

Growth Scrutiny Themed Review: Council support for job growth

Proposed Response

Recommendation	Accept, Amend or Reject the recommendation	Organisation	Comments
Recommendation 1: That services work with employers and businesses to focus on engaging people who aren't traditionally involved in the creative or cultural sectors in order to attract them into employment in that sector	Accept	Council	The Fair Deal Academies programme includes our Creative Academy. We will ensure that we target and support those who aren't traditionally involved.
Recommendation 2: That services work to facilitate linking creative organisations with the wider community with the aim of introducing local people to arts jobs	Accept	Council	EBS will work closely with the Arts and Culture Team as part of the Creative Academy.
Recommendation 3: That the Council makes being part of the construction industry 'Fairness, Inclusion and Respect' programme a contractual condition for its development partners	Amend	Council	We have mechanisms in place already which measures Fairness, Inclusion and Respect. We will investigate requiring developer partners to comply with FIR as part of the procurement process to understand cross overs with what we are already doing and the implications.

Recommendation 4: That the Council works with schools and organisations providing career advice and development partners to promote education and career pathways into the construction industry particularly for underrepresented groups	Accept	Council	Through the council's Construction Academy we will work to support this recommendation, particularly in encouraging underrepresented groups into the industry. We will work with the Education Team to determine and agree actions via the Post 16 Strategy which promote career pathways into construction via schools and in the transition to work especially through IAG services. We will promote Apprenticeships and Traineeships to support career aspirations.
Recommendation 5: That the Council works with its providers and partners to support residents looking or needing to retrain because of changing work practices and new opportunities for jobs in the green economy, focusing particularly on older workers, and identifying funding opportunities where available	Accept	Council	Through the Green Jobs Academy and Green JobsFests we will promote new work opportunities generated through net zero targets to our residents.
Recommendation 6: That the Council works with its partners to actively promote green jobs to students of all ages at schools, Further Education colleges and other educational establishments, with a particular emphasis on demonstrating career progression after training or an apprenticeship	Accept	Council	We will encourage local skills providers to continue to develop their curriculums to reflect this as well as use council AEB provision to promote awareness. Through our local networks we will promote vocational routeways to these skills including Apprenticeships linked to growing occupations.

Recommendation 7: That the Council continues to explore how small businesses can be supported to diversify into the green economy including maximising the potential of Council-owned buildings to enable the growth of the sector, and identifying any available funding	Accept	Council	EBS Maureen Our business support programmes will incorporate business opportunities presented through diversification into green economy. The Green Business Network will encourage businesses to diversify and adapt existing business models to the green economy. The Green Economy Strategy and Action Plan will identify diversification opportunities alongside activities that will have the greatest impact in the business community, to achieve net zero.
Recommendation 8: That the Council engages with groups such as Women in Construction and Black Professionals in Construction, and identifies any other relevant professional groups, in order to ensure green job opportunities are promoted to a diverse range of people.	Accept	Council	We will work to promote careers in construction to a wide diversity of residents through our sectors and academies programmes. LASC and Waltham Forest College will provide an important contribution to this. We will engage with groups such as WiC and BPIC to promote green opportunities, a commutable distance from the borough to diverse groups and deliver an engagement programme through the construction academy.
Recommendation 9: That the Council, in its role within the Integrated Care System/Integrated Care Board, works with health partners to ensure that raising the status of social care is a long-term priority for the ICS	Amend	Council	The Council, in its role within the Integrated Care System/Integrated Care Board, works with health partners to ensure that raising the status of social care is covered as part of the ICS Employment and Workforce priority.

Recommendation 10: That the Council continues to work with commissioned social care providers to ensure that they understand the long-term benefits of paying the London Living Wage or higher	Accept	Council	As a London Living Wage Council, we are working on all commissioned providers moving towards paying LLW. Our recent Homecare tender which will be going live October 10th has a requirement to be LLW compliant and this will be the case of other services as they are recommissioned.
Recommendation 11: That the Council reviews the national work carried out by Skills for Care around what makes local authorities attractive to social workers and ensures that this is disaggregated to show the local picture and that this is taken into account in planning future recruitment	Amend	Council	That the Council uses the intelligence available from Skills for Care to inform its recruitment & retention strategy and activity
Recommendation 12: That the Council encourages commissioned providers to sign up to the 'Good Work Standard'	Accept	Council	The commissioned providers should be certainly encouraged to become accredited to the Good Work Standard.

Recommendation 13: That the new Hub encourages candidates intending to embark on health careers to gain initial experience through a job in social care	Amend	Council	The Hub is a part of the operations of the North East London NHS Trusts. We will use our influence and partnership with the Hub to encourage them promote a pathway between social care into health. Our emerging Health and Social Care Academy will also promote career pathways from social care into health.
Recommendation 14: That there is a focus on extending the work currently undertaken with schools and colleges to other local schools and colleges	Accept	Council	The report highlights the need to promote social care as a good career option for school leavers especially as part of a pathway into careers in health for those who would like it. Our Health and Social Care Academy will support this.
Recommendation 15: That there is a strong focus on progression within the health and social care sector especially for BAME employees	Accept	Council	Our ambition to promote pathways between social care and health will particularly focus on encouraging BAME employees.