

	Outcomes:	Markers of Success:	Interdependencies:
<p><b>ECONOMIC</b> - Enable greater local opportunities for all people, communities and businesses</p>	<p>1. Supporting a dynamic, resilient and diverse economy where businesses invest and everyone has the right jobs and the right housing in the right place</p>	<p>1a. Better connectivity, improved reliability and well maintained transport networks creating an environment where businesses are supported to thrive and grow</p>	<p>For highway safety inspections and highway emergency defect response times interdependencies are performance of Alloy software and performance of highway contractor Tarmac</p>
		<p>1b. Regenerating the borough to support places where people are proud to live and work, delivering affordable homes and attracting inward investment</p>	<p>We rely on our relationships with other key government agencies and funded partners (Chamber, FE Colleges, DWP, Housing, Health, Local Authority) to commit to continued collaboration and working together to share opportunities which will help to motivate and engage our residents to improve their economic and health wellbeing.</p> <p>We require continuous business and developer interest in the regeneration of the borough to support the place to be attractive for new investment and for business re-locations or expansions. This will create an environment where people are proud to live and work in the borough. We rely on our colleagues managing physical regeneration schemes to create opportunities to engage in direct dialogue with developers and agents to introduce the principles and benefits of social value commitment with clear interventions being agreed to create opportunity for businesses and people ie Planning, Towns Deals, Regeneration Schemes and new Commercial Contracts.</p> <p>We are already in regular contact with some major contractors and partners to support the achievement of social value commitments, and we have regular conversations with HBD on opportunities being created on the new SPARK (Phoenix 10 site). Future meetings will focus on their ability to bring forward work experience programmes, work placements through Works+, new apprenticeship roles and groundworker roles, both in the current remediation phase and moving forward in development of the bespoke commercial units on this prestigious site.</p> <p>We will rely on building relationships with other major developers and contractors, to maximise on the potential to draw out goodwill on social economic and environmental schemes. We have already made contact with Keepmoat on the Willenhall housing development and Kier on the Darlaston and Willenhall train station redevelopment schemes. We are also keen to engage with the commercial contractors for the new recycling centres in Bloxwich and Aldridge.</p> <p>We will keep good links with procurement colleagues to ensure that each new tender is assessed on social value with a weighting of 5% minimum to 15% maximum and will assess that their tenders respond appropriately and include tangible KPIs and employment related outcomes.</p>

			<p>Our relationship with external partner organisations and statutory organisations is robust ie WMCA, FE, Independent training providers, DWP and other WM based local authority Employment and Skills Team. We also are directly involved and secretariat for the Walsall Employment and Skills Board which helps to steer the work of our partners organisations working in this area. We have established relationships with hundreds of employers in the borough and continue to grow our reach into over 8000 businesses in the borough. We have identified 750 small businesses that we aim to make contact and will use the established links with our Business Growth Team to make contact. We will work with our Adult and Childrens Commissioners, to identify health care providers in order to support with their recruitment needs.</p> <p>However, we may need support to improve our collaboration with internal Council services who have touchpoints with our most vulnerable residents ie Childrens and Adults Services. Our relationships with external organisations who support new migrants has strengthened recently and we are supporting clients who have recently moved to the UK to find and enter work. This has enabled us to assess the ESOL needs of those recently arrived or resettled in the borough.</p>
	<p>2. Education, training and skills enable people to contribute to their community and our economy</p>	<p>2a. Provide access to education, apprenticeships and training to improve productivity and skills</p>	<p>In terms of working achievements, Walsall Council is firmly committed to apprenticeships, and this is being endorsed through by the Council being the lead sponsor of this year's Ladder for the Black Country Apprenticeship Awards, an event being held in late November 2023. The commitment to apprenticeships is long standing and aligns to the pledge made when Walsall Works was launched to tackle youth unemployed by creating new apprenticeships through a subsidised grant. The Council also understands the challenge we have in growing the skills levels of the working age population in the borough, and in particular with some young people, and the apprenticeship model can help to improve skills as a mechanism to improve workforce development.</p> <p>Census data, now shows that Walsall still presents with nearly 17,000 (9%) adults having no qualifications and only 27% of adults holding a higher Level 4 qualification. The biggest skills deficit is still around digital skills with 56% of working adults not having the right skills fit for work. This coupled with sector shortages in construction, retail, health care, logistics and professional services, creates the ideal opportunity to actively promote the creation of apprenticeships for adults to employers to help people without the relevant professional skills to enter the workforce and develop the skills whilst working. However, it is often challenging to encourage older adults to apply for new apprenticeships and its more common for existing adults in the workplace to access apprenticeships.</p> <p>Walsall Council continues to lead by example through its internal apprenticeship programme, Endless Possibilities, and the authority won the prestigious 'Large Employer of the Year' award at the Juniper Training Apprenticeship Awards 2023. In addition, the Council funded award winning Walsall Works programme continues to promote apprenticeships as a valuable route to employment. Walsall Works is designed to support its residents to improve their employability and help them find work through apprenticeships, jobs and training. The programme centred its launch by creating apprenticeships in private sector businesses for young people so still aims to champion apprenticeships. It still continues to work closely with local and national employers to understand their labour market demands and to bring opportunities closer to local people</p>

			<p>through a free job matching service. The team actively source and host these vacancies on their website <a href="http://www.walsallworks.com">www.walsallworks.com</a>, through weekly jobs bulletin and on social media platforms. We host regular monthly events to match local people to local jobs / apprenticeships and the Walsall Works Expo is the largest jobs fair in the Black Country bringing together exhibitors to meet with hundreds of local jobseekers who are available and seeking work.</p> <p>Walsall Works has extensive partnerships with employers, training providers and partner organisations such as DWP, Housing and Health Services. The support offered is bespoke to client needs and is delivered in a hybrid model, using virtual channels and face to face engagement through qualified employment advisors who based within partner organisations and community sector settings. The programme supports any residents who makes contact, but our main target groups are those who are at risk of becoming long term unemployed, young people, BAME communities, women, women fleeing domestic violence, care leavers, young offenders, teenage mums, those with special education needs, learning difficulties and disabilities, those in supported housing, people aged over 50, social housing tenants or those who have left work due to a health barrier.</p> <p>The programme pro-actively signposts services delivered by partner organisations and offers participants support with wrap around services ie bespoke training leading to vocational qualifications, specialist courses as well as support with housing, debt advice, counselling, work clothing, travel costs for work and childcare support. We proactively support our community sectors with improving their financial literacy and digital capability in order for them to offer non-accredited and accredited training ie personal budgeting, cost of living support, basic skills, digital skills, employability skills, vocational courses and pre-employment programme.</p> <p>Good quality employer engagement is vital in our delivery to bring forward local job vacancies, work placements, apprenticeships, volunteering and in-work support to improve sustainable employment. For individuals who are furthest from the labour market, we are able to bring forward paid work placements in the private sector and through social value drawn in from our major contractors. Our core aim is to provide pre-work and in-work support for individuals with barriers to employment which can include access to on the job counselling services and mental health support to help transition people into work.</p> <p>In the last quarter return we demonstrated our commitment to apprenticeships by presenting two examples of recent case studies of clients who secured apprenticeships this past year.</p>
		<p>2b. Reducing unemployment through collaborative working with employers and partners</p>	<p>Statutory government funded organisations are largely responsible for improvements required to achieve this marker of success ie DWP, JC+ Offices, FE Colleges and Training Providers. We continue to work closely with them to ensure that their resources and funding are directed appropriately to address the needs of our participants and will work with them to improve the quality of local offer ie provision for our unemployed and low skilled residents.</p>
<p><b>PEOPLE</b> - Encourage our residents to lead</p>	<p>3. People can access support in their community to keep safe</p>	<p>3a. People are supported to build on their strengths and those in their communities to maintain and/or maximise their independence.</p>	<p>Continuous Improvement programme workstreams</p>

**Cabinet Report - Corporate Plan: Markers of Success Q2**

**Appendix 3**

**Q2 Identified Interdependencies:**

more active, fulfilling and independent lives to maintain or improve their health and wellbeing	and well and remain independent at home	3b. People feel safe in their home and community	CXC having robust processes and a capable workforce to ensure that people at risk of or experiencing abuse or neglect are referred to Access promptly.  Staffing capacity to carry out safeguarding audits on the absence of a safeguarding practice lead.  Capacity to support the development of the new concerns form and concerns portal
	4. People are supported to maintain or improve their health, wellbeing and quality of life	4a. People know how to maintain or improve their health and wellbeing and get timely support for this, where required. 4b. People can access timely social care support and reablement to prevent a hospital admission or facilitate a timely discharge	Interdependency with Walsall Healthcare Trust (Frail Elderly Service, Care Navigation and Rapid Response) and Intermediate Care service
<b>INTERNAL FOCUS -</b> Council services are customer focused effective, efficient and equitable	5. We get things right, first time and make all services accessible and easy to use	5a. Services will be accessible and easy to use with improved customer satisfaction	
		5b. Customers and partners report that they would recommend working with us in the future	
	6. The Council will deliver trusted, customer focused, and enabling services, which are recognised by customers and our partners for the value they bring	6a. Services will provide value for money measured through delivery of outcomes within agreed resources	
		6b. Services are trusted and customer focused measured through staff satisfaction/ engagement scores.	
<b>CHILDREN</b> Have the best possible start and are safe from harm, happy, healthy and learning well	7. Children and young people thrive emotionally, physically, mentally and feel they are achieving their potential	7a. Children and young people have access to high quality education and training opportunities and schools are more inclusive	
		7b. Children and young people with additional needs or in specific circumstances are identified and supported to have their health and education needs met.	
	8. Children grow up in connected communities and feel safe everywhere	8a. Services and support is responsive to needs of different communities, partners are proactive in responding to these needs and children and families have easier and timelier access to services.	
		8b. Children and families are better connected with community resources to enable them to build resilience, are involved in developing their plans and can provide regular feedback.	
<b>COMMUNITIES -</b> Empower our communities so that they feel they are connected and belong in Walsall, creating safe	9. Our communities will be more resilient and supportive of each other	9a. There will be a vibrant and diverse community and voluntary sector providing help and support where people need it with a range of volunteering opportunities	Reliant on community groups mentioned across the report
		9b. Trust will be built within and between communities across the Borough	Reliant on community groups mentioned across the report

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and healthy places whilst building a strong sense of community.	10. People are proud of their vibrant town, districts and communities	10a. The Borough's streets are clean, green and welcoming, with more waste recycled and less going to landfill	<b>Awaiting Feedback</b>
		10b. People feel safe in their local area and anti-social behaviour and crime – particularly environmental crime is reduced	Strong community alliances and working alongside a variety of organisations across Walsall