<p>All districts and Nottinghamshire County Council</p> <p>Futures</p>
4	Festival of Science and Curiosity (FOSAC)	<p>A Nottinghamshire wide festival is aimed at children, young people, parents, and other residents with an interest in STEM activities.</p> <p>Agreement signed for the first Broxtowe targeted events at the festival in 2024 and 2025.</p>	<p>FOSAC team</p> <p>Local steering group</p> <p>Broxtowe ESP , Schools, Colleges and University</p> <p>Local employers</p>
5	Broxtowe Bespoke Projects and People and Skills Good Ideas Fund / commissioned projects	<p>Revisit proposals received via the community and place GIF that could support the people and skills agenda.</p> <p>Develop the framework for a people and skills good ideas fund to open in October / November.</p>	<p>Broxtowe Borough Council</p> <p>Employment and Skills Providers</p> <p>Broxtowe People and Skills fund</p>

	Activity	Details	Partners
6	In work support	Develop a project to support people who are in work to maintain their job roles. These would be people new to roles or who have health conditions that may impact on their work.	Broxtowe Borough Council Providers - commissioned via bespoke programmes
7	DWP Outreach sessions and employer event	Develop a partnership with DWP Beeston and Ripley, Heanor Job Centres. Branding as DWP in partnership with Broxtowe. Encourage more employers to be involved in employer events held at the local job centre. Identify sites for outreach sessions to take place - i.e. Stapleford, Eastwood (with Derbyshire JCP), Beeston in job centre and middle street resource centre, Kimberley.	DWP Beeston DWP Ripley Broxtowe Borough Council Inspire Libraries
8	Jobs Fairs - in key locations within Broxtowe	Develop a regular timetable of support for local job fairs. Provide support to these including publicity, venues, contact with employers. Costs can be supported via UKSPF. Support the proposed DWP job fairs in local offices. Skills workshops for people at jobs fairs: CV's interview skills.	Local councillor and MP DWP colleagues Broxtowe ESP providers
9	What Next in Broxtowe - jobs, apprenticeships, careers fairs - in partnership with the schools	Consider rebranding activity to have a timetable of careers events for all. Develop an annual calendar of jobs fairs and other events taking place in Broxtowe.	D2N2 careers hubs Broxtowe Employment and Skills Partnerships
10	Publicity and communications	Refresh action plan and develop a plan on a page, regularly showcase members, update website Skills, Employment and Training Organisations : Broxtowe Borough Council Update directory and post on website. Broxtowe Matters resident's magazine, NG magazine.	Broxtowe Borough Council - Economic Growth
11	Create a Broxtowe Jobs Bulletin	Using the approach similar to Nottingham City and Derby Jobs Weekly to develop an email jobs bulletin for the area. Weekly roundup of employment, training and skills activity and a place for local employers to advertise local vacancies.	Broxtowe Borough Council Local Employers DWP

	Activity	Details	Partners
12	Scope Green Skills type employers in the area	Some data may come from the Skills Quest Business Questionnaire - other sources to inform the Start in Broxtowe portal development.	D2N2 LEP Broxtowe Borough Council
13	Pop up market stalls in Beeston, Kimberley, and Stapleford marketplaces and at other Broxtowe Events	Markets officer has agreed to host any Markets officer has agreed to employment and skills providers having a stall at local markets. Develop guidance and form for prospective employment and skills providers to complete including an online rota managed by ED.	Broxtowe Borough Council - Economic Growth Markets Officer Employment and Skills Partnership
14	Annual open air job fair in each of the town squares.	Could be part of wider health and wellbeing fair and other local events. Showcase local vacancies - engage with local employers identified via the Skills Quest.	Broxtowe ESP members Broxtowe Borough Council Markets and Events team.
15	Employment and skills activity linked to food clubs and food banks	Local food banks in Broxtowe have received funding through the UKSPF CP. We need to ensure that employment and skills activity is linked into food banks and other services for vulnerable people within Broxtowe.	Broxtowe cost of living partnership, Broxtowe CAB, local providers
16	Financial resilience support	Engage with the local events which are planned for the community around cost of living and financial resilience.	Broxtowe CAB Broxtowe Borough Council Communities and EG
17	Apprenticeships <ul style="list-style-type: none"> • In house • SME's • Large companies 	Currently run by HR - in the corporate plan to increase activity in this area. More information needed and incentives to businesses to take on apprentices - employment of an ambassador champion that would raise the profile and offer support to businesses to access the apprenticeship levy. Brokerage services for employers Work with apprenticeship providers working in the area. Regularly promote apprenticeships in Broxtowe Results - Find an apprenticeship (findapprenticeship.service.gov.uk)	Broxtowe Borough Council External provider commissioned via the Broxtowe local projects D2N2 LEP
18	Traineeships and work experience opportunities	Explore traineeships in the area and produce information to improve the confidence of employers to take on traineeships. Broxtowe work experience in planning being developed for 23 in partnerships with The Royal Town Planning Institute and Pathways CTM	Broxtowe Borough Council - Planning Team

	Activity	Details	Partners
19	Skills Boot Camps (Green, Digital, new technologies)	Support for employees who wish to join a boot camp that is partly funded by DfE.	Broxtowe Borough Council Local employers Local residents
20	Industry specific Construction	Development of a local construction college in the area. Connect companies with the new offer from the CITB - engage with planned construction job fairs. Explore work placements and apprenticeships in the area.	Local Businesses Local councillors and MP Nottinghamshire County Council
21	Industry Specific Manufacturing and Engineering	Explore work placements and apprenticeships in the area. Work with local engineering companies to establish needs including meet the buyer type events.	Employers Local Colleges via the LSIP funding
22	Industry Specific Health and social care	Commission a programme to work with local health and social care providers (care homes and other social care providers) to deliver local provision. Regular promotion of health and care roles in the local area via the Broxtowe Jobs bulletin.	Nottingham College (dentistry, health and social care, nursing, and other medical professions) West Notts College (health and Social Care) Care 4 Notts
23	Industry Specific HGV driving	There is a shortage of HGV drivers and the DfE bootcamp funding for this has now ended. Most places require a 30% contribution by the company. Use of an ILA type scheme could benefit local companies for residents living in Broxtowe. HGV Skills Bootcamp - 70% Off Training Courses (hgvc.co.uk)	Broxtowe Borough council - The Depot HGV driving schools Local logistic companies
24	In Work Progression Underemployed?	DWP project on underemployment - it is recognised that some within the community could work for longer hours to increase overall productivity. Continue to engage with the project.	Department for Work and Pensions
25	Skills for Life guarantee	Regularly Promote Skills for the Life guarantee and the free learning opportunities to residents and local businesses.	Broxtowe Borough Council ED team Broxtowe ESP

	Activity	Details	Partners
26	Degree Apprenticeship Scheme	Develop a specific apprenticeship scheme for those with higher level qualifications.	Broxtowe BC HR Broxtowe BC ED team
27	D2N2 People and Skills Group and HS2 Skills Group	Continue to engage with the LEP and EMC to share good practice and update on the strategic plans for Nottinghamshire including new technologies and new employers.	D2N2 LEP EMC
28	Support for local people who have been made redundant in the area	Continue to support local businesses where job losses will impact on the local community.	DWP Broxtowe Borough Council Local Businesses



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